



Sustainability Report 2025





Laviosa Group

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CONTENTS

Letter to stakeholders	4
Methodological note	6
1. LAVIOSA OVERVIEW	8
1.1 Our organisation	9
Highlights of the Laviosa Group	9
Vision, Mission and Values	10
About Us	11
The History of the Laviosa Group	13
The value chain	15
The Laviosa Group Worldwide	18
Customer Satisfaction	20
1.2 Pet Care Division	23
1.3 Performance Minerals Division	29
1.4 Logistics Division	31
2. CORPORATE GOVERNANCE AND RESPONSIBILITY	33
2.1 Group governance	34
2.2 Anti-corruption	39
2.3 Policies and Certifications	42
3. COMMITMENT TO SUSTAINABILITY	47
3.1 Laviosa in figures	48
3.2 Commitments and targets	49
3.3 Materiality analysis	51
3.4 Stakeholder Engagement	56
4. SOCIAL IMPACT	58
4.1 Human Capital Management	59
4.2 Health and safety at work	69
4.3 Relations with local communities	72
5. ENVIRONMENTAL IMPACT	76
5.1 Product and process innovation	77
5.2 Energy and emissions	83
5.3 Waste management	88
5.4 Water management	92
5.5 Biodiversity and land restoration	95
6. ECONOMIC IMPACT	103
6.1 Economic performance	104
GRI Index	106

LETTER TO STAKEHOLDERS

Dear stakeholders,

it is with great satisfaction that I present the Laviosa Group's **first Sustainability Report, prepared in accordance with the GRI Standards**, the leading international guidelines for sustainability reporting.

The preparation of this document represents a strategically significant step for the Group: not only the achievement of an important milestone, but above all the start of a structured process of transparency, accountability and continuous improvement, aimed at making our environmental, social and economic (ESG) performance measurable and comparable.

Throughout 2025, Laviosa has undergone a deep and conscious evolution, during which **sustainability has become a central element of its strategy**. No longer merely a set of best practices to be communicated, but a coherent system of actions, tools and responsibilities that shape the Group's day-to-day decisions and guide its long-term development.

This approach is based on a responsible management of natural resources, a focus on people's health and safety, respect for workers' rights, constant dialogue with local communities, and the ability to generate sustainable economic value over time.

The close integration between extraction, processing and distribution activities requires, in fact, continuous monitoring of environmental and social impacts. It is in this context that, in 2025, the Group decided to launch a structured reporting process at Group level, aligned with GRI standards. This decision was not driven by regulatory obligations, but by a deep conviction: **in an increasingly complex and interconnected global context, the ability to create lasting and sustainable value for all stakeholders also depends on the ability to make it visible, measurable and shareable**.

On the environmental front, 2025 marked particularly significant results. The Research and Development department made a decisive contribution, developing innovative solutions capable of combining technical performance with reduced environmental impact. An emblematic example is the launch of production of pet litter made from agricultural by-products, a concrete expression of a circular economy approach.

This is complemented by research into an alternative to coal in the green moulding process in iron foundries.

In the social sphere, Laviosa has strengthened its commitment to the protection and empowerment of people, promoting initiatives dedicated to gender equality and inclusion. During the year, internal training programmes on diversity and equity were launched, alongside support for cultural and awareness-raising initiatives in the local area.

The decision taken during 2025, in terms of staff consolidation and inclusion, also involved the direct hiring, in Turkey, India and Italy (Villaspeciosa), of individuals who had previously been working under outsourcing contracts (contractors); we became convinced, over time, that providing continuity to direct employment relationships is a way of consolidating and developing skills and know-how.

From a financial perspective, the Laviosa Group has confirmed the strength of its business model.

In 2025, turnover reached €145.56 million, representing growth of approximately 6% compared with 2024.

The Pet Care Business Unit accounted for 52% of total turnover, the Performance Minerals division for 41% and Logistics for 7%. The growth trends of the individual divisions showed a positive performance: Performance Minerals +2.3%, Pet Care +5.2%, Logistics +37%. During the year, Laviosa Germany GmbH was also established to

support the growth strategy and strengthen the Group's presence in Northern European markets. The 2025 financial year was characterised by significant pressure on raw material procurement costs as a result of increased logistics and distribution costs, particularly those relating to logistics from Sardinia, which, with the introduction of the European ETS tax on freight charges, had a negative impact of approximately €750,000 compared to the previous year, when it stood at €250,000. The strong performance of the foreign subsidiaries meant that net profit for the year stood at €10.37 million, down by approximately 7% compared to 2024. The 2026 budget and the business plan for subsequent financial years foresee, despite an uncertain international context and fluctuating geopolitical and macroeconomic scenarios, positive results with growth in terms of quantities produced and sold and in terms of profitability in the Pet Care and Performance Minerals sectors, whilst maintaining the utmost focus on cost trends and implementing all measures aimed at increasing operational and production efficiency.

This Sustainability Report therefore represents a starting point: a tool through which we intend to strengthen our dialogue with all our stakeholders, in the knowledge that only through discussion and collaboration can we effectively address future challenges.

Looking ahead, we will continue to base all our decisions on the four guiding values that have always inspired our work: **innovation, sustainability, sharing and integrity**. These principles will continue to guide our strategic decisions, our investments and our impact on the local community and society.

Confident that this work will prove to be a useful and valued resource, I thank you for the trust you have placed in the Laviosa Group and for the constant support that accompanies us on our journey of growth.

Enjoy reading

Cav. Lav. Giovanni Laviosa



METHODOLOGICAL NOTE

As part of its sustainability journey, the Laviosa Group (hereinafter also referred to as “Laviosa”, “the Group”, “the Company” or “the Group”) has drawn up and published its **first Group Sustainability Report**, covering the financial year 2025 (hereinafter also referred to as the “Report” or the “sustainability report”).

Scope of reporting

The scope of this sustainability report covers the parent company LH S.r.l. and its subsidiaries.

Specifically, the report includes all the Laviosa Group’s operational, industrial and logistics companies located in: Italy, France, Germany, Turkey and India. In particular, the scope includes:

- Italy: Laviosa S.p.A., which operates three production plants and two mines under concession, and the logistics company Laviosa Logistics S.r.l.;
- France: Laviosa France SAS, with two production plants and a quarry under concession, and the logistics company Laviosa Logistics France SAS;
- Germany: Laviosa Germany GmbH, a company with a packaging line operating on a contract basis;
- Turkey: Laviosa Sanay ve Ticaret Ltd Sti, with a production plant and a quarry under concession, and the logistics company Laviosa Maritime Sanay Ticaret Ltd Sti;
- India: Laviosa India Pvt Ltd, with a production plant and two mines under concession, and the logistics company Laviosa Maritime India Pvt Ltd.

With regard to the scope of reporting, the methodological choices adopted are set out below.

Although Laviosa Germany GmbH is a wholly-owned subsidiary of LH S.r.l., it has no significant direct environmental or social impacts, as it operates exclusively on a contract basis, limiting itself to the supply of bentonite and the provision of the plant, whilst the packaging activity is carried out by a third party. In light of these considerations, information relating to Laviosa Germany GmbH is included in this Sustainability Report exclusively with regard to economic performance and customer satisfaction.

Finally, with regard to the Group’s logistics companies, for reporting purposes it should be noted that only issues relating to human capital management, health and safety, customer satisfaction, economic performance and anti-corruption are considered material. Other material issues are not addressed for this business unit, as they do not generate significant impacts. The Group’s significant impacts are in fact mainly associated with the activities of the Pet Care and Performance Minerals business units, which represent the operational core with the greatest environmental and social significance.

Where specific information, data or indicators relate to a single company or a specific country of operation, these areas are explicitly indicated in the text; in such cases, the specific entity or geographical area in question is stated.

This sustainability report covers the activities carried out and the results available as at 31 December 2025, in line with the financial year. To enable to carry out a comparative assessment of performance and monitor the progress of the initiatives undertaken, the year 2024 has been taken as the comparison period.

Reporting standards

The Laviosa Group’s Sustainability Report has been prepared in accordance with the guidelines of the Global Reporting Initiative (GRI), the international body that developed the GRI Standards. Specifically, the **‘in accordance’ option with the GRI Standards** has been adopted, meeting the nine compliance requirements set out, including:

- Application of reporting principles;
- Reporting of the disclosures required by GRI 2: General Disclosures 2021;
- Identification of material topics;

- Reporting on the disclosures required by GRI 3: Material Topics 2021;
- Reporting on the disclosures required by the GRI Specific Standards for each material topic;
- Explanation of reasons for any omissions;
- Publication of the GRI Content Index;
- Preparation of the Statement of Use;
- Notification to the GRI.

For the requirement relating to reporting on the GRI Sector-Specific Standards for each material topic (requirement 5), Laviosa has taken as a reference the **GRI Sector Standard 14: Mining 2024**, which provides a set of sector-specific disclosures designed to ensure a comprehensive and transparent representation of the material topics relevant to Laviosa's business, and consequently of the impacts generated.

Materiality analysis

Laviosa conducted a materiality analysis to identify the material topics to be reported, in line with the topic identification process defined by GRI 3.

The analysis identified **11 material issues**:

- 5 environmental issues;
- 4 topics in the social dimension; and
- 2 topics relating to governance.

These topics relate to **26 significant impacts** generated by Laviosa's activities and assessed on the basis of their relevance both to the Group and to its stakeholders; specifically, the assessment process involved both internal representatives through interviews and external stakeholders via a survey, with the aim of ensuring a participatory and transparent approach. For further details, please refer to the chapter dedicated to the materiality analysis, which outlines the methodology used in accordance with GRI 3.

Governance of the reporting process

The reporting process involved the active participation of various company departments, with contributions from numerous internal Group representatives. In particular, the following departments participated in the collection and validation of data: Environment Department, Human Resources Department, Health & Safety Management, Research and Development Innovation Team, Sales and Marketing Department, and the Administration, Finance and Control Department.

In defining the materiality analysis and structuring this Sustainability Report, the Laviosa Group also enlisted the support of an external consultancy firm, which assisted the Group in the collection, processing and analysis of data, contributing to the mapping of impacts and the respective material issues.

Regulatory developments

This Sustainability Report has been prepared by the Laviosa Group on a voluntary basis, as Laviosa is not among the entities required to do so under Legislative Decree 125/2024, which transposes the European CSRD (Corporate Sustainability Reporting Directive) on sustainability reporting.

Despite the uncertainty and the constantly evolving regulatory framework, including following the approval of the so-called "Omnibus Package", Laviosa has chosen to embark on a path of transparency and accountability, disclosing its ESG (environmental, social and governance) performance through this report.

Approval and Publication of the Report

The Sustainability Report was approved by the Board of Directors of LH S.r.l. on 17 June 2026.

The document was prepared on a voluntary basis and has not been subject to external audit.

The Report is publicly available on Laviosa's corporate website.



1.

LAVIOSA OVERVIEW

1.1 Our Organisation

1.2 Pet Care Division

1.3 Performance Minerals Division

1.4 Logistics Division

1.1 OUR ORGANIZATION

LAVIOSA GROUP HIGHLIGHTS

145,6

TURNOVER - MIO€

100+

YEARS IN BUSINESS

80+

INTERNATIONAL
PRESENCE

3000+

NUMBER OF CUSTOMERS

500k

TONS OF BENTONITE
PROCESSED

6

MINES

8

PLANTS

423

EMPLOYEES

10+

CERTIFICATIONS

VISION, MISSION AND VALUES

“Guardians by nature, pioneers by vocation”

VISION

To promote shared sustainable development while respecting the needs of today and those of future generations.

MISSION

To create responsible and sustainable solutions that help improve people’s quality of life over time.

VALUES

- We invest in innovation in processes, products and services
- We work with respect for and in accordance with ethical values
- Sustainability guides all our activities
- We foster relationships based on integrity and transparency

For Laviosa, it is essential to promote development and innovation, safeguarding the planet’s natural heritage and supporting the local area and communities in which it operates. The Group, family-run for four generations, is inspired by sound management principles and guided by values such as ethics, a tradition of innovation, respect for the environment and care for people.

ABOUT US

The Laviosa Group operates in the industrial sector through the **extraction, processing and distribution of high value-added solutions derived from industrial minerals**, with a long-standing specialisation in bentonite, the main raw material used by Laviosa. Specifically, bentonite is processed to create solutions suitable for a wide range of applications. Direct control over the entire production chain – from extraction to final production – is a distinctive feature of Laviosa’s operating model, ensuring high quality standards, traceability and operational continuity.

- The Laviosa Group carries out its activities through **eight operational plants** spread across **Europe, Turkey and India**, with a strategic location that allows proximity to **five mines** and an **open-cast quarry**, divided as follows:
- Two production plants in Livorno, dedicated to industrial applications – Performance Minerals. Activities include the production of drilling additives, solutions for the environment and construction, solutions for metal casting, additives for coatings, plastics and cosmetics, as well as food and functional additives;
- One plant in **Villaspeciosa**, near Cagliari, specialising in the processing of bentonite clays sourced from the two concession mines at Monte Furros and Monte Idda, which are transformed into absorbent products for pets – Pet Care.
- Two plants in **France**, located in Cersay and Ètréchy, specialising in the extraction and packaging of clays and minerals for the Pet Care segment. Specifically, near the Cersay site there is an open-cast quarry for the extraction of clay (clayey limestone), which allows for a direct supply of raw materials and facilitates efficient integration between extraction, production and packaging.
- One plant in **Germany**, comprising a packaging line and a distribution hub for the Pet Care segment; specifically, Laviosa Germany operates on a contract manufacturing basis, outsourcing the packaging of bentonite for cat litter sourced from Laviosa Turkey to a third party.
- A plant in **Turkey**, located near the Fatsa mining area, specialising in the extraction of white bentonite, widely used in the production of absorbent products for the Pet Care segment, as well as for products related to the Performance Minerals division.
- A plant in **India**, in the Kutch district of the Gujarat region, approximately 20 km from the mine where the bentonite is extracted for the production of products intended for the Performance Minerals Business Unit. In addition to this, the Company has a further mine, bringing the total number of Indian extraction sites to two.

In addition, other overseas operations include a 26.9% stake in the Spanish associate Laviosa Promasa S.A., which operates in **the Spanish** foundry products **market**, as well as a 5% stake in **the Chinese company** Zhejiang Hongyu New Materials Co. Ltd., which manufactures organophilic bentonites for the paints and coatings sector.

All Laviosa Group plants are strategically located and easily accessible by both land and sea. In particular, the proximity to the port of Livorno enables efficient logistics management, facilitating the transport of raw materials and the export of finished products to European and non-European markets. It should also be noted that **logistics activities** are managed by the Group's companies – Laviosa Logistics – which are primarily responsible for coordinating intra-group transport and, to a lesser extent, managing logistics services for third-party clients.

OUR KEY STRENGTHS

1. Customer-focused approach
2. Continuous innovation in R&D and practical product knowledge
3. Raw material control
4. Production facilities located around the world

THE HISTORY OF THE LAVIOSA GROUP

Over 100 years of experience

The history of the Laviosa Group began in **1922**, when a shipping agency dedicated to the marketing of coal imported from England was founded in Livorno. This marked the start of an entrepreneurial journey which, over the decades, evolved to transform the company into an international group specialising in the production and development of bentonite-based solutions for a wide range of industrial sectors and the consumer market, including the pet litter sector.

In **1933**, the company took a crucial step with the construction of a plant in Livorno and the start of micronised coal production. This marked the beginning of a gradual process of diversification which, in **1950**, led to the start of production of bentonites for foundries.

The 1960s marked a period of significant expansion: in **1968**, the company began manufacturing new bentonite and carbon-based products at its new plant in Via Galvani, also in Livorno. This development heralded an expansion of the range of applications for Laviosa products.

In **1984**, with the acquisition of the plant on Via Da Vinci in Livorno, the company entered the cat litter sector and installed a production line for bentonite geomembranes, laying the foundations for a significant presence in consumer markets and the geotechnical solutions sector.

In **1992**, an industrial reorganisation took place: cat litter production was concentrated in Sardinia and Laviosa Promasa was founded, dedicated to the processing of bentonites for foundries. Two years later, in **1994**, the organoclay plant was transferred from Switzerland to Livorno, helping to consolidate the Group's technical expertise.

The following decade marked the start of international expansion. In **2008**, Laviosa Sanayi ve Ticaret was established, marking the start of overseas production in Turkey for the cat litter sector.

A year later, in **2009**, Laviosa Trimex (later Laviosa India) was set up to produce industrial bentonites at the Pundi plant in India. In **2010**, MPC was acquired and renamed Laviosa MPC (later Laviosa France), specialising in the production of bentonite-based additives for tunnelling and drilling, thereby expanding the application portfolio into the construction sector.

From **2013**, the Group strengthened its global focus with the acquisition of a 5% stake in the Chinese supplier Zhejiang Hongyu New Materials, bolstering supply relationships in the Asian market to consolidate its international presence in organoclay production. In **2016**, Laviosa acquired the entire Indian company, which was renamed Laviosa India Pvt Ltd.

In **2018**, the expansion strategy in the pet litter sector continued with the acquisition of the French company Damolin Etrecty, which specialises in this segment. This trajectory continued in **2020** with the acquisition of 100% of France Litière, a manufacturer of cat litter in France, a move that further consolidates the Group's presence in the European pet products market.

In **2024**, the Laviosa Group entered the water exploration and geothermal drilling sector through the acquisition of 100% of PEP Pedrini (incorporated in Laviosa SpA), thereby expanding its scope into high value-added technological and infrastructure fields.

Finally, from 1 March **2025**, the Group undertook a major overhaul of its corporate identity, changing the names of some of its long-standing companies. On this date, Laviosa Minerals takes on the new name LH S.r.l., Laviosa Chimica Mineraria S.p.A. becomes Laviosa S.p.A., whilst Carlo Laviosa S.r.l. is renamed Laviosa Logistics S.r.l. At the same time, 2025 also marks a key milestone for the Pet Care division, which is playing an increasingly central role in the Laviosa Group's portfolio and growth. On 11 September 2025, a major strategic move was announced: the opening in Germany of the new company Laviosa Germany GmbH, dedicated to the packaging and distribution of cat litter for the German, Belgian, Dutch and wider Northern European markets.

Today, Laviosa is the holding company that controls the industrial and pet care activities, consisting of the research and processing of bentonites and other clay minerals into high value-added ideas and solutions, and the logistics activities of Laviosa Logistics, a shipping agency, freight forwarder and terminal operator.



THE VALUE CHAIN

EXPLORATION AND DEVELOPMENT

Identification of resources (bentonite) through feasibility studies and geological mapping; design and construction of the access infrastructure required for open-pit mining.

MINING ACTIVITIES

Extraction of bentonite at the two mines in Sardinia, the mine in Turkey and the two mines in India, as well as the extraction of clays in France.

REHABILITATION (Concurrent with mining operations)

Restoration and rehabilitation of the land, returning it to its pre-intervention condition or, where possible, to an improved state, making the areas usable again and, in some cases, suitable for agricultural use.

TRANSPORT

Transport of bentonite from extraction sites to processing plants and from production sites to destination markets, via a dedicated logistics business unit that manages transport, shipping and terminals in an integrated manner.

PROCESSING

Bentonite undergoes industrial processing at the Group's plants, which includes drying (solar or industrial), mixing, treatment, grinding or granulation, packaging and bagging. These activities enable the production of high-value-added products, designed to meet specific technical requirements and intended for various application sectors, in particular Performance Minerals and Pet Care.

STORAGE

Storage of bentonite at mining sites or terminals.

SALES

Sale of bentonite and its derivatives for a wide range of uses and applications, from industrial to pet care.

BENTONITE AND THE MINING CONTEXT

Civil development and socio-economic progress are historically linked to the ability to utilise, process and manage natural resources. Mineral deposits represent a fundamental resource for the economy, on a par with raw materials such as oil and water, which is also classified as a mineral resource.

Daily life takes place in a context where the use of minerals is essential: glass, ceramics, metals and plastics are just a few examples of products derived from mineral resources. The geological distribution of these resources is not influenced by human will, making it necessary to extract them in areas that are often marginal from an agricultural or urban planning perspective.

The resource extracted by Laviosa is bentonite, an industrial mineral belonging to the smectite group, of volcanic origin. This material possesses distinctive chemical and physical properties that make it indispensable in numerous applications. Among its most significant characteristics is its ability to increase its volume up to 15 times its original size when it comes into contact with water. These properties make bentonite particularly suitable for industrial, environmental and technological applications.

The Laviosa Group's extraction activities take place across five concession mines — two in Sardinia, one in Turkey and two in India—and an open-cast quarry for clay extraction in France. Extraction takes place in limited areas characterised by inert, agriculturally unproductive land. Extraction is also carried out by specialist contractors, and operations are conducted using modern methods designed to minimise disruption to the local ecosystem.

To complete the extraction cycle, Laviosa carries out morphological and environmental restoration work, which involves the replacement of the topsoil and previously removed waste rock, contributing to the site's rehabilitation and the mitigation of the impacts generated.



THE LAVIOSA GROUP WORLDWIDE

Laviosa Germany GmbH
Nordhorn (Germany)
PLANT

Laviosa France SAS
Ètréchy (France)
PLANT • SALES

Laviosa France SAS
Cersay (France)
MINES • PLANT

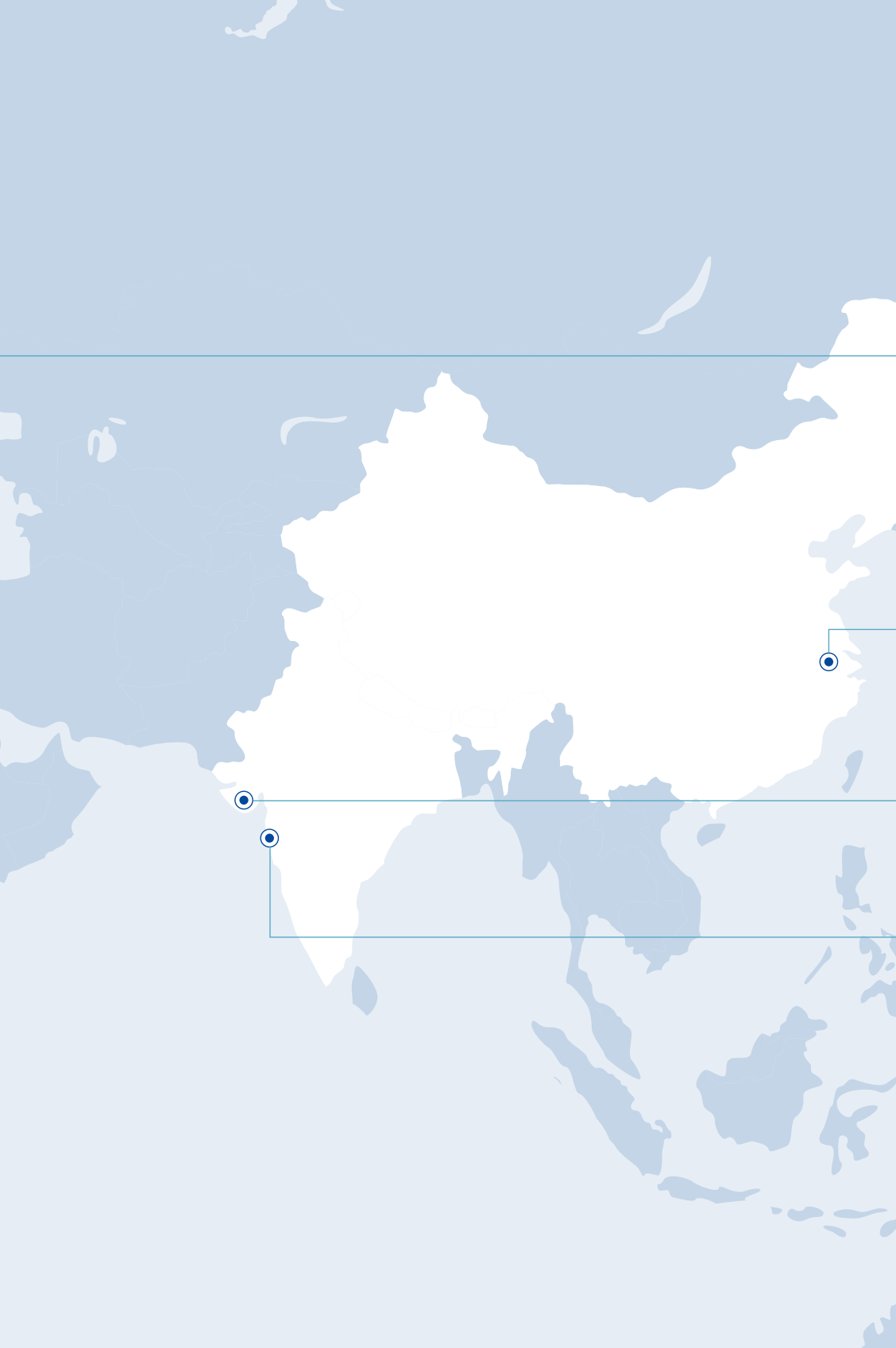
Laviosa Promasa SA
SUBSIDIARY
Vitoria (Spain)
PLANT • SALES

Laviosa Logistics Srl
Livorno (Italy)
HQ

Laviosa SpA
Livorno (Italy)
HQ • PLANT • SALES

Laviosa SpA
Villaspeciosa (Italy)
MINES • PLANT





**Laviosa Sanayi
Ve Ticaret Ltd Sti**
Fatsa (Turkey)
MINES • PLANT • SALES

**Zhejiang Hongyu
New Materials Co Ltd**
SUBSIDIARY
Si'an Town (China)
MINES • PLANT • SALES

Laviosa India Pvt Ltd
Pundi (India)
MINES • PLANT

Laviosa India Pvt Ltd
Mumbai (India)
SALES

KEY BUSINESS DEVELOPMENTS IN 2025 AND FUTURE PROSPECTS

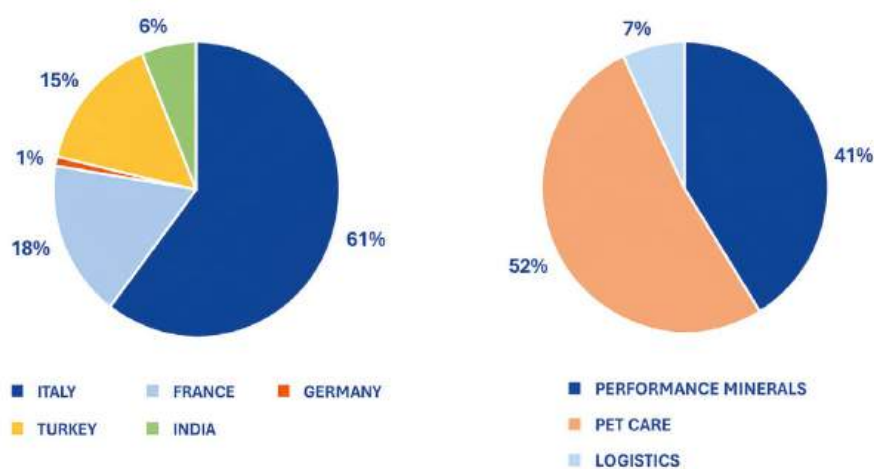
The LAVIOSA Group operates in diversified industrial markets, with a commercial presence extending from the domestic to the international market. In 2025, the Group recorded a turnover of €146 million, up by approximately 5% compared to the previous financial year.

