



**Sustainability
Report**

2023

Thirty-five years
of circular economy

2023 Sustainability Report

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of circular economy

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Letter to stakeholders

SALVATORE MAZZOTTA/Chairman of the Board of Directors and CEO

Dear stakeholders,

Our ecosystem today is increasingly interconnected by a complex network of relationships with sustainability, social, technological and economic issues, supporting an innovative model of development that respects our common future.

Amid rapid global change featuring increasingly high expectations from markets and consumers, citizens of the world and increasingly stringent and innovative national and European regulations, the waste upcycling sector and its related social responsibility constitute an extraordinary resource for sustainability and the responsible growth of companies, organisations and citizens.

We believe that Sustainability Reports can help us to manage our activities and the environmental impact they generate more efficiently and effectively.

In preparing this Sustainability Report, we aim to measure our ability to identify areas for improvement and set concrete goals to reduce the environmental impact of our daily activities. Our goal is to be transparent and accountable to all of you, both internal and external stakeholders, including citizens, institutions and invest-

tors. We are looking to attract and retain talent, and be attractive to our current and potential employees, believing that human resources should be active in the pursuit and implementation of sustainability.

We seek a major competitive advantage with our Sustainability Report, a real organisational and communication challenge and opportunity.

Starting with our ten-year history, which has always seen us as entrepreneurs and innovators in the sector on a long journey of environmental and corporate responsibility, we aim to seize new market opportunities related to sustainability, also in collaboration with strategic partners, to contribute to and strengthen the company's growth and competitiveness.

We aim to be the future for the coming generations through our commitment to innovation and digitisation, environmental protection, quality of life for all the people we meet in our business activities and responsible upcycling, and economic development.

Our ESG (environmental, social, governance) activities, which are associated with a sophisticated and well-defined sustain-



and economic progress, promoting and affirming the good practices of an open and inclusive culture in terms of gender equality, training opportunities, growth and careers for women and men, from the first hires to positions of organisational responsibility.

The activities presented in the 2023 Sustainability Report represent the value that Ecosistem — in its positioning, growth plan and evolution of the organisational model — attributes to the continuity of sustainable development and sharing of this perspective with all stakeholders, partners, customers, suppliers and people in the company, without whom we could not have achieved the results that we present to you today in pursuit of developing value in the near future and for future generations.

able development plan, are increasingly integrated with a range of products and services for the national market, up to a technological drive for waste upcycling with an innovative business model and the unanimous commitment of people and corporate governance, measuring our contribution to a better environment within the circular economy.

We would also like to thank you all for the growth of Ecosistem. This is down to the people and each one of you, who, with your talent, skills and quality work, contribute to developing the culture and our business design, with continuous social

Highlights 2023



MAIN COMPANY DATA

Year of incorporation
1988

Certifications

UNI ISO 9001:2015
UNI ISO 14001:2015
UNI ISO 45001:2018
UNI ISO 37001:2016
SA8000:2014

ECONOMIC RESULTS

Turnover
€69,948,659
+24% compared to 2022

Production value
€72,843,444
+22% compared to 2022

SOCIAL

Employees as of 31/12/2023
176

Hours of training on occupational health and safety
1262
+8% compared to 2022

Proportion of spending on local suppliers
23%

ENVIRONMENT

Installed photovoltaic system power
2,185 kW

Photovoltaic-generated energy
4,262 GJ

Emissions avoided due to the photovoltaic system
39 ton CO₂ equivalent

Emissions generated (Scope 1 and Scope 2)
4,465 ton CO₂ equivalent

Treated waste
270,268 tonnes

Secondary raw material (SRM) produced
13,850

Context analysis: waste management

European regulations on waste are constantly evolving, with the European Union setting ambitious recycling targets to promote sustainable management and reduce environmental impacts. As an integral part of the circular economy strategy, these objectives are based on Directive 2018/851/EU and include specific targets for several waste categories, including:

- Municipal waste: 65% recycling rate by 2035.
- Packaging waste: 65% recycling rate by 2025.
- Electronic waste: collection and recycling for proper treatment.
- Landfill reduction: maximum 10% of municipal waste disposed of in landfills by 2035.

In Italy, the waste sector plays a crucial role, with a focus on the environment and sustainability. Regulatory developments have led to tools such as the National Strategy for the Circular Economy and the National Waste Management Programme, while the 'Environment Code' outlines the regulatory framework for waste management, promoting waste sorting, recycling, recovery and disposal.

In recent years, Italy has implemented several legislative reforms to align with European regulations and address environmental challenges. The 'National Waste Prevention Programme' promotes waste prevention, recycling and reuse, with the aim of limiting the use of landfill sites and

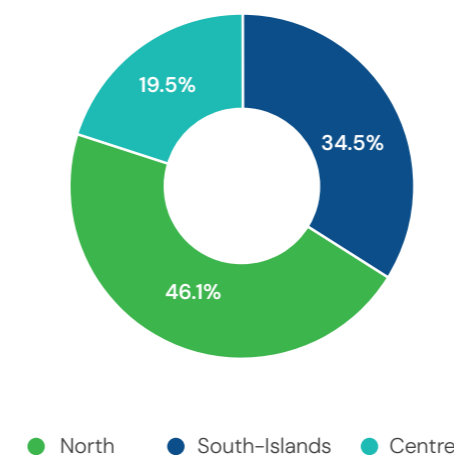


favouring more sustainable solutions such as composting and energy recovery. To achieve these goals, Italy is investing in innovative technologies for waste collection and treatment.

The waste management sector in Italy is growing strongly, with a production value of about €18.2 billion and an overall economic

impact of more than €27 billion. Every euro invested in the sector generates €3.4 of economic impact on the region. The collection and treatment of municipal waste increased by 7% to 21.4 million tonnes in 2021.

Geographical distribution of Italian operators



Companies in the sector are mainly concentrated in Northern Italy (56%), followed by the Central Italy (23%) and the South and Islands (15%). Investments in the sector are increasing, with the main share directed to treatment and disposal facilities.

In this dynamic context, **Ecosistem** positions itself as a key player, capable of responding to the needs of an ever-changing market. With its **consolidated experience in the industry, it looks to the future with the goal of strengthening its position**, investing in research and development to offer increasingly innovative and sustainable solutions.



Ecosistem:
identity and profile



The group and its unique features

Ecosistem S.r.l. is a leader in the **waste management sector** due to its three multi-purpose platforms located in the municipality of Lamezia Terme. It stands as a model of excellence in waste management, demonstrating that economic efficiency and environmental friendliness can go hand in hand. The company places sustainability at the heart of its operations, upcycling resources and minimising environmental impacts, for a cleaner, more liveable future. Founded in 1988 by the Aversa and Marchio families, Ecosistem Group, whose parent company is Ecosistem S.r.l., has established itself as one of Calabria's most important businesses. It is now a reference in southern Italy for waste management, environmental reclamation, renewable energy and the management of water treatment plants. The company, which was founded in Calabria, stands out for its experience and environmental awareness.

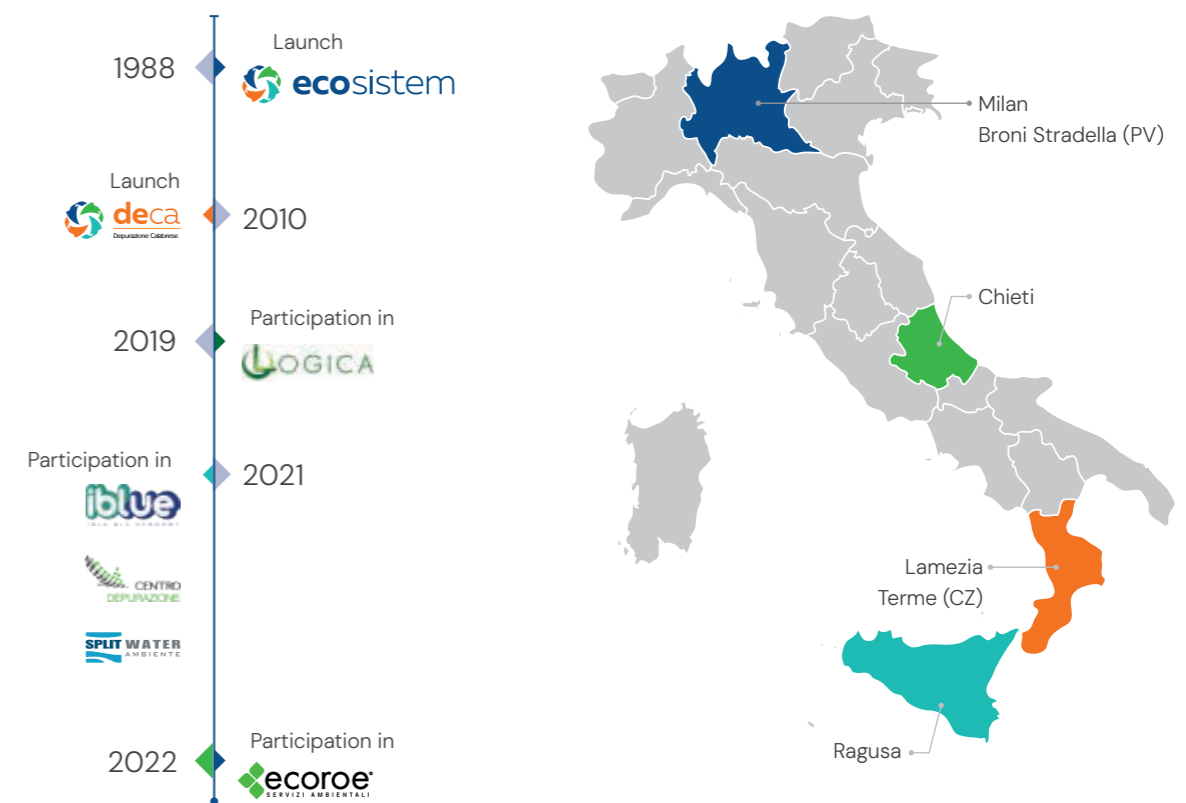
Based in Lamezia Terme, Ecosistem has strengthened its leadership in Southern Italy, serving as a benchmark for industrial waste management. The company distinguishes itself by adopting innovative strategies and developing effective action plans, with a focus on digital transformation in the field of environmental protection.

Ecosistem's commitment relies on state-

of-the-art technologies to treat polluting substances and materials, recycle recoverable waste and dispose of waste that cannot be recovered. These innovations minimise the environmental impact of waste, promoting the efficient use of resources and increasing the availability of new raw materials from recycled materials. The qualified experience developed over the years, together with advanced technologies, speedy interventions and available vehicles and equipment always adapted to the needs, has allowed Ecosistem to grow steadily and position itself among the leading companies in the sector.

After more than 35 years of activity mainly in Southern Italy, Ecosistem Group has decided to expand its horizons, carrying its values and mission beyond the region. Through the skills and experience gained in Calabria, the company has created new initiatives and production facilities, contributing to global environmental protection.

With its concrete commitment and forward-looking vision, Ecosistem represents a model of excellence in the field of environmental management. The company shows that it is possible to combine profit and sustainability, creating value for communities and the planet.



For Ecosistem, 2023 was a year to consolidate and strengthen its commitment to sustainability. The publication of the second Sustainability Report testifies to the company's concrete willingness to embark on a virtuous path to minimise its environmental impact and actively contribute to building a greener future.

