

CREDIBLE SUSTAINABILITY

Sustainability Report 2023





Enervit is an Italian company which, for seventy years, has been active in the sports and functional nutrition market. Between