This growth was driven primarily by an increase in sales volumes and the strengthening of the Group’s commercial presence in its key markets, with positive performance in Italy, Turkey and India. In France, the Group maintained its commercial presence whilst operating in a market environment characterised by more selective dynamics. During the year, the Group continued its industrial and organisational development through initiatives aimed at improving operational efficiency, production capacity and its international presence.

In particular: at the Cérçay plant, the installation of a new packaging line was completed; an administrative reorganisation process aimed at improving process efficiency was finalised; in India, a project was launched to build a new plant dedicated to the treatment of products for the foundry sector, a sector experiencing strong growth in the local market; Laviosa Germany GmbH was established with the aim of strengthening the Group’s presence in the European pet care market.

In the first few months of 2026, the Group recorded a positive performance, with results up on the same period of the previous financial year. In an international context characterised by significant geopolitical and macroeconomic volatility, the Group will continue to promote initiatives aimed at improving operational and production efficiency, with the aim of strengthening competitiveness and resilience.

Based on the three-year strategic plan, the Group intends to continue its growth trajectory by consolidating the Laviosa brand, strengthening its international presence and developing solutions with greater added value. In the Performance Minerals sector, the Group aims to consolidate its position in highly technical segments, including civil engineering, coatings and plastics, whilst expanding its presence in international markets. In the Pet Care division, the Group will continue to invest in innovation, quality and sustainability, developing products capable of generating value for customers and pets and continuing on its path towards internationalisation.



INTERNATIONAL PRESENCE AND PARTICIPATION IN INDUSTRY EVENTS

Laviosa's international presence remains a key element of the Group's strategy, fostering dialogue with markets, the sharing of technical expertise and the promotion of innovative solutions across various sectors. During the reporting period, Laviosa took part in numerous trade fairs and technical-scientific events of international significance, strengthening its role as a qualified partner throughout the value chain.

PET CARE

In the Pet Care sector, Laviosa took part in May 2025 in **Zoomark (Bologna)**, the leading European international trade fair dedicated to the sector, a key event for B2B operators, manufacturers and distributors. The company was present with an 80 m² stand, where it showcased the latest products from the Lindocat and Signor Gatto cat litter brands, as well as hygiene and cleaning solutions from the Arya brand. In October 2025, Laviosa took part, for the second consecutive year, in **Pet Fair SE Asia in Bangkok**, the most important B2B event in the sector in South-East Asia.

The event provided an opportunity to meet with manufacturers, distributors and professionals from the local market, with a particular focus on promoting the new Lindocat 99.9% No Dust range, which is particularly popular in the Asian market.

CONSTRUCTION & ENVIRONMENT

In the field of civil engineering, Laviosa has reinforced its commitment to sharing technical expertise and best practices. In September 2025, the company had a stand at **Eurogeo 8 (Lille, France)**, the eighth European Geosynthetics Conference, a leading technical and scientific event where experts and professionals discuss innovation and sustainability in the use of geosynthetics. In November 2025, the company also took part in major international events on the African continent. At **Thies University in Dakar (Senegal)**, Laviosa organised a training workshop for final-year students on the use of GCLs and bentonite for environmental and water applications, including the opening and capping of non-hazardous waste landfills and the management of drilling muds, with a focus on water wells. In the same month, Laviosa attended as a guest at the **Senegal International Mining Conference and Exhibition (Dakar)**, one of the leading events in West Africa's mining sector, dedicated to the themes of resource governance, sustainable development and environmental responsibility. Also in November 2025, the Company attended the **Morocco International Mining Congress & Exhibition in Marrakech** as a guest, contributing to the debate on mining competitiveness and the evolution of ESG practices.

COATINGS AND PAINTS

In the Coatings sector, Laviosa has maintained a consistent presence at the leading international events. In March 2025, it participated with a 34 m² stand at the **European Coating Show in Nuremberg**, the world's most important event dedicated to the paints and coatings industry.

In May 2025, the company took part in the first edition of the **Saudi Arabia Coating Show (Dammam)**, strengthening its visibility in the Gulf market.

In September 2025, Laviosa was a guest at the **Abrafati Show in São Paulo**, a leading event for the paint and coatings industry in Latin America, where the new Laviosa Argimel® X7S was unveiled; this product was particularly well-received in the thermoplastics and gel coat systems sectors for marine hull coatings.

In November 2025, the company took part in **Paints & Coatings Spain (Barcelona)**, once again showcasing Argimel® X7S. In the same month, Laviosa also attended the **Chinacoat trade fair in Shanghai**, participating in one of the sector's leading global events and strengthening its engagement with customers, distributors and strategic suppliers in the Asian region.

CUSTOMER SATISFACTION

For Laviosa, customer satisfaction management is a fundamental component of its Quality Management System and is conducted in accordance with the requirements of the international ISO 9001 standard, with the aim of supporting the continuous improvement of business performance.

Feedback is collected through a variety of channels, including email communications, telephone contacts, formal complaints, customer satisfaction questionnaires, returns and reports of non-conformity.

All information collected is recorded in dedicated tools and classified both by type (positive, negative, neutral) and by area of reference (product quality, delivery times, sales service, customer support, other aspects).

At least quarterly, Laviosa monitors specific performance indicators, including the Customer Satisfaction Index (CSI), the percentage of positive feedback and the average time taken to resolve complaints, in order to systematically assess the level of service provided.

The Quality System department is responsible for analysing trends, identifying any recurring critical issues and defining priorities for action.

In the event of negative trends, recurring complaints or sub-threshold ratings, structured improvement processes and/or corrective actions are initiated.

1.2 PET CARE DIVISION

GRI 3-3; SPECIFIC KPIS

Laviosa's Pet Care sector is characterised by a quality- and innovation-oriented approach, aimed at meeting the needs of a constantly evolving market that is increasingly focused on the welfare of pets. The business focuses on developing reliable, high-performance solutions, with particular attention to the selection of raw materials and product safety, elements that help to support the brand's growth and positioning.

Laviosa's distinctive approach is based on:

- The quality of raw materials, selected according to rigorous criteria;
 - Integrated control of the supply chain, from mineral processing to distribution;
 - High production capacity, supported by technologically advanced facilities;
 - Environmental commitment, with sustainable solutions;
 - Product innovation to meet the needs of a constantly evolving consumer market
-
- **2025 growth for the Pet Care division: +5%**
 - **Pet Care's contribution to the Group's total turnover: 52%**

THE PET CARE PRODUCT RANGE

PET CARE

Lindocat
Signor Gatto
Arya

LITTERS

Clumping Minerals

Clumping bentonite cat litter is designed to ensure both pet hygiene and cleanliness of the surrounding environment. When in contact with liquids, bentonite forms compact clumps that can be easily removed, leaving the remaining material intact. This helps optimize litter consumption and reduce product waste.

Absorbent Minerals

Absorbent minerals are able to absorb liquids effectively and help neutralize odors.

Silical Gel

Silica gel cat litter is made of silica crystals, a porous and transparent material that quickly absorbs moisture and neutralizes odors.

Plant-Based

Plant-based cat litter is based on an upcycling model that enhances agricultural by-products within a circular economy process.

ACCESSORIES AND HYGIENE PRODUCTS

Absorbent Mats

Cleaning Wipes

Litter Deodorizers

PET CARE PRODUCT BRANDS

The Laviosa Group's main brands stand out for their market positioning and the specific needs of the customers they target.

Lindocat

Premium materials for state-of-the-art cat litter

The Lindocat, **Lindocat ADVANCED** and **Lindocat Vegetal** brands are dedicated to the specialist channel, offering a wide range of litter made from mineral, plant-based and other materials, as well as specialised and hygienic litter for cats and small animals.

Lindocat ADVANCED is the innovative range of clumping litter produced from 100% natural materials, designed to meet the specific needs of both cats and their owners. **Lindocat Vegetal** is the plant-based litter (100% eco-friendly with no added additives).

Furthermore, among the main new developments is the launch of **Lindocat Probiotic**, a mineral-based litter enriched with active probiotics which, upon contact with liquids, helps to combat the proliferation of bacteria responsible for unpleasant odours. Throughout the year, the Lindocat range continued to stand out for the breadth of its offering, performance and innovative capacity, consolidating its market position.



A long-standing and recognisable presence

Signor Gatto is the Laviosa brand dedicated to the large-scale retail sector for high-quality products. A complete range of clumping, absorbent and plant-based litters with packaging designed to meet the storage and shelf-space requirements of supermarkets.



The best for every occasion

Arya is the Laviosa brand dedicated to the care, hygiene and wellbeing of pets, born from the Group's 40 years of experience in the world of animal hygiene. All Arya products are formulated with the utmost care and attention to ensure the best quality for pets.

In 2025, the relaunch of the ARYA brand continued, a brand originally developed for specialist pet care retailers. As part of this process, the brand has been progressively repositioned with the aim of expanding its product range. The launch of the new Basic mat range fits into this strategy, designed to effectively meet the needs of the retail sector and the end consumer, contributing to the strengthening and wider market penetration of the brand.



Innovation and sustainability

Throughout 2025, the commitment to innovation and international expansion helped to strengthen the Group's competitive position, consolidating its leadership in the pet litter sector.

Among the key developments of 2025 was the launch of the new **LindoCat Super Premium No Dust** range, which expanded the portfolio of clumping mineral litter. This litter stands out for its lack of dust, eliminating the annoying "cloud effect", thus helping to ensure a more comfortable user experience and a cleaner environment. This feature particularly meets the needs of markets sensitive to the quality of the user experience, such as those in the Far East.

Renewal of the "Lindocat Refill & Save" project: sustainability and innovation in Pet Care consumption:

The Lindocat Refill & Save project was launched in 2021 as a pilot scheme aimed at introducing, for the first time in the Italian pet care market, **a system for dispensing loose cat litter** via refill stations inside pet shops.

The model involves the use of dedicated drums from which consumers can purchase the desired quantity of product, using reusable containers and thus significantly reducing the use of single-use packaging.

Developed with the participation of a select network of independent pet shops, long-standing partners of Laviosa, the project began with the installation of six stations in 2021, before expanding progressively in subsequent years. From the very outset, the initiative has been not only a product innovation but also a shift in the consumption model, aimed at promoting more sustainable and conscious practices.

In this context, a further distinctive feature is the flexibility of purchase offered to the consumer: the option to buy even small quantities – starting from 4 litres – reduces the weight of the load, making the product more accessible even to those with mobility issues, whilst helping to keep the cost down. This approach makes a high-quality, sustainable solution accessible even through smaller, split purchases, encouraging more inclusive and responsible consumption.

In 2025, coinciding with the launch of **Lindocat Pro Natura** – the first plant-based cat litter produced directly by Laviosa in collaboration with CAI – Consorzi Agrari d'Italia – the project was relaunched and further developed. The new product, created through an upcycling process that utilises exclusively plant-based waste, represents a significant step forward in terms of sustainability: it enables recycled materials to be transformed into a high-performance resource, whilst reducing the environmental impact associated with the use of virgin raw materials. The integration of Lindocat Pro Natura into the Lindocat Refill & Save stations further enhances the value of the initiative, combining a product with a high environmental profile with a distribution system that minimises waste production.

During 2025, **a further 24 stations** were installed, significantly expanding the project's presence across the country, which now **totals 45 stations**.

The initiative's positive impact is reflected in both environmental and social terms. On the one hand, the refill system contributes to reducing packaging and promoting circular consumption models; on the other, it encourages direct consumer involvement, incentivising them to adopt more responsible behaviours in the day-to-day management of products. The collaboration with retail outlets has proved crucial to the project's expansion, transforming pet shops into genuine hubs for raising awareness across the region.

Lindocat Refill & Save is a concrete example of sustainable innovation applied to the supply chain, capable of generating shared value for all stakeholders: consumers, business partners and local communities.

As highlighted by the management of the Pet Care division, the expansion of the range with upcycled plant-based products and the strengthening of the Refill & Save system demonstrate Laviosa's commitment to promoting more responsible consumption models and investing in technologies and services capable of generating environmental, social and market value.

Sales channels and international development

The Laviosa Group offers a comprehensive range of products dedicated to the hygiene and wellbeing of pets, with a particular focus on small pets. With over forty years of experience in the sector, Laviosa has successfully evolved in line with the needs of a dynamic market, offering reliable, safe and environmentally friendly solutions.

Its presence in international markets is ensured through a diversified distribution network, which includes large-scale retail chains (GDO), specialist retail chains (GDS) and specialist shops, enabling it to reach a wide consumer audience.

Laviosa's sales model in international markets is founded on an approach that is mindful of and respectful toward the cultural specificities of the countries in which it operates. This approach guides the Pet Care division's strategy, shaping the selection of channels and the product range according to local consumer habits and customer expectations.

In Italy, Laviosa covers all sales channels; in France and Germany, large-scale retail dominates, enabling the company to reach a wider audience whilst ensuring widespread coverage and continuity of supply.

Turkey, on the other hand, stands out as a strategic hub for exports, not only to serve the local market effectively but also as a gateway to external markets, thereby strengthening the Group's international presence.

International expansion of the Pet Care division: the establishment of Laviosa Germany GmbH

In 2025, the Laviosa Group took a major strategic step in its international growth journey with the establishment of **Laviosa Germany GmbH**, a new company dedicated to the production and distribution of cat litter for the German, Belgian, Dutch and Northern European markets. The opening of the German office represents an investment aimed at strengthening the Group's presence in one of Europe's most dynamic markets, with the aim of consolidating the competitiveness of the Pet Care division, ensuring a shorter supply chain for its customers thanks to a location close to the market.

Growing demand from large-scale retailers for high-performance products with a more sustainable environmental profile has driven the Group's strategic decision. In this context, Laviosa Germany GmbH focuses in particular on the production of naturally white clumping cat litter, which is currently in high demand both in Germany and on the main international markets.

The expansion in Germany fits seamlessly into the integrated production model adopted by the Pet Care division, which prioritises proximity between extraction sites and processing plants to ensure quality, continuity and traceability throughout the entire value chain.

This expansion enhances the current structure of the Pet Care division; in addition to the Italian sites, which include two mines and the Villaspeciosa plant in Sardinia, the Group can count on two plants in France, at Étréchy and Cersay, equipped with an absorbent clay quarry, and on a mine with a plant in Fatsa, on the Black Sea, in Turkey.

Customer Service and Complaints Management

Complaints management is a key component of Laviosa's quality system. All reports are collected by Customer Service, which forwards them to the relevant departments depending on the reason for the complaint. The departments involved – such as packaging, quality and procurement – analyse each case and devise targeted corrective actions, ensuring that every complaint is dealt with promptly and resolved effectively.

Complaints are categorised as either those from customers (i.e. retailers and distributors) or those from end consumers. In 2025, the number of complaints received from customers regarding product quality stood at 3, representing a 60% decrease compared to 2024, when 8 complaints were recorded; all reported complaints were resolved.

Education, communication and brand development

In line with the Laviosa Group's commitment to passing on its experience and knowledge directly to the end consumer, the **Laviosa Edu** project was expanded in 2025, with the aim of promoting the correct and informed use of cat litter. Among the new initiatives introduced, the launch of the 'Miao Come Stai' project stands out, a new initiative aimed at local primary schools as part of the Civic Education curriculum.

Edu Project

The **Laviosa EDU** project was launched in 2022 in response to a specific need identified through analysis of

the market context and consumer behaviour. As a leading player in the cat litter sector, Laviosa recognised its responsibility to contribute to the wider dissemination of accurate and accessible information, positioning itself as an authoritative and impartial point of reference for consumers and distributors.

Cat litter has undergone significant evolution in recent decades, with an increasingly wide and diverse range in terms of characteristics, performance and quality. This growing complexity has made it more difficult for consumers to make informed choices. Qualitative research conducted by Laviosa in 2021 revealed a varied and, in some respects, critical picture: alongside regular consumers who are not up to date with product innovations, there are new cat owners lacking the basic information needed for proper household hygiene management. The survey also brought to light sub-optimal usage practices, with implications for both hygiene and the environment. In many cases, high-performance products were replaced too frequently, generating an avoidable increase in waste; conversely, lower-quality litter was used beyond its optimal lifespan, compromising hygiene standards. Such behaviours highlight how a lack of information can directly affect the overall environmental impact, particularly in terms of the volume of waste to be disposed of.

It is against this backdrop that the **edu.laviosa.com** platform was launched, accompanied by the awareness campaign **“Do it right, Human!”**.

The project is designed as a comprehensive information hub, bringing together clear and scientifically grounded content on the different types of cat litter, correct usage, hygiene management and responsible disposal. Specific attention is also given to the issue of sustainability, with in-depth analysis aimed at encouraging a critical assessment of the solutions available on the market, including plant-based products, which are often mistakenly perceived as automatically sustainable.

Laviosa EDU represents a pioneering initiative in the sector, as it is **the first educational project** developed by a cat litter manufacturer with a non-commercial approach. The platform does not promote specific brands or products, but aims solely to raise consumer awareness, contributing to more informed choices and responsible usage behaviour.

The value of the project extends beyond the individual consumer, generating tangible benefits for the wider community. Proper management of household cat litter helps improve hygiene in the home, reduce waste and limit the environmental impact associated with waste production and disposal. Furthermore, the dissemination of reliable information strengthens the relationship of trust between the company, the supply chain and the community, promoting a culture of shared responsibility.

Available in three languages, Laviosa EDU now serves as a key resource not only for consumers but also for business partners and industry professionals, who use it as a source of information for their own communication and educational activities.

In this sense, the project actively contributes to building a more aware, informed community focused on sustainable practices.

Miao, How are you?

In 2025, the Laviosa EDU project evolved further in Italy with the launch of “Miao, Come stai?”, an **educational programme** aimed at Years 1, 2 and 3 of primary school.

The initiative stems from an awareness of the increasingly central role that pets, and cats in particular, play in the daily lives of families. According to industry data, around 10 million Italian households live with at least one pet, highlighting a significant overlap between households with pets and those with children.

In this context, Laviosa has chosen to expand its educational commitment, reaching out to the younger generation with the aim of helping to **shape the pet owners of tomorrow**.

The project is based on established evidence showing that relationships with animals promote children’s emotional and social development: caring for an animal fosters empathy, a sense of responsibility and the ability

to understand needs and non-verbal cues, whilst helping to improve social skills, reduce stress and anxiety, and support cognitive development.

“Meow, How Are You?” has been designed as an educational programme that can be integrated into citizenship lessons, with the aim of promoting fundamental values such as **respect, trust and empathy**. The programme provides teachers with a dedicated digital platform, through which they can access free multimedia educational content, including videos, teaching sheets and fun learning activities. The programme’s main characters are three illustrated cats – The Expert, Wiki Cat and Zen Cat – who feature in stories and tales that, through everyday interactions between cats and humans, help children develop greater emotional and relational awareness. The initiative is complemented by a prize competition that encourages the active involvement of schools and teachers, incentivising participation and the sharing of content. “Miao, Come stai?” represents an innovative project within the pet care sector, standing out for having introduced, in a structured way, themes related to the human-animal relationship within the school setting.

The project’s impact extends beyond the educational sphere, generating tangible benefits for communities. By promoting responsible behaviour and greater sensitivity towards other living beings, the initiative helps to shape more aware citizens, capable of establishing respectful relationships with both animals and people. In this sense, the project fosters the spread of a culture of care and shared responsibility, with positive repercussions on collective well-being.

The first edition saw significant participation, involving **540 primary school classes across the country** and bringing key themes for individual and social development into the classroom.

In light of the results achieved, Laviosa plans to continue and expand the initiative in the 2026/2027 academic year, further strengthening its contribution to the sustainable development of communities through the education of the younger generation.

1.3 PERFORMANCE MINERALS DIVISION

GRI 3-3; SPECIFIC KPIS

Laviosa's Performance Minerals division stands out for its strongly market-oriented approach, which aims to respond promptly to customer needs. The business focuses on the constant development of innovative, tailor-made solutions, thanks to an integrated product-service approach that combines high-performance materials with highly specialised technical support.

- **2025 growth for the Performance Minerals division: +2%**
- **Performance Minerals' contribution to the Group's total turnover: 41%**

THE PERFORMANCE MINERALS PRODUCT RANGE AND BRANDS

PERFORMANCE MINERALS

Bentocol
Cosmoclay
ARGIMEL
Laviokoll
Laviothix
Detercol
Enobent
Spherobent
Dellite
Globalfeed
Agribent
Geobent
Edilmodulo
Bentosund
Vinilmud
Termo Plast
Laviopur

SOLUTIONS FOR THE ENVIRONMENT AND CONSTRUCTION

Geosynthetic clay coatings for environmental protection and waterproofing, engineered products for environmental confinement. Products for foundations, vertical and horizontal drilling, tunnel excavation, diverted wells and fillings.

SOLUTIONS FOR METAL CASTING

The product range consists of: bentonites and mineral blacks for green forming, premixed black bentonites, refractory sand, slagging and graphites.

ADDITIVES FOR COATINGS, PLASTICS AND PERSONAL CARE

Bentonites and organophilic bentonites that meet a wide range of needs: architectural paints, varnishes and coatings, industrial maintenance and protective coatings, wood products, automobiles and transportation, printing inks, cosmetics and body care products.

PERFORMANCE ADDITIVES

Functional additives for detergency, agri-food sector, for wastewater treatment, ceramics, animal feed and agriculture.

Performance Minerals: research and development of sustainable solutions

The Laviosa Group's Performance Minerals Division operates through an established industrial presence in two strategic areas: in Italy, in Livorno, where two highly specialised production plants are in operation, and in India, with a production site in the Kutch district of the Gujarat region.

In the context of industrial applications and technical development, Laviosa adopts an integrated product-service approach, combining high-performance materials with specialised technical support.

Laviosa offers tailor-made solutions across various industrial sectors, collaborating with customers on the development of formulations, the optimisation of production processes and the definition of end-use applications. The technical team works in close synergy with the Research & Development ("R&D") department, anticipating market trends and proposing customised solutions with a particular focus on sustainability throughout the entire supply chain.

In 2025, the Laviosa Group further strengthened its **investment in research and development**, focusing resources on the development of advanced technical solutions capable of supporting customers in their processes and boosting the company's competitiveness; **innovation remains the strategic focus**.

With a view to **the circular economy**, the Group is progressively replacing some of the virgin raw materials traditionally purchased with alternative materials, such as production waste. These initiatives, developed through pilot projects and local partnerships, aim to make the most of secondary material streams, reduce the consumption of virgin resources and transport-related emissions, and promote forms of industrial symbiosis in the regions where Laviosa operates, without compromising high standards of quality, traceability and regulatory compliance.

It should also be noted that in the foundry sector in India, the Group is pursuing the objective of expanding not only its customer base but also the range of products offered, capitalising on the investments made in technical and production capabilities. Since 2024, India has in fact taken on an increasingly central role in Laviosa's development strategy: the Group has launched significant investments in long-term mineral resources, in the expansion of local production and in new technological partnerships in key areas such as organoclay, geocomposites, foundry, animal nutrition and industrial additives. This strategic vision confirms India's increasingly significant position in the Group's growth trajectory, consolidating its presence in an expanding market and strengthening its future prospects.

Customer Service and Complaints Management

The Performance Minerals Business Unit's customer relations are built through **direct and ongoing contact**, which takes the form of site visits, training sessions and constant dialogue. These opportunities allow us to gather immediate feedback and propose tailored solutions, strengthening our bond with customers and ensuring a high-quality service.

The Performance Minerals Division's customer base is segmented according to applications and brand lines; specifically, key customers include public bodies involved in infrastructure projects and works of public interest, private customers—comprising construction firms and other market operators—and end-users, who benefit directly from the solutions developed.

The Performance Minerals division operates through various sales channels, both direct – involving a direct relationship between the company and the customer – and via intermediaries and agents.

In addition to supplying the product, Laviosa offers pre- and post-sales support, including preliminary analyses to identify the most suitable formulation, on-site workshops and training to ensure the correct and safe use of materials, and customised technical documentation developed according to specific project requirements.

1.4 LOGISTICS DIVISION

GRI 3-3; SPECIFIC KPIS

Laviosa Logistics traces its origins back to the Shipping Agency founded by Carlo Laviosa in 1922, from which the Group's current logistics structure gradually took shape. Initially established as a company specialising in shipowner representation and port services, over time it has expanded and consolidated its scope of activity, assuming an increasingly strategic role in the coordination of supply and distribution flows in support of the Laviosa Group's production and commercial activities.

The key distinguishing feature of Laviosa Logistics lies in its ability to continuously oversee and integrate all stages of the logistics chain, guaranteeing high levels of operational efficiency whilst ensuring alignment with the Laviosa Group's industrial and market requirements. This approach translates into a comprehensive and structured range of services, including shipping agency services, vessel chartering, container shipping by sea, intermodal transport, goods handling and storage, as well as the management of coastal warehouses, leveraging a wealth of expertise gained over time in the field of integrated logistics.

- **Logistics division growth by 2025: +37%**
- **Logistics division's contribution to the Group's total turnover: 7%**

Development and consolidation of the Laviosa Logistics operating model

By 2025, the Laviosa Group's logistics companies will be present in all countries where the Group operates production and mining activities. The logistics network extends across Italy, France, Turkey and India, providing direct and integrated support to the respective industrial sites and mining operations.

The main mission of the Group's logistics companies is to provide intra-group services, ensuring the efficient transfer of raw materials and processed products throughout the entire value chain. Alongside this strategic internal role, Laviosa Logistics also plays an important external role, offering dedicated logistics services to third-party clients—a key driver for further development—thereby helping to create added value for the local area and the industrial ecosystem in which it operates.

In recent years, the Laviosa Group has embarked on a process of progressively strengthening its logistics function, recognised as a strategic element in ensuring operational continuity and efficiency in industrial processes related to the management and processing of industrial minerals. In this context, internal departments dedicated to transport planning have been strengthened, and structured partnerships have been developed with operators specialising in land transport and sea freight. These initiatives have helped to make the logistics model progressively more integrated, strengthening the capacity for direct management of both supply and distribution flows, whilst reducing dependence on intermediaries.

Over time, Laviosa Logistics' growth trajectory has led to the establishment of a structured organisational framework consistent with the evolution of its operations. This organisation is structured across several integrated operational areas, covering the management of road transport (Road), the coordination of containerised sea freight and international logistics flows (Oceans), as well as the supervision of vessel chartering activities for the procurement of raw materials (Chartering). This operational structure is complemented by the Livorno Shipping Agency, which manages relations with internationally renowned shipowners, port authorities and local operators, acting as a liaison and point of reference for port operations.