Through this document, Ecosistem publishes its sustainability strategy, outlining the objectives achieved and future challenges. The company uses concrete data and tangible actions to display its commitment to the principles of sustainable development, embracing the values of social and environmental responsibility.

GRI 2-1 | GRI 2-2

A responsible business model: services

Ecosistem S.r.l. is a leader in the **waste management sector** due to its three multi-purpose platforms located in the municipality of Lamezia Terme. It stands as a model of excellence in waste management, demonstrating that economic efficiency and environmental friendliness can go hand in hand. The company places sustainability at the heart of its operations, upcycling resources and minimising environmental impacts, for a cleaner, more liveable future.

One of the strengths of Ecosistem is the synergy between its different platforms and production lines. This makes it possible to minimise production costs, optimise results and ensure efficient and environmentally friendly waste treatment.

Our activities:

Collection and transport

Ecosistem specialises in transporting hazardous and nonhazardous waste using a diverse fleet of vehicles and equipment adapted to different customer needs. The vehicles are certified to transport dangerous goods and the company is able to meet the needs of customers throughout the country.

Reclamation

Ecosistem is qualified in SOA category OG 12 to participate in public contracts for environmental reclamation and protection. It is also listed in the Calabria Register of Environmental Managers in Cat. 9 Class B. The company offers services in reclaiming polluted sites, asbestos abatement, tank reclamation and demolition of civil and industrial buildings. It has specialised equipment and experienced personnel, ensuring compliance with environmental regulations and the proper handling of demolition materials.

Sorting plant

The purpose of the sorting and pressing plant is to separate mixed waste from multi-material collections to obtain sorted materials of a suitable purity for subsequent use. Material sorting is semi-automatic and includes paper, aluminium, glass, plastics and ferrous metals.



Paper packaging, cardboard, plastic, wood, metal, composite materials and used tyres are also stored for subsequent recovery. The pressed and compacted material is temporarily stored in 2 m³ bales and then sent to plants at supply chain consortia or other authorised plants. For paper and cardboard, sorting and baling constitute R3-type recovery and the baled material is considered secondary raw material (SRM) for paper mills.

WEEE

The company is authorised to collect WEEE and acts on behalf of entities such as municipalities, communities and consortia, organising the sorting of municipal solid waste, including WEEE (waste electrical and electronic equipment). This waste is collected in special containers placed around the area and emptied periodically by our staff using appropriate vehicles and equipment. The collected waste is then transported to a specific recovery plant authorised by the Region of Calabria, where it is treated.

Polymer production plant

A plant for shredding, washing and extruding high-density plastics and plastic waste is installed on the Ecosistem platform. This plant is used to wash pre-ground batteries, mainly contaminated with PVC and other contaminants such as wood, sand and soil. In addition, it can process blow moulded bottles and containers made of high-density polyethylene. It also includes a line for processing low-density plastics, used for shredding, washing and extruding polyethylene film from local agriculture.

Production of secondary fuels

Ecosistem has an innovative sludge drying plant, designed to reduce the moisture content of incoming products from 80% to 10%. This process mainly relies on convection rather than radiation, favouring speed over drying air temperature. The plant uses low-cost primary energy, such as 80°C water supplied by two methane gas cogeneration units, ensuring optimised energy consumption and reduced operating costs.

Energy production

Ecosistem is actively committed to environmental protection by using various renewable energy sources, achieving a significant overall production capacity. In fact, the company has installed solar panels over a large area, harnessing the sun's energy to generate electricity. This strategy significantly reduces the need to purchase energy from external suppliers and results in a high quality end product.

Solid waste stabilisation plants

The stabilisation–solidification process transforms the waste physically and chemically, making it suitable for final storage or industrial reuse. It reduces the mobility of pollutants and the contact surface area with percolating water through chemical and structural fixation. These processes reduce the hazardousness of the waste and transform it into solid materials, reducing the risk of dispersion in the environment. They are used in various contexts, such as industries, collective platforms and landfill areas, to treat fresh waste and clean up polluted sites.

Soil and aggregate recovery

In the soil washing plant, solid waste such as soil, slag and sediment are selected based on grain size and washed, transferring any contamination to the washing liquid. The washed solids are treated chemically and physically to concentrate the pollutants in the dewatered sludge and allow the washing water to be recycled. Coarser soil fractions are recovered after pretreatment, while smaller particles containing most of the pollutants are stabilised and solidified.

Separation and recovery of reusable material

Processing and mechanical separation mainly relate to slag from combustion processes, dividing the material into mineral compounds and ferrous or nonferrous materials. This treatment reduces the dispersal of heavy metals and soluble compounds into the environment, making it possible to reuse the treated material. The plant has a capacity of 10 tonnes per hour and includes a series of machines to gradually reduce and separate the waste according to particle size. The process is divided into two stages: reception of the waste with inspection and screening, crushing and the removal of ferrous and nonferrous metals; and a final screening to remove other metals.

Physical, chemical, biological and emulsion treatment plants

The plants include tanks to store liquid and oily waste. Equipped with advanced technology managed via PLC and remote mobile stations, they enable chemical–physical treatments such as complexation, precipitation, oxidation–reduction, neutralisation, evaporation and biological treatment. The treatment of oil emulsions breaks the oil–water bonds, enabling phase separation. Liquid waste that cannot be treated due to the presence of hydrocarbons with low boiling points is sent to storage tanks for flammable liquid waste and then heat treated in Italian and foreign plants.





Our commitment to corporate sustainability



For the company, sustainability is not just an abstract concept, but a value that translates into concrete action. Indeed, it has:

- Established an ESG Office to manage environmental, social and governance impacts;
- Appointed a Sustainability Manager to define and implement its strategy;

- Developed a long-term plan to integrate environmental sustainability in its business model.

To optimise energy performance, the company aims to implement and certify its Energy Management System (EMS) according to UNI EN ISO 50001 by 2024.

Our strategy for a sustainable future

Aware of the importance of combating climate change, Ecosistem has measured its carbon footprint in 2024 using 2023 data according to UNI EN ISO 14064-1: 2019¹.

Ecosistem is a pioneering company dedicated to protecting the environment through innovative solutions, combining

technology and ecology. Its commitment to responsible development is proven by numerous international certifications guaranteeing the quality of its services and respect for the environment, workers and society.

Management systems and certifications

The certifications acquired by Ecosistem demonstrate the company's strong commitment to implementing continuous

improvement processes and the importance attached to environmental, social and governance aspects.



9001:2015

QUALITY MANAGEMENT SYSTEM

UNI EN ISO 9001:2015

Ensures the consistent quality of products and services and improving customer satisfaction.

¹ The regulatory references adopted in the study are the UNI EN ISO 14064-1:2019 standard: 'Greenhouse gases – Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals' and the UNI ISO/TR 14069 technical report 'Greenhouse gases – Quantification and reporting of greenhouse gas emissions for organizations – Guidance for the application of ISO 14064-1'.



14001:2015

ENVIRONMENTAL MANAGEMENT SYSTEM

UNI EN ISO 14001:2015

Provides a structured framework for the systematic improvement of environmental performance



45001:2018

HEALTH AND SAFETY MANAGEMENT SYSTEM

UNI EN ISO 45001:2018

Establishes a framework for creating a safe and healthy working environment for employees, preventing accidents and occupational diseases, to improve health and safety performance.



37001:2016

ANTI-BRIBERY MANAGEMENT SYSTEM

UNI EN ISO 37001:2016

Helps to prevent, detect and manage situations of corruption (active or passive) by the organisation, staff and business associates, promoting a series of measures and controls and providing guidance for their implementation.



8000:2014

SOCIAL ACCOUNTABILITY SYSTEM

SA 8000

A management model aimed at enhancing and protecting all personnel within the sphere of control and influenced by the organisation.

Other certifications

SDA	Certificate no: 7208/57 /01 Category OG12 Classification IV-bis for works and Iii-bis for design, issued by SOALAGH I, valid from 18/06/2020 to 17/06/2025
ESG	Issued by CERVED on 24/02/2023 with a score of 65/100
REG. (EU) 333/2011	No. 104267-2011-OTH-ITA-DNV issued by DNV GL BUSINESS ASSURANCE ITALIA SRL in Vimercate (MB), valid from 14/10/2020 to 13/10/2023
REG. (EU) 715/2013	No. 159872-2014-E-ITA-DNV issued by DNV GL BUSINESS ASSURANCE ITALIA SRL in Vimercate (MB), valid from 16/07/2020 to 15/07/2023
Certificate of Conformity for Factory Production Control EN 12620:2002 + A1:2008 and EN 13242:2002 + A1:2007	No. 2309/CPR/O241 issued by AJA Europe Sri Via delle Arti, 123 - 00054 Fiumicino (RM), valid from 20/09/2022 to 20/09/2023 with annual renewal
Second Life Plastic ISO 14021 and UNI 10667	No. 005/2019 issued by Kiwa Cermet Italia Spa Via Cadriano 23 40057 Granarolo dell'Emilia (BO), valid until 10/06/2025



GRI 3-1 | GRI 3-2

Internal materiality analysis

During the current reporting period, the company reiterated the strategic importance of the previously identified material topics, thus confirming the need for targeted action in these areas.

This choice shows the company's ongoing commitment to focusing on issues crucial to its long-term performance and its ability to generate sustainable value. By prioritising these issues, the company proves itself ready to face the most pressing challenges, seize emerging opportunities and meet stakeholders expectations.

The company constantly monitors the issues identified, assigning each one a high significance to emphasise its strategic importance. Awarding high marks to all material topics highlights that Ecosistem is aware of the complexity and interconnectedness of sustainability challenges. The company does not merely address individual issues, but engages in a holistic approach, recognising the contribution of each issue to its long-term success.

In fact, in line with the previous year, the materiality analysis involved internal top management and technical managers, and it consisted of several stages:

- **Stakeholder mapping:** identifying and understanding the expectations and priorities of key stakeholder groups.
- **Sector benchmarking:** assessing the most relevant ESG issues for the relevant sector. Analysis and use of ESG standards: reference to international standards and guidelines to assess cor-





porate performance in terms of sustainability.

















- **Internal consultation:** interviews with top management and technical managers to analyse business management.
- **Assessment and prioritising:** assigning a degree of importance to each issue to establish priorities and actions.

With the support of contact people in the departments and external consultants, the management analysed the ESG issues relevant to the sector and identified 14 strategic ESG topics for the company.

In identifying the most significant ESG topics for our Group, we also considered their link with the Sustainable Development Goals (SDGs) set out in the United Nations 2030 Agenda. Through its commitment to these issues, the Group aims to contribute to overcoming the global sustainability challenges. The correlation was established through an analysis of the GRI indicators and corporate goals related to the SDGs and their targets, according to the framework 'Linking the SDGs and the GRI Standards'.

TOPIC	DESCRIPTION	SDGS
Circular economy	Developing new solutions to extend the life cycle of products involving material sharing, lending, reuse, repair, reconditioning and recycling. The search for new solutions must be aimed at optimising the use of products, minimising off-cuts and waste generation to reduce environmental impacts and the exploitation of virgin raw materials.	 SDGS 12, 13
Waste management	Conscious management of hazardous and non-hazardous waste related to the company's business activities, promoting conscious management methods and practices such as: reuse, sorting and recycling of the waste and off-cuts generated.	 SDGS 12, 13
Water resource management	Responsible management of water as a scarce primary resource that needs to be protected through mechanisms to monitor and reduce consumption in core and ancillary business activities.	 SDGS 6, 12
Atmospheric emissions and climate change	The analysis of carbon emissions produced by the company's activities, awareness of its environmental footprint and the definition of actions to adapt and/or mitigate atmospheric emissions from company activities.	 SDGS 12, 13, 15
Energy and energy efficiency	Policies for monitoring and efficiently managing energy consumption to achieve direct benefits and to fight global warming. Using energy from renewable sources (green certificates, photovoltaic systems, etc.). Initiatives, activities and policies adopted to reduce energy consumption.	 SDGS 7, 8, 12, 13

TOPIC	DESCRIPTION	SDGs
Relationship with the area and local communities	Establishing a climate of dialogue, collaboration and involvement with local communities. Ensuring the development of and create value in local communities by sourcing from local producers/suppliers.	 SDGS 1, 2, 11, 17
Occupational health and safety	Creating a safety culture and promoting safety by involving all operators and implementing systemic monitoring to provide an overview of the different health and safety aspects.	 SDGS 3, 8, 16
Training and skills development	Development and training activities aimed at enhancing employees' technical, managerial and organisational skills and strengthening the professionalism required by their roles. Personnel incentive policies and systems, career development and attracting talent	 SDGS 4, 5, 8, 10
Employee welfare and wellbeing	Promoting a welcoming, stimulating and positive working environment aimed at ensuring employees' mental and physical health, providing welfare programmes for all employees and ensuring working conditions that guarantee full respect for the right to health and the protection of wellbeing.	 SDGS 3, 5, 8

TOPIC	DESCRIPTION	SDGs
Supply chain management	Assessing the social and environmental impact of suppliers along the supply chain to spread a culture of sustainability through the supply chain.	    SDGs 8, 12, 13, 16
Innovation, research and development	Activities and policies related to technological innovation and R&D activities aimed at continuously improving processes and products/services, with particular attention to reducing social and environmental impacts.	   SDGs 9, 12, 13
Preventing corruption	A commitment to fighting both active and passive corruption by implementing policies, procedures and mechanisms for reporting potential irregularities or unlawful conduct and specific training activities on the subject.	 SDGs 16
Service quality and creating value for users and the community	Maximising the degree of customer satisfaction to fully meet their expectations and needs and build lasting and stable relationships over time through listening, involvement and sharing with a view to continuous improvement.	    SDGs 8, 9, 12, 13
Ethics and transparency	Pursuing values of ethics, integrity and transparency in business activities, including the adoption of policies and procedures to support compliance with applicable laws and any specific regulations, as well as adherence to national and international principles and guidelines that include areas of social and environmental responsibility.	    SDGs 8, 12, 16, 17

In identifying relevant ESG issues, the company considered their connection to the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda. Through its commitment to these issues, the Group aims to actively contribute to overcoming the global sustainability challenges. The correlation was defined through an analysis of the GRI indicators and corporate goals related to the SDGs and related targets, according to the framework 'Linking the SDGs and the GRI Standards'.

Ecosistem's commitment to managing ESG aspects, both inside and outside the company, contributes to the following Sustainable Development Goals:

- **SDG 7. Affordable and clean energy:** The company is committed to promoting the use of clean and renewable energy sources, contributing to the sustainable energy transition.
- **SDG 8. Decent work and economic growth:** Ecosistem strives to ensure decent working conditions, promote inclusive and sustainable economic growth and create quality employment opportunities.
- **SDG 9. Industry, innovation and infrastructure:** The company invests in innovation and sustainable infrastructure, fostering the development of a resilient, low-carbon economy.

- **SDG 10. Reduced inequalities:** Ecosistem is committed to reducing social and economic inequalities, promoting inclusion and equity.
- **SDG 12. Responsible consumption and production:** The company adopts sustainable consumption and production practices to reduce the environmental impact of its activities.
- **SDG 13. Climate action:** Ecosistem is committed to mitigating climate change by reducing greenhouse gas emissions and adopting adaptation strategies.
- **SDG 16. Peace, justice and strong institutions:** The company promotes peace, justice and strong and effective institutions.
- **SDG 17. Partnerships for the goals:** Ecosistem works with different stakeholders to achieve the Sustainable Development Goals, recognising the importance of co-operation to address global challenges.

GRI 2-29

Stakeholders and methods of involvement

Stakeholders are individuals or groups with whom a company develops and maintains relationships as part of its operations.

Ecosistem has always considered the concerns of its stakeholders. It is therefore committed to maintaining constructive dialogue with its various stakeholders, from employees to shareholders, from suppliers to customers, ensuring conscious and responsible management of its relationships.

Ecosistem recognises the crucial importance of engaging and interacting with its stakeholders for its long-term success. Through open and collaborative interaction with stakeholders, the company aims to:

- **Understand stakeholders' expectations, interests and opinions:** obtaining a more comprehensive view of the needs and priorities that drive stakeholder behaviour.
- **Defining more conscious goals:** integrating stakeholder perspectives when defining goals, increasing the likelihood of setting realistic, shared and achievable goals by ensuring that the company operates in a manner consistent with stakeholder expectations.

- **Facilitating the decision-making process:** Actively involving stakeholders by obtaining different perspectives and points of view, enriching the discussion and working towards more informed, thoughtful decisions. This collaborative approach fosters transparency and accountability, strengthening stakeholders' trust in the company.

For this reporting period, the company not only mapped key stakeholders and confirmed the engagement methods set out last year, it also strengthened its stakeholder engagement strategy by mapping interests and the frequency of interaction. This detailed mapping makes it possible to optimise communication strategies, creating strong, long-lasting relationships with key stakeholders.



The Ecosystem stakeholder map



The means and channels of information and involvement

STAKEHOLDER	MEANS OF INFORMATION AND INVOLVEMENT	FREQUENCY	OBJECTIVE
Shareholders	Shareholders' meeting	Quarterly biannually	Presentation of company accounts; Approval of annual financial statements and interim figures.
Banks	Dedicated meetings; corporate governance reports, institutional website, press communication, ESG rating questionnaire, internal communication via newsletters; Internal communication via totems.	Monthly, quarterly and annually	Banks should be important partners in developing the objectives
Insurance providers	Dedicated meetings; institutional website, press communication	Monthly, quarterly and annually	Insurance companies should be important partners in developing the objectives
Employees	Internal communications; internal and external employee events;	Daily, weekly and monthly, annually	Informing human resources about the main news and activities concerning the company; corporate welfare
Collaborators	Dedicated meetings	Monthly, weekly	Building loyalty as with company employees
Future generations	Dedicated open-door meetings with schools and institutions	Monthly	Making business activities transparent to highlight the value that the activity creates for the surrounding environment.
Trade associations	Dedicated meetings; surveys	Annually	Bringing the company's strengths to the attention of trade associations to bring the company's great impact to the attention of those in governmental roles

STAKEHOLDER	MEANS OF INFORMATION AND INVOLVEMENT	FREQUENCY	OBJECTIVE
Trade union organizations • Trade unions	Dedicated meetings, surveys	Annually	Bringing the company's strengths to the attention of trade associations to bring the company's great impact to the attention of those in governmental roles
Suppliers • Energy, industry, environment	Industry meetings; audits, partnerships; conferences, surveys, questionnaires, qualification	Periodic, daily	Trusting suppliers to become internal actors in the process
Customers • Citizens and the public authorities	Specific meetings, institutional communications, periodic audits, surveys.	Semi-annually – Annually	Publish and make acts, documents, and information transparent
Community and local area	Communications, press releases and interviews; Meetings and conferences at regional and municipal venues; Open houses and school-work meetings	Semi-annually – Annually	Improving the link between the company and the territory to highlight the concept that the company does not consume resources but generates value
Schools, universities and research centres	Open houses and school-to-work meetings; Internships and curricular placements; Co-funded research calls and projects	Semi-annually – Annually	Raising awareness and bringing children closer to the world of the circular economy; Implementing the school-work programme; Discovering new activities and processes for recovering, recycling and reusing end-of-life waste
Means of communication	Publications of events, conferences and interviews; newsletters	Periodic; daily	Communicating and making the company's values known; promoting the company's activities

ES

Ecosistem governance

GRI 2-9 | GRI 405-1

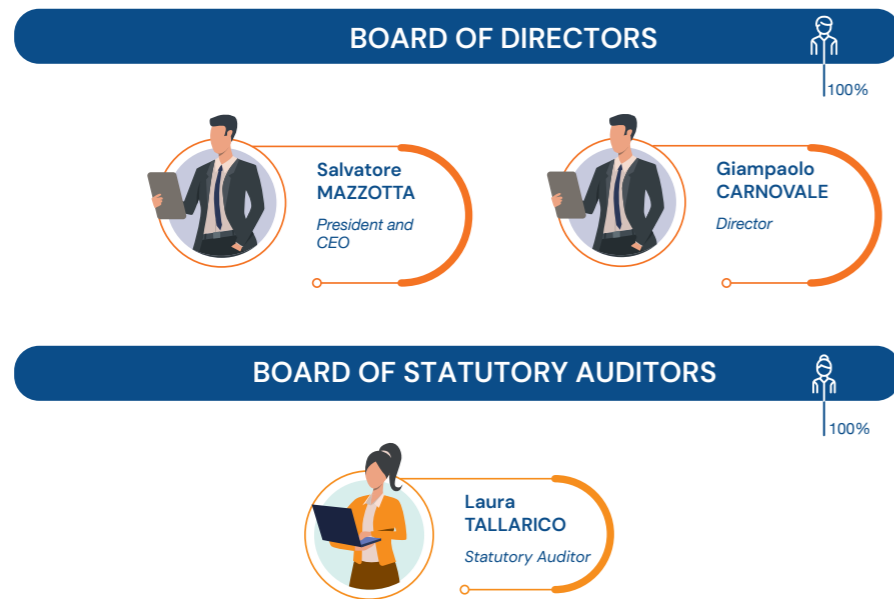
Organisational structure

Ecosistem is a limited liability company with a fully paid-up share capital of €1,000,000. The corporate structure is as follows:

- 50% owned by T&C S.r.l.
- 50% owned by ECOA S.r.l Unipersonale

The Ecosistem organisational model follows a traditional approach. Specifically, the company is managed entirely by the