Internationally, Laviosa Logistics' operations are developed in line with the Group's industrial presence in various countries. In Turkey and India, from the end of 2025, the logistics function has been progressively integrated into the industrial division, with the aim of ensuring more efficient and synergistic management of production processes and logistics flows. In France, however, Laviosa Logistics focuses primarily on integrated transport management for the Pet Care sector, handling the entire cycle from receipt and storage to the distribution of products destined for the Group's customers, as well as developing transport services for third-party clients.

Laviosa Logistics: towards more robust and efficient logistics

In 2025, Laviosa Logistics experienced a period of substantial growth, driven in particular by the expansion of road transport services within the "Road" segment. This result is positive and allows us to look forward with confidence to 2026, a year in which further opportunities for expansion are anticipated in line with market trends. With a medium- to long-term outlook, the Laviosa Group is working to make its logistics operations more robust and efficient, carefully analysing opportunities for development and processes open to improvement. In particular, in 2026 Laviosa Logistics intends to develop the integrated logistics sector through the direct management of warehouses. To this end, coordinated initiatives have been launched to strengthen operational sites, update equipment and technology, and enhance staff skills, with the aim of achieving faster and more integrated flow management whilst, at the same time, expanding the range of services in a balanced manner.

Laviosa Logistics and sustainability

As outlined in the "Methodological Note", for the purposes of this sustainability report, the Group's logistics companies are considered material solely in relation to the following themes: human capital management, health and safety, customer satisfaction, economic performance and anti-corruption.

These issues represent the areas in which the activities carried out by the logistics companies generate direct and measurable impacts, as well as issues that are fully under the Group's management control.

The other material issues do not fall within the reporting scope for this business unit, as they do not have significant impacts attributable to the activities directly carried out by the logistics companies. In particular, the Group companies do not have their own means of transport, either by land or by sea, and the warehouses used for storage activities are not owned by Laviosa. This operational structure limits the Group's direct responsibility for environmental and safety aspects related to the physical handling of goods. Staff employed in the logistics companies carry out exclusively office-based activities, focused on the organisation and management of transport by sea and land. The physical operations of transport, loading, unloading and handling of goods are instead entrusted to third-party suppliers, classified as workers in the value chain.

2.

GOVERNANCE AND CORPORATE RESPONSIBILITY

2.1 Group governance

2.2 Anti-corruption

2.3 Policies and certifications

2.1 GROUP GOVERNANCE

Company Name

Legal form

Tax number and VAT number

Registered office address

ATECO code

Countries in which the Group operates

Operating sector of the Group companies

LH S.R.L.

Limited liability company

00103380499

Livorno (LI) Via Leonardo Da Vinci 21, Postcode 57123
82.10.00

Subsidiaries: Italy, France, Germany, Turkey, India

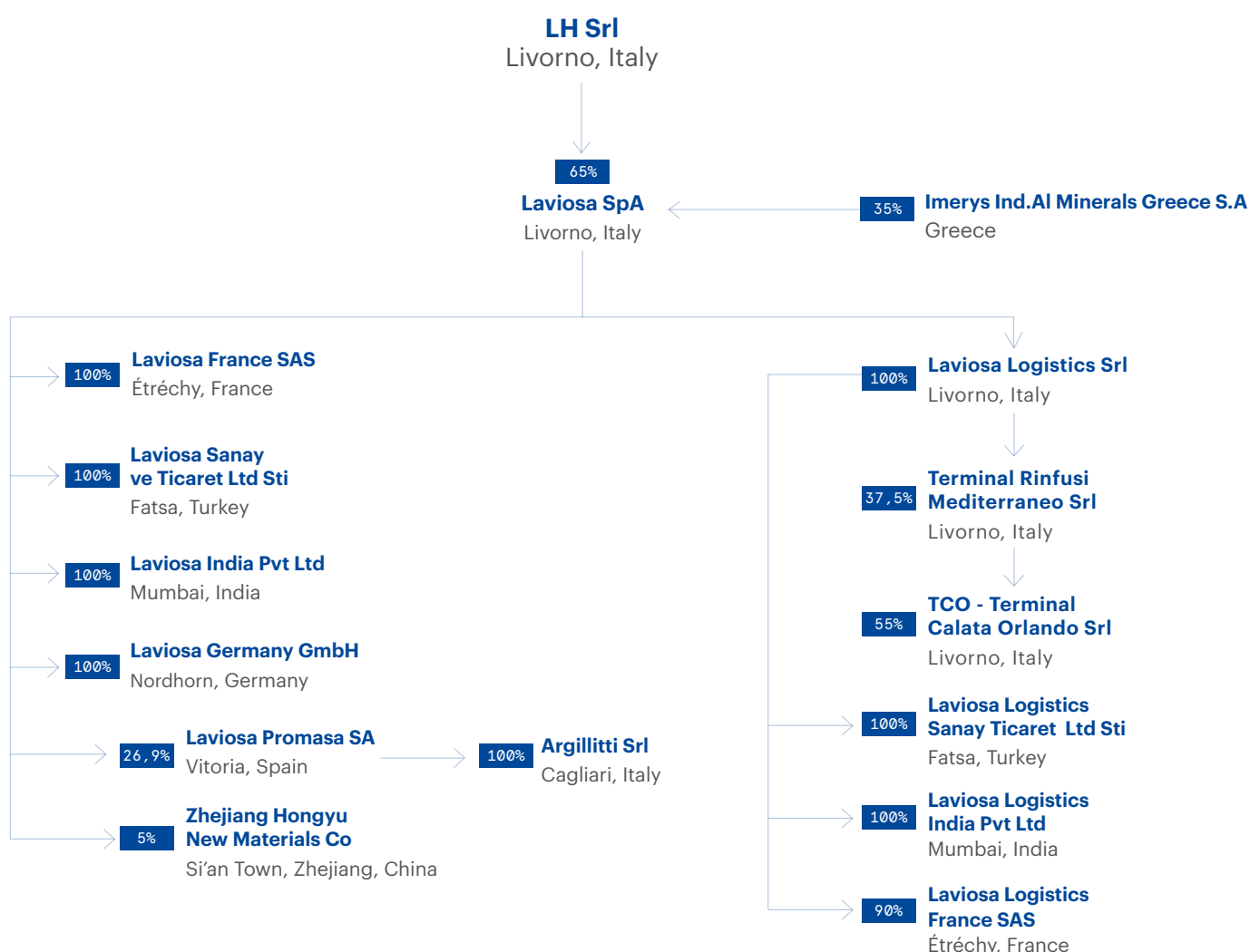
Associated companies: Spain and China

Production, sale, import, processing and marketing
of chemical, mineral and/or mineral chemical products

The companies of the Laviosa Group under the management and control of the parent company LH S.r.l.

Company name	Geographical location	Relevant Business Unit
Laviosa S.p.A.	Italy, Livorno	Performance Minerals and Pet Care
Laviosa Logistics Srl	Italy, Livorno	Logistics
Laviosa France SAS	France, Étréchy	Pet Care
Laviosa Logistics France SAS	France, Étréchy	Logistics
Laviosa Germany GmbH	Germany, Munich	Pet Care
Laviosa Sanay ve Ticaret Ltd Sti	Turkey, Fatsa	Pet Care
Laviosa Maritime Sanay Ticaret Ltd Sti	Turkey, Fatsa	Logistics
Laviosa India Pvt Ltd	India, Mumbai	Performance Minerals
Laviosa Maritime India Pvt Ltd	India, Mumbai	Logistics

THE STRUCTURE OF THE LAVIOSA GROUP



The Laviosa Group has a multi-tiered corporate structure, with an international presence that reflects the development of its industrial, mining, commercial and logistics activities.

Control of the Group lies with the Laviosa family, which holds 94.96% of LH S.r.l., a company based in Livorno. LH S.r.l. in turn holds a 65% stake in Laviosa S.p.A., the Group's operating parent company, also based in Livorno. Laviosa S.p.A. holds direct and indirect controlling stakes in numerous operating companies, established both in Italy and abroad; in particular, it wholly owns the following companies: Laviosa Logistics S.r.l., Laviosa France SAS, Laviosa Germany GmbH, Laviosa Sanayi ve Ticaret Ltd Sti, Laviosa Maritime Sanayi ve Ticaret Ltd Sti, Laviosa India Pvt Ltd, Laviosa Maritime India Pvt Ltd, and holds a 90% stake in Laviosa Logistics France SAS. The subsidiaries mentioned above fall within the scope of this sustainability report.

The Group also has a presence in China through a 5% stake in Zhejiang Hongyu New Materials Co and in Spain through a 26.9% stake in Laviosa Promasa SA.

Governance

The Laviosa Group's business consists of the production, sale, import, processing and marketing of chemical, mineral and/or mineral-chemical products.

LH S.r.l. adopts a governance model comprising the following bodies:

- **Shareholders' Meeting**, the supreme body which decides on major strategic matters;
- **Board of Directors**, responsible for day-to-day and extraordinary management;
- **Sole Auditor**, responsible for monitoring management and compliance with regulations;
- **Statutory Auditor**, responsible for auditing the accounts;

LH S.r.l.'s governance structure does not include any internal committees.

Governance by gender and age group

Governance by GENDER (no.)	2025			2024		
	Men	Women	Total	Men	Women	Total
Members of the Board of Directors	10	3	13	9	1	10
Members of the Board of Statutory Auditors	1	0	1	1	0	1
Total	11	3	14	10	1	11

Governance by AGE (no.)	2025				2024			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Members of the Board of Directors	1	2	10	13	1	3	6	10
Members of the Board of Statutory Auditors	0	0	1	1	0	0	1	1
Total	1	2	11	14	1	2	7	11

The Shareholders' Meeting

The Shareholders' Meeting is the collegial body comprising all shareholders, in which the will of the company is formed and expressed, and subsequently implemented by the Board of Directors. It is convened by the administrative body and chaired by the Chairman of the Board of Directors or, in his absence, by a delegate appointed by the Meeting itself. The General Meeting is responsible for taking ordinary and extraordinary decisions on matters provided for by law and the Articles of Association. Among the most important tasks of the General Meeting are the election of the members of the Board of Directors, as well as the approval of the Annual and Consolidated Financial Statements.

The Board of Directors

The Board of Directors (BoD) is the body responsible for the day-to-day and special management of the Company, with full decision-making powers, except for those reserved by law or by the Articles of Association for the Shareholders' Meeting. Unless already appointed by the Shareholders' Meeting, the Board elects a Chairman from among its members, who also serves as Chief Executive Officer; a Vice-Chairman has also been appointed and assigned specific operational powers.

The Board of Directors has approved this Sustainability Report, including the materiality analysis, and plays an active role in defining the ESG strategy and corporate values, with a particular focus on innovation, sustainability and local responsibility. All strategic and policy documents are formally approved by the highest governing body. With regard to remuneration, Board members are entitled to reimbursement of expenses incurred in the performance of their duties and to remuneration set by the Shareholders' Meeting, which remains valid for subsequent financial years until a new resolution is passed. For directors with delegated powers (executive directors), the Board of Directors sets remuneration commensurate with the delegated responsibilities and

determined on the basis of an overall budget decided by the Shareholders' Meeting. Currently, Laviosa has not adopted formalised procedures for assessing the performance of the Board of Directors in relation to the management of environmental and social aspects.

Composition of the Board of Directors

Name	Age	Position	Executive/ Non-executive	Independence
Giovanni Laviosa	70	Chairman	Executive	Non-independent
Donato Eugenio Scaramuzzi	71	Vice-Chairman	Executive	Non-independent
Olimpia Laviosa	39	Director	Executive	Non-independent
Umberto Laviosa	36	Director	Executive	Non-independent
Francesco Laviosa	22	Director	Non-Executive	Non-independent
Marcel Schivy	73	Director	Non-Executive	Independent
Alessandro Alberto Martinoni	53	Director	Non-Executive	Independent
Sergios Sarafopoulos	55	Director	Non-Executive	Independent
Simone Anichini	65	Director	Non-Executive	Non-independent
Niccolò Quaratesi D'Achiardi	70	Director	Non-Executive	Independent
Gloria Brugnoli	64	Director	Non-Executive	Independent
Sabina Nuti	67	Director	Non-Executive	Independent
Denis Eugene De Souza	59	Director	Executive	Non-independent

All current directors were appointed by resolution dated 19 June 2024 and remain in office until the approval of the financial statements for the financial year ending 31 December 2026, with the exception of the last three directors listed, who were appointed by resolution dated 24 February 2025.

The composition of the Board of Directors complies with the current regulations regarding gender balance (out of a total of thirteen members, three are women); the average age of the Board members is approximately 57 years.

The Sole Auditor

The Ordinary Shareholders’ Meeting appoints the Statutory Auditor, who exercises control over the company’s management in accordance with the provisions of the law and the Articles of Association. The Statutory Auditor monitors compliance with regulations, administrative correctness, the adequacy of the organisational, accounting and administrative structure, and the reliability of internal control systems, thereby contributing to the transparency and soundness of corporate governance.

Sole Statutory Auditor

Name	Age	Position	Start and end dates of term
Guido Asti	86	Sole Auditor	19 June 2024 – approval of the financial statements as at 31 December 2026

The audit firm appointed by the Shareholders’ Meeting to carry out the statutory audit is KPMG S.p.A., whose appointment expires upon approval of the financial statements as at 31 December 2026.

ESG Team

The Board of Directors does not possess specific technical expertise in the field of sustainable development and, for this reason, has chosen to make the most of in-house expertise, entrusting responsibility for managing ESG issues to dedicated managerial and operational staff. Sustainability governance is therefore ensured through the involvement of various company departments: the Environment, Health and Safety Department, the ISO certifications manager, the Research and Development Department, Human Resources, the Administration, Finance and Control Department, as well as the Marketing and Communications Department. These are supported by an external consultancy firm, which has assisted internal staff in the process of data collection, materiality analysis and the structuring of the Sustainability Report, ensuring methodological consistency and alignment with international standards.

2.2 ANTI-CORRUPTION

GRI 3-3; 205-3

With a view to managing the risk of corruption, the main measures adopted in Italy are:

Appointment of the Supervisory Body and adoption of Model 231

Audits on employees conducted by the Supervisory Body (OdV)

Continuous training on ethics and anti-corruption topics

Whistleblowing reporting system

For Group companies based in France, Turkey and India, Legislative Decree 231/2001 does not apply directly, as it is legislation specific to the Italian legal system. The management of risks related to corruption and unlawful conduct is therefore ensured through compliance with local regulations, including – for France – the provisions of the Loi Sapin II on the prevention of corruption and internal control systems.

Foreign companies also adopt governance tools consistent with the Group's standards, such as internal control procedures and transaction traceability mechanisms.

In light of these considerations, the information provided in this chapter regarding the 231 Model, the Code of Ethics and the whistleblowing system refers specifically to the Italian scope, and in particular to Laviosa S.p.A.. However, Laviosa is committed to disseminating the Code of Ethics document to the other companies as well, with the aim of progressively extending its adoption and compliance across the Group. This initiative constitutes a commitment for the 2026 financial year.

Model 231

As part of its commitment to responsible and transparent management, Laviosa has adopted and recently updated its Organisation, Management and Control Model in accordance with Legislative Decree 231/2001. The aim is to strengthen governance and prevent the risk of offences by ensuring integrity and transparency in business activities.

The Model defines the organisational structure, operating rules and prevention protocols, incorporating a disciplinary system and a mechanism for reporting irregularities (whistleblowing), in line with national and international best practices in the field of compliance.

The adoption of the 231 Model has enabled Laviosa to integrate and strengthen its internal control system, establishing a structured and comprehensive framework of prevention and control tools aimed at reducing the risk of offences related to business activities.

The Model is divided into two main sections:

- the **General Section**, which defines the organisational structure, operating rules, the role of the Supervisory Body (SB), the reporting system and the disciplinary framework;
- the **Special Section**, which analyses the risks of offences in the various business areas and identifies the necessary preventive measures to safeguard the integrity of the Company.

The rules contained in the document apply, first and foremost, to all those who perform functions of representation, administration, management or coordination of the Company, or of one of its organisational units with financial and functional autonomy, as well as to all the Company's employees, including those working abroad. The general principles of the Model also apply, for the purposes of preventing offences, to those persons who, although external to the Laviosa organisation, operate under a mandate, in the name, on behalf of or in the interests of the Company, regardless of the formality of the agreements or whether they are provided free of charge.

The effective and efficient implementation of the 231 Model depends directly on the extent to which it is disseminated and understood by the relevant parties. Therefore, it is the Company's objective to bring Model 231 and the respective Code of Ethics to the attention of all relevant parties, in the most appropriate manner, by identifying suitable channels of dissemination that facilitate their accessibility, including for any subsequent updates.

To ensure full understanding and application of the principles of conduct and the rules contained in the 231 Model, the Company provides training sessions for all employees. During the induction phase, each new employee is provided with preliminary information on the principles of administrative liability, the functioning of the Model and the relevant ethical values, tailored to the employee's role and level of involvement in sensitive activities.

Annually, the Supervisory Body assesses training needs and, where necessary, promotes the preparation of a Training Plan, monitoring its implementation.

Responsibility for dissemination, communication and training activities relating to the 231 Model and the Code of Ethics lies with the Board of Directors, which oversees their planning and implementation through the Human Resources Department, drawing on the support of qualified experts where necessary.

The Supervisory Body promotes these initiatives and verifies their correct execution, ensuring compliance with the required standards.

Whistleblowing

Laviosa has adopted a structured system for managing reports, in accordance with Article 6, paragraph 2-bis of Legislative Decree 231/2001 and whistleblowing legislation; **the aim is to strengthen transparency and accountability within the organisation.**

The existence of a dedicated channel, made available via a platform external to the company's systems, guarantees maximum protection for the whistleblower and allows reports to be submitted, including anonymously. Reports may concern breaches of national or EU regulations, the Code of Ethics, the Organisation, Management and Control Model, as well as conduct contrary to internal procedures or the principles of social responsibility.

The handling of reports is entrusted to the Supervisory Body, an independent body external to the company structure, bound by professional secrecy. Following a formal and substantive analysis, the Supervisory Body assesses the necessary actions and communicates the findings to the Board of Directors for the adoption of appropriate measures. If the report is found to be unfounded, it is closed with notification to the whistleblower.

The whistleblowing policy represents a strategic pillar of governance, aimed at consolidating a culture of ethics and transparency within the organisation. Through this mechanism, Laviosa reaffirms its commitment to responsible management, in line with the highest standards of integrity.

Code of Ethics

Laviosa bases its identity on principles of ethics, integrity and social responsibility, which are considered essential for ensuring sustainable and lasting growth. By resolution of the Board of Directors on 26 July 2024, the Company approved the new Laviosa Group Code of Ethics, which encapsulates the values and principles driving every strategic and operational decision, steering relations with all stakeholders with a view to transparency and fairness.

The Code of Ethics expresses the Group's commitment to pursuing its objectives in compliance with laws and regulations, adopting conduct consistent with criteria of fairness, sustainability and responsibility. The values contained therein – legality, inclusion, protection of the individual, health and safety at work, environmental protection and traceability – are essential for consolidating reputation, reliability and success

over time. These ethical principles form the basis for Laviosa's decisions and conduct, driving every activity and relationship with internal and external stakeholders.

This document applies to all companies within the Laviosa Group and to all recipients – employees, contractors, supervisory bodies and partners – and compliance with it is an essential condition for establishing and maintaining professional relationships. For this reason, anyone acting on behalf of or in the interests of the Group is required to be familiar with its contents, to respect its principles and to promote its dissemination, including externally, whilst reporting any non-compliant behaviour.

Laviosa ensures maximum accessibility to the Code through communication and training initiatives, by displaying it at company premises and publishing it on the corporate website.

Finally, it should be noted that Laviosa addresses the issue of conflicts of interest by referring to its Code of Ethics, which sets out rules of fairness and integrity aimed at preventing situations where personal interests may interfere with those of the company. The Code establishes internal procedures for reporting and managing potential conflicts. Furthermore, it refers to the application of Legislative Decree 231/2001 on the administrative liability of companies, strengthening control mechanisms and consolidating the corporate governance system.

During the reporting period, the Laviosa Group did not record any incidents of corruption nor did it receive any convictions or sanctions for breaches of the anti-corruption regulations applicable in the countries in which it operates. Similarly, there were no instances of non-compliance with laws or regulations.

2.3 POLICIES AND CERTIFICATIONS

Corporate policies and management systems

Each company within the Laviosa Group adopts its own corporate policy consistent with the operational, regulatory and cultural context of the country in which it operates. These policies constitute an essential requirement of the Management Systems implemented and reflect a commitment to product and process quality, customer satisfaction, compliance with applicable laws and regulations, and the continuous improvement of business performance.

In particular, the companies within the Laviosa Group (in Italy, France, Turkey and India) have a Quality Management System certified to the ISO 9001 standard, confirming a shared approach. In some cases, the company policy is also part of an Integrated Management System that includes, alongside quality, environmental aspects, occupational health and safety, social responsibility and energy efficiency. The company policies provide, across the board, for a commitment to supply products that comply with agreed specifications, to promote staff involvement and training, to prevent accidents and occupational illnesses, to reduce environmental impacts and to encourage the responsible use of resources. Each Policy serves as a reference for setting annual objectives and is periodically reviewed to ensure its continued suitability, effectiveness and alignment with the Group's direction.

The Laviosa Group's certifications

Laviosa's corporate culture is based on a structured, transparent approach geared towards continuous improvement.

The adoption of recognised national and international standards — including ISO 9001, ISO 14001, ISO 45001, SA 8000, UNI/PdR 125, ISO 50001, Amfori BSCI social audits and Zero Waste certification — reflects Laviosa's commitment to generating sustainable and lasting value for all stakeholders, ensuring product quality, the protection of people, respect for the environment and the promotion of human rights.

Country	Plants	Active certifications
Italy	Livorno, Villaspeciosa	ISO 9001, ISO 14001, ISO 45001, SA 8000, UNI/PdR 125:2022
France	Etrechy, Cersay	ISO 9001
Turkey	Fatsa	ISO 9001, ISO 14001, ISO 45001, ISO 50001, Amfori BSCI, Zero Waste
India	Pundi	ISO 9001

ITALY

In Italy, Laviosa has adopted a comprehensive set of certifications covering quality (ISO 9001), the environment (ISO 14001), health and safety (ISO 45001), social responsibility (SA8000) and gender equality (UNI/PdR 125). The application of the IMS covers the following Laviosa S.p.A. production sites: Livorno (Via Leonardo da Vinci and Via Galvani) and Villaspeciosa (CA).

FRANCE

The Étréchy and Cersay plants have adopted an ISO 9001-certified Quality Management System, confirming the French subsidiary's commitment to ensuring reliable, customer-focused processes. This initiative forms part of a broader strategy aimed at consolidating the company's presence and competitiveness in the European market.

TURKEY

Fatsa plant has a comprehensive system that integrates: ISO 9001 (Quality), ISO 45001 (Health and Safety), ISO 14001 (Environment), and ISO 50001 (Energy).

The picture is completed by the Amfori BSCI audit and Zero Waste certification, exclusive to Turkey and a symbol of our commitment to ensuring fair, responsible and environmentally friendly working conditions.

INDIA

Pundi plant in Gujarat operates under an ISO 9001-certified Quality Management System, ensuring process consistency and product reliability.

Below, all the certifications held by the Laviosa Group are examined in greater detail.

COMPANY CERTIFICATIONS



ISO 9001

The Laviosa Group operates in accordance with the ISO 9001 Standard, internationally recognized as a reference for quality management systems. This certification attests to the Group's commitment to ensuring that products and services consistently meet customer needs and applicable regulatory requirements. This certification covers all the production sites of the Laviosa Group.



ISO 14001

Laviosa, Italy and Turkey are ISO 14001 certified, the international standard that defines the requirements for an effective environmental management system. This certification supports Companies in continuously improving their environmental performance, promoting the efficient use of resources and the reduction of impacts resulting from production activities. The adoption of the standard allows Laviosa to manage its environmental aspects in a structured way, ensuring compliance with current legislation, risk prevention, and the pursuit of constant improvement objectives. This certification covers all three Italian production sites and the Turkish production site.



ISO 45001

Laviosa, Italy and Turkey, have achieved ISO 45001 certification, the international standard dedicated to management systems for health and safety at work. This recognition testifies to the commitment of the Societies to ensuring safe working environments and promoting the well-being of their people, through risk reduction and the prevention of occupational accidents and diseases. The adoption and constant maintenance of this system fosters the spread of a shared safety culture, based on the active participation of workers. This certification covers all three Italian production sites and the Turkish production site.



SA 8000

In Italy, Laviosa operates in full compliance with the SA 8000 standard, internationally recognized as a reference for Corporate Social Responsibility. In fact, since 2006 the Company has implemented and certified its Social Responsibility Management System, confirming its commitment to respect fundamental principles such as the prohibition of child labour, the protection of a safe and healthy working environment, the absence of any form of discrimination, respect for working hours provided for by law and remuneration in accordance with the national collective agreement.

To promote the dissemination of such values across the entire value chain, Laviosa actively collaborates with suppliers and partners, inviting them to adopt the same social responsibility practices in line with the SA 8000 standard. To this end, the Company has prepared a Letter of Adherence to the Standard's Requirements, which partners and suppliers are encouraged to subscribe to, thus consolidating a shared culture of integrity, fairness, and respect for people's rights. This certification covers the registered office and one of the establishments located in Livorno (in Via Leonardo da Vinci).



UNI/PdR 125:2022

Since 2024, Laviosa Italia has been operating in accordance with the UNI/PdR 125:2022 Reference Practice, aimed at promoting gender equality in public and private organizations. The Company adopts performance indicators (KPIs) and measurable practices to foster a fair, inclusive, and competency-friendly work environment for each person. The certification applies to all three Italian production sites.



ISO 50001

The production plant in Fatsa (Turkey), operates in accordance with ISO Standard 50001, internationally recognized as a reference for energy management systems. This certification attests to the Company's commitment to optimising its energy performance through efficient, responsible and sustainable use of energy.



Amfori BSCI

Laviosa adheres to the Amfori BSCI standard, one of the leading international systems for assessing social responsibility along the supply chain. This audit attests to the Company's commitment to ensuring ethical, transparent and human rights-respecting working conditions in line with globally recognized core labour principles. For the Laviosa Group, compliance with the Amfori BSCI standard applies to the production facility in Fatsa, Turkey, the only Group site currently under this specific social audit scheme.



Zero-Waste Certification

Laviosa Turkey operates in accordance with the Zero Waste certification system, recognized nationally as the reference model for responsible waste management. This certification attests to the plant's commitment to reducing waste production, promoting the reuse of materials, and strengthening separate waste collection and recycling activities.