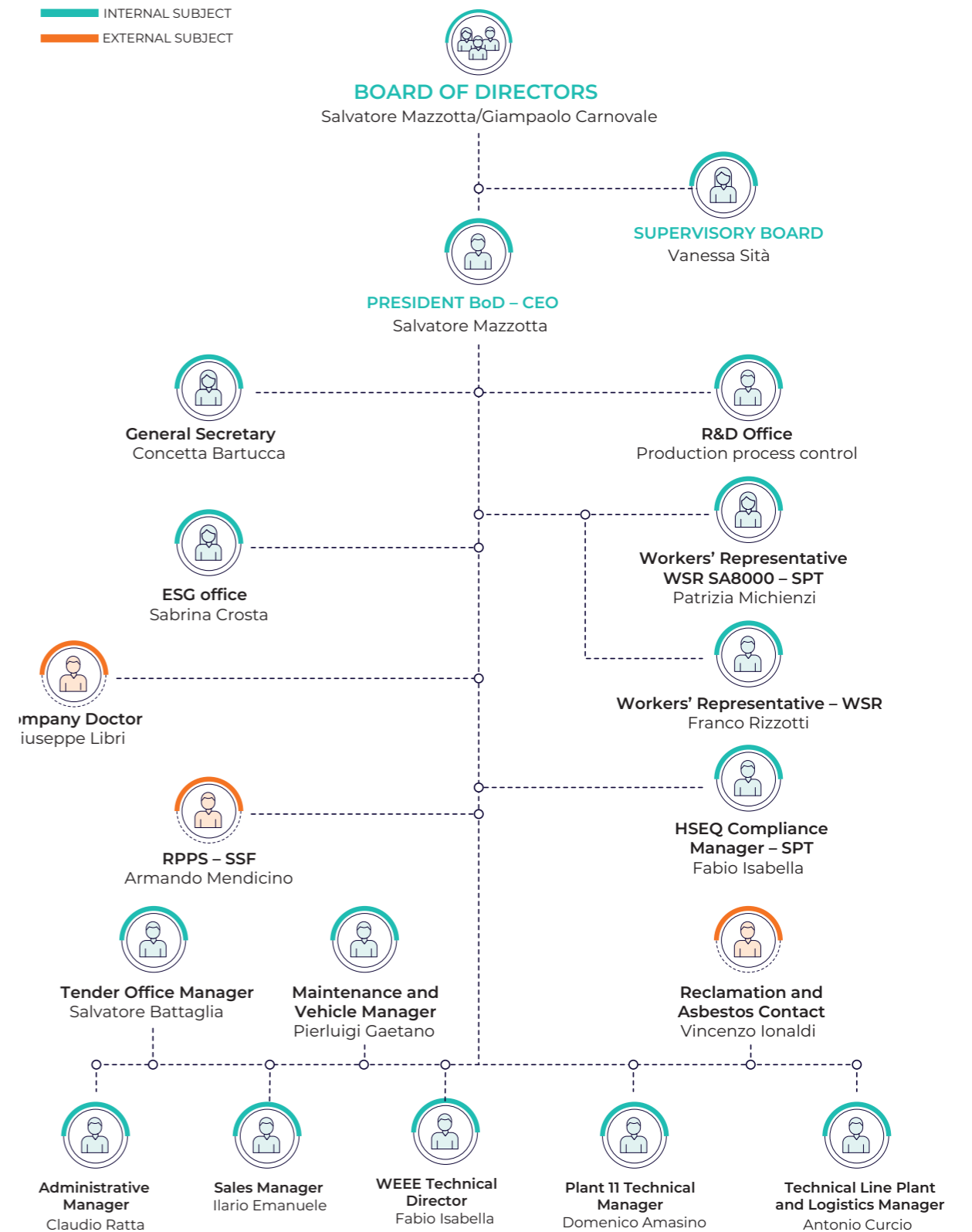
Board of Directors (BoD), with an average member age of around 50 years. The Board is responsible for all activities necessary to implement the company's objectives. The Board may assign all or part of its responsibilities to one or more members of the group. The Board of Statutory Auditors supervises compliance with the law and the Articles of Association.



The Ecosistem organisational structure is based on separating tasks, roles and responsibilities between the different corporate roles. This strategic choice aims to

ensure maximum operational effectiveness and transparency in managing its activities.

The company organisation chart (ref. 2023):



GRI 2-28

Membership in associations

Ecosistem stands out as a company not only for its dedication to excellent service, but also for its active commitment to supporting and protecting the interests of

companies in the sector. This commitment is realised through active participation in various trade associations, including:



ANCO, Associazione Nazionale Concessionari Consorzi, which gathers companies that recover certain types of waste, such as used oil as CONOU concessionaires, dead batteries, used vegetable oils as CONOE agents, electrical and electronic waste and other types of waste.



UNIRIMA, Unione Nazionale Imprese Recupero e Riciclo Maceri, which represents and protects the interests of companies operating in the waste recovery and recycling sector.



A.I.R.E.C., Associazione Italiana del Recupero Energetico da Combustibili Solidi Secondari, which gathers and represents some of the most important processors of secondary solid fuel from municipal and special waste present and operating in Italy.



IPPR, Istituto per la Promozione delle Plastiche da Riciclo, which promotes research and training in the field of waste recovery and recycling.



Confindustria Calabria, which represents and protects the interests of industrial enterprises in Calabria.

Confindustria Catanzaro, which represents and protects the interests of industrial enterprises in the Province of Catanzaro.

Membership in these associations allows the company to stay up-to-date on in-

dustry trends and collaborate with other players to address common challenges.

Ethics and transparency

In the intricate and sensitive landscape of waste management, Ecosistem stands out as a beacon of responsible operations complying with regulations. Recognising

the multifaceted challenges and delicate nature of this sector, Ecosistem has made unwavering compliance with legal and regulatory frameworks its core principle.



Every day we respect our customers and protect your values

The Organisation and Control Model

Acting in full compliance with the law and regulations is extremely important, especially in the waste sector. This is why Ecosistem has adopted an **Organisation and Control Model (OCM)** based on Italian Legislative Decree no. 231 of 2001, to prevent unlawful conduct by its directors, employees and collaborators subject to management or supervision by the company. The OCM is intended to raise the awareness of everyone acting on behalf of the company, encouraging them to behave correctly and prevent the offences covered by the Decree to pursue the following aims:

- Creating awareness among those working for the company in risky areas regarding the possibility of incurring offences that may lead to criminal and administrative sanctions.
- Reiterating that unlawful behaviour is strongly condemned by the company, even if it appears to bring benefits, and runs contrary not only to the law, but also to the company's Code of Ethics.
- Enabling the company to intervene quickly by monitoring risky areas to prevent or counteract the commission of offences.

The task of supervising the implementation and effectiveness of the Model adopted by the company to prevent the offences envisaged lies with the Supervisory Board (SB).



Code of Ethics

Ecosistem conducts its activities with full **respect for the principles, values and rules of conduct contained in the company's Code of Ethics**, as well as the importance of ethical-social responsibility towards its stakeholders. The Code of Ethics is an integral part of the Organisation, Management and Control Model and it establishes the fundamental guiding principles of Ecosistem, including:

- **Confidentiality and privacy protection:** protecting personal information and data, not using private information learned during work activities and not seeking private information unless permitted by privacy laws.
- **Customer relations:** creating customer relationships based on courtesy, fairness, honesty, responsibility and cooperation, while maintaining the company's image. These principles are equally required of the customers themselves.
- **Contributions, sponsorships and gifts:** participating in requests for contributions and sponsorships only under a written contract detailing the conditions agreed on by the parties. Sponsorships must be directed towards cultural, social or charitable initiatives with a high

value, such as the environment, sport, entertainment, art and solidarity.

- **Safety, hygiene and environmental protection:** a commitment to high standards of safety, hygiene and environmental protection. This commitment is reflected in the promotion of a safety culture among workers, training to raise awareness about risks and ensuring healthy and safe working environments in compliance with the law.

GRI 2-27 | GRI 205-3 | GRI 406-1 | GRI 418-1

Anti-corruption measures and regulatory compliance

Ecosistem is committed to preventing and fighting all forms of corruption, bribery, extortion and unfair advantages, as well as complying with all applicable laws. In this respect, the company has formalised an **Anti-Corruption Policy** that also fully implements the Anti-Bribery Management System in compliance with the **UNI ISO 37001: 2016** standard.

As in the previous year, there were no significant instances of noncompliance with economic, environmental and social laws and/or regulations during the 2023 financial year. No monetary or nonmonetary sanctions were applied, i.e. restrictions imposed by governments, regulators or public bodies on the organisation's operations or activities.

Similarly, as of this Sustainability Report, there are no outstanding disputes related to noncompliance with laws and regulations.

Finally, during the reporting period under review, there were no violations of customer privacy or cases of discrimination.

Ecosistem's commitment was recognised in 2021 with the **legality rating**, which testifies to Ecosistem's compliance with high standards of legality. Added to this are the following protocols, which were



signed by the company to operationalise its commitment to fighting corruption and the use and dissemination of good legality practices:

- Confindustria of Catanzaro Protocol of 10 May 2010 and later amendments;
- Legality Protocol signed at the Prefecture of Caltanissetta on 10/07/2007;
- Legality Protocol signed at the Prefecture of Crotona on 10/05/2010;
- Legality Protocol signed at the Prefecture of Catanzaro on 19/05/2015;



Once again and for the second year in a row, Ecosistem has received recognition from the Catanzaro, Crotona and Vibo Valentia Special Construction Workers' Fund in the 'Bollino Cassa Edile Awards 2023'.

'The recognition bestowed on you,' the Special Construction Workers' Fund announced, 'serves as thanks from the bilateral system and the Catanzaro, Crotona and Vibo Valentia Special Construction Workers' Fund for your virtuous behaviour. The aim of this prestigious award,' the press release continues, 'is to appreciate companies that combat unfair competition by distinguishing themselves through their compliance with the rules and national collective bargaining agreements.'

The 'Bollino Case Edile Awards 2023' is a prestigious award given to economic operators who punctually and constantly apply sector regulations to counteract unfair competition and enhance the contribution of workers in achieving company objectives.

GRI 201-1 | GRI 201-4

Economic results and economic value generated and distributed

Ecosistem achieved a positive financial balance in 2023, with an increase in turnover of approximately 24% (€69,948,659)

compared to 2022 (€56,478,705), closing the year with an annual profit of €5,335,653.

ECONOMIC DATA	2021	2022	2023
Turnover	€44,316,953	€56,478,705	€69,948,659
Production value	€45,041,275	€56,708,412	€72,843,444
Net profit	€5,685,729	€7,020,898	€5,335,653

Ecosistem is in an advantageous position, as it operates in a quickly growing and ever-changing sector significantly shaped by European and national development strategies. The convergence of substantial investments in research, the allocation of dedicated resources and a growing demand for efficient and environmentally friendly solutions create fertile ground for the company's growth and success.

We operate according to criteria of economic responsibility towards all stakeholders with whom we engage in dialogue, considering applicable laws and regulations. For Ecosistem, the creation of value for all stakeholders is closely tied to achieving positive economic results.

The tables below highlight the value generated and distributed based on the income statement for the reporting period. They

indicate the economic value generated directly and its distribution to internal and external stakeholders.

Economic value generated refers to the value of production, which includes net revenues from the provision of services and other revenues and income.

Economic value distributed considers costs reclassified by stakeholder category and any dividends distributed during the year.

Economic value retained is the difference between the economic value generated and the economic value distributed; it includes depreciation of tangible and intangible assets, provisions, reserves, profits and deferred/prepaid taxes, as well as generated and distributed value that cannot be allocated to the main stakeholders.



In 2023, Ecosistem generated an economic value of €70,212,218, an increase of about 18% over the figure for 2022.

The economic value distributed was €58,297,252, an increase of 22% over the previous year. The main stakeholder categories were suppliers, human resources and public authorities, to whom 82%, 11% and 5% of generated wealth was distributed, respectively. In addition, 2023 also showed a distribution to the local commu-

nity and the service sector, proof of the company's willingness and commitment to contribute to local development.

The value retained by the company was €13,429,079, which relates to the difference between economic value generated and distributed.

Direct economic value generated and distributed	2022	2023	2023
Economic value generated and received	46,489,297	59,709,889	71,726,331
Economic value generated	46,202,981	58,027,730	70,212,218
Economic value received	286,315	1,682,160	1,514,113
Economic value distributed	36,874,271	47,672,757	58,297,252
Suppliers	28,104,098	38,371,367	47,804,714
Directors and auditors	222,253	222,052	47,675
Human resources	6,033,752	6,093,400	6,569,648
Banks and other lenders	531,805	556,391	1,233,226
Public authorities	1,982,362	2,379,857	2,607,804
Local community	-	49,690	34,180
Economic value retained	9615026	12,037,133	13,429,079



GRI 201-1 | GRI 201-4

Quality and customer satisfaction: an integrated commitment

In guaranteeing the highest quality and safety of its products and services at every stage of the production process, Ecosistem has adopted an integrated Quality, Envi-

ronment and Safety Policy, thus formalising its commitment to continuously improving company performance.

The primary objectives that drive Ecosistem

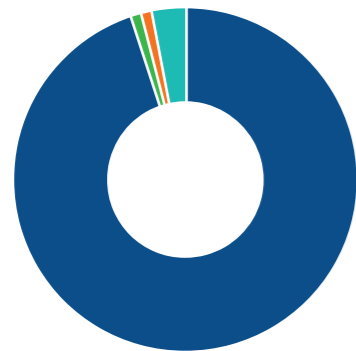
The company management at Ecosistem is committed and provides human, instrumental and economic resources to pursue the objectives of improving company performance in terms of product quality, workers' health and safety and environmental impacts as an integral part of its activities and a strategic commitment with respect to the company's more general aims.

With a view to continuous improvement, the company's primary objectives are:

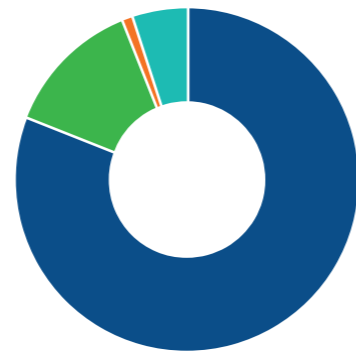
1. Punctuality. Efficiency and courtesy when delivering services
2. Individual customer care, meeting individual requests and expectations
3. Phone-based technical support as first contact
4. Continuous technical training for personnel (through internal and external training courses) and adequacy of logistical tools and equipment.

Economic value generated – 2023

Economic value distributed – 2023



- 95% – Revenues from sales and services
- 1% – Inventory changes for products being manufactured, semi-finished products and finished goods
- 1% – Changes in ongoing contract work
- 0% – Increases in fixed assets for internal work
- 3% – Other revenues



- 81% – Suppliers – Operating costs
- 0% – Directors and auditors
- 13% – Human resources – Personnel costs
- 1% – Banks and other lenders – Borrowing costs
- 5% – Public authorities – Taxes

GRI 2-6 | GRI 204-1 | GRI 308-1 | GRI 414-1

Supply chain management

Ecosistem stands out for its approach to business development, which is not limited to merely pursuing profits, but also focusing on the creation of shared value with its suppliers. This commitment translates into a series of concrete actions aimed at promoting sustainable development spanning the social, environmental and economic spheres.

The choice of suppliers is a fundamental step for Ecosistem. The company selects key partners through a rigorous process that carefully evaluates their sustainability criteria, in addition to compliance with technical specifications, product reliability and durability, and efficiency and service performance. Ecosistem assesses:

Environmental aspects:

- Reduction in the consumption of nonrenewable raw materials.
- Use of energy-efficient machinery and equipment.
- Use of renewable energy sources for the production of motor power.

Social aspects:

- Regular recruitment for 100% of the workforce.
- Employment of legal foreign workers.
- Absence of litigation concerning liability in the procurement chain.
- Registration in the white list.
- Absence of proceedings for workplace safety violations.
- Supporting local initiatives.

Ethics and compliance:

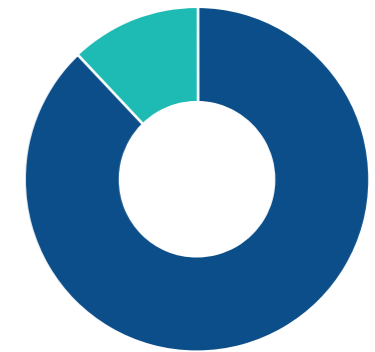
- Adoption of Model 231 and updating the Code of Ethics
- Certification for major standards (UNI EN ISO 9001, 14001, etc.).



Ecosistem suppliers

Ecosistem's supply chain consists of service providers (88%) and raw material suppliers (12%).

Suppliers 2023



- 88% – Service providers
- 12% – Suppliers of goods and raw materials

In 2023, total expenditure on suppliers reached **€51,578,031**, marking a 30% increase over 2022. Purchases from local suppliers also grew significantly, with a 58% increase (**€11,686,937** in 2023) compared

to the previous year (€7,384,283 in 2022). These suppliers, based in Calabria, represent **23%** of total expenditure on supplies.

Procurement expenses	2021		2022		2023	
	Amount (€)	%	Amount (€)	%	Amount (€)	%
Total expenditure on suppliers	€29,468,745	100%	€39,725,044	100%	€51,578,031	100%
Budget spent on local suppliers*	€5,577,040	19%	€7,384,283	19%	€11,686,937	23%

Research, development and innovation

Ecosistem places great importance on supplier selection, basing it on environmental and social criteria. In 2023, ten suppliers were chosen according to specific requirements, including:

Environmental criteria:

- Reduced the consumption of nonrenewable raw materials.
- Use of energy-efficient machines and equipment.
- Production of motor power from renewable energy sources.

Social criteria:

- Recruitment of 100% of the workforce.
- Legality of foreign workers.

- Absence of litigation concerning liability in the procurement chain.
- Registration in the white list.
- Absence of proceedings for workplace safety violations.
- Supporting local initiatives.
- Adoption of Model 231 and updating the Code of Ethics
- Certification for major standards (UNI EN ISO 9001, 14001, etc.).

This scrupulous selection demonstrates Ecosistem's commitment to working with partners who share its values of sustainability and social responsibility.

	UNIT	2021	2022	2023
Total new suppliers	Number	10	20	25
Number of new suppliers assessed according to environmental criteria	Number	3	7	10
% new suppliers assessed according to environmental criteria		30%	35%	67%

	UNIT	2021	2022	2023
Total new suppliers	Number	20	47	25
Number of new suppliers assessed according to environmental criteria	Number	5	10	13
% new suppliers assessed according to environmental criteria		25%	21%	52%

Ecosistem believes in collaboration as a fundamental lever for progress. The company is engaged in strategic partnerships with research institutions, universities and leading companies.

It is also engaged in various collaborations with research institutes and universities to develop innovative and sustainable solutions. These include:

NET-RECYCLING Industrial Research Project: A wide-ranging project involving Ecosistem, Econet, CNR and Unical. The project, with a total value of approximately €12,410,000.00, is divided into three sub-projects:

- ECOBAT: focused on the recovery of lithium and precious metals from lithium batteries.
- NEURRCO: focused on the development of an artificial intelligence system to optimise waste treatment processes.
- R-Sand: dedicated to the recovery of inert materials from demolition waste, with a focus on regulatory aspects.

In addition to ongoing collaborations, Ecosistem is independently pursuing four research and development projects, which started in 2022:

- Material recovery from decommissioned photovoltaic panels.
- Recovery of materials from decommissioned wind turbines.
- Development of an electrolysis-based hydrogen production system.

- Development of an innovative system for producing hydrogen from metal powder oxidation.

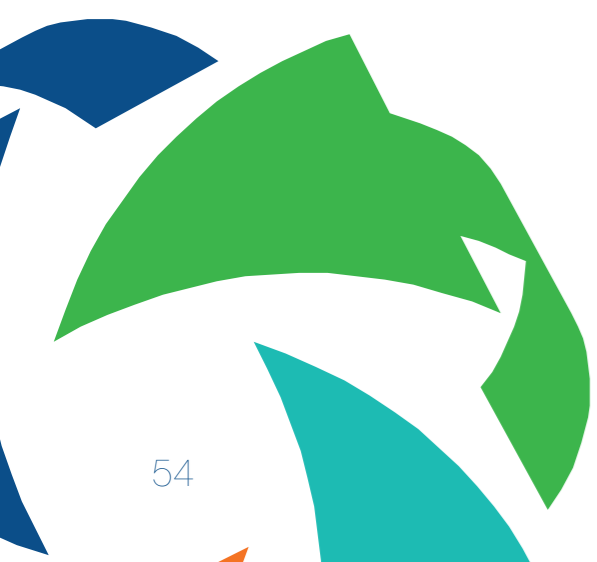
In 2023, Ecosistem and the University of Calabria signed an agreement to co-finance a scholarship for a PhD in Business and Legal Sciences, focusing on the legal aspects of the circular economy. The selected candidate has the opportunity to conduct research at Ecosistem's facilities and abroad. This collaboration is an important step in bringing the company closer to the world of research and promoting the growth of the region by enhancing local talent.

In addition, the **Lithium Battery Recycling Project** was finalised in 2023: Ecosistem is a partner in the Li.Co.Bat project, financed by the European programme Era.Min. The aim is to develop an efficient recycling process for lithium batteries, recovering precious metals such as lithium and cobalt. The project has already achieved very positive results and aims to develop a pilot plant for industrial-scale recycling.

These projects testify to Ecosistem's ongoing commitment to finding innovative and sustainable solutions to the challenges of the present and the future. The company stands as a role model in the industry, demonstrating that it is possible to combine economic success with social and environmental responsibility.



Responsibility towards the environment



Supply chain management

Ecosistem positions itself as a leader in the circular economy, revolutionising waste management through an innovative and technological approach. By integrating state-of-the-art technologies, optimised processes and highly efficient plants, the company minimises off-cuts and maximises the recovery of valuable resources.

The core of this strategy lies in upcycling waste, transforming it into new raw materials through recycling, reuse and recovery. Ecosistem displays a strong commitment to recycling a wide range of materials, including paper and cardboard, plastic packaging, agricultural tarpaulin and mulch, plastic and metal pipes, drums, fruit and vegetable crates, car bumpers and tanks, aluminium and steel packaging, wood from packaging and furniture, iron, aluminium and copper from electrical and electronic equipment (WEEE), electrical cables, scrap metal in general, sand and gravel from polluted land, and materials from road sweeping and sewer cleaning.

Ecosistem's positive impact results in a significant reduction in pollution and waste, promoting the conservation of natural resources, a sustainable economy and increased environmental awareness.

As proof of this commitment, Ecosistem has obtained UNI EN ISO 14001 certification, which attests to the adoption of an effective Environmental Management System. This certification allows the company to:

- Improve its environmental performance
- Manage environmental responsibilities systematically
- Create added value for the environment, the company and its stakeholders
- Contribute to the environmental pillar of sustainability

The measurement and reporting of the company's greenhouse gas emissions (GHG) conducted in 2024, along with the corporate carbon footprint study (based on 2023 data) allowed us to quantify emissions attributable to our activities and identify possible ways to reduce them, highlighting the value of this best practice.

To optimise energy performance and ensure improvement over time, the goal was set in 2024 to implement and certify the Energy Management System according to the UNI EN ISO 50001 international standard.

GRI 306-3

Waste management: the company's core business

The beating heart of Ecosistem's activities is waste management. To guarantee maximum efficiency and compliance with the best available technologies, the company holds the Integrated Environmental Authorisation and the Single Authorisation issued by the Region of Calabria, enabling the optimal management of authorised CER waste.