OTHER CERTIFICATIONS



FAMI-QS

FAMI-QS is a voluntary international standard specifically dedicated to feed additives and premixtures. The application of the standard ensures compliance with strict hygiene, safety and traceability requirements along the supply chain «feed».



RSPO

Since 2008, Laviosa has joined the RSPO (Roundtable on Sustainable Palm Oil) system, aimed at reducing the environmental and social impacts associated with palm oil cultivation. The certification, confirmed through annual audits, testifies to Laviosa's commitment to applying rigorous sustainability standards, through the use of palm oil from responsible supply chains.



KOSHER

Bentonite intended for the wine sector obtained Kosher certification in 2011, recognized nationally and internationally. Such certification attests to the conformity of the product with Jewish dietary rules and ensures its suitability for consumption for those who follow those rules.



OK COMPOST INDUSTRIAL

The OK COMPOST INDUSTRIAL certification ensures compliance with the European standard EN 13432 (European standard for compostable packaging) on compostability in industrial composting plants.



NF ENVIRONMENT

NF Environment is a French voluntary environmental brand that certifies the product's compliance with recognized ecological criteria and verified performance requirements, ensuring the reduction of environmental impact over the life cycle.

Laviosa guarantees compliance with European regulatory requirements through the adoption of mandatory systems and markings that safeguard the safety and quality of its products.

In particular, the Group applies the HACCP (Hazard Analysis and Critical Control Points) system in the feed and wine sectors. This is a preventive approach to food safety, based on risk analysis and the control of critical control points in the production process. The adoption of HACCP, as required by European legislation, ensures that every stage of production is monitored and managed in such a way as to prevent contamination and guarantee the protection of consumer and animal health.

At the same time, certain Bentonite Geosynthetic Barriers produced by Laviosa are CE marked, in accordance with the Harmonised European Standards on geosynthetics and European Regulation 305/2011 on Construction Products. The CE marking is a mandatory declaration of conformity that allows the free movement of products within the European market and certifies compliance with the essential requirements for safety, performance and reliability.

Laviosa makes its certifications available on its website, in the 'The Group – Certifications' section.

3.

COMMITMENT TO SUSTAINABILITY

- 3.1 Laviosa in figures
- 3.2 Commitments and Milestones
- 3.3 Materiality analysis
- 3.4 Stakeholder Engagement

3.1 LAVIOSA IN FIGURES

Social KPIs

 423 N° EMPLOYEES	 13% WOMEN	 10% TURNOVER (-)	 98% PERMANENT EMPLOYEES
 99% FULL-TIME EMPLOYEES	 24 AVERAGE TRAINING HOURS	 10.283 OVERALL TRAINING HOURS DELIVERED	 13 N° EMPLOYEE ACCIDENTS

Environmental KPIs

 27.297 SCOPE 1 EMISSIONS (tCO2eq)	 6.672 SCOPE 2 EMISSIONS LOCATION BASED (tCO2eq)	 72 OTHER EMISSIONS TO AIR IN TONNES	 76 WATER WITHDRAWAL IN MEGALITERS
 69% WITHDRAWAL OF NON-PORTABLE WATER	 24 AVERAGE TRAINING HOURS	 320 WASTE DISPOSED OF IN IN TONNES	 5% HAZARDOUS WASTE ON TOTAL

3.2 COMMITMENTS AND TARGETS

Laviosa's commitment to sustainability

Throughout 2025, Laviosa has undergone a process of conscious evolution and transformation, during which sustainability has become a strategic element; no longer a set of good practices to be communicated, but a coherent system of actions, tools and responsibilities that guide the Group's daily decisions.

This journey is based on a responsible approach to the **management of natural resources**, optimal **waste management**, the **protection of people's health and safety**, **respect for workers' rights**, **dialogue with local communities** and the **creation of sustainable economic value over time**.

Laviosa's activities, characterised by a high degree of integration between extraction, processing and distribution, require constant monitoring of environmental and social impacts, which the Group addresses through management systems, policies, operational procedures and continuous improvement practices.

It was in 2025 that the decision was taken to embark on a structured path towards a Group reporting model in line with international standards, the **GRI Standards**.

The decision to embark on this path was not dictated by regulatory obligations, but by a deep conviction: **in an increasingly complex and interconnected global context, the ability to generate value in the long term depends on the ability to make it visible, measurable and shareable**.

As early as 2024, the Company laid the organisational and technical foundations necessary to tackle the challenge of sustainability with credibility and rigour. With this in mind, Laviosa has identified a consultancy firm to support it throughout the entire process.

ESG: Key milestones

2025

- **Renewal and enhancement of the “Lindocat Refill & Save” project**, aimed at reducing single-use packaging and promoting responsible consumption models
- **Launch of production of the plant-based litter**, developed in accordance with criteria of sustainability and the utilisation of by-products
- **Obtained NF Environment certification for the vegetable litter product**, confirming its environmental performance
- **Establishment of Laviosa Germany GmbH**, to support the growth strategy and presence in Northern European markets
- **Drafting and publication of the Laviosa Group’s first Sustainability Report**, in accordance with the GRI Standards
- **Promotion of and participation in the regional “Livorno Simbiosi” project**, aimed at developing industrial symbiosis practices
- **Launch of the FENICE Project**, aimed at transforming plastic waste into circular resources for the foundry sector
- **Completion of the Life Cycle Assessment (LCA) study** for the Geosynthetic Clay Layer (GCL) sector
- **Approval and adoption of the Home-to-Work Travel Plan (PSCL)** for Laviosa S.p.A. (Livorno), in support of sustainable mobility
- Activities aimed at promoting **gender equality and inclusion**, through dedicated internal training programmes and support for cultural and awareness-raising initiatives
- **Launch of a structured Type II audit programme for strategic and critical suppliers**, aimed at strengthening supply chain oversight in the ESG context
- **Renewal of the educational project “Miao Come Stai?”**, dedicated to raising awareness of the correct use of cat litter, animal welfare and social responsibility
- **Achievement of UNI/PdR 125:2022 certification** on gender equality for Laviosa S.p.A.

3.3 MATERIALITY ANALYSIS

The Materiality Analysis is a tool that enables the identification of the most relevant material issues and the organisation's most significant impacts on the economy, the environment and people, including those on human rights.

As defined by the GRI guidelines, these impacts are reflected across three key dimensions (ESG) and may be actual or potential, positive or negative, short- or long-term, anticipated or unanticipated, reversible or irreversible. In particular, the organisation's impacts on the economy refer to impacts on economic systems at local, national and global levels. The organisation's impacts on the environment refer to impacts on living organisms and non-living elements, including air, land, water and ecosystems. The organisation's impacts on people refer to impacts on individuals and groups, such as communities or society.

This Sustainability Report covers all the issues deemed relevant by the Laviosa Group and its key stakeholders.

With the aim of identifying the most relevant ESG issues, Laviosa conducted its first Group Materiality Analysis. This enabled the identification of the most relevant material issues and their respective impacts – positive and negative, actual and potential – taking into account the socio-economic and cultural characteristics of each country in which it operates.

To correctly identify material issues, the Company followed the GRI 3: Material Issues 2021 guidelines and applied the GRI Sector Standard 14.



GRI 14 is the sector standard dedicated to organisations operating in the mining sector.

As Laviosa manages mines under concession and is active in bentonite extraction, this standard applies to the Group's activities, guiding the reporting of impacts specific to the mining sector. Specifically, the integration of GRI 14 into the Laviosa Group's materiality analysis process has enabled the Group to identify with greater precision the material issues related to mining activities and to orient its ESG strategies towards impact mitigation, ecosystem protection, community engagement and the responsible management of natural resources.

The analysis process, which involved corporate governance, the ESG team and various internal and external stakeholders, is divided into four phases:



**Understanding
the context of the
organization**



**Identification
of impacts**



**Impact
assessment**



**Prioritisation
of impacts and
identification of
material issues**



Understanding the context of the organization

To determine the impacts and the respective material issues, Laviosa Group analysed the global and multi-local context in which it operates, with the aim of identifying the factors that may significantly influence its activities and long-term value creation.

The sectoral and market context

Laviosa Group operates internationally in the industrial sector through the extraction, processing and distribution of products derived from industrial minerals. With operations in Italy, France, Germany, Turkey and India, the Group operates in different markets, each characterised by specific dynamics but united by rapid technological advancement and a growing focus on sustainability.

The entire sector is undergoing deep changes: innovation in materials, the digitalisation of processes and the development of high value-added applications are generating new opportunities but also challenges linked to global competitiveness. Added to this is a growing focus by customers and stakeholders on stricter environmental and social performance, production efficiency and responsible business models. Against this backdrop, the Laviosa Group is working to combine industrial strength with responsible innovation.

The regulatory and legislative framework

Operating internationally, Laviosa Group is subject to a complex framework of laws, regulations and standards that vary depending on the countries in which it operates. The complexity of the regulatory environment is particularly significant, as the industrial sector in which the Group operates has the potential to have a significant impact on the environment, workers and local communities. On the environmental front, the relevant legislation includes provisions relating to emissions, waste management, the use and protection of water resources, and the preservation of biodiversity.

At the same time, in social and labour matters, Laviosa must comply with regulations governing health and safety in the workplace, the protection of workers' rights and the promotion of fair and inclusive employment conditions.

The technological context

The sector in which Laviosa operates is strongly influenced by technological evolution, which represents both a challenge and a strategic opportunity. Innovation is, in fact, a key factor in ensuring competitiveness, efficiency and sustainability, affecting both product quality and the ability to optimise production processes.



Identification of impacts

In the materiality analysis process conducted by the Laviosa Group, the identification of relevant issues was guided by a systematic assessment of the impacts generated by the company's activities. This assessment considered both actual and potential impacts, both positive and negative, in line with the guidelines of GRI 3: Material Issues 2021.

On the environmental front, the impacts linked to greenhouse gas emissions, energy consumption and air pollution emerged as priorities, as well as waste management and land restoration, with particular attention to biodiversity. Water management, through the monitoring of water abstraction and discharges, represents a further critical area in which Laviosa is committed to reducing pressures on ecosystems.

From a social perspective, Laviosa has identified impacts relating to occupational health and safety, human capital management and relations with local communities as material. Accidents, occupational illnesses, gender imbalances and human rights violations were analysed in relation to company practices and the prevention systems adopted. At the same time, Laviosa has prioritised training, welfare and inclusion initiatives, viewing them as strategic levers for sustainable growth.

In the economic sphere, impacts related to financial performance and corruption risks were considered, along with the preventive measures implemented through training programmes. Finally, product and process innovation was recognised as a cross-cutting theme, capable of generating positive impacts across all ESG areas, contributing to the company’s continuous improvement and competitiveness.



Impact assesment

The impacts identified during the materiality analysis were subject to internal validation by the ESG Team, which assessed the relevance and type of impact – positive, negative, actual and potential – together with the severity of the negative impact and the likelihood of occurrence for potential impacts.

To complete the process, Laviosa engaged a selected panel of external stakeholders through a structured questionnaire, aimed at gathering perceptions, priorities and assessments on the ESG issues deemed most relevant.



Prioritisation of impacts and identification of material issues

The Materiality Analysis enabled the mapping of a total of **11 material issues**, broken down as follows:

- **5 environmental issues, associated with 12 significant impacts;**
- **4 social issues, associated with 11 significant impacts;**
- **2 governance issues, associated with 3 significant impacts.**

The material issues are listed below, prioritised by relevance, from most to least relevant.

Relevance of material issues

	Emissions and energy		Customer satisfaction
	Health and safety at work		Human capital management
	Waste management		Relations with local communities
	Biodiversity and land restoration		Economic performance
	Water management		Anti-corruption
	Product and process innovation		

The material issues and their associated impacts have been identified both on the basis of the Company’s activities and by considering the consequences arising from business relationships throughout the value chain. The management of each issue and the main initiatives implemented are discussed in detail in the relevant sections of this document.

Material issues and impacts

Material issue	Impacts	Descriptions	N/P	Y/N	GRI
EMISSIONS AND ENERGY	Generation of greenhouse gas (GHG) emissions	Contribution to climate change through the generation of direct emissions (Scope 1) and indirect emissions linked to Laviosa's operations (Scope 2) and to upstream and downstream activities in the value chain (Scope 3). The main GHG emissions are carbon dioxide (CO2) and methane (CH4).	—	✓	305 Emissions
	Air pollution	Atmospheric emissions of pollutants with negative impacts on air quality and ecosystems.	—	✓	
	Use of energy resources	Carrying out energy-intensive activities and processes characterised by the consumption of electricity, fuels and motor fuels, with an impact on emissions.	—	✓	302 Energy
	Loss of biodiversity and ecosystem degradation	Contribution to direct drivers of biodiversity loss through changes in land and sea use, due to mining activities and the exploitation of natural resources via water abstraction and consumption. Interaction with vulnerable habitats with potential impacts on sensitive or threatened species.	—	?	101 Biodiversity
	Marine biodiversity and maritime transport	Impact of maritime traffic on marine ecosystems and risk of accidents.	—	✓	
	Land restoration and rehabilitation	Implementation of measures for the restoration, rehabilitation and reforestation of the land.	+	✓	
	Generation of hazardous and non-hazardous waste	Generation of waste arising mainly from activities complementary to extraction (mining waste) and bentonite processing (maintenance and quality control laboratory).	—	✓	306 Waste
	Adoption of circular economy measures	Reduced use of virgin raw materials through the conversion of waste (reuse and recycling).	+	✓	
	Water abstraction and consumption	Water use in Laviosa's production activities (processing, dust suppression) and potential contribution to local water stress.	—	✓	303 Water and effluents
WATER RESOURCE MANAGEMENT	Water discharges	Discharge of pollutants and pollution of surface and groundwater.	—	✓	
	Product innovation	Development of innovative products that enable the reduction of virgin raw materials and the use of processing waste.	+	✓	N/A Specific topic
	Process Innovation	Development of more efficient and automated processes that enable increased productivity and reduced resource consumption.	+	✓	
PRODUCT AND PROCESS INNOVATION	Accidents and occupational illnesses in the workplace	Instances of accidents, workplace incidents and occupational illnesses.	+	✓	403 Health and safety at work
	Prevention of physical and mental harm to workers	Development of training courses on workers' health and safety; Prevention and control of events that may lead to fatal accidents, injuries or illnesses.	+	✓	
	Inclusive employment practices	Job creation, integration programmes, and fair and inclusive employment; Non-discrimination and equal opportunities.	+	✓	401 Employment 405 Diversity and equal opportunities 406 Non-discrimination
HEALTH AND SAFETY AT WORK					
HUMAN CAPITAL MANAGEMENT					

		<i>Training and skills development</i>	Implementation of training and skills development programmes for employees.	+	✓	404 Training and education
		<i>Company welfare scheme and access to benefits</i>	Development of corporate welfare plans and access to benefits for all employees.	+	✓	401 Employment
		<i>Gender imbalance</i>	Gender imbalance in the workforce.	-	✓	405 Diversity and equal opportunities
		<i>Human rights violations</i>	Potential human rights violations through inadequate working conditions, child labour and forced labour.	-	?	408 Child labour 409 Forced labour 411 Rights of indigenous peoples
	RELATIONS WITH LOCAL COMMUNITIES	<i>Economic impacts on the local area</i>	Job creation, stable employment and local sourcing.	+	✓	203 Indirect economic impacts
		<i>Spread of environmental impacts</i>	Impacts on the health and well-being of local communities caused by: exposure to pollution, dust, noise and vibrations.	-	✓	413 Local communities
		<i>Consumption of environmental resources</i>	Land use, including land-use changes and impacts related to land and resource rights.	-	✓	
	CUSTOMER SATISFACTION	<i>Meeting customer expectations and needs</i>	Development of products that fully and promptly meet customer requests and needs.	+	✓	N/A Specific topic
	ECONOMIC PERFORMANCE	<i>Economic value generated and distributed</i>	Creation and distribution of economic value to Laviosa's stakeholders.	+	✓	201 Economic performance
	ANTI-CORRUPTION	<i>Cases of active and passive corruption</i>	Incidents and cases of active and passive corruption.	-	?	205 Anti-corruption
		<i>Development of anti-corruption training courses</i>	Development of training courses on corruption at all levels with the aim of fostering a corporate culture based on transparency, integrity and responsible business practices.	+	✓	

KEY	
+	Positive
-	Negative
✓	Actual
?	Potential

3.4 STAKEHOLDER ENGAGEMENT

Categories of stakeholders

- CUSTOMERS
- SUPPLIERS
- EMPLOYEES
- FINANCIAL INSTITUTIONS
- TRADE UNIONS
- PUBLIC AUTHORITIES
- RESEARCH INSTITUTIONS
- CERTIFICATION BODIES
- TRADE ASSOCIATIONS

Purpose of engagement

CUSTOMERS are the *raison d'être* of the Laviosa Group and constantly guide the company's decisions. The commitment is to meet their needs in terms of product quality, range of products and on-time delivery. Continuous dialogue with customers is a key element, not only to consolidate relationships of trust, but also to explore and develop issues related to product and process innovation, thereby promoting continuous and shared improvement.

SUPPLIERS are strategic players within the supply chain and make a decisive contribution to the quality and continuity of business processes. Laviosa fosters a relationship with them based on transparency and accountability, sharing the Code of Ethics it has adopted and requiring compliance with it as a fundamental prerequisite for collaboration.

EMPLOYEES are the driving force behind Laviosa. Our commitment to them is reflected in the creation of a healthy and safe working environment, the guarantee of equal opportunities and respect for diversity. Laviosa also promotes training and professional development programmes, aimed at fostering individual and collective growth, and a welfare plan that includes measures to support the wellbeing of employees and their families.

FINANCIAL institutions play a key role in Laviosa's sustainability framework, not only as economic actors but also as supporters of the company's long-term stability and credibility.

TRADE UNIONS are key partners in safeguarding workers' rights and promoting safe, fair and inclusive working conditions. Laviosa recognises their role in ensuring compliance with current health and safety regulations, in protecting industrial relations and in strengthening social dialogue.

Laviosa also maintains ongoing and structured relationships with a range of **public bodies** at municipal, provincial and regional levels, with the aim of ensuring regulatory compliance and promoting transparency and inter-institutional dialogue.

As part of its innovation and sustainable development activities, Laviosa actively collaborates with a network of qualified **research bodies**, with the aim of promoting technology transfer, deepening scientific knowledge of materials and generating industrial solutions with high environmental value.

Laviosa also actively collaborates with **certification bodies**, recognising their strategic role in ensuring compliance with international standards, validating ESG performance and strengthening the credibility of the management system.

Finally, **trade associations** are key stakeholders for monitoring regulatory and market developments, sharing best practices and promoting sectoral dialogue.

4.

SOCIAL IMPACT

4.1 Human capital management

4.2 Health and safety at work

4.3 Relations with local communities

4.1 HUMAN CAPITAL MANAGEMENT

GRI 3-3; 2-7; 2-8; 401-1; 401-2; 401-3; 404-1; 404-2; 405-1; 406-1

Human capital management is a material issue of primary importance for the Laviosa Group, closely linked to the organisation's ability to generate value over time by promoting inclusion, well-being and professional development.

The Company adopts a personnel management approach based on an integrated vision that views people not merely as operational resources, but as active agents of change and corporate innovation.

Laviosa actively promotes the creation of stable, skilled jobs, professional development pathways and fair and inclusive employment policies. The adoption of transparent selection criteria, respect for equal opportunities and the absence of discrimination are key elements of the management model. In line with these principles, Laviosa S.p.A. has obtained UNI/PdR 125:2022 certification, which attests to the adoption of a structured management system for gender equality. This certification has enabled Laviosa Italia to formalise the company's commitment through codified policies and procedures, ensuring that equality is not merely a stated objective but a verifiable operational principle. Within this framework, Laviosa has introduced measurable indicators (KPIs) to monitor gender balance across all key areas: employment, career progression, remuneration and access to benefits.

At the same time, Laviosa has strengthened its inclusive culture through training and awareness-raising programmes, accompanied by welfare policies aimed at work-life balance.

During 2025, the Laviosa Group's workforce reached a total of 423 employees, a slight increase compared to the previous year (388 employees). Women account for approximately 13% of the workforce, predominantly in the white-collar category (73% of women), followed by middle management (18%). The proportion of women is lower in the blue-collar category, reflecting an employment structure consistent with the characteristics of the mining sector, which has historically been characterised by a predominance of male professionals in operational roles.

The breakdown by age group shows a gradual increase in the 30–50 age bracket, which by 2025 will account for around 54% of the workforce, up from 2024. This is followed by employees aged over 50 (25%) and, to a lesser extent, those under 30 (20%). The average age stands at 36, confirming a well-established workforce structure and a high level of staff retention over time, a factor that demonstrates Laviosa's ability to retain and attract talent.

The contractual structure shows strong stability: 98% of employees are on permanent contracts (415), slightly higher than in 2024 (385); while fixed-term contracts account for a marginal proportion (8). The distribution by working hours also confirms this focus on stability: approximately 99% of employment relationships are full-time, whilst there are only 4 part-time contracts, both in the women's category.

Laviosa is actively committed to ensuring equal opportunities and inclusion, including through the recruitment of people from protected categories. In 2025, the number of employees belonging to these categories stood at 12 (11 men and 1 woman), in line with the 13 recorded in 2024. The roles held include 1 middle manager, 1 office worker and 10 production workers.

The Laviosa Group's workforce consists of staff employed on permanent contracts. The Group adopts a structured and responsible approach to managing employment relationships, ensuring the application of collective agreements and appropriate regulatory frameworks in the various countries in which it operates,

in compliance with local legislation and best practices regarding worker protection.

In Italy, all employees of Laviosa S.p.A. are fully covered by the National Collective Labour Agreement for the Chemical Industry, which ensures economic and regulatory conditions in line with industry standards. For Laviosa Logistica, the National Collective Agreement for Maritime Agencies applies, consistent with the specific nature of the activities carried out.

With regard to activities carried out in France, the employment relationships of staff in commercial roles are governed by the Convention collective des commerces de gros, whilst for staff working in logistics, the Convention collective des transports et de la logistique applies, which is equivalent in content and scope to the relevant Italian collective agreement.

In non-European contexts, where there is no single applicable national collective agreement, the Group nevertheless ensures a structured system of safeguards. In India, staff remuneration and regulatory conditions are based on national pay scales and current labour legislation, ensuring fair conditions that comply with the local regulatory framework. In Turkey, however, a plant-level collective bargaining agreement is in force, based on a structured negotiation process between the Company and trade union representatives, leading to the periodic renewal of the Company Agreement, a document designed to clearly regulate the financial and regulatory conditions applied to workers.

With regard to remuneration, Laviosa adopts a structured and transparent system that takes into account the various professional categories and the responsibilities associated with each role. All staff are paid a basic salary, supplemented by a second-level agreement providing for a performance bonus linked to the achievement of quantitative and qualitative targets. For managers and middle managers, in addition to the basic salary, there is an absorbable super-minimum, designed to ensure salary levels consistent with the relevant professional roles, always taking into account benchmarking for all key professional roles to ensure remuneration in line with market averages. Senior management receives remuneration commensurate with the relevant professional roles, supplemented by an MBO (Management by Objectives) system, which is also linked to the achievement of quantitative and qualitative targets.

In addition, Laviosa Group recognises and provides, where required by national collective agreements and applicable local agreements in the various countries where it operates, pension schemes and supplementary healthcare schemes, helping to strengthen the corporate welfare system and promote the protection and overall well-being of its people.

The remuneration determination process is based on three pillars: compliance with the regulatory framework, including national laws, collective agreements and/or company agreements (Turkey), and internal regulations; comparison with market benchmarks, aimed at ensuring competitiveness and attractiveness; and corporate objectives, which aim to attract and retain talent, motivate performance and ensure long-term economic sustainability.

Turkey presents a special case, where inflation trends over the last five years have led to automatic wage adjustments to maintain employees purchasing power, whilst also taking into account development plans for key personnel to ensure their retention.

In Italy, on the other hand, collective wage adjustments are guaranteed by compliance with the national collective labour agreement, as is the case in France, whilst in India there is a mechanism similar to that in Turkey, but with inflation rates of 2.5–3%.

At Group level, analysis of the remuneration index shows that the ratio between the total annual remuneration of the highest-paid individual and the average total annual remuneration of employees, calculated excluding the highest-paid individual, stands at 8.77; specifically, the highest ratio is recorded in Laviosa Turkey and India, whilst in Italy and France it is much lower, at around 2.7.

During 2025, four employees (one man and three women) took parental leave, exercising their full entitlement and returning to work as normal during the year. As at the reporting date, all employees remain in the Company's workforce. In 2024, six employees had taken parental leave.

Laviosa operates in compliance with human rights and national and international labour regulations, ensuring fair and dignified conditions for all employees. During the two-year period 2024–2025, no incidents of discrimination or human rights violations were recorded within the organisation.

The Company adopts policies and procedures aimed at preventing any form of discrimination based on gender, age, nationality, religion, sexual orientation, disability or other personal characteristics. These principles are integrated into staff recruitment, management and development processes, ensuring equal opportunities and inclusion.

These principles guide the Company's operations in the performance of all daily activities. To ensure effective compliance, Laviosa S.p.A. has been SA8000 certified since 2007 (certification renewed in 2025), confirming its ongoing commitment to the protection of human rights and working conditions. This has been supplemented by UNI/PdR 125:2022 certification, which further strengthens the organisation's commitment to promoting gender equality. Furthermore, in 2024, Laviosa Turkey underwent an Amfori BSCI social audit, achieving a Score Rating of B. These accreditations assure employees, contractors and external suppliers that every initiative is conducted in full compliance with the principles of ethics, fairness, transparency and inclusion.

Corporate welfare

During 2025, the Group promoted and consolidated the implementation of various benefits for employees working at the Livorno and Villaspeciosa sites, with the aim of improving people's overall wellbeing and fostering a working environment that is attentive to employees' needs. Among the main initiatives launched are:

- **FACTORY SOCIAL ASSISTANCE (LIVORNO) IN COLLABORATION WITH ASSOSERVIZI INDUSTRIA**
- **BENEFITHUB, A PLATFORM DEDICATED TO DISCOUNTS AND DISCOUNTS ON PURCHASES**
- **WELLMAKERS BY BNP PARIBAS, AN INITIATIVE FOR FINANCIAL WELL-BEING AND SUBSIDIZED ACCESS TO MORTGAGES AND LOANS**
- **COLLABORATIONS WITH SERENIS, ANT AND TUNDR, FOR PSYCHOLOGICAL SUPPORT SERVICES, HEALTH CARE AND INTEGRATED WELFARE INITIATIVES**

Laviosa promotes numerous recreational and cultural activities, including:

- **Italy: excursions, cultural visits, motorbike trips, days out at amusement parks, aperitifs by the sea, sailing courses for children, summer camps, fishing competitions, Christmas events, and the promotion of the Book Club for gender equality through reading and discussion.**
- **France: corporate events, barbecues and team-building activities**
- **Turkey: team-building activities**
- **India: team-building activities and cricket tournaments**

At Group level, Laviosa provides its employees with a comprehensive welfare scheme, comprising dedicated agreements and benefits, aimed at improving people's overall well-being. Targeted initiatives are promoted in various operational contexts; for example, on the international stage, a particularly significant initiative implemented in India during 2020 stands out, consisting of the creation of housing solutions for workers, aimed at ensuring more dignified living conditions and tackling widespread situations of housing vulnerability.