To support these activities, Ecosistem has a state-of-the-art analysis laboratory, equipped with comprehensive instrumentation to perform in-depth tests and analyses on a wide range of pollutants. Specialised personnel determine the most suitable treatments for incoming waste and constantly monitor all production processes, ensuring compliance with the acceptance parameters of the final disposal facilities.

The following tables show the figures for waste treated by Ecosistem in 2020- 2023. The data were taken from the company's internal management systems and the relevant EPDs.

Ecosistem has an analysis laboratory with all the equipment needed to perform tests and analyses to detect and titrate most pollutants.

Specialised personnel determine incoming waste treatments and control all produc-

tion processes in compliance with the acceptance parameters of the final disposal facilities.

For waste upcycling and treatment activities, Ecosistem has

Integrated Environmental Authorisation and Single Authorisation issued by the Region of Calabria, which enables optimal management of authorised CER waste in accordance with the best available technologies.

In 2023, Ecosistem accepted **270,268 tonnes (20.5% more than in 2022)** of incoming waste, of which 13,617 tonnes was hazardous waste and the remainder (256,651) tonnes was nonhazardous waste.

The table below details the waste entering and treated by the company and the related quantities based on classification into **large categories** and **classes related to the EWC Code**. The first is determined by the very nature of the code and can be summarised as follows:

Category 1: wastes immediately associated with the source generating the waste (EWC 01 to 12 + EWC 17 to 20)

Category 2: Oils, solvents and packaging (EWC 13–14–15)

Category 3: wastes not otherwise specified in the list (EWC 16).

The class categorisation is provided by the first two digits of the EWC Code and the related categories are shown in the table below.

LARGE CATEGORY	CLASS	CATEGORY	tonnes 2021	tonnes 2022	tonnes 2023
WASTE THAT CAN BE IMMEDIATELY ASSOCIATED WITH THE SOURCE GENERATING THE WASTE	1	wastes resulting from exploration, mining, quarrying, and physical and chemical treatment of minerals	22	40	59
	2	wastes from agriculture, horticulture, aquaculture, forestry, hunting and fishing, food preparation and processing	2242	1697	628
	3	waste from wood processing and the production of panels, furniture, pulp, paper and cardboard	1	634	985
	4	wastes from the leather, fur and textile industries	1	164	258
	5	wastes from petroleum refining, natural gas purification and pyrolytic treatment of coal	2	0	0
	6	waste from inorganic chemical processes	6	273	1063
	7	waste from organic chemical processes	306	101	222
	8	wastes from the manufacture, formulation, supply and use of coatings (paints, varnishes and vitreous enamels), adhesives, sealants and printing inks	109	74	135
	9	wastes from the photographic industry	18	14	8
	10	waste from thermal processes	189	36	118
	11	wastes from chemical surface treatment and coating of metals and other materials; non-ferrous hydrometallurgy	14	17	203
	12	wastes from shaping and physical and mechanical surface treatment of metals and plastics	373	49	40

LARGE CATEGORY	CLASS	CATEGORY	tonnes 2021	tonnes 2022	tonnes 2023
OILS, SOLVENTS AND PACKAGING	13	oil wastes and wastes of liquid fuels (except edible oils, and those in chapters 05, 12 and 19)	2379	2328	2283
	14	waste organic solvents, refrigerants and propellants (except 07 and 08)	12	10	11
	15	waste packaging, absorbents, wiping cloths, filter materials and protective clothing not otherwise specified	14204	14527	28599
NOT SPECIFIED	16	wastes not otherwise specified in the list	83015	65023	18172
WASTE THAT CAN BE IMMEDIATELY ASSOCIATED WITH THE SOURCE GENERATING THE WASTE	17	construction and demolition wastes (including excavated soil from contaminated sites)	23493	19062	21335
	19	wastes from waste management facilities, off-site waste water treatment plants and the preparation of water intended for human consumption and water for industrial use	41161	113782	165230
	20	municipal wastes (household waste and similar commercial, industrial and institutional wastes) including separately collected fractions	939	6374	30902
TOTAL			168,487	224,207	270269

The percentages of waste treated by Eco-sistem are also shown below, i.e. waste sent to internal treatment lines for subsequent **recovery** (plastic washing, multimaterial selection sludge drying, pre-treatment stabilisation line, repackaging) or **disposal** (chemical-physical treatment of stabilised liquid waste, sorting of asbestos materials). Finally, the quantities of **secondary**

raw materials (SRM), i.e. the materials produced by waste recovery activities initiated and destined for the market, are also reported. These include, for example, granules from shredding, washing and granulating low-density plastics from blow or compression moulding, polyethylene or polypropylene flakes or recycled/artificial sand.

INDICATOR	2021	2022	2023
Waste sent for disposal/incoming waste	46.4%	36.8%	18.3%
SRM produced	19,580 tonnes	23,237 tonnes	26,625 tonnes

GRI 302-1 | GRI 2-4

Energy management

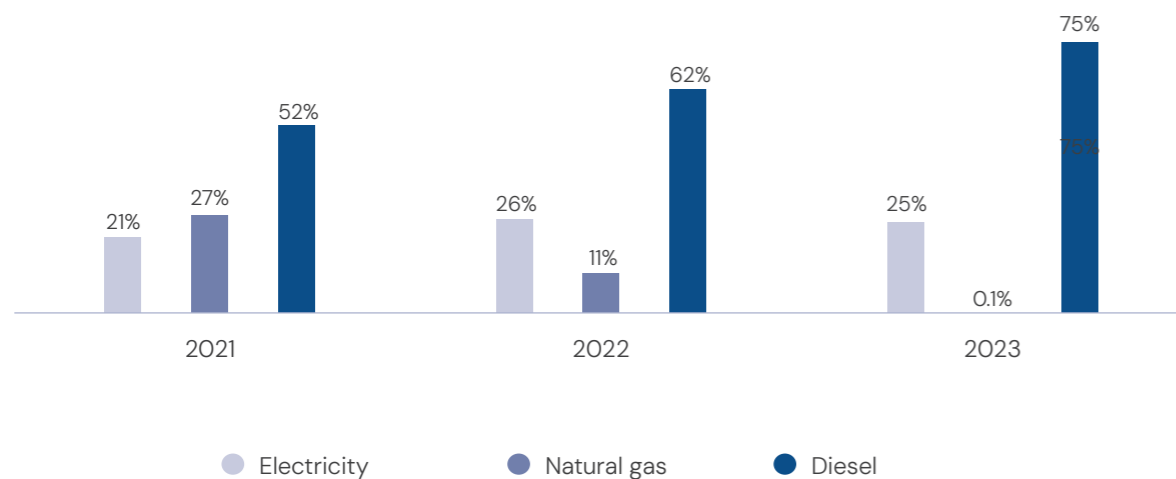
Ecosistem also demonstrates its environmental commitment through the use of clean energy resources, with a total production of 3.6 MW. To achieve this, it has installed 2,185 kW of photovoltaic systems on the roofs of industrial warehouses, platforms and employee car parks.

Although decommissioned in 2021, Ecosistem still has a cogeneration plant, a technology that enables the simultaneous production of electrical and thermal energy from a single primary source, maximising energy efficiency compared to separate

production of the two forms of energy. At present, the plant is used only minimally and therefore involves low consumption. To provide transparent monitoring in the present reporting period, these values, albeit minimal, have been included in the calculation of internal energy consumption.

For its activities, Ecosistem uses various types of energy, such as electricity, natural gas and diesel².

Incidence of energy types – %



² In 2023, the conversion and emission factors were updated and the cogenerator was also considered for calculation purposes.

In 2023, diesel fuel was the main energy source, covering 75% of total needs with a consumption of 46,889 GJ, mainly for internal logistics and company vehicles.

Electricity, on the other hand, covered 25% of requirements, with a consumption of 15,709 GJ. This energy comes partly from the grid, partly from photovoltaic systems and partly from the cogenerator.

Natural gas played a marginal role, covering only 0.1% of requirements with a consumption of about 3.7 GJ.

Overall, in **2023** Ecosistem consumed **62,522 GJ of energy**, registering a **decrease of 6.6%** compared to the 66,937

GJ consumed in 2022. The reduction in natural gas consumption, which in 2022 covered 11% of total needs, is particularly significant. This decrease is directly attributable to the decommissioning of the cogenerator in 2021, which resulted in the progressive reduction in the company's use of natural gas.

In accordance with GRI disclosure 302-1, one of the reporting standards used to prepare this report, we also report the consumption expressed in GJ in the tables below:

FUEL	2021	2022	2023
Diesel fuel for internal logistics.	33,480	39,862	46,779
Total Fuel (GJ)	33,480	39,862	46,779

Natural gas			
For industrial uses	17,749	7,376	35
Total Natural Gas (Gj)	17,749	7,376	35

Electricity (GJ)			
Electricity purchased from NONrenewable sources	10,609	13,414	11,885
Electricity produced by the photovoltaic plant and cogenerator – renewable resources	4,878	5,362	4,262
Electricity produced by cogenerator – renewable resources	6,529	2,871	28
Total electricity transferred to the grid	2,191	1,949	466
Total self-consumed electricity from photovoltaics	2,686	3,413	3,796
Total self-consumed electricity from the cogenerator	6,529	2,871	28
Total purchased energy consumed	19,825	19,698	15,709
Total energy consumed by the company	71,053	66,937	62,523

GRI 305-1 | GRI 305-2 | GRI 2-4

Greenhouse gas (GHG) emissions

Ecosistem is actively engaged in environmental protection through an integrated air, water and soil management system. The air is purified through pollutant extraction and abatement systems, while waterproof flooring, rainwater treatment and a geomembrane under the industrial warehouse protect the soil and water resources. Piezometric wells constantly monitor groundwater quality to prevent any form of pollution.

Sustainability is at the heart of Ecosistem's mission. Ecosistem measures and monitors carbon emissions (Scope 1 and 2) to assess the environmental impact of its activities and adopt ever greener solutions.

In 2023, an updated emission factor was used to ensure comparability of data with

previous years, including the 2021–2022 period, which is the starting point for measuring future progress.

Ecosistem reports on its greenhouse gas (GHG) emissions, providing a comprehensive and representative analysis of the company's activities according to Scope 1 and Scope 2. Scope 1 includes direct emissions from operations internal to or controlled by the company, while Scope 2 includes indirect emissions from imported electricity consumption or from company activities whose source is controlled by third parties.