Throughout 2026, the Laviosa Welfare Team will continue to play, alongside the Laviosa Foundation, a central role in promoting employee wellbeing, consolidating existing services and introducing new social, cultural and recreational initiatives. Among the confirmed projects is "Campo Natura", which offers employees' children the opportunity to enjoy a fun and recreational experience in the Tuscan countryside, in contact with nature. Assistance programmes relating to social security contributions and pensions will also be maintained, available both in person and remotely, alongside special agreements for purchases, mortgages and loans accessible via dedicated platforms. Online psychological support programmes, delivered by qualified professionals, will also continue, serving as an important channel for listening and support.

Finally, confirming the effectiveness of industrial relations, a participatory **roundtable** has been launched from 2024 between the Human Resources Department, the Operations Department and the Unified Trade Union Representatives, aimed at identifying qualitative and quantitative indicators for assessing company performance within the framework of the supplementary agreement on **the Profit-Sharing Bonus**. The agreement, valid for the three-year period 2025–2027, applies to Laviosa companies operating in Italy, France and Turkey, with a view to future extension to the Indian market as well. It is based on five key factors: quality of attendance, performance assessment with a view to the continuous improvement of productivity and the quality of products offered to customers, environmental sustainability, the tidiness and cleanliness of the workplace, and economic sustainability. A significant portion of the bonus may be paid in the form of corporate welfare benefits, in accordance with current tax legislation, ensuring financial benefits for employees.

Promoting gender equality through cultural initiatives

In 2025, the Laviosa Group renewed its commitment to gender equality and the promotion of diversity through a widespread cultural project involving its sites in Livorno and Villaspeciosa (Sardinia).

In Livorno, through the Laviosa Foundation, the Company supported the summer film festival "**Sguardi in Fortezza**", offering employees free access to three screenings dedicated to female narratives in contemporary Italian cinema and promoting opportunities for direct dialogue with directors and actors.

At the same time, in Villaspeciosa, Laviosa promoted the screening of the documentary film "**Donne in Miniera**", dedicated to the testimonies of female workers in the Sulcis-Iglesiente area, restoring visibility and remembrance to the contribution of women in a historically and traditionally male-dominated working environment.

Actions planned for 2026 (Laviosa S.p.A. scope)

INITIATIVES FOR STAFF WELFARE AND WELLBEING

Laviosa promotes a corporate welfare approach focused on people's wellbeing, the enhancement of relationships and active participation in company life. In this context, a Welfare Calendar has been drawn up for 2026, bringing together a comprehensive set of initiatives aimed at employees, with the aim of fostering social interaction, culture, health, inclusion and a balance between professional and personal life.

The planned activities cover different areas and are spread throughout the year via cultural, recreational, sporting, educational and preventative events, organised with the involvement of various entities within the Group, including LWT Livorno, LWT Villaspeciosa, the Gender Equality Committee and the Carlo Laviosa Foundation.

- **Well-being, socialising and culture**

Numerous activities are dedicated to socialising, leisure and cultural and educational initiatives, including: literary gatherings, with a particular focus on gender equality issues; film screenings and opportunities for cultural exchange as part of the 'Laviosa accende lo schermo' initiative; the awarding of 25 scholarships for a study trip to England, cultural visits such as the exhibition dedicated to Beato Angelico, and social events such as aperitifs and the Christmas Dinner.

- **Sports and recreational activities**

The 2026 Welfare Calendar also includes sports and leisure activities aimed at promoting active lifestyles and physical and mental wellbeing, including: a padel tournament, sailing school, motorbike ride, fishing competition, access to facilities and theme parks, days in the mountains, nature walks and picnics.

- **Health and prevention**

Particular attention is given to health and prevention, with initiatives such as: preventive health checks in collaboration with ANT, aimed at promoting early diagnosis and a culture of preventive healthcare.

STRENGTHENING MEASURES TO SUPPORT PARENTHOOD

In 2026, Laviosa S.p.A. plans to strengthen the flexible working arrangements already introduced to support parents, in line with the Company's internal communications during 2025. Specifically, the following measures are planned, which may be activated at the request of the employees concerned:

- for female employees approaching maternity leave, in the three months prior to the start of compulsory maternity leave, there will be greater flexibility regarding working hours (start and finish times and lunch breaks) and the option to increase the proportion of remote working to up to 40% on a monthly basis;
- for female employees returning from maternity leave, until the child reaches twelve months of age, there is provision, again upon request, for greater flexibility in working hours and the option of remote working up to 40% on a monthly basis;
- for new fathers, until the child reaches twelve months of age, there is the option to access remote working up to 30% on a monthly basis, subject to the nature of the role;
- for new fathers who, due to the nature of their role, cannot make use of remote working, there is the option, upon request, to obtain an additional day of compulsory paternity leave, in addition to ten days provided for by INPS regulations.

CONFIRMATION AND CONSOLIDATION OF REMOTE WORKING

Smart working is set to be confirmed for 2026 for all employees whose roles are compatible with this working arrangement. Remote working is one of the key measures identified by the PSCL (Home-to-Work Travel Plan) to reduce daily commuting flows and limit emissions associated with home-to-work travel.

PHOTOS WITH ACTIVITIES WITH STAFF



Hanging Garden



Summer dinner



Santa Claus party



ANT preventive health check

Metrics | Staff

Employee composition

WORKFORCE BY QUALIFICATION, BROKEN DOWN BY GENDER (no.)	2025			2024		
	Men	Women	Total	Men	Women	Total
Managers	6	1	7	5	1	6
Middle managers	25	10	35	26	12	38
White-collar workers	94	41	135	91	40	131
Labourers	242	4	246	210	3	213
Total	367	56	423	332	56	388

WORKFORCE BY COUNTRY, BROKEN DOWN BY GENDER (no.)	2025			2024		
	Men	Women	Total	Men	Women	Total
Italy	163	42	205	155	38	193
France	43	7	50	46	12	58
Turkey	113	6	119	89	5	94
India	48	1	49	42	1	43
Total	367	56	423	332	56	388

WORKFORCE BY QUALIFICATION, BROKEN DOWN BY AGE GROUP (no.)	2025				2024			
	< 30	30–50	> 50	Total	< 30	30–50	> 50	Total
Managers	0	3	4	7	0	2	4	6
Middle managers	0	21	14	35	1	22	15	38
White-collar workers	30	81	24	135	21	83	27	131
Workers	57	124	65	246	40	108	65	213
Total	87	229	107	423	62	215	111	388

WORKFORCE BY COUNTRY, BROKEN DOWN BY AGE GROUP (no.)	2025				2024			
	< 30	30–50	< 50	Total	< 30	30–50	> 50	Total
Italy	24	93	88	205	17	81	95	193
France	9	23	18	50	11	33	14	58
Turkey	46	73	0	119	29	64	1	94
India	8	40	1	49	5	37	1	43
Total	87	229	107	423	62	216	111	388

TYPE OF WORKERS (no.)	2025			2024		
	Men	Women	Total	Men	Women	Total
Employees	367	56	423	332	56	388
Administered	0	0	0	0	0	0
Other contract types	0	0	0	0	0	0
Total	367	56	423	332	56	388

No work placements were organised during the 2024–2025 period.

Type of contract

EMPLOYEES BY CONTRACT TYPE (no.)	2025			2024		
	Men	Women	Total	Men	Women	Total
Permanent contract	362	53	415	329	56	385
Fixed-term contract	5	3	8	3	0	3
Total	367	56	423	332	56	388

EMPLOYEES BY CATEGORY (no.)	2025			2024		
	Men	Women	Total	Men	Women	Total
Full-time	367	52	419	332	52	384
Part-time	0	4	4	0	4	4
Total	367	56	423	332	56	388

Employee turnover

EMPLOYEES HIRED BY GENDER (no.)	2025			2024		
	Men	Women	Total	Men	Women	Total
Employees hired	43	11	54	84	9	93

EMPLOYEES HIRED BY AGE GROUP (no.)	2025				2024			
	< 30	30–50	< 50	Total	< 30	30–50	< 50	Total
Employees hired	28	19	7	54	38	49	6	93

EMPLOYEES WHO LEFT BY GENDER (no.)	2025			2024		
	Men	Women	Total	Men	Women	Total
Former employees	31	13	44	72	8	80

EMPLOYEES WHO HAVE LEFT BY AGE GROUP (no.)	2025				2024			
	< 30	30–50	< 50	Total	< 30	30–50	< 50	Total
Employees who have left	3	30	11	44	39	28	13	80

The turnover rate, calculated as the ratio of departures to the annual workforce, is 10.4% in 2025, down from 20.6% in 2024.

Employee training

TRAINING HOURS PROVIDED BY PROFESSIONAL CATEGORY AND GENDER (h)	2025			2024		
	Men	Women	Total	Men	Women	Total
Managers	104	40	144	112	56	168
Middle managers	656	268	924	541	446	987
Employees	3,030	714	3,744	3,283	1,228	4,511
Labourers	5,303	168	5,471	7 368	136	7,504
Total	9,093	1,190	10,283	11,304	1,866	13,170

AVERAGE ANNUAL TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER	2025			2024		
	Men	Women	Total	Men	Women	Total
Managers	17.3	40.0	20.6	22.4	56.0	28.0
Middle managers	26.2	26.8	26.4	20.8	37.2	26.0
Employees	32.2	17.4	27.7	36.1	30.7	34.4
Manual workers	21.9	42.0	22.2	35.1	45.3	35.2
Total	24.8	21.3	24.3	34.0	33.3	33.9

The average number of training hours has been rounded up

TRAINING DELIVERY METHODS (h)	2025			2024		
	Men	Women	Total	Men	Women	Total
Hours of e-learning	974	546	1,520	1,420	825	2,245
Hours of classroom training	8,119	680	8,799	9,808	1,129	10,937
Total	9,093	1,226	10,319	11,228	1,954	13,182

TRAINING HOURS BY TRAINING AREA (h)	2025	2024
Management	720	1,072
Quality	789	1,327
Safety/Technical	6,348	7,461
Linguistics	1,650	1,659
Computer Science	812	1,500
Other	0	163
Total	10,319	13,182

In 2025, Laviosa renewed its commitment to providing training for Group employees, offering compulsory courses and programmes dedicated to safety culture and health protection. The training initiatives received particularly positive feedback from participants, helping to reinforce responsible behaviour and greater awareness of the topics covered.

In the area of language skills, there was a significant improvement, particularly in English and, for specific groups, French, in support of international communication and intercultural collaboration.

For new recruits, Laviosa has introduced structured team-building programmes, designed to facilitate an effective induction process consistent with the company's values. These initiatives have been appreciated and permit to strengthen a sense of belonging and internal cohesion.

In 2025, **10,283 hours of training** were delivered, compared to 13,170 hours in 2024. The financial investment in training reached €119,866 (in 2024 it amounted to €153,610).

Looking to the future, Laviosa plans to focus its training provision on increasingly targeted programmes, capable of complementing and developing individual professional potential, in addition to the compulsory training required by law. The aim is to build a system of continuous, personalised learning, capable of generating value for employees and for the organisation as a whole.

4.2 OCCUPATIONAL HEALTH AND SAFETY

GRI 3-3; 403-1; 403-2; 403-3; 403-5; 403-8; 403-9; 403-10

Health and safety in the workplace are a strategic priority for Laviosa, as highlighted by the materiality analysis. The most significant impacts relate, on the one hand, to the risk of injuries, accidents and occupational illnesses linked to production activities, and, on the other, to the development of training programmes focused on prevention and the promotion of the company's culture regarding worker protection.

Laviosa confirms its commitment to protecting health and safety at work by adopting organisational and management measures that comply with the regulations in force in the various countries where it operates. In particular, the Company ensures the identification, assessment and monitoring of occupational risks through formalised tools and procedures that are adapted to local regulatory frameworks. In Italy, risk management is supported by the drafting and updating of the Risk Assessment Document (DVR), in accordance with current legislation. In France, the Document Unique d'Évaluation des Risques Professionnels (DUERP) is in force and is updated annually. In Turkey, pursuant to Law No. 6331 on occupational health and safety and the related regulations on risk assessment, Laviosa is required to identify hazards present in the workplace and to prepare and regularly update a risk assessment document. In India, Group companies prepare the Hazard Identification and Risk Assessment (HIRA) report, as required by the Factories Act of 1948, aimed at identifying and assessing occupational risks associated with industrial activities, updated at least annually or whenever there are significant changes to production processes.

Since 2020, the Company has been certified to the **ISO 45001:2018 standard**, which attests to the robustness and compliance of the health and safety management system. In 2025, the health and safety management system covered 324 employees, representing 77% of the total workforce. The ISO 45001-certified system currently encompasses the operations of Laviosa Italia and Laviosa Turkey, both of which are subject to annual compliance audits to ensure the continuous monitoring of health and safety conditions at work.

The organisation has a **dedicated organisational chart** that clearly defines roles and responsibilities, including the occupational health doctor, the Health and Safety Manager (RSPP), first aiders, fire prevention officers and emergency management personnel. At overseas sites, these functions are carried out by equivalent roles as required by local regulations, including Safety Officers, OHS specialists and Factory Medical Officers. To support these functions, integration with digital platforms ensures the traceability of compliance, centralised management of training, monitoring of Personal Protective Equipment (PPE) and the planning of health surveillance activities.

Laviosa Italia uniformly applies the **risk assessment and classification process** across all its plants, based on criteria that combine the probability of occurrence and the severity of the potential impact. This process is formalised in the Risk Assessment Document (DVR), as required by current legislation, which serves as the operational basis for the implementation of prevention and protection measures. The analysis enables the identification of the main risk factors associated with production activities and working conditions, such as the stability of buildings, microclimatic conditions, the use of equipment, the availability and effectiveness of personal protective equipment, handling operations, as well as exposure to noise, vibrations, chemical agents and other potentially harmful elements. For each risk, a severity class is defined and the

relevant mitigation measures identified, ensuring a systematic and proactive approach to the protection of workers' health and safety. Similar risk assessment processes are adopted at overseas sites, covering the main categories of physical, chemical, ergonomic, operational and environmental risks, using tools such as audits, periodic inspections and the support of external consultants.

The Laviosa Group provides **occupational health services** to its employees. Health surveillance is entrusted to the occupational health doctor, who works with the company to assess risks and define health protocols, ensuring preventive and periodic check-ups in relation to the tasks and exposure factors identified. This system enables the monitoring of workers' fitness for work, the management of health and risk records, and targeted intervention in cases of exposure to noise, vibrations or chemical agents. In line with Laviosa's commitment to ensuring safe and healthy working environments, an HSE officer was also introduced at the Indian operational site in 2025, strengthening oversight in the areas of health, safety and environmental protection.

Alongside these activities, Laviosa Italia has developed an **integrated welfare** system in partnership with Serenis, ANT and Tundr, aimed at providing psychological support services, healthcare and initiatives dedicated to the overall well-being of employees. Furthermore, in 2025, the Company launched, in collaboration with the ANT Foundation, prevention programmes involving free screening for the early diagnosis of melanoma and thyroid conditions, confirming its commitment to promoting employee health even in areas of broader social and health significance.

Training on employee health and safety represents a strategic lever for the Laviosa Group in promoting prevention in the workplace. In this regard, multi-level programmes have been developed, with sessions dedicated both to regulatory obligations and to the promotion of safe and responsible behaviour, alongside a strengthening of the role of HSE leadership through on-site coaching, structured observations and opportunities for operational dialogue between the various company departments.

Among the main initiatives implemented, we highlight the training of a new Prevention and Protection Service Officer (ASPP) and Internal Auditors, with the aim of strengthening skills and promoting responsible behaviour in safety matters. At the same time, procedures for the use of PPE and emergency equipment were enhanced, as were procedures for managing work in confined spaces; work permits for managing internal and external maintenance operations were revised; procedures aimed at regulating near misses were implemented; and awareness campaigns on the reporting of near misses were promoted, all in support of the management system and the correct application of preventive measures.

During 2025, Laviosa updated certain assessments of specific risks, with particular reference to the manual handling of loads and strain from repetitive movements.

In 2026, Laviosa will continue to **strengthen its occupational health and safety management system**, with targeted measures at both the organisational and technical-operational levels. The planned actions focus on strategic areas such as the digitalisation of HSE processes, the adaptation of workplaces, emergency management and the in-depth analysis of specific risk assessments, such as the risk of fire, noise and work-related stress.

An initial area of focus will be the implementation of new management software dedicated to health surveillance, training and the monitoring of personal protective equipment, which will enable a more integrated and traceable management of HSE activities. In parallel, **Corporate HSE Guidelines** will be drawn up and disseminated, with the aim of standardising prevention and safety practices across all plants.

In terms of prevention, particular attention will be paid to the integration of risk assessments, with specific focus on exposure to chemical and carcinogenic agents and on the possible presence of radon gas. Upgrading work is also planned to reduce electrical risks through the regular maintenance of electrical systems.

Emergency management is a further pillar of the Laviosa Group's commitment. In this context, specific

procedures will be introduced and first-aid facilities strengthened, with the aim of ensuring a timely and effective response in critical situations; the plan also provides for the purchase of equipment and materials dedicated to supporting solo work activities.

Finally, Laviosa intends to enhance training and information for workers through campaigns focusing on Life Saving Rules, the correct use of PPE and raising awareness of emerging risks, in line with the findings of external audits.

Metrics | Health and Safety

Number of accidents and fatalities involving employees

EMPLOYEE-RELATED ACCIDENTS	2025			2024		
	Men	Women	Total	Men	Women	Total
Total hours worked by employees	711.153	101.647	812 800	697.625	102.203	799 828
Accidents at work (no.)	12	1	13	15	-	15
Of which: Accidents at work with serious consequences, excluding fatalities (no.)	2	-	2	3	-	3
Days lost due to injury (no. of days)	403	33	436	327	-	327
Deaths (no.)	-	-	0	-	-	0
Total number of employees	367	56	423	332	56	388

Overall, the accidents recorded in the two-year period 2024–2025 can be attributed to: handling of vehicles and loads, use of tools and machinery, falls and physical exertion. No accidents occurred whilst travelling to or from work.

In 2025, the recorded workplace accident rate stood at 3.20 (down from 3.75 in 2024). This indicator is calculated as the ratio of the number of recorded workplace accidents to the total hours worked, multiplied by 200,000 as defined by GRI Guidelines 403-9: a rate based on 200,000 hours worked indicates the number of workplace accidents per 100 full-time workers over a one-year period, based on the assumption that a full-time worker works 2,000 hours per year. The rate of workplace accidents with serious consequences is 0.49 in 2025 (down from 0.75 in 2024); the indicator is calculated as the ratio of the number of accidents with serious consequences to the total hours worked, multiplied by 200,000.

Occupational diseases

The main hazards which, if not adequately controlled, may lead to occupational diseases include exposure to asbestos, noise, vibrations, chemicals and carcinogens, dust, manual handling of loads, repetitive tasks, awkward postures and the use of computer screens.

To minimise these risks, Laviosa applies the hierarchy of controls through preventive and protective measures, which include: systematic risk assessment, the use of compliant equipment, the implementation of technical improvement plans (e.g. soundproofing of premises and modification of flooring), the use of personal protective equipment, staff training and information, as well as occupational health surveillance in accordance with the instructions of the occupational health doctor.

In particular, specific measures have been introduced for the management of asbestos (inventory, assessment of condition and remediation), to reduce noise and vibrations, to control exposure to chemicals and dust by updating safety data sheets and seeking less harmful alternatives, and to prevent musculoskeletal disorders through the introduction of support equipment and the redesign of workstations.

In the two-year period 2024–2025, no cases of occupational disease or deaths were recorded among the employees of the Laviosa Group.

4.3 RELATIONS WITH LOCAL COMMUNITIES

GRI 3-3; 203-2; 413-2

Impacts on local communities

The Laviosa Group considers the topic of “Relations with local communities” to be material, assessing the economic, social and environmental impacts arising from its extraction and production activities carried out in the various geographical areas where it operates, in Italy, France, Turkey and India, promoting a responsible approach focused on dialogue with local stakeholders.

ECONOMIC IMPACTS

With regard to quarrying activities, market analyses, combined with an assessment of extraction costs, have enabled us to estimate the returns to the local area; specifically, **quarrying generates economic and social benefits** through:

- Compensation to landowners, exceeding the income derived from agricultural activities;
- Contracts awarded to local firms for extraction services, earthworks, environmental restoration and the road transport of ore;
- Payment of regional royalties, with direct benefits for public revenue;
- The involvement of local technical and specialist expertise for extraction, sampling and laboratory analysis activities.



The “Livorno Simbiosi” project: the circular economy and industrial symbiosis in the Livorno area

The “Livorno Simbiosi” project represents a concrete example of significant indirect economic impact, as it contributes structurally to the sustainable development of the region and to the creation of shared value well beyond the boundaries of Laviosa’s production activities.

In Italy, Laviosa has promoted, together with the Simbiosi Industriale Group and the Aretusa Consortium, the “Livorno Simbiosi” circular economy project, an initiative inspired by the industrial symbiosis model of Kalundborg (Denmark). The project stems from the legacy of the European Horizon 2020 “Ultimate” programme and aims to foster collaboration between businesses in the Livorno and Collesalveti area to **share resources, recover waste and optimise the flows of water, energy and materials, thereby generating operational efficiency and new opportunities for sustainable development**. The initiative involves mapping production flows, analysing needs, formalising inter-company agreements and designing infrastructure networks for the reuse and exchange of resources, with a particular focus on local port areas.

Specifically, in addition to reducing environmental impacts, the project contributes to the creation of indirect economic value through:

- new services and opportunities for local businesses,
- potential investment in shared infrastructure,
- greater efficiency in the use of resources and reduced operating costs,
- strengthening the competitiveness of the Livorno and Collesalveti industrial hub,
- the establishment of networks between businesses, institutions and research centres.

The official presentation of the project took place on 17 May 2025 in Livorno, as part of the Biennale del Mare at the Hangar Creativi.

With “Livorno Simbiosi”, Laviosa confirms its role as an enabler of the circular transition in the district, in line with its commitment to a more resilient, collaborative and low-impact industry.

SOCIAL IMPACTS

In terms of employment, in 2025 the Laviosa Group continued to be a stable point of reference for workers in local communities through a model characterised by:

- A predominance of permanent contracts,
- A predominance of full-time employment,
- Investments in training and technical and specialist skills,
- Opportunities for professional development in international and multicultural environments.

During the financial year, the Group employed a total of 423 staff, of whom 205 were in Italy, 50 in France, 119 in Turkey and 49 in India, recording a 9% increase in the workforce compared to 2024.

The majority of employees are on permanent contracts, accounting for 98% of the total workforce, confirming the job security guaranteed by the Group. Furthermore, 99% of employees are on full-time contracts, highlighting an organisational model focused on job continuity and the protection of employment conditions.



Project Miao How are you: Laviosa's commitment to the younger generation

The "Miao, Come Stai?" project is an initiative with a significant social impact, aimed at supporting the educational and emotional development of the younger generation and strengthening the bonds between schools, families and the local community, extending beyond the scope of the Group's industrial activities.

In 2025, Laviosa reinforced its commitment to local communities by promoting, as a continuation of the 2024 initiative, **"Miao, come stai? by Laviosa Edu"**, an educational project aimed at Italian primary schools.

The initiative forms part of the Civic Education curriculum and aims to convey fundamental values to young children using the language of animals to foster their emotional and social development.

ENVIRONMENTAL IMPACTS

From an environmental perspective, the Group applies a common approach based on shared standards for the responsible management of mining and industrial activities, ensuring full compliance with land rights, mining authorisations and applicable regulations. Access to and use of land are formalised through concessions and permits issued by the competent authorities, ensuring operations comply with the relevant regulatory frameworks.

As part of its materiality analysis, the Group has identified, within the theme of "Relations with local communities", two main areas of environmental impact: on the one hand, the potential effects on the health and well-being of communities linked to dust emissions, noise and vibrations; on the other, the use of land and natural resources, with possible changes in land use, alterations to the landscape and implications for land-related rights.

The management of these impacts is based on an integrated set of preventive and corrective measures, applied systematically at extraction sites and production plants. Key actions include watering operational areas during dry spells, suspending activities in adverse weather conditions, collecting and channelling rainwater, using vehicles fitted with noise-reduction systems, and establishing alternative logistics routes aimed at limiting traffic in built-up areas and reducing the impact on the urban environment.

With regard to land use and the consumption of natural resources, the Group implements programmes of rehabilitation and progressive restoration, which include the setting aside and reuse of topsoil, the management of waste rock, and the adoption of post-extraction cultivation measures aimed at promoting the renaturalisation of the affected areas. Upon completion of operations, sites are restored to their original functions in environmental conditions equivalent to those prior to the intervention, limiting degradation and promoting the sustainable use of resources.

These measures are integrated into the Group's environmental management system and monitored through dedicated indicators, enabling structured monitoring of impacts and continuous improvement of environmental performance. For further details, please refer to the chapter "Environmental Impact", section "Biodiversity and Land Restoration".

THE LAVIOSA FOUNDATION



The Laviosa Foundation supports the Group's sustainability commitments – focused on people, communities and the local area – and amplifies its capacity to listen to and give back to the local ecosystem.

The Foundation is, in fact, one of the pillars through which the Laviosa family expresses its commitment to the local area and its people. Established and strongly supported by Cavaliere Giovanni Laviosa, the Foundation is at the heart of activities promoting well-being, inclusion and good social practices.

In 2024, it consolidated its structure with legal recognition as a Third Sector Entity (ETS) and official registration with the RUNTS, thereby strengthening its institutional identity and its ability to make a structured impact on communities.

In its mission, the Foundation regards work as a key concept in its charter and as a right and tool for autonomy, empowerment and engagement with the community; for this reason, the Foundation launches projects, scholarships and calls for proposals to support personal and professional development, with a particular focus on social vulnerability and marginalisation.

During 2025, the Laviosa Foundation successfully completed numerous projects, confirming its role as an active social actor in the local area and reinforcing the founding objectives of its mission, centred on **work and training**.

In the field of education and career guidance, the Foundation supported, in collaboration with "Il Talento all'Opera Foundation", the **Me.Mo** project at the Sant'Anna School of Advanced Studies in Pisa. The initiative took the form of a structured career guidance programme comprising several sessions, aimed at secondary school students from across Italy who demonstrate talent and merit but face economic disadvantage.

Continuing its commitment to supporting advanced education, the Foundation collaborated with the Collegio dei Cavalieri del Lavoro "Lamaro Pozzani" in Rome, helping to increase the number of both national and international **scholarship** holders engaged in postgraduate advanced education programmes through the provision of "**Ernesto Laviosa**" **scholarships**. Through the Big Academy Advanced Training Academy, the Foundation has also enabled an experienced process engineering professional to access a **one-year advanced training programme**.

2025 also marked the first year of the new three-year agreement with the Arpa Foundation, aimed at **training doctors from Latin America and Eastern Europe**, offering them the opportunity to undertake programmes of excellence at Cisanello Hospital in Pisa.

In the field of **language and international training**, the Foundation offered 14 students the chance to take part in

a language study trip and a two-week work placement in Eastbourne, in the south of England, at Twin College.

Particular attention was also paid to children and experiential education. Over the course of the year, 16 children were able to take part in a **sailing camp** lasting four weeks, whilst 25 students took part in the usual two-week outdoor education programme at Fattoria Laviosa.

In terms of relations with the local community and the third sector, the Foundation supported **inclusive dinghy trips** organised by the Assonautica Association to explore the Livorno coast and the Melorie shoals, offering people with disabilities and those from economically disadvantaged backgrounds an experience of inclusion and social interaction.

Internationally, in response to the **needs of the village neighbouring the Laviosa plant in Pundi (India)**, the Foundation launched an educational programme for 20 children who were unable to read or write, providing the support of a teacher as well as school uniforms and teaching materials.

In 2025, a new and significant partnership was also launched with the **Palazzo Strozzi Foundation in Florence**, aimed at promoting cultural welfare in the Livorno area. As part of this collaboration, the Laviosa Foundation organised a completely free educational outing for participants, dedicated to a visit to the exhibition on Beato Angelico, whilst simultaneously initiating a dialogue to expand future educational initiatives.

In collaboration **with Gorgona Prison**, the third edition of Gorgona Camp was held, an educational project involving 15 students in space refurbishment activities alongside inmates. Over the course of the year, the project focused on the music room, a space of particular importance to daily life at the institution.

In the field of cultural promotion, the Foundation launched a collaboration with the Livorno Conservatory, supporting a network of local associations for the restoration of the historic musical fountain and backing a programme of **free, open-access concerts** for the public.

Finally, the Foundation has strengthened its commitment to **gender equality** through targeted cultural initiatives: a summer screening in Sardinia dedicated to the theme of women in mining; a series of women's film evenings at the Fortezza Vecchia in Livorno; and, in the autumn, participation in the Book Club with the Clizia association, promoter of the Katundo Prize dedicated to second works. Throughout the year, the Foundation's headquarters hosted meetings with leading authors of contemporary literature, creating opportunities for dialogue and discussion on the themes of women's empowerment.

Overall, 2025 is shaping up to be a year full of challenges and opportunities for the Laviosa Foundation, which has consolidated positive relationships and launched new social support initiatives, confirming its commitment to the cultural, educational and inclusive growth of the communities it serves.

PHOTOS OF ACTIVITIES



Children's sailing weeks



Children's summer camp



Stay in England

5.

ENVIRONMENTAL IMPACT

- 5.1 Product and process innovation
- 5.2 Energy and emissions
- 5.3 Waste management
- 5.4 Water management
- 5.5 Biodiversity and land regeneration

5.1 PRODUCT AND PROCESS INNOVATION

GRI 3-3; SPECIFIC KPIS

Projects completed in 2025/Total open projects:

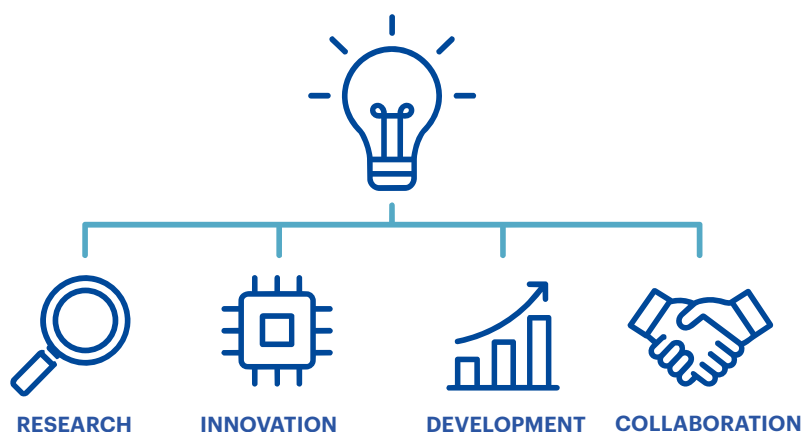
- Performance Minerals: 32/63 (51%)
- Pet care: 2/3 (67%)

The Laviosa Group's Innovation department, comprising the Research & Development (R&D) team and Product Managers, is the main driver of technological evolution and corporate competitiveness. In 2025, with the update of the organisational chart, this function was further strengthened through the creation of **the Innovation Hub Department**, a department dedicated to integrating scientific expertise with the development of market-oriented solutions. In this regard, during 2025, the Innovation Hub launched a structured programme to enhance internal expertise, assigning Product Managers to specific strategic projects. Each initiative is entrusted to a manager responsible for coordinating its development, monitoring its progress and ensuring that objectives are met, providing comprehensive oversight from the initial phase through to implementation.

The Group's R&D activities are mainly concentrated in Italy, where the Department is based. From this hub, strategic guidelines and innovation programmes are defined, which are then rolled out across the Group's various production sites through initiatives tailored to specific operational and local requirements.

The Research & Development process adopted by Laviosa Group is based on a participatory model, which encourages the active involvement of all business functions. Project ideas can emerge from any operational area, in response to production needs, sustainability objectives or technological opportunities. Once proposed, they are incorporated into a structured process that includes analysis, technical and economic evaluation, testing and, where appropriate, industrial implementation.

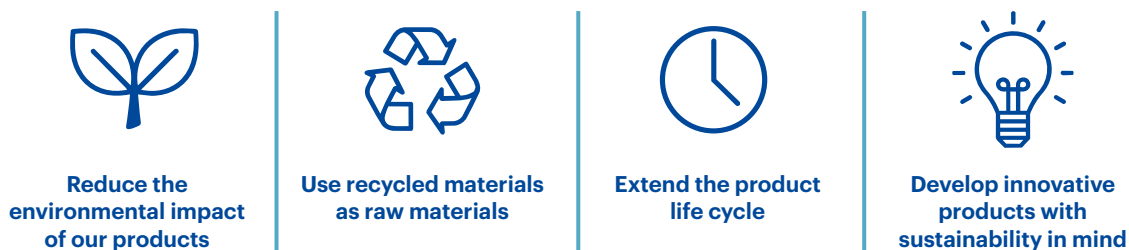
This approach is reinforced by strategic collaborations with universities, research centres, start-ups and industrial partners. These partnerships provide access to advanced expertise, accelerate the development of innovative solutions and strengthen the Group's ability to generate sustainable value. This section of the document describes in detail the main projects and the results achieved through these collaborations. Finally, alongside collaborations with universities and research centres to access specialist expertise, Laviosa establishes inter-company partnerships aimed at the joint development of products and processes, promoting the sharing of resources, know-how and technological capabilities. The Group considered, the circulation and accessibility of scientific and technical knowledge are considered fundamental elements for the growth of individuals and the sustainable progress of society.



Innovation for sustainability and the circular economy

Research and Development objectives:

In recent years, the Laviosa Group has stepped up its investment in research into new products and applications, focusing projects on technologies that improve performance, enhance process efficiency



and respond to emerging market trends. A significant portion of activities is dedicated to developing solutions that promote production models inspired by the circular economy, with the aim of reducing environmental impact throughout the entire value chain.

The Group's research focuses, in particular, on the utilisation of secondary raw materials. The aim is to reintroduce process waste as useful resources, transforming them into products or semi-finished goods with greater added value. This approach makes it possible to:

- **Reduce the consumption of virgin raw materials;**
- **Optimise the use of natural resources;**
- **Reduce waste generation;**
- **Generate new industrial opportunities;**
- **Increase the Group's competitiveness and resilience.**

Laviosa applies a **structured monitoring system** designed to assess the effectiveness of innovation initiatives, both in terms of products and processes. Specifically, monitoring is carried out through:

- Monthly meetings dedicated to updating progress on projects, with an analysis of results achieved against defined objectives.
- Requesting direct feedback from customers on new products, with particular attention to functionality, usability and the perception of added value.
- The organisation of panel tests conducted both internally (involving technical and sales staff) and externally (with selected groups of end-users), in order to validate the proposed solutions and gather suggestions for improvement.

For Laviosa, the results of the panel tests represent an operational starting point for the continuous improvement of products and processes.

Laviosa's commitment to innovation and research is focused on a **specific goal: reducing waste and wastefulness, optimising the use of resources, and promoting production models based on circularity and sustainability**. This is a complex journey, requiring advanced engineering solutions to make the most of production waste and transform it into new opportunities for use with greater added value.

The company firmly supports this vision, aware that the transition to circular processes involves a significant commitment but also represents a strategic investment for the future, designed not only to improve competitiveness and efficiency but also to generate environmental benefits.

Project FENICE: transforming plastic waste into circular resources for foundries

In 2025, Laviosa proudly joined the FENICE Project – Ecological Moulding with New Eco-Compatible Circular Ingredients, a research and innovation initiative aimed at defining sustainable solutions for green sand moulding in the foundry sector. The project, funded under the Tuscany Regional Programme PR FESR 2021–2027, aims to develop alternative and circular materials capable of replacing traditional components with a high environmental impact.

The FENICE Project was launched with the aim of recovering and valorising high-carbon plastic waste, transforming it into premixes for high-performance foundries, capable of replacing the fossil-based ‘mineral black’ commonly used in moulding processes.

Through the study and pre-treatment of waste materials, the project aims to identify recycled co-ingredients with chemical and technological properties suitable for green casting.

The initiative is based on a multidisciplinary partnership that integrates scientific, industrial and operational expertise, demonstrating how collaboration between businesses, research centres and academia can translate into a virtuous model of circular innovation, capable of transforming waste into a resource and contributing to the transition towards more efficient, resilient and environmentally friendly production processes.

Product innovation

In the context of product innovation, the mission of Laviosa’s Research & Development department is focused on the **valorisation of industrial minerals** and their transformation into application solutions for existing or emerging markets.

Development activities adhere to the principles of the circular economy and the reduction of environmental impact, with a particular focus on the use of waste materials as raw materials, the extension of product lifecycles, and the provision of technological solutions aimed at improving the quality of life and the sustainability of the environments in which they are used.

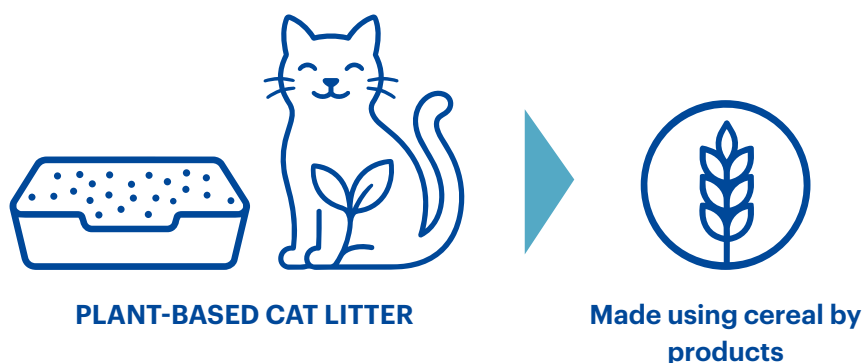
Among the priority areas of research is the **study of minerals as an alternative to synthetic chemicals**. In this context, Laviosa promotes the use of minerals in sectors where they are not yet widespread, replacing existing products with innovative mineral-based solutions. A significant example is the development of nanoclay-based products that have synergistic effects, improving the efficiency of fillers normally used in the electrical cable sector.

Also as part of its product innovation activities, Laviosa has begun developing **gel-based solutions**, designed to meet the needs of customers who prefer liquid products over powdered ones. This approach allows for greater ease of use and better integration into specific applications; in this regard, the applications already developed include the cosmetics sector, an area in which the project has achieved its first concrete result with the production of ready-to-use semi-finished products. Furthermore, to support and further expand this range, internal training courses specifically dedicated to the cosmetics sector were organised during 2025, aimed at developing the skills necessary for the further evolution of the semi-finished products planned for 2026.

In line with the principles of the circular economy, Laviosa has also designed an **upcycled plant-based litter based on the use of by-products** from cereal processing, with the aim of expanding the product range and reducing the environmental impact throughout the supply chain. The formulation consists of over **90% agricultural by-products**, making use of materials that would otherwise be discarded. Production began in early 2025 thanks to a collaboration with CAI Nutrizione (Consorzi Agrari d’Italia), at the Mantova – Valdaro plant, one of the sites within CAI’s feed production hub. In this regard, it should be noted that upcycling represents an advanced and higher value-added reuse of residues from the agri-food supply chain in an innovative pet care product. The decision to produce close to the raw materials allows for more efficient management of flows and a significant reduction in transport-related CO₂ emissions, contributing to a lower environmental impact throughout the entire value chain.

Laviosa's R&D Department has optimised the formula to ensure excellent performance in full compliance with the needs of both the cat and the owner. The technology available at the Mantua production site and the specialist expertise of CAI Nutrizione have made it possible to use exclusively Italian by-products, sourced from non-GMO seeds, without diverting resources from human food.

-  The plant-based litter is patent-protected and TÜV OK compost INDUSTRIAL certified, attesting to its compostability in industrial composting facilities.
-  Furthermore, to meet further market demands, NF Environment certification was also obtained in March 2025, specifically attesting to the product's performance in terms of biodegradability and compostability.



The development plan, entirely Italian in origin, represents a **virtuous model** that can be replicated in all countries where Laviosa operates – starting with France – to make the most of local agricultural by-products, minimise CO₂ emissions and contribute positively to local economies.

In addition, as early as 2024, Laviosa introduced a new **litter enriched with probiotics**, developed to prevent the formation of unpleasant odours and improve the overall hygiene of the home environment. Plans are also under consideration for 2026 to expand the range of plant-based cat litters made from plant-derived by-products through the introduction of absorbent litters, in both pellet and granule form, and a clumping litter in pellet form, in order to meet the diverse needs of customers. This project is once again in collaboration with CAI Nutrizione, where the various products will be manufactured.

In 2025, the Group also launched the production of a new **cat litter, “LindoCat Super Premium No Dust”**, featuring a low-dust formulation designed to enhance the user experience and the well-being of pets and their owners. Specifically, this solution helps to limit the dispersion of particles during the filling and emptying of the litter tray, helping to keep homes cleaner and reduce the presence of residue and footprints. The product, marketed primarily in Asia, is manufactured in Turkey, close to the extraction sites of white bentonite, the main raw material in the formulation.

In the high-performance additives sector, Laviosa has continued its path of innovation, even in established markets such as the beverage sector, developing increasingly specific and customised solutions in response to customer needs.

In the animal feed sector, the Group has successfully developed an innovative product based on modified bentonite, for which the patent has been extended to the European level, opening up access to higher value-added markets.

As regards the infrastructure sector, Laviosa has introduced two new products aimed at reducing operating costs and environmental impact: a **mortar for geothermal applications** with high thermal conductivity, effective even at low dosages, and a **geosynthetic barrier**, designed to withstand marine environments, ensuring waterproofing and environmental protection.

During 2025, Laviosa also developed innovative solutions for the oil drilling sector, collaborating with industry

operators committed to sustainable practices.

The coatings sector has also benefited from the innovation team's activities, in synergy with key market players, leading to the creation of a new product for unsaturated ester-based systems, characterised by improved thixotropic performance compared to previous formulations.

Process innovation

In terms of process innovation, Laviosa employs continuous monitoring systems for its production plants, aimed at identifying opportunities for improvement in terms of productivity, efficient use of resources and reduced energy consumption.

This approach is complemented by ongoing **technology scouting**, aimed at identifying innovative industrial solutions that can contribute to improving the aforementioned parameters and support the design or adaptation of plants for the production of new products.

Notable among the measures implemented are the introduction of **material recirculation systems** on mills, as part of the process of achieving the desired fineness during product changeovers, which helps to avoid downgrading and rework, thereby improving operational efficiency; the installation of an **automatic additive dosing system** in the organoclay department, aimed at optimising the quantities used and reducing waste; **the adoption of vibration sensors** on selected plants, with the aim of anticipating machine downtime due to mechanical failures and improving predictive maintenance; **the installation of smart meters** for real-time recording of energy and raw material consumption in critical parts of the plants, to support data analysis and the definition of targeted corrective actions. During 2025, the data collected from the meters was integrated into the company network and made available via the energy management software, which is currently operational across Italy.

LIFE CYCLE ASSESSMENT

It should be noted that Laviosa, in collaboration with the Politecnico di Milano, its key scientific partner, has launched a structured programme of environmental analysis of its products and processes through LCA studies. LCA, which stands for **Life Cycle Assessment**, is an internationally recognised methodology governed by ISO 14040 and ISO 14044 standards, which enables the measurement and quantification of the environmental impacts associated with a product throughout its entire life cycle: from the extraction and sourcing of raw materials, through industrial production, to distribution, use and end-of-life management, including any recovery or disposal processes.

Through this approach, it is possible to analyse indicators such as energy consumption, CO₂ emissions, the use of natural resources, waste generation and the overall impacts on ecosystems. The aim is not only to assess current environmental performance, but also to identify opportunities for improvement in production processes, guide design choices and support the development of increasingly sustainable and circular solutions.

This analytical process forms part of a broader corporate strategy aimed at ensuring that new products are assessed not only in terms of technical performance and market suitability, but also with regard to their environmental impact and sustainability throughout their entire life cycle. In this context, LCA studies represent a strategic tool to support responsible innovation, transparency towards stakeholders and progressive alignment with international sustainability goals.

In this regard, the study on the **Geosynthetic Clay Liner (GCL)** sector was completed in 2025, whilst analyses of other production sectors are ongoing. These include the study on organoclay products, which is due to be completed in 2026, with the aim of progressively extending environmental assessment to the company's entire product portfolio.

• **Geosynthetic Clay Liner (GCL) LCA Study**

In this context, in 2025 Laviosa developed a specific Life Cycle Assessment (LCA) study dedicated to its Geosynthetic Clay Liners (GCLs), adopting a 'cradle-to-gate plus distribution' approach. The assessment analysed the environmental impacts associated with the entire GCL production cycle, from raw material extraction to production and distribution processes, excluding the use and end-of-life phases.

The study was developed with **the aim** of:

- quantify the environmental impacts associated with the production and distribution of GCLs;
- identify the main areas for improvement along the supply chain;
- support product development in line with international sustainability standards.

The analysis shows that the most significant environmental impacts stem from the extraction and activation of bentonite in India and from production processes in Europe. These stages have a particular impact on categories linked to climate change, acidification, the consumption of fossil resources and terrestrial eutrophication, mainly due to the energy intensity of the raw material processing stages.

The distribution phase also plays a significant role, particularly in relation to impacts associated with particulate matter formation, land use and marine eutrophication, with land transport accounting for the largest contribution. Although not included within the main scope of the study, the end-of-life phase nevertheless highlights potential significant impacts on climate change, water consumption and land use, confirming the importance of adopting an extended 'cradle-to-grave' perspective in product life-cycle analysis.

Overall, the results obtained confirm the competitive environmental profile of Laviosa GCLs and provide concrete guidance for future improvement activities, product innovation and process optimisation, further strengthening the company's path towards increasingly sustainable and transparent management.

With regard to the certification process, it should also be noted that the verification and validation process **for the EPD (Environmental Product Declaration)** relating to Laviosa GCLs is currently underway, aimed at ensuring the validity, transparency and compliance of the results emerging from the LCA study in accordance with internationally recognised standards.

Specifically, the EPD is an environmental product declaration developed on the basis of LCA methodology and governed by international standards such as ISO 14025 and EN 15804. It is a voluntary environmental communication tool that makes available objective, third-party verified and comparable data on the environmental impacts associated with a product throughout its life cycle.

Through the EPD, companies, customers and stakeholders can access transparent and scientifically validated information regarding indicators such as CO₂ emissions, energy consumption, use of natural resources, waste generation and other significant environmental impacts. This enables more informed decision-making, supports sustainable purchasing criteria and promotes greater transparency throughout the value chain.

For a company's product, obtaining an EPD also represents an important competitive advantage, as it demonstrates the company's concrete commitment to measuring and continuously improving its environmental performance. The certification also helps to strengthen the product's positioning in markets increasingly focused on ESG criteria and sustainability, as well as providing significant support in sustainable design processes and in environmental certification schemes for buildings and infrastructure.

5.2 ENERGY AND EMISSIONS

GRI 3-3; 302-1; 305-1; 305-2; 305-7

Climate change is a significant factor, as it can affect business activities through extreme weather events, changes in the availability of natural resources and the introduction of increasingly stringent environmental regulations. To address these challenges, the Company monitors the impacts generated, with the aim of ensuring operational continuity, regulatory compliance and the sustainability of its activities.

Laviosa adopts a structured approach to energy management, overseen by **the Utilities Manager**, who plays a strategic role in defining measures and investments aimed at the continuous improvement of performance. Monitoring consumption and optimising energy use are key levers for reducing the environmental footprint and strengthening the company's resilience to climate change.

Laviosa's production activities involve the use of electricity, fuels and combustibles, particularly in the most energy-intensive industrial processes. The Group is committed to reducing the environmental impacts associated with energy consumption through the adoption of technical and organisational solutions focused on efficiency and the use of alternative sources.

Key initiatives implemented include:

- **Drying raw bentonite using solar energy:** this solution avoids the use of fossil fuels in drying processes. This model, considered exemplary, is systematically applied in operations in India and, at specific times of the year, also in Sardinia, depending on weather conditions.
- **Solar pre-drying of bentonite directly at the mine:** aimed at significantly reducing the material's moisture content prior to transport. This operational method allows for the handling of a greater quantity of usable ore, avoiding the transport of water and reducing the overall volumes transported. This approach generates both economic and environmental benefits, contributing to the optimisation of logistics flows, the reduction of transport costs and the limitation of the use of energy-intensive industrial drying processes, with consequent energy savings and a reduction in emissions along the value chain.
- **The construction of a tensile structure for bentonite storage:** at the Livorno plant, the project has made it possible to reduce diffuse emissions, limit energy consumption for drying, as well as minimise leaching from rainwater and optimise the operation of the final treatment plant, avoiding the use of water to wet the piles.

In Italy, Laviosa uses dedicated software for real-time monitoring of energy consumption, broken down by plant area, and for optimising the use of the combined heat and power unit.

In Italy and Turkey, the **ISO 14001 Environmental Management System** is a key tool for planning measures to reduce environmental impacts and assessing the effectiveness of such measures. Documents are reviewed at least once a year. In addition, Laviosa Turkey is certified to the ISO 50001 standard **for energy management**, obtained in 2022 and confirmed in 2025.

Metrics | Energy

ENERGY CONSUMPTION IN GJ	2025	2024
Direct energy consumption – Plant equipment	19,585	19,903
Petrol	639	470
Diesel	18,946	19,433
Direct energy consumption – Buildings and plants Non-renewable sources	497,299	509,568
Natural gas	397,322	401,838
Spent fuel oil	92,407	91,085
BTZ fuel oil	780	1,171
Electricity self-generated by cogeneration plant	10,327	18,433
of which consumed	6,790	15,474
of which sold	3,537	2,959
Direct energy consumption – Buildings and plants Renewable sources	31,510	34,778
Sawdust	31,093	34,406
Self-generated electricity from photovoltaic panels	417	372
of which consumed	417	372
of which fed back into the grid	0	0
Indirect energy consumption within the organisation	90,267	79,416
Electricity purchased from the grid	73,800	79,416
Electricity covered by a Guarantee of Origin Certificate	16,467	0
Total energy consumption	638,661	643,665

In 2025, the Group's total energy consumption amounted to 638,661 GJ, a slight decrease compared to 2024. Consumption figures include direct and indirect energy and are expressed on an aggregated basis at Group level. Direct energy consumption relating to plant vehicles mainly concerns the use of fuel for lorries, forklift trucks and mechanical shovels used in the operational activities of production sites. This consumption consists mainly of diesel, with a residual proportion of petrol.

Direct energy consumption in buildings and plants from non-renewable sources is mainly attributable to the use of natural gas and, to a lesser extent, to fuel oils and electricity self-generated by the cogeneration plant. In particular, natural gas is the main energy source for production facilities, including the supply to the cogeneration plant in Italy. The reduction in electricity production from cogeneration recorded in 2025 is due to the end of the useful life of one of the two installed cogeneration units.

Spent fuel oil is used in the drying process at the Villaspeciosa plant, whilst low-sulphur (LSU) oil is used exclusively as a start-up fuel for the same process.



As regards renewable sources, consumption includes biomass and self-generated energy. In France, sawdust in the form of wood shavings is used: this material is recovered from wood and utilised through its reuse as fuel, in line with a circular economy approach.

The photovoltaic system is present exclusively at Laviosa Italia and contributes to the production of renewable electricity for self-consumption; all the energy produced is used entirely internally, without being fed into the grid. Electricity covered by Guarantees of Origin (GO) is also purchased solely by Laviosa Italia, whereas in 2024 this type of supply was not in place.

Indirect energy consumption consists of electricity purchased from the grid for use within the organisation. By 2025, part of this consumption will be covered by electricity certified by Guarantees of Origin. Finally, it should be noted that no fuels are used in India, as the bentonite drying process is carried out using solar drying, made possible by local climatic conditions, resulting in zero energy consumption.

Metrics | Scope 1 and Scope 2

	2025	2024
GHG EMISSIONS IN tCO ₂		
Scope 1 emissions	27,297	27,433
Scope 2 emissions – (Market-based)	8,981	11,043
Scope 2 emissions – (Location-based)	6,672	5,718
Total emissions (Scope 1 + 2 Market)	36,278	38,476
Total emissions (Scope 1 + 2 Location)	33,969	33,151

Laviosa’s activities generate greenhouse gas (GHG) emissions that contribute to climate change. These emissions include:

- Direct emissions (Scope 1): arising from sources owned or under the direct control of the Company;
- Indirect emissions from energy (Scope 2): associated with the purchase and consumption of electricity;
- Other indirect emissions (Scope 3): related to activities upstream and downstream of the value chain, such as transport, supplies, product use and end-of-life.

In 2025, the Group’s greenhouse gas (GHG) emissions, expressed in tonnes of CO₂ equivalent (tCO₂e), showed a slight overall decrease compared with the previous year, in line with the trend in energy consumption. Direct Scope 1 emissions, amounting to 27,297 tCO₂e in 2025, show a substantially stable trend compared to 2024. These emissions stem from direct energy consumption (plant vehicles and consumption in buildings and plants).