Ecosistem's Scope 1 emissions come mainly from the consumption of natural gas and diesel fuel. In 2023, Scope 1 emissions amounted to 3,472 tCO₂eq, a 3% reduction compared to the previous year (3,378 tCO₂eq in 2022 and 3,496 tCO₂eq in 2021). This decrease is mainly due to the reduction in methane gas consumption from 421 tCO₂eq in 2022 to 2.0 tCO₂eq in 2023. With reference to **Scope 2** emissions, the amounts

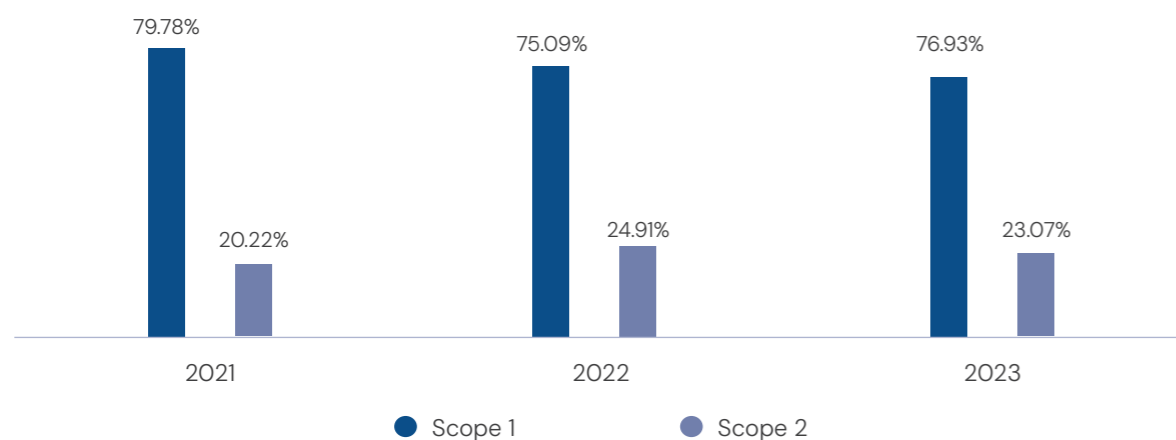
were **993 tCO₂eq in 2023** down 11% from 2022 (**1121 tCO₂eq in 2022**).

In accordance with GRI requirements (disclosure 305-1 and 305-2), the following data on emissions due to Ecosistem activities in the years 2021–2023 are reported:

Scope 1 GHG emissions – tCO ₂ eq ³	2021	2022	2023
Natural gas	1012	420	2
Diesel fuel	2483	2957	3470
Total Scope 1	3496	3378	3472

Scope 2 GHG emissions – tCO ₂ eq ⁴	2021	2022	2023
Purchased electricity	886	1121	993
Total Scope 2	886	1121	993

Scope 1 and Scope 2 emissions – %



³ Source of the Scope 1 emission factors:

- Natural gas: Ecoinvent 3.10 – heat production, natural gas, at boiler condensing modulating <100kW | heat, central or small-scale, natural gas | Cutoff, U – IT
- Diesel: Diesel (vehicles) Ecoinvent 3.10 – diesel, burned in building machine | diesel, burned in building machine | Cutoff, U

⁴ Source of the Scope 2 emission factors:

- Electricity: Ecoinvent 3.10 – electricity, high voltage, production mix | electricity, high voltage | Cutoff, U.

GRI 302-3

Emissions avoided and efficiency indices

The installation of a photovoltaic system at Ecosistem had led to a significant reduction in CO₂ emissions by 2023. The self production of clean energy has enabled the company to decrease its dependence on fossil fuels, resulting in a **savings of 317 tonnes of CO₂**.

The environmental benefits also extend beyond the company: feeding the excess energy produced by the plant into the grid **has avoided an additional 39 tonnes of**

CO₂ emissions, actively contributing to the spread of clean and sustainable energy.

To assess Ecosistem's energy efficiency and environmental impact in more detail, energy intensity and emission indices were calculated. These indices provide a more complete view of the company's performance by relating energy consumption and CO₂ emissions to the amount of incoming waste.



By calculating these indices, Ecosistem is able to monitor and improve its environmental performance over time, identify-

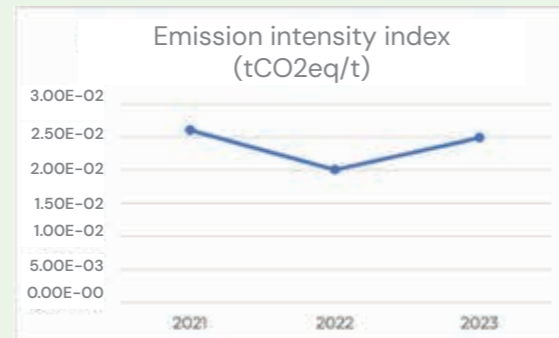
ing areas where energy consumption and CO₂ emissions can be further reduced.

Energy efficiency index	2021	2022	2023
Energy consumption (GJ)	71,053	66,937	62,523
Total volume of waste (t)	168,487	224,207	179,303
Energy intensity index (GJ/t)	4.22E-01	2.99E-01	3.49E-01

Emission intensity index	2021	2022	2023
Scope 1 and Scope 2 emissions (tCO ₂ eq)	4383	4499	4465
Total volume of waste (t)	168,487	224,207	179,303
Energy Intensity Index (tCO₂eq/t)	2.60E-02	2.01E-02	2.49E-02

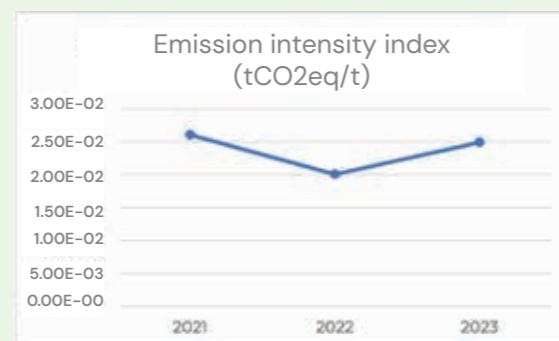
Energy intensity index:

This index indicates the average amount of energy consumed per unit of waste treated. A lower value indicates greater energy efficiency in the waste management process.



Emission intensity index:

This index measures the amount of carbon dioxide emissions generated per unit of waste treated. A lower value indicates a lower environmental impact in terms of greenhouse gas emissions.



Water resource management

Ecosistem adopts good water stewardship practices. All treatment plants that require water for the various washing and/or cooling processes are equipped with purification systems that enable its continuous reuse. Therefore, the company has purification plants for washing and regenerating plastic waste and for washing contaminated soil. The water consumed is therefore only

what is required to top up minimum levels in the various plant units following losses due to natural evaporation.

The water consumed by the company is divided into mains water and industrial water and the consumption is shown in the table below:

	2021	2022	2023
Mains water	3.0	3.4	2.5
Industrial water	14.9	15.4	14.0
Total water consumption in megalitres	17.9	18.8	16.5





Human resources and development of human capital

Ecosistem is committed to creating a fair, inclusive and socially responsible working environment. As a demonstration of this commitment, we have implemented a Social Performance Team, a monitoring body

composed equally of employee and management representatives, which promotes dialogue and collaboration to ensure the application of SA8000 standards.



GRI 2-7 | GRI 2-8 | GRI 2-30

Staff as a valuable asset

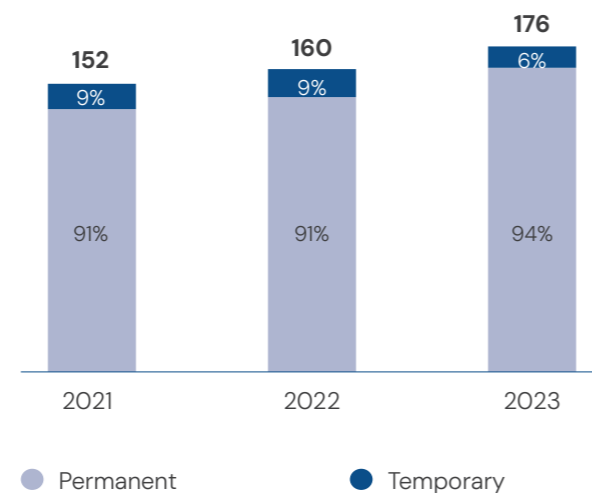
In 2023, we further strengthened our commitment to inclusiveness by embarking on a journey to achieve gender equality. We revised the company statute and adopted specific policies and initiatives to promote a working environment where everyone, regardless of gender, has equal opportunities.

The next step on this journey is to obtain UNI PdR 125:2022 certification, a milestone that will confirm our dedication to creating a corporate culture that values differences.

As of 31 December 2023, the company had **176 employees** with a **10% increase in staff** compared to last year (**160 in 2022**), all regularly contracted through the **CISAL Environmental Hygiene, Private Construction and Shipping and Freight Transport National Collective Bargaining Agreement**.

The staff consists of 9 women and 163 men. Ecosistem tries to build a stable and lasting relationship with employees, so that they can feel satisfied personally and professionally. This attitude is evidenced by the fact that the **majority of employees (94%) are employed on permanent contracts, and almost all (98%) are employed full-time**.

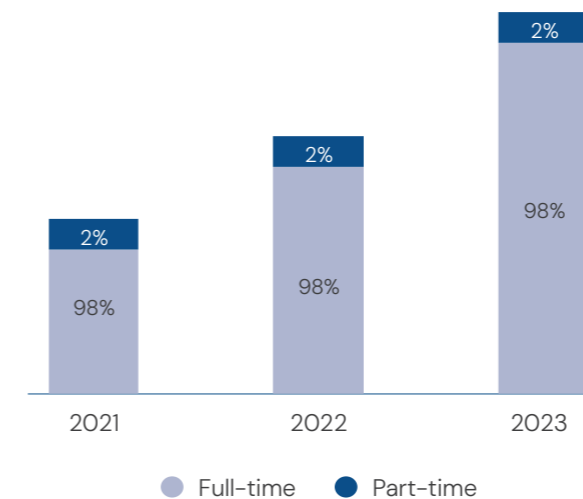
Contract stability



Part-time contracts are a possibility that the company reserves for employees to guarantee flexibility. In the reporting period, this concerned 2 women and 1 man.

Ecosistem aims to increase employment and develop local skills, which is why all of its employees come from the same territory where the production plants covered by this report are located: specifically, **100% of employees are from the Calabria Region**.

Forms of employment



With reference to the employment structure by professional figure, and consistent with the characteristics of the business model, factory workers prevail, representing 80% of the company population. The waste sector features a higher presence of men, while all women work in the office.

Employees by profession and gender

	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Office workers	8	22	30	8	22	30	9	26	35
Factory workers	0	122	122	0	130	130	0	141	141
Total	8	144	152	8	152	160	9	167	176

The following tables detail the composition of the workforce, as required by the GRI.

Employees by gender	2021	2022	2023
Female	8	8	9
Male	144	152	167
Total	152	160	176

Employees by type of contract and gender	2021	2022	2023
Permanent	139	145	165
Female	8	8	8
Male	131	137	157
Temporary	13	15	11
Female	-	-	1
Male	13	15	10
Total	152	160	176

Employees by form of employment and gender	2021	2022	2023
Full-time	149	157	173
Female	5	5	7
Male	144	152	166
Part-time	3	3	3
Female	3	3	2
Male	0	-	1
Total	152	160	176

The company guarantees equal opportunities to everyone wishing to join our team. In fact, as provided for by Italian Law 68/99, seven people in the workforce in 2023 belonged to the disadvantaged disabled categories and Articles 1 (compulsory employment of the disabled) and 18 (protected/disadvantaged category), two of whom are office workers and the other 5 are factory workers.



Development of employee skills



Ecosistem recognises that the long-term success of the company is closely tied to the growth and development of its employees. The company therefore places great emphasis on enhancing employee skills, investing in targeted training and promoting a working environment that encourages continuous learning.

Through a careful analysis of training needs and identifying areas for improvement, Ecosistem offers its employees concrete opportunities for professional growth. The training programmes are designed in collaboration with industry experts and range from specific technical skills to the soft skills that are essential for meeting the challenges of an ever-changing market.