As regards Scope 2, the calculation was carried out taking into account electricity purchased from the grid. Specifically, for the purposes of calculating Scope 2 emissions, the Location-based approach uses the average emission factor of the national energy mix, whilst the Market-based approach considers the specific emission factors of the energy supply contracts signed by the organisation. The two methods offer a complementary view: the first considers the carbon intensity of the national energy context, whilst the second reflects the organisation’s procurement choices, including Guarantees of Origin.

Sustainable mobility and emissions reduction

Laviosa Italia promotes responsible management of its employees’ mobility, recognising the central role of commuting in air pollution and climate-changing emissions. In this regard, in Italy, Laviosa S.p.A. has adopted the **Commuting Plan (PSCL)** as a strategic tool for the analysis, planning and continuous improvement of corporate mobility.

The Plan, updated and approved in December 2025, was drawn up under the coordination of the company’s Mobility Manager and covers the two Laviosa S.p.A. operational sites located in the Municipality of Livorno (Via Leonardo da Vinci and Via Luigi Galvani).

Specifically, during 2025, a survey was conducted on staff commuting patterns, using a dedicated questionnaire. A total of 107 employees took part in the survey, with an overall response rate of 82%, thus ensuring a high level of representativeness of the sample analysed.

Analysis of the employees’ places of residence shows that the majority (64.5%) live in the municipality of Livorno, whilst the remainder come from other municipalities in the province and neighbouring areas, particularly the provinces of Pisa and Lucca. The distances travelled are, on average, relatively short.

As regards the means of transport used, the data highlight a marked reliance on private transport:

- 84.1% of employees use a car for their home-to-work commute (72.9% private cars and 11.2% company cars);
- 13.1% use motorcycles or mopeds;
- overall, 97.2% of staff travel to work by private motor vehicle.

The use of alternative modes is currently marginal: 0.9% of employees use inter-city public transport, 0.9% use bicycles or other micro-mobility options, and 0.9% carpool.

The PSCL also includes an estimate of atmospheric emissions generated by staff commuting, calculated on the basis of kilometres travelled, the types of vehicles used and the number of working days per year. The emissions considered relate to CO₂, NOx, CO and PM10.

The baseline scenario, assuming daily use of the declared modes of transport in the absence of reduction measures, results in an estimated total annual emission of 160.28 tonnes of pollutants.

The 2025 scenario, which takes into account the measures actually adopted by the Company – in particular the use of remote working – shows an overall reduction in emissions of 20.95 tonnes per year.

In line with what has already been implemented, Laviosa S.p.A. plans **to maintain and strengthen sustainable mobility measures** in the coming years as well. In particular, the PSCL identifies the following as priority actions:

- the continuation of flexible working for all compatible roles;
- the gradual renewal of the company's vehicle fleet, replacing internal combustion engine vehicles with hybrid and electric solutions.

Other significant air emissions

Further emissions relate to atmospheric emissions of pollutants, which have an impact on air quality.

Laviosa is committed to managing and reducing both point source emissions (from fixed and channelled sources) and diffuse emissions (unchannelled, originating from exposed surfaces or handling operations).

Point source emissions are managed in compliance with current environmental regulations, through:

- Annual self-monitoring of the specified emission parameters;
- A Continuous Emission Monitoring System (CEMS) where required; and
- Internal checks and periodic maintenance to ensure the efficiency of abatement systems in the periods between two annual analyses.

To limit fugitive emissions, Laviosa adopts technical and managerial measures such as:

- A system for wetting piles of raw materials stored outdoors;
- Covering of stockpiles where possible, to reduce dust emissions and leaching from rainwater.

Laviosa periodically monitors trends in emissions through: dedicated checklists to verify the containment of fugitive emissions, and periodic checks on abatement systems for channelled emissions to ensure they are functioning correctly. In addition, the Company annually reviews trends in annual emission volumes with the aim of progressively reducing the quantities of pollutants emitted.

Metric | Other air emissions

OTHER RELEVANT AIR EMISSIONS IN TONNES	2025	2024
NOx	40.611	41.390
SOx	5.292	5.194
POP	0.000	0.004
VOC	0.000	0.000
HAP	0.004	0.001
PM	4.502	10.656
Isopropyl alcohol	2.312	2.261
Heavy metals	0.035	0.044
HCl	0.566	0.610
HF	0.207	0.215
NH3	0.816	0.927
TOC	0.441	0.905
CO	13.597	12.051
IPA	0.000	0.000
COVT	3.092	2.549
DUST	1.199	0.510
Total emissions to air	72.674	77.32

During the 2025 financial year, there was an overall reduction in atmospheric emissions, mainly attributable to the decrease in particulate matter.

Please note that the scope of reporting on air emissions for the financial years 2024 and 2025 does not include operations in India; furthermore, data relating to Turkey have been included only for the year 2025 and are not available for the previous financial year.

Emissions were calculated using the analysis values derived from periodic self-monitoring, taking into account the total operating hours for each emission.

5.3 WASTE MANAGEMENT

GRI 3-3; 306-1; 306-2; 306-3; 306-4; 306-5

Waste management represents a significant area of impact for Laviosa, as highlighted by the materiality analysis. The related environmental impacts are directly attributable to the organisation's operational activities and are concentrated mainly on two fronts:

- **Generation of hazardous and non-hazardous waste** arising from activities complementary to the extraction and processing of bentonite, including: plant maintenance, laboratory quality control activities, and the management of ancillary materials and packaging;
- **Adoption of circular economy measures**, integrated into the corporate strategy through the reuse and recovery of processing waste. These measures contribute to reducing the consumption of virgin raw materials and to the recovery of by-products, promoting a sustainable approach to resource management.

In Laviosa's production processes, the main raw material used is bentonite minerals. The process generates waste which, in most cases, is reused internally within production cycles or recovered as by-products for sale. This approach helps to limit the production of waste directly associated with bentonite processing. Specifically, it should be noted that for some years now, in Italy, Laviosa has implemented processes for the recovery of waste as by-products in compliance with regulatory requirements; these include:

- Bentonite powder: approximately 1,000 tonnes/year
- Organoclay sludge: approximately 1,200 tonnes/year

Although these streams originate from waste processes, they possess technical characteristics suitable for use in other industrial sectors, contributing to the transition towards a circular economy.

In parallel, a system has been implemented in India to recover bentonite powder from the grinding sections, the packaging area and other operational areas. The powder extracted and collected from production surfaces is returned to the screening stage, where it is filtered to remove impurities, separated and subsequently stored. This material is finally sold as enhanced bentonite. By 2025, this initiative had enabled the recovery of 855,589 tonnes of bentonite powder, contributing significantly to the reduction of process waste and the recovery of material resources. The recovered material is also stored in 'used' plastic bags, further reducing the consumption of new packaging. To prevent damage to the bags and limit the production of plastic waste, Laviosa India has also trained staff on the correct methods for mechanical and manual handling of the bags during the packaging, transport and stacking stages.

Furthermore, as part of a circular economy initiative, at the French site, sawdust chips—generated as a by-product by an external supplier—are recovered and utilised by reusing them as fuel, transforming a processing waste stream into an energy resource; in 2025, sawdust consumption stood at 1,394 tonnes, whilst in 2024 consumption amounted to 1,543 tonnes.

Given the efficient management of process waste, the majority of waste generated by the organisation is attributable to ancillary components of operational activities not directly linked to the processing of bentonite. Specifically, this includes:

- Packaging (paper/cardboard, plastic, wood), originating from ancillary raw materials and consumables;
- Maintenance materials, including residues from plant maintenance work, empty contaminated containers and filter materials;
- Laboratory residues, such as chemicals, contaminated containers and additional filtration materials.

Laviosa adopts a systematic and structured approach to waste management, based on three complementary pillars: prevention at source, operational waste management and continuous monitoring of environmental performance.

PREVENTION AT SOURCE

Laviosa implements concrete preventive measures at source to reduce waste generation throughout its production cycle. In particular, bentonite minerals are processed using technologies that minimise the waste generated. The residues resulting from these processes are systematically reused within the production cycles or utilised as by-products, helping to reduce the amount of process waste to near-zero levels.

Laviosa France has consolidated a major investment at its French site in Cersay, relating to the commissioning of the new compactor line installed in 2023. The project aims to improve the management of process waste and significantly reduce the environmental impacts associated with clay extraction and processing activities. Specifically, the new line includes an integrated end-of-process compactor, designed to recover the waste dust generated during the crushing phase. Through the mixing and re-compaction process, the dust is transformed into reusable material, enabling the recovery of processed clay waste at the Cersay site. In 2025, 6,494 tonnes of waste dust were recovered.

At the same time, the Company applies responsible selection criteria when sourcing ancillary raw materials, favouring suppliers who use reduced or recyclable packaging solutions, such as paper/cardboard, plastic and wood.

OPERATIONAL WASTE MANAGEMENT

Laviosa manages operational waste through a set of structured practices that ensure compliance with environmental regulations and the recovery of residual materials. Packaging materials are subject to separate collection, sorted by type and subsequently sent for recovery via authorised operators.

Residues generated by plant maintenance work, such as demolition waste, contaminated containers and filter materials, are subject to controlled management: they are classified, tracked and disposed of in accordance with current regulations, ensuring full environmental compliance.

Laboratory activities are also organised to minimise the production of hazardous waste. The use of chemicals is minimised and contaminated materials are handed over to specialist operators to ensure safe and responsible management.

Furthermore, in line with the principles of the circular economy, Laviosa promotes the recovery and valorisation of certain materials through reuse and regeneration processes.

In particular, for the Italian market, used wooden pallets are collected by the same supplier that provides them for production processes; this industrial waste undergoes specific sorting and treatment processes, which include repair, reworking or conversion into new applications and products.

This approach makes it possible to extend the life cycle of materials, reduce the amount of waste destined for disposal and limit the consumption of new resources, making a tangible contribution to reducing the environmental impacts associated with production processes.

Finally, the Company invests in staff training, promoting the awareness and skills necessary for proper waste management.

FOCUS ON THE USE OF TAILINGS

In the context of its mining activities, waste rock is not treated as waste, as it is fully reused within the mining sites for backfilling and environmental restoration. In particular, waste rock is used for the morphological restoration of excavated areas, contributing to the stabilisation of slopes and the preparation of the ground for subsequent renaturalisation phases.

Should the quantities of waste rock resulting from extraction activities prove insufficient to meet the anticipated restoration requirements, the Group sources waste rock from external suppliers, ensuring the continuity of environmental restoration work.

MONITORING AND CONTINUOUS IMPROVEMENT

Laviosa has adopted a system for the continuous monitoring and improvement of waste management, aimed at ensuring traceability, regulatory compliance and the active involvement of internal resources. Each year, the company analyses data on waste production for each production site, assessing both the absolute volume generated and the percentage sent for recovery or disposal.

In line with the company's environmental objectives, Laviosa is committed to progressively reducing the total quantity of waste produced and increasing the proportion sent for recovery, promoting a more efficient use of

resources. To support this commitment, on-site environmental audits and regular consultations with specialist consultants are carried out, enabling verification of compliance with the **ISO 14001** standard (for Laviosa Italy and Turkey) and the identification of opportunities for operational and managerial improvement. Furthermore, as confirmation of its commitment to waste prevention and sustainable waste management, Laviosa’s site in Turkey is certified under the national **“Zero Waste (Sıfır Atık)”** programme, issued by the relevant Turkish authorities. This certification attests to the adoption of a structured system for waste prevention, separate collection and recovery, aimed at reducing landfill disposal and continuously improving environmental performance.

Company staff are a key element of the waste management system. Laviosa recognises their central role in operational oversight as well, considering them a primary stakeholder. Through assessments, training and the collection of operational feedback, the company encourages the active participation of workers, strengthening environmental culture and shared responsibility. Regular site visits and dedicated meetings also allow for direct monitoring of the practices adopted and the collection of useful input for process optimisation.

Laviosa ensures proper waste management by regularly updating the authorisations of all parties involved, including recipients, transporters and intermediaries. In line with its commitment to regulatory compliance and continuous improvement, Laviosa has launched a structured supplier audit programme. Specifically, in 2025 Laviosa Italia continued to monitor its supply chain through second-party HSE audits; these include the audit conducted on the supplier responsible for remediation activities and waste management services, aimed at verifying compliance with safety, environmental protection and social responsibility requirements. This process will involve, in the coming years, carrying out site visits and document checks at other major waste recipients, with a view to strengthening oversight of traceability and compliance within the supply chain.

It should also be noted that in Italy, waste management is governed by a **dedicated company procedure**. This procedure regulates both the management of waste generated within the Laviosa plants in Livorno and the waste generated and received at the Villaspeciosa plant in accordance with the current Integrated Environmental Authorisation (AIA). The waste management procedure has been drawn up on the basis of a set of regulatory and management references, including: the ISO 14001:2015 standard “Environmental Management Systems”, Legislative Decree 152/06 “Consolidated Environmental Act” – Part Four and all current legislation relating to waste management, the Laviosa Management System Manual and the IEA for the Villaspeciosa site. In addition, a dedicated operational procedure has been drawn up for the Villaspeciosa site for the management of waste entering and leaving the site. Responsibility for the implementation and oversight of these procedures lies with the Environmental Officer, who acts as the coordinator and supervisor for activities related to this area.

Metrics | Waste

Waste composition

2025			2024		
Waste generated	Recovered waste	Waste disposed of	Waste generated	Recovered waste	Waste disposed of
924.04	603.67	320.37	750.84	646.38	104.46

- **Hazardous waste as a percentage of total waste produced: 5%**
- **Waste sent for recovery in 2025: 65%**

In 2025, there is a 23% increase in waste produced compared to 2024, mainly attributable to the increase in the various types of packaging used.

In terms of geographical distribution, the majority of waste is generated at sites located in Italy (67%), followed by France (23%); residual contributions come from Turkey (10%) and India (0.04%).

In terms of composition, the main type of waste produced in Italy, France and Turkey is packaging; in particular, packaging made of wood, mixed materials, paper and plastic predominates. In India, however, the main waste generated is used oil, amounting to 0.35 tonnes. This waste is managed in full compliance with current legislation on hazardous waste and in accordance with the principles of the circular economy; specifically, the oil is entirely reused in internal maintenance activities.

Recovered waste | Hazardous waste not sent to landfill

HAZARDOUS WASTE NOT SENT TO LANDFILL IN tonnes	2025	2024
Preparation for reuse	0.35	9.43
Recycling	0.39	-
Other recovery operations	19.79	2.26
Total weight	20.53	11.69

Recovered waste | Non-hazardous waste not sent to landfill

NON-HAZARDOUS WASTE NOT SENT TO LANDFILL IN tonnes	2025	2024
Preparation for reuse	-	421.67
Recycling	242.09	206.82
Other recovery operations	341.05	6.20
Total weight	583.14	634.69

Waste disposed of | Hazardous waste sent to landfill

HAZARDOUS WASTE SENT TO LANDFILL IN tonnes	2025	2024
Incineration (with energy recovery)	-	-
Incineration (without energy recovery)	-	-
Landfilling	-	-
Other disposal operations	29.73	32.15
Total weight	29.73	32.15

Waste disposed of | Non-hazardous waste sent to landfill

NON-HAZARDOUS WASTE SENT TO LANDFILL IN tonnes	2025	2024
Incineration (with energy recovery)	-	-
Incineration (without energy recovery)	-	-
Landfilling	-	-
Other disposal operations	290.64	72.31
Total weight	290.64	72.31

5.4 WATER MANAGEMENT

GRI 3-3; 303-1; 303-2; 303-3; 303-4

Laviosa recognises responsible water management as a material issue, in line with its environmental commitments and the expectations expressed by local stakeholders. In this context, two current environmental impacts have been identified: **water withdrawal and consumption** – related to the use of water in production processes, including dust control and treatment – and water discharge – linked to the potential release of pollutants and the consequent risk of contamination of surface and groundwater.

In response to these impacts, the Group has defined **three guidelines for water resource management**.

- 1 Laviosa is committed to managing water consumption prudently through monitoring systems, with the aim of improving the environmental performance of its processes.
- 2 At the same time, wherever possible, the Group seeks to optimise water flows within production cycles to ensure a more rational and responsible use of water across various operational phases, including processing and dust suppression activities.
- 3 To complement this approach, the Group promotes constant and transparent dialogue with the relevant authorities, aimed at ensuring full regulatory compliance and fostering continuous improvement in water resource management.

Among the measures taken for water resource management, mention should also be made of the **reduction in the use of drinking water**, favouring the use of industrial water wherever possible, particularly for non-domestic uses such as wetting stockpiles or fire-fighting systems. In this regard, a concrete example is the Italian site in Livorno (Galvani), where a connection to the industrial water network was made in 2023, with the aim of replacing drinking water for technical uses. At the Galvani site, drinking water continues to be used for domestic purposes and in the production process, as it is necessary to ensure a quality that complies with HACCP standards; industrial water, on the other hand, is used for wetting stockpiles and for fire-fighting systems. Similarly, in Turkey too, almost all the water used for production purposes (around 99.6%) falls into the 'other water' category. This category encompasses any water with a dissolved solids concentration exceeding 1,000 mg/L and therefore includes all water resources that do not meet the definition of drinking water.

A similar approach is adopted in India, where 100% of the water used is classified as "other water", as it is drawn exclusively from surface water, specifically collected and stored rainwater, without recourse to drinking water resources or other external sources.

Over time, Laviosa has also developed **plant solutions for the partial or total recovery of water** at certain sites. At the Italian site in Livorno (Da Vinci), for example, a system has been implemented to separate the waste water from the vertical centrifuges from the floor-washing effluent: whereas in the past the two streams were disposed of together, since 2021 the centrifuged water has been returned to the production process, significantly reducing the volume of effluent to be disposed of.

A further initiative involves the **reuse of wastewater and rainwater** at the Villaspeciosa site (Sardinia), which is used for plant irrigation, wetting piles of raw materials and washing the yards. Specifically, the Villaspeciosa site, which is located in an area classified as having high water scarcity, is currently supplied exclusively by a well; the well water is used for both domestic purposes and the production process. To optimise water use and make the most of available water resources, wastewater and rainwater are suitably treated and reused for irrigation and wetting.

Meanwhile, in India, Laviosa has adopted a system that prioritises the **collection and use of rainwater**, avoiding any withdrawal from external sources for the bentonite activation process. During the monsoon season, rainwater is collected in the mine pit and subsequently used in its entirety in the bentonite activation process. In 2024, 16.91 megalitres of rainwater were used, whilst in 2025 usage stood at 14.51 megalitres, without resorting to drinking water or other external water resources.

In Turkey, Laviosa has implemented various measures aimed at reducing and optimising water consumption within its production sites and offices. In particular, **water-saving devices** have been installed, such as low-flow taps and automatic sensor systems, used primarily in toilets and communal areas. A regular maintenance programme enables any leaks in the internal network to be identified and repaired promptly, preventing unnecessary water wastage. At the same time, **staff are made aware of water-saving issues** and are encouraged to adopt responsible behaviour in their daily activities. Where possible, water is also reused for specific operational activities, particularly for cleaning operations.

In France, industrial processes do not involve the use of water. The raw material extracted is in fact dried and ground before packaging, and water is not used at any stage of the production process.

The annual review of water consumption for each production site allows us to monitor the effectiveness of the measures adopted and to identify further areas for improvement. In this context, Laviosa Italia maintains an ongoing dialogue with institutional stakeholders, as in the case of the Galvani site, where a project is underway to upgrade the treatment plant for the management of rainwater and domestic wastewater.

With regard to **wastewater** management, Laviosa has implemented a structured procedure for the periodic monitoring of the correct functioning of wastewater treatment and pre-treatment systems. These systems include, amongst others, biological treatment plants, Imhoff tanks, oil separators, grit chambers and sedimentation tanks, and are essential for ensuring environmental compliance and the protection of water resources.

Laviosa adopts a responsible approach to wastewater management, ensuring compliance with environmental limits and the protection of receiving bodies. The company's effluents do not contain concentrations of substances that are particularly critical for the environment or human health; however, the correct characterisation of outgoing wastewater, in relation to its nature and final destination, is considered essential for determining the most suitable treatments to reduce any pollutants.

In accordance with current regulations, the Company carries out official analyses of wastewater discharges annually. To supplement these checks, Laviosa reserves the right to request additional internal analyses in order to monitor the quality of discharges between official sampling rounds, thereby strengthening environmental monitoring.

In Italy, at all production sites, rainwater undergoes one or more stages of sedimentation to reduce the concentration of total suspended solids (TSS), mainly due to the entrainment of bentonite. Water from vehicle and mechanical component washing operations is treated using oil separators, whilst biological effluent is managed via Imhoff tanks or activated sludge treatment plants, in accordance with regulatory requirements.

To ensure effective and compliant management of water discharges, Laviosa Italia has adopted a **dedicated procedure for discharge management** at its three plants, supplemented by a Maintenance and Control Programme for Active Biological Treatment (PMG) at the Via Galvani site. Specifically, these procedures aim to define the methods and responsibilities for managing wastewater generated within the plants, as well as to define the operations and responsibilities for the proper maintenance and management of the activated sludge biological treatment plant at the Galvani site in Livorno, used for the treatment of wastewater comparable to domestic wastewater.

It should be noted that in the last two-year period 2025–2024, no environmental incidents related to water discharges occurred.

Metrics | Water

Water withdrawal

WATER ABSTRACTION IN ML	2025	2024
Surface water (rainwater)	14.51	16.91
Groundwater	20.67	11.08
Seawater	0	0
Water produced	0	0
Third-party water	40.94	45.63
Total	76.12	73.62

Water abstraction by source

TOTAL WATER ABSTRACTION BY SOURCE IN ML	2025	2024
Drinking water ($\leq 1,000$ mg/L of total dissolved solids);	23.71	22.08
Other water ($> 1,000$ mg/L of total dissolved solids);	52.41	51.54
Total	76.12	73.62

The assessment of water abstraction – areas subject to water stress – at the Group's sites was carried out on the basis of the Aqueduct Water Risk Atlas, developed by the World Resources Institute (WRI), which classifies territories according to their level of water stress.

According to this analysis:

- in Italy, production sites are located in areas characterised by very high levels of water stress;
- in Turkey, the sites are located in areas with low water stress;
- in India, the production site is situated in an area with very high water stress.

As regards the French sites, no assessment was carried out as the production processes do not use water. For further methodological details and to consult the reference maps, please refer to the official WRI portal: Aqueduct Water Risk Atlas.

Water discharge

TOTAL WATER DISCHARGE IN ML	2025	2024
Surface water	0	0
Groundwater	0	0
Seawater	16.24	13.73
Water produced	0	0
Third-party water	55.80	45.89
Total	72.04	59.62

In India, there are no water discharges as the entire volume of water withdrawn is used within the production process. Similarly, in Turkey in 2025, only 9% of the water withdrawn was discharged, whilst the remainder evaporates during the production process. In France, no water is abstracted for production purposes and, consequently, no discharges are recorded.

In Italy, however, the volume of water discharged exceeds that withdrawn: in 2025, against a withdrawal of 37 ML, discharges of 70 ML were recorded. This difference is due to the absence, at the Livorno site, of an intermediate meter that would allow rainwater—which automatically flows into the overall measurement of water discharges—to be excluded from the discharge calculation. As already communicated to the competent authority, it should be noted that Galvani's industrial processes do not generate wastewater.

5.5 BIODIVERSITY AND LAND RESTORATION

GRI 3-3; 101-1; 101-2; 101-4; 101-5

“Biodiversity is the variability among living organisms. It includes diversity within species, between species, and among ecosystems. Biodiversity not only has intrinsic value, but is also essential for human health, food security, economic prosperity, and climate change mitigation and adaptation.”
(GRI Sector Standard 14)

Laviosa considers the integration of industrial activities with local ecosystems to be an essential prerequisite for truly sustainable development.

The Laviosa Group’s activities can generate a range of impacts, which vary according to the geographical context and the specific characteristics of local ecosystems:

- Loss of biodiversity: the expansion of quarrying activities contributes to the loss of biodiversity, particularly through the reduction of natural habitats; this impact is addressed through environmental management plans and the progressive restoration of quarry sites;
- Marine biodiversity and maritime transport: Interactions with marine and coastal ecosystems can be affected by maritime traffic, with potential repercussions on the ecological balance of the areas concerned;
- Environmental restoration and rehabilitation of the territory: Laviosa implements structured environmental restoration measures in areas subject to extraction activities, in accordance with current legislation.

The Laviosa Group’s mining operations are located in various geographical and environmental contexts, and include:

- Italy – The Monte Furros and Monte Idda mines, dedicated to bentonite extraction;
- France – Cersay quarry, dedicated to the extraction of clay;
- Turkey – Bakirgöl mine, a white bentonite mine;
- India – Two bentonite mines.

Across all operational areas, measures to restore and protect biodiversity follow common principles based on prevention, monitoring and environmental rehabilitation.

Working with respect for the environment is a fundamental principle for the Laviosa Group, which is committed to supporting biodiversity through programmes for the transformative rehabilitation of mines after they have been used. The mines hold all the necessary licences, plans and permits for restoration, which began in 2024 in the Bakirgöl mining area in Turkey.

Mining operations are divided into four main phases:

- **Removal of topsoil**
- **Excavation**
- **Transport of material**
- **Environmental restoration**

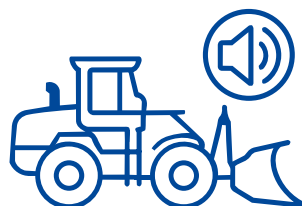
Before work begins, the site is prepared by carefully removing the topsoil. The removed soil is stored appropriately so that it can later be reused in environmental restoration work, ensuring that the excavated areas are restored to their original function.

To contain and mitigate impacts, specific management measures have been put in place, to be adjusted over time according to the progress of the site and environmental conditions. Key actions include:



DUST-PROOF WATERING

It provides for the watering of the squares and slopes during the dry season and the suspension of work on days with excessive winds.



ANTI-NOISE INTERVENTIONS

Use of work equipment equipped with efficient silencing systems.



WATER CHANNELING

Channeling of surface runoff towards artificial reservoirs, with tracing of the lines of conspiracy.



ROUTES AND TRAFFIC

Definition of alternative routes for the transport of materials, avoiding the crossing of built-up areas and reducing the impact on local traffic.

Environmental restoration: objective

Environmental restoration aims to restore the site to its original functions prior to mining activity, generating economic and social benefits through the recovery of agricultural land use. The project also considers ecosystem aspects, promoting reconnection with surrounding ecological networks.

Renaturalisation follows cultivation and is designed to allow nature to quickly reclaim the altered areas, creating conditions favourable to the spontaneous return of local flora and fauna. Restoration is carried out using non-invasive agronomic techniques that are simple to apply and quick to take effect, thereby facilitating the establishment of colonising species and keeping intervention costs down.