The company firmly believes that investing in employee development not only increases people's satisfaction and sense of belonging, but also improves the organisation's overall performance. Competent and motivated personnel are able to face challenges more effectively, promote innovation and actively contribute to achieving company goals.

Ecosistem is committed to creating a stimulating working environment where employees feel valued and supported in their professional development. The company encourages its employees to share knowledge, collaborate between teams and assume responsibilities, thus creating the ideal conditions for developing each individual's skills and achieving their full potential.

In 2023, Ecosistem showed a strong commitment to employee training, organising no less than 64 courses. This initiative underlines the importance the company attaches to knowledge sharing and professional growth, creating a collaborative environment where everyone can actively contribute to collective success.

The wide array of courses ranges from soft skills relating to IT security, process digitisation, digital communication and collaboration, to business management and sustainability. In addition, the company also organised specific courses on sustainability, such as sustainable innovation, sustainable production, ecological packaging, waste management, renewable energy, impact finance and eco-driving. This variety of topics testifies to Ecosistem's multidisciplinary

approach to sustainability, which involves different areas of the company and promotes a corporate culture geared towards environmental and social responsibility.

In sum, investment in training is a fundamental pillar of Ecosistem's strategy to create a stimulating working environment and foster the development of employee skills, to the benefit of each individual and the company as a whole.



GRI 403-1 | GRI 403-2 | GRI 403-3 | GRI 403-4 | GRI 403-5 | GRI 403-8 | GRI 403-9 | GRI 403-10

Occupational health and safety: a top priority

Ensuring healthy and safe workplaces for all employees is a unique commitment for Ecosistem. The company has a management system certified in accordance with the **international UNI EN ISO 45001 standard**, showing the importance it places on occupational health and safety in relation to the company's production activities.

Ecosistem has established a **Health and Safety Committee** with a balanced membership of management and employee representatives. This committee is trained and regularly updated to ensure that its members have the necessary skills to actively engage in continuously improving health and safety in the workplace.

In accordance with the Consolidated Act (Italian Legislative Decree 81/2008 and subsequent amendments), the company verifies the technical and professional expertise of anyone working within the facilities and provides workers with detailed information on the specific risks in the working environment and on risk prevention and emergency measures. This is done through general and specific training sessions, as well as dissemination of the Risk Assessment Document at all company levels.

Investments in training mainly concern business-related risks. All employees and collaborators are trained upon employment in risk prevention and occupational safety, but also in the correct use of vehicles and machinery. In close connection with changes in relevant legislation, employees are periodically trained on the risks involved in handling treated waste.

In 2023, **1262 hours of training in health and safety** were provided, an increase of 8% over the previous year (1168 in 2021).



Type of training	2021		2022		2023	
	No. of training hours	No. of employees involved	No. of training hours	No. of employees involved	No. of training hours	No. of employees involved
Health and safety – general training	48	10	292	73	52	13
Health and safety – specific training	120	N/A	876	N/A	1210	72
Total	168	10	1168	73	1262	85

Ecosistem's commitment to ensuring safe workplaces is reflected above all in the practices provided to workers, who can report the presence of any hazards at work by anonymously submitting a questionnaire to protect and safeguard whistleblowers from retaliation. The company has therefore established a system of worker consultation and participation at all levels and in all company departments, supported by the company's various internal management systems.

The **Health and Safety Committee** has developed a consultation process to plan, implement and evaluate performance and actions to improve workers' health and safety. In addition, the Social Performance Team periodically involves and consults workers to propose solutions and measures to ensure the effectiveness of the system, the achievement of objectives and continuous improvement.

Occupational health service

In compliance with current regulations, we have appointed a company doctor who participated in developing the Risk Assessment Document. The company doctor conducts periodic medical examinations and workplace inspections, presenting the results at the annual meeting attended by the Workers' Safety Representative (WSR). All the competent doctor's activities are found within the Health Protocol and agreed on with the RPPS and employer considering the specific risks involved in all activities.

In 2023, there were five accidents at work, all caused by falls and slips, none of which were serious and/or fatal. No occupational diseases were recorded during the year.

Relationship with and development of the local community

Ecosistem is committed to building strong relationships with the community, investing in training, education, social inclusion and local development, considering these fundamental pillars of its business activities.

A concrete example of this commitment is the 'Open Doors' initiative, which has allowed more than 2,000 students since 2016 to visit Ecosistem's industrial facilities and learn about waste management and the circular economy. The company also participates in school-work programmes, offering young people the opportunity to gain practical experience in the industry.

Ecosistem actively supports local sports, promoting culture, inclusion and dialogue

with the region by organising workshops and seminars to spread knowledge on environmental protection and participating in conferences on the circular economy. It supports various projects, including **Ecosistem Lamezia Soccer**, an amateur sports association engaged in the series B five-a-side football league and the regional amateur championship, also includes the junior championship (under 19) and Panarrea Ecosistem Catanzaro.

The company also shows great concern for the health of its employees by organising blood drives and preventive campaigns in cooperation with (Italian Association of Voluntary Blood Donors).

It recently presented an innovative project to further improve the health and wellbeing of its workers. The initiative, also financed with public funds, aims to promote healthy lifestyles and create a healthier and more productive working environment through activities such as medical check-ups, physical activity and health monitoring.

#CONCILIAMO PALESTRA 2.0

This project, which was presented during a press conference attended by local authorities and company representatives, once again demonstrates Ecosistem's commitment to promoting all-round wellbeing, both inside and outside the company. Ecosistem thus stands as a virtuous example of corporate social responsibility, showing that investing in people and the region is a winning strategy for long-term business success.



Specifically, Ecosistem is committed to community wellbeing and it presented an innovative project in 2023 to improve the health and wellbeing of its employees. The initiative, supported by public funding, aims to promote healthy lifestyles and create a healthier and more productive working environment.

During the press conference, local authorities and company representatives emphasised the importance of this initiative, highlighting the expected benefits for both

the workers and the company itself. The project includes a series of activities to improve the physical and mental health of employees, including specialised medical examinations, gym activities, use of a dedicated web-based app and health monitoring of family members.

The multidisciplinary approach involving experts in various fields testifies to Ecosistem's commitment to promoting people's mental and physical wellbeing.

GRI 2-1 | GRI 2-2 | GRI 2-3

Methodological note

REPORTING BOUNDARY

Company name

Ecosistem S.r.l.

Type of ownership

Private

Legal form

Limited liability company

Location of registered office and operating sites

Registered office: Lamezia Terme (CZ)

This is the second Sustainability Report by Ecosistem S.r.l. (hereafter also 'Ecosistem' or 'the company'). The information in the report was collected and processed to provide an understanding of the Ecosistem's activities, performance, results and impact. The reporting boundary used in this report includes information on the activities carried out by: Ecosistem S.r.l.

Ecosistem's registered office and one of its operating sites are located in Lamezia Terme, in an area of over 120,000 m², 45,000 m² of which are covered. A nearby secondary site is dedicated to treating waste electrical and electronic equipment (WEEE), while a further operational site is located in Lenza-Viscardi.

The Sustainability Report was prepared on a voluntary basis and is not a consolidated nonfinancial disclosure (NFD). In fact, the company is not subject to Italian Legislative Decree no. 254 of 30 December 2016, under which, in implementation of Directive 2014/95/EU, preparation of an NFD is mandatory for public-interest entities exceeding certain quantitative thresholds.

The Sustainability Report was prepared by selecting the indicators contained in the GRI Sustainability Reporting Standards published by the Global Reporting Initiative (GRI), according to the 'Referenced' reporting option. The set of GRI indicators used for reporting purposes is set out in the GRI Content Index of this report.

A careful analysis of the activities carried out by the company, as well as the impacts generated, made it possible to select the performance indicators suitable for measuring the level of sustainability. At the same time, material issues for the company and the industry were analysed, as described in the section 'Materiality analysis'. This assessment, which forms part of the sustainability journey, involved top management whose members assessed the topics and consequently assigned a value based on two different aspects: the importance and priority of action for the company.

This assessment will be further developed and investigated in subsequent periods by conducting one or more stakeholder listening activities and reporting on the company's contribution to achieving the established objectives.

The general principles applied in preparing the Sustainability Report are established by the GRI Standards, namely: significance, inclusiveness, sustainability context, completeness, balance between positive and negative aspects, comparability, accuracy, timeliness, reliability, clarity.

The Sustainability Report is prepared annually. To enable the comparison of data over time and evaluate the company's business performance, qualitative and quantitative data for the 2021–2023 period are presented for comparative purposes.

The Sustainability Report is published on the company's official website: <https://www.ecosistem.it/>.

For further details on the information in this document, please contact the following email: info@ecosistem.it.

GRI content index and correlation table

GRI SUSTAINABILITY REPORTING STANDARD 2021		CHAPTER REFERENCES
2	GENERAL INFORMATION	
	ORGANISATION PROFILE	
2-1	Organisational details	A responsible business model: services
2-2	Entities included in the organisation's sustainability reporting	Methodological note
2-3	Reporting period, frequency and contact point	Methodological note
2-6	Activities, value chain and other business relationships	A responsible business model: services
2-7	Employees	Human resources and development of human capital
	STRATEGY	
2-22	Sustainable development strategy statement	Letter to stakeholders
	ETHICS AND INTEGRITY	
2-27	Compliance with laws and regulations	Anti-corruption measures and regulatory compliance
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Anti-corruption measures and regulatory compliance
	GOVERNANCE	
2-9	Governance structure and composition	Organisational structure
2-28	Membership associations	Membership in associations
	STAKEHOLDER ENGAGEMENT	
2-29	Approach to stakeholder engagement	Stakeholders and methods of involvement
2-30	Collective bargaining agreements	Human resources and development of human capital
	MATERIAL TOPICS	
3-1	Process to determine material topics	
	Internal materiality analysis	
3-2	List of material topics	Internal materiality analysis

GRI SUSTAINABILITY REPORTING STANDARD 2021		CHAPTER REFERENCES
GRI 200	ECONOMIC TOPICS	
201	ECONOMIC PERFORMANCE	
201-1	Direct economic value generated and distributed	Economic results and economic value generated and distributed
201-4	Financial assistance received from government	Economic results and economic value generated and distributed
GRI 300	ENVIRONMENTAL TOPICS	
302	ENERGY	
302-1	Energy consumption within the organization	Energy management
302-3	Energy intensity	Emissions avoided and efficiency indices
305	EMISSIONS	
305-1	305-1 Direct (Scope 1) GHG emissions	Greenhouse gas (GHG) emissions
305-2	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse gas (GHG) emissions
306	WASTE	
306-3	Waste generated	Waste management: the company's core business
GRI 400	SOCIAL TOPICS	
403	OCCUPATIONAL HEALTH AND SAFETY – 2018	
403-1	Occupational health and safety management system	Occupational health and safety: a top priority
403-2	Hazard identification, risk assessment and incident investigation	Occupational health and safety: a top priority
403-3	Occupational health services	Occupational health and safety: a top priority
403-4	Worker participation, consultation and communication on occupational health and safety	Occupational health and safety: a top priority
403-5	Worker training on occupational health and safety	Occupational health and safety: a top priority
403-8	Workers covered by an occupational health and safety management system	Occupational health and safety: a top priority
403-9	Work-related injuries	Occupational health and safety: a top priority
403-10	Work-related ill health	Occupational health and safety: a top priority





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