In 2025, in line with previous years, no violations, disputes or penalties were recorded regarding land rights, mining concessions or the use of natural resources, confirming the Laviosa Group's full compliance with applicable legal and regulatory requirements.

Operational sites

Site	Geographical location	Type of activity	Site size (hectares)	Relationship with KBA areas	Biodiversity value	Subsoil
ITALY						
Via L. da Vinci	Via L. da Vinci, 21 – Livorno 57121	Offices and production	5.2	Near the Migliarino – San Rossore protected area	Coastal and marine ecosystem, migratory habitats	Ownership
Via L. Galvani	Via L. Galvani, 20 – Livorno 57123	Offices and production	4.4	Near the Migliarino – San Rossore protected area	Coastal and marine ecosystem, migratory habitats	Ownership
Villaspeciosa	09010 Villaspeciosa (CA) SP90	Offices and production	3.3	Near the Stagni di Cagliari protected area	Brackish lagoon ecosystem	Ownership
FRANCE						
Cersay	4 La Blotterie 79290 Cersay	Offices and production	2	There are no KBA machines either on or near the site	-	Rent
Étréchy	15 Route de Chamarande, Étréchy	Offices and production	1.7	There are no KBAs either on or near the site	-	Ownership
TURKEY						
Fatsa No:3	Fatsa OSB, 108 Sokak No:3, 52400 Fatsa (Ordu)	Production	16.5	There are no KBAs either within or in the vicinity of the site	-	Ownership
Fatsa, No. 6	Fatsa OSB, 108 Sokak No:6, 52400 Fatsa (Ordu)	Offices and Warehouse	5	There are no KBAs either within or in the vicinity of the site	-	Rent
INDIA						
Pundi Village Kutch District	Old Survey No. 388, New Survey No. 545, Mandvi Sub-district	Offices and production	7.57	There are no KBAs either within or in the vicinity of the site	-	Ownership

Mining sites under concession

Site	Geographical location	Type of activity	Site size (hectares)	Relationship with KBA areas	Biodiversity value	Subsoil
ITALY						
Monte Furros – Ozieri (SS)	Sheet 194 “Ozieri”	Bentonite extraction	9.8	Near the Campo d'Ozieri protected area	Agricultural-pastoral steppe ecosystem	Temporary mining concession
Monte Idda – Narcao (CI)	Sheet 233 “Iglesias”	Bentonite extraction	9.6	Near the “Monte Narcao” SCI	Mediterranean hill ecosystem, forests and scrub	Temporary mining concession
FRANCE						
Bois de Champory	Curçay-Sur-Dive 86120	Clay extraction	18.3	Near the ZNIEFF “Landes et forêt de Ternay”	Agroforestry ecosystem, woodland and open areas	Temporary mining concession
TURKEY						
Ünye Kumru Ballık	Ordu Ünye Ballık Mevki	Bentonite extraction	5	There are no KBAs either within or in the vicinity of the site	-	Temporary mining concession
INDIA						
Khisara	Survey No. 27, Paiki Village, Khisara, Kutch District, Gujarat	Bentonite extraction	3.23	There are no KBAs either within or in the vicinity of the site	-	Temporary mining concession
Sherdi	210, Sherdi Village, Kutch West District, Gujarat	Bentonite extraction	2.55	No KBAs are present either within or in the vicinity of the site	-	Temporary mining concession

The assessment of the relationship between operational and mining sites and areas of high biodiversity value was conducted through a cartographic analysis of Key Biodiversity Areas (KBAs), defined according to globally recognised international criteria. KBAs represent priority areas for biodiversity conservation, identified on the basis of ecological parameters. For each site, proximity to global KBAs was assessed and, where none were present, proximity to other environmental protection instruments recognised at European and international level was considered, such as Sites of Community Importance (SCI) and Zones Naturelles d'Intérêt Écologique, Faunistique et Floristique (ZNIEFF). In particular, the Monte Idda – Narcao (CI) site, whilst not located in the immediate vicinity of a global KBA, is adjacent to the SCI “Monte Narcao” included in the Natura 2000 network. Similarly, the French mining site is located near the ZNIEFF area “Landes et forêt de Ternay”, as identified in the French national inventory of areas of high natural value.

None of the operational or mining sites are located within protected areas.

ITALY - Environmental Impact Assessment: Monte Furros and Monte Idda

The two concession mines – Monte Furros and Monte Idda – hold the necessary authorisations, plans and permits for environmental restoration, aimed at re-establishing habitats favourable to native flora and fauna. Restoration takes place concurrently with mining operations: each year, work is carried out on the plot from which bentonite ore was extracted the previous year, promoting a rapid return to the original environmental conditions.

Particular attention is paid to restoring the original topography using the waste rock from extraction, in order to recreate the existing morphological conditions that facilitate the drainage of rainwater. To support this, earthen channels may be constructed to reduce the impact of surface runoff and ensure the stability of the deposits over time.

The restoration works are subject to continuous monitoring by the mining operator, the site manager and the mine supervisor, as well as periodic inspections by the landowner, with the aim of assessing the effectiveness of the interventions and implementing any corrective measures.

Both mining sites, Monte Furros (Ozieri) and Monte Idda (Narcao), have been the subject of an environmental impact assessment in accordance with current legislation, aimed at ensuring the compatibility of mining activities with the local and environmental context.

In the case of Monte Furros, the project involves the temporary removal of 9.84 hectares of land previously used for agricultural and pastoral purposes. Similarly, for Monte Idda, the area concerned covers 119 hectares, of which approximately 9.6 hectares are directly involved in the excavation operations. In both cases, these are temporary and reversible changes, planned to allow for the functional restoration of the soil and the recovery of the original ecological balance.

The main impacts generated by the extraction activity include:

- Soil: removal of topsoil and alteration of surface morphology;
- Air: dust emissions and noise associated with the handling of materials;
- Water: changes to surface water flow and potential interference with local water resources;
- Flora and fauna: temporary disturbance to local habitats;
- Landscape: visual impact linked to the presence of the mine and temporary changes to the surrounding environment.

The bentonite extracted from Monte Furros is mainly used in foundries, civil engineering – particularly for major public works – the oil sector, where it is used in drilling fluids due to its ability to suspend solids and lubricate drill bits, and the absorbent products sector – as a complementary application. As for the Monte Idda site, the bentonite extracted is mainly intended for the cat litter sector thanks to its absorbent and deodorising properties.

The extraction activities carried out at the Monte Furros and Monte Idda sites are accompanied by specific transformative rehabilitation programmes, aimed at the ecological restoration of the areas involved.

These measures include:

- the storage and subsequent reuse of the topsoil removed during the excavation phases;
- the implementation of post-extraction site management measures designed to encourage spontaneous renaturalisation;
- the restoration of the site to its original use, in environmental conditions equivalent to those prior to the intervention.

The restoration is designed to promote natural ecological rebalancing within a few seasons, without the need for additional structural works. This approach allows the functionality of local ecosystems to be preserved and ensures the reversibility of the impacts generated.

With regard to biodiversity conservation, no direct presence of species listed as threatened on the IUCN Red List or national lists has been detected within the operational perimeter. However, given the proximity to Sites of Community Importance (SCI), continuous environmental monitoring has been planned to identify and manage any interactions with sensitive species or vulnerable habitats.

Operational activities at the Monte Furros and Monte Idda mining sites are compatible with current spatial

and environmental planning instruments and are considered sustainable in relation to the local regulatory and landscape context. However, the regulatory analysis has highlighted the presence of constraints and limitations that require prior knowledge and safeguarding of the existing environmental heritage. In particular, the projects must take into account the following references:

- P.U.C. (Municipal Urban Plan): defines land use designations and settlement compatibility;
- P.U.P. (Provincial Urban Plan): establishes criteria for territorial protection and development;
- P.P.R. (Regional Landscape Plan): identifies agroforestry and semi-natural areas, with specific requirements for interventions in areas of lesser value;
- Regional Law 31/1989: governs the protection of the region's natural and landscape heritage;
- Special Protection Areas (SPAs): areas protected for the conservation of biodiversity, part of the Natura 2000 network;
- Areas susceptible to desertification: territories classified as critical (C1–C2) due to the risk of environmental degradation;
- Infrastructure regulations (Ministerial Decree 140/68; Law 717/65; Presidential Decree 753/80): require a 20-metre buffer zone along roadways.

FRANCE - Environmental impact assessment: Curçay-sur-Dive quarry (Bois de Champory)

In France, Laviosa operates a clay quarry in Curçay-sur-Dive, near the Cersay production site. The clay extracted is used exclusively by the Laviosa Group's Pet Care Business Unit.

The management of the quarry is accompanied by a structured plan for environmental restoration activities, which is implemented progressively throughout the entire operational life of the extraction site, estimated at around 40 years. As of 2025, the area currently undergoing restoration following mining activities covers 0.08 hectares; during the same period, no areas have been restored.

In anticipation of the extension and expansion of mining activities, Laviosa has adopted a structured and scientifically sound approach to biodiversity conservation and responsible land management, conducting a comprehensive **environmental impact assessment on flora, fauna and wetlands**.

The study, carried out between 2022 and 2023 through multi-seasonal monitoring campaigns and methodologies recognised at both regulatory and scientific levels, has made it possible to:

- define the baseline condition of the natural environment;
- analyse the composition of habitats, species and ecological functions;
- identify any elements of conservation interest.

The study area is situated in a predominantly agricultural and human-modified context, near the **ZNIEFF "Landes et forêt de Ternay"**, with which it nevertheless has limited ecological interactions, as the quarry area does not host habitats of key importance to that protected site.

The analyses have shown that disused quarry sites are capable of initiating spontaneous renaturalisation processes, with the formation of grasslands, scrubland and pioneer vegetation, confirming the ecological recoverability of the soil once quarrying operations have ceased.

From a biological perspective, the site is home to a total of **48 species of fauna and flora** dependent on the area, 44 of which are protected. The flora and vegetation survey recorded over **200 plant species**. The sporadic presence of invasive alien plant species was also noted, for which Laviosa has planned specific control and containment measures during the operational phases to prevent their spread.

The study also estimated that the gross impact of the project affects approximately 13.65 hectares of habitat for protected species.

The environmental impact study also shows that Laviosa has rigorously applied the **'Avoid – Reduce – Compensate' (ARC)** sequence

- **AVOID:** exclusion from the project perimeter of: woodlands, structural ecological corridors, core areas of biodiversity hotspots; provision for project adaptation in the event of new biological evidence emerging during operation.
- **REDUCE:** this involves controlling the timing of works, redesigning to limit cumulative impacts, actively

managing invasive species, and limiting lighting and night-time disturbances to protect sensitive wildlife, particularly bats.

- **COMPENSATE:** compensation is not necessary for ordinary natural components, as no significant residual impacts remain; however, for the expansion planned in the 2025 in an area classified as a wetland of ecological value, an environmental compensation project has been launched, which involves the recreation of an equivalent wetland in another area, ensuring the maintenance of overall ecological functions. This project is currently underway

Thanks to the precautionary approach, the project guarantees:

- no net loss of biodiversity;
- the maintenance of local ecosystem balances;
- the gradual restoration of the land to its original function;
- in some cases, long-term ecological benefits.

TURKEY - Environmental Impact Assessment: Ünye Kumru Balık Fatsa

In Turkey, Laviosa operates a mine for the extraction of **white bentonite**, a clay mineral characterised by high purity, a naturally light colour, good absorbency and agglomeration properties. These characteristics make white bentonite particularly suitable for the production of pet litter; it is therefore used by the Laviosa Group's Pet Care division. Part of the extracted material is also used at production sites in France and Germany.

The estimated useful life of the mine is approximately 16 years, during which Laviosa applies an approach focused on the responsible management of the mining activity's life cycle, progressively integrating environmental restoration and monitoring activities.

During the 2025 financial year, at the Fatsa mining site, 3 hectares are undergoing environmental restoration following mining activities. Environmental restoration activities were in fact launched in 2025 and will continue until their expected completion in 2026–2027. Laviosa has in fact initiated the necessary actions and plans to accompany the entire process with continuous monitoring and measures for progressive improvement, with a long-term perspective aimed at ensuring the sustainability of the site's management.

In 2025, no environmental issues arose; on the contrary, significant **improvement measures** were introduced, including **the installation of groundwater drainage lines**, aimed at:

- prevent potential contamination;
- ensure safe water management;
- reduce environmental risks associated with mining activities.

The site is also subject to continuous monitoring of environmental conditions, which allows for the timely identification of any risks and the implementation of corrective actions.

As regards the **protection of biodiversity**, it is planned that, upon completion of the restoration work, the following will be initiated:

- reforestation measures;
- habitat improvement measures.

These initiatives are aimed at restoring natural ecosystems, enhancing local biodiversity and supporting the long-term environmental sustainability of the areas affected by mining.

INDIA - Environmental Impact Study: Khirsara and Sherdi

In India, Laviosa operates two bentonite mines located in the state of Gujarat, in the district of Kutch: Khirsara Mine (LI4) and Sherdi Mine (LI6). Both mines are situated in rural areas and are 3.5 km (Khirsara) and 1.2 km (Sherdi) respectively from the nearest villages. Before mining operations began, the land was used for agricultural purposes.

Both mines, whose bentonite is used exclusively by the Performance Minerals Business Unit, operate in accordance with **Mining Plans** approved by the Gujarat Government authorities, in line with the provisions of the Gujarat Minor Mineral Concession Rules 2017 (GMMCR).

The approved documents also include closure and progressive rehabilitation plans, which set out measures for soil remediation, land reclamation and green space development.

Operations are also subject to compliance with regulations concerning:

- mining safety (Metalliferous Mines Regulations 1961); and
- environmental management (Environment Protection Act 1986; EIA Notification 2006).

In line with the provisions of the authorisation plans, **environmental restoration activities** are carried out in parallel with the extraction phases, following a progressive approach that limits land disturbance and facilitates the gradual recovery of previously cultivated land. The soil removed during excavation is carefully set aside and subsequently reused in the redevelopment operations. This helps to preserve the soil's original fertility and facilitates the renaturalisation of the affected areas. At both mines, the development of green belts along the boundaries of the concessions is also planned, with the aim of promoting soil stability and mitigating the effects of wind.

Site restoration is carried out in accordance with technical criteria established by the mining authorities: part of the excavated areas is progressively filled in and reshaped, whilst the deeper sections are converted, once mining operations have ceased, into protected water basins. The remaining areas, on the other hand, are designated for afforestation through the distribution of the accumulated soil. This closure model, provided for in both mining plans, ensures the functional restoration of the land, making it suitable once again for use consistent with the rural context and the area's original characteristics.

Environmental management is accompanied by a continuous monitoring system that includes annual checks on the progress of restoration works, management of rainwater drainage and maintenance of the site's general safety, as required by mining regulations and the obligations arising from the Environment Protection Act (1986) and the EIA Notification (2006).

The background is a solid dark blue. In the top right corner, there is a series of vertical bars of varying heights that curve downwards towards the left. In the bottom left corner, there is a series of vertical bars of varying heights that curve upwards towards the right.

6.

ECONOMIC IMPACT

6.1 Economic performance

6.1 ECONOMIC PERFORMANCE

GRI 3-3; 201-1

ECONOMIC PERFORMANCE OF THE LAVIOSA GROUP (€)	2025	2024
ECONOMIC VALUE GENERATED	147.106.858	142.358.275
<i>Value of production</i>	146.316.801	141.076.110
<i>Income from investments</i>	672.493	1.186.064
<i>Other financial income</i>	117.564	96.101
DISTRIBUTED ECONOMIC VALUE	131.487.534	126.193.336
Operating costs	104.531.612	100.658.181
<i>Cost of raw materials</i>	44.028.934	42.325.991
<i>Costs for services</i>	55.804.466	55.259.404
<i>Changes in raw material inventories</i>	877.947	-1.702.795
<i>Other operating costs (net of tax)</i>	3.820.265	4.775.581
Amount distributed to employees	20.831.489	17.918.770
<i>Staff costs</i>	20.831.489	17.918.770
Value distributed to capital providers	122.234	1.214.778
<i>Interest and other financial charges</i>	122.234	1.214.778
Amount distributed to the public administration	4.103.421	4.563.727
<i>Income tax (current and deferred)</i>	4.103.421	4.563.727
Amount distributed to shareholders	1.498.000	1.499.000
<i>Dividends distributed</i>	1,498.000	1.499.000
Value distributed to the community	400.778	338.880
<i>Donations</i>	264.450	172.689
<i>Sponsorships</i>	55.000	84.000
<i>Membership fees</i>	81.328	82.191
RETAINED EARNINGS	17.442.669	17.783.212
<i>Profit (or loss) for the year (net of dividends)</i>	10.370.395	11.186.123
<i>Depreciation / Provisions / Write-downs / Revaluations</i>	6.688.741	6.155.756
<i>Deferred taxes</i>	383.533	441.333

Revenue by country (€)	2025	2024	Trend change %
Italy	88.983.759	84.948.507	+5%
France	25.607.124	27.115.591	-6%
Germany	948.298	-	-
Turkey	21.805.477	18.995.950	+15%
India	8.220.322	6.530.969	+26%
Total	145.564.980	137.591.017	+6%

Laviosa Group financial indicators	2025	2024
Turnover (€)	145.564.980	137.591.017
EBITDA (€)	20.306.922	22.160.279
EBIT (€)	13.712.087	15.843.493
Debt/EBITDA	1.27	1.13
Debt/Equity	0.44	0.46

Revenue by Business Unit (€)	2025	2024	Change in trend %
Performance Minerals	58.995.980	57.645.250	+2.3%
Pet Care	76.059.000	72.268.767	+5.2%
Logistics	10.510.000	7.677.000	+36.9%
Total	145.564.980	137.591.017	+6%

Additional KPIs in %	2025
2025 growth in the Performance Minerals division (%)	2.3%
Performance Minerals' contribution to total Group turnover (%)	40.5%
2025 growth of the Pet Care division (%)	5.2%
Pet Care's contribution to total Group revenue (%)	52.3%
Logistics division growth in 2025 (%)	37%
Logistics contribution to total Group turnover (%)	7.2%

In 2025, Laviosa confirmed its ability to generate economic value even in a complex environment, achieving growth compared to the previous financial year. **Total economic value recorded an increase of +3.7%**, driven mainly by the rise in production value.

At the same time, the economic value distributed to stakeholders rose by +5%; this growth was mainly influenced by operating costs and the value distributed to employees.

In 2025, retained economic value stood at €17.44 million, broadly in line with the €17.78 million recorded in 2024. This result confirms the Group's ability to maintain a consistent level of self-financing and reinvestment, strategic elements for ensuring financial strength, operational resilience and sustainability in the medium to long term.

Overall, in 2025, the Group recorded **total revenue of €145.6 million, up +6%** compared to 2024 (€137.6 million). Revenue performance by Business Unit shows a general increase: the **Performance Minerals** Business Unit generated revenue of **€59 million**, up 2.3% compared to 2024; the **Pet Care** Business Unit remains the main source of revenue, with revenue of **€76.1 million**, up 5.2%; the **Logistics** Business Unit recorded significant growth, with revenue of **€10.5 million**, up 37% on the previous year.

Overall, the financial performance in 2025 reflects the positive impact of creating and distributing economic value to stakeholders, confirming Laviosa's role as a responsible player and generator of shared benefits for employees, suppliers, shareholders, institutions and local communities.

GRI Index

STATEMENT OF USE

The Laviosa Group has presented a report "in accordance" with the GRI Standards for the period 1 January 2025 – 31 December 2025

GRI Standards	Disclosure	Paragraph	Notes and omissions
UNIVERSAL STANDARDS			
GRI 1: FOUNDATION 2021			
GRI 2: GENERAL DISCLOSURES			
2-1	Organisational details	2.1 Group governance	
2-2	Entities included in the organisation's sustainability reporting	Methodological note	
2-3	Reporting period, frequency and contact point	Methodological note	
2-4	Review of information	-	No review of the information. This document is the Group's first Sustainability Report
2-5	External assurance	-	The 2025 Sustainability Report has not been subject to external audit
2-6	Activities, value chain and other business relationships	1.1 Our organisation; 1.2 Pet Care Division; 1.3 Performance Minerals Division; 1.4 Logistics Division	
2-7	Employees	4.1 Human capital management	
2-8	Non-employees	4.1 Human capital management	
2-9	Governance structure and composition	2.1 Group governance	
2-10	Appointment and selection of the highest governing body	2.1 Group governance	
2-11	Chairman of the highest governing body	2.1 Group governance	
2-12	Role of the highest governing body in overseeing the management of impacts	2.1 Group governance	
2-13	Delegation of responsibility for impact management	2.1 Group governance	
2-14	Role of the highest governing body in sustainability reporting	2.1 Group governance	
2-15	Conflicts of interest	2.2 Anti-corruption	
2-16	Reporting of critical issues	2.1 Group governance	
2-17	Collective knowledge of the highest governing body	2.1 Group governance	
2-18	Assessment of the performance of the highest governing body	2.1 Group governance	
2-19	Remuneration policies	2.1 Group governance	
2-20	Procedure for determining remuneration	2.1 Group governance	
2-21	Annual Total Remuneration Report	4.1 Human capital management	
2-22	Statement on sustainable development strategy	Letter to stakeholders	
2-23	Policy Commitments	2.3 Policies and certifications; 3.2 Commitments and targets	
2-24	Integration of policy commitments	2.3 Policies and certifications; 3.2 Commitments and targets	
2-25	Processes to address adverse impacts	2.2 Anti-corruption; 2.3 Policies and certifications	
2-26	Mechanisms for seeking clarification and raising concerns	2.2 Anti-corruption	
2-27	Compliance with laws and regulations	2.2 Anti-corruption	
2-28	Membership of associations		Laviosa S.p.A. is a member of various trade associations and industrial networks, including: Confindustria, EUBA – European Bentonite Association, AMAFOND – Italian Association of Foundry Industry Suppliers, Assoservizi Industria, CONAI – National Packaging Consortium
2-29	Approach to stakeholder engagement	3.4 Stakeholder engagement	

GRI Standards	Disclosure	Paragraph	Notes and omissions
2-30	Collective agreements	4.1 Human capital management	
GRI 3: MATERIAL ISSUES			
3-1	Process for determining material issues material	3.3 Materiality analysis	
3-2	List of material topics	3.3 Materiality analysis	
3-3	Management of material issues	3.3 Materiality analysis	
SECTOR STANDARDS			
GRI 14: Mining Sector 2024			
TOPIC STANDARDS			
SOCIAL ISSUES			
HUMAN CAPITAL MANAGEMENT			
3-3	Management of material issues	4.1 Human Capital Management	
401-1	Recruitment and staff turnover	4.1 Human capital management	
401-2	Benefits for full-time employees that are not available to fixed-term or part-time employees	4.1 Human capital management	
401-3	Parental leave	4.1 Human Capital Management	
404-1	Average number of training hours per year per employee	4.1 Human capital management	
404-2	Employee skills development programmes and transition support programmes	4.1 Human capital management	
405-1	Diversity on governing bodies and among employees	4.1 Human capital management; 2.1 Group governance	
406-1	Instances of discrimination and corrective measures taken	4.1 Human capital management	
408-1	Operations and suppliers with a significant risk of child labour	-	During the reporting period, no cases of child or forced labour were identified either in the company's operations or along the supply chain. Laviosa carries out risk assessments on suppliers and, for strategic and critical suppliers, conducts second-party audits aimed at verifying compliance with human rights.
409-1	Operations and suppliers presenting a significant risk of forced or compulsory labour	-	
411-1	Incidents of violations of the rights of indigenous peoples	-	During the reporting period, no incidents of violations of the rights of indigenous peoples were identified in the company's operations or along the supply chain. Consequently, no assessment measures or remedial plans were required.
OCCUPATIONAL HEALTH AND SAFETY			
3-3	Management of material issues	4.2 Occupational health and safety	
403-1	Occupational health and safety management system	4.2 Occupational health and safety	
403-2	Hazard identification, risk assessment and accident investigation	4.2 Occupational health and safety	
403-3	Occupational health services	4.2 Occupational health and safety	
403-5	Worker training on health and safety	4.2 Health and safety at work	
403-8	Workers covered by an occupational health and safety management system	4.2 Health and safety at work	
403-9	Accidents at work	4.2 Health and safety at work	
403-10	Occupational disease	4.2 Health and safety at work	
RELATIONS WITH LOCAL COMMUNITIES			
3-3	Management of material issues	4.3 Relations with local communities	
203-2	Significant indirect economic impacts	4.3 Relations with local communities	
413-2	Operations with significant actual and potential impacts on local communities	4.3 Relations with local communities	

GRI Standards	Disclosure	Paragraph	Notes and omissions
CUSTOMER SATISFACTION			
3-3	Management of material issues	1.2 Pet Care Division; 1.3 Performance Minerals Division; 1.4 Logistics Division	
ENVIRONMENTAL ISSUES			
EMISSIONS AND ENERGY			
3-3	Management of material issues	5.2 Energy and emissions	
302-1	Organisational energy consumption	5.2 Energy and emissions	
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	5.2 Energy and emissions	
305-2	Indirect greenhouse gas (GHG) emissions (Scope 2)	5.2 Energy and emissions	
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other relevant air emissions	5.2 Energy and emissions	
BIODIVERSITY AND LAND RESTORATION			
3-3	Management of material issues	5.5 Biodiversity and land restoration	
101-1	Policy to halt and reverse biodiversity loss	5.5 Biodiversity and land restoration	
101-2	Management of impacts on biodiversity	5.5 Biodiversity and land restoration	
101-4	Identification of impacts on biodiversity	5.5 Biodiversity and Land Restoration	
101-5	Locations with impacts on biodiversity	5.5 Biodiversity and land restoration	
WASTE MANAGEMENT			
3-3	Management of material issues	5.3 Waste management	
306-1	Waste generation and significant impacts related to waste	5.3 Waste management	
306-2	Management of significant impacts related to waste	5.3 Waste management	
306-3	Waste generated	5.3 Waste management	
306-4	Waste not sent to landfill	5.3 Waste management	
306-5	Waste sent to landfill	5.3 Waste management	
WATER RESOURCE MANAGEMENT			
3-3	Management of material issues	5.4 Water resource management	
303-1	Interactions with water as a shared resource	5.4 Water resource management	
303-2	Management of significant impacts related to water discharge	5.4 Water resource management	
303-3	Water abstraction	5.4 Water resource management	
303-4	Water discharge	5.4 Water resource management	
PRODUCT AND PROCESS INNOVATION			
3-3	Management of material issues	5.1 Product and process innovation	
ECONOMIC ISSUES			
ECONOMIC PERFORMANCE			
3-3	Management of material issues	6.1 Economic performance	
201-1	Direct economic value generated and distributed	6.1 Economic performance	
ANTI-CORRUPTION			
3-3	Management of material issues	2.2 Anti-corruption	
205-3	Confirmed incidents of corruption and measures taken	2.2 Anti-corruption	



Sustainability Report

2025

Laviosa Group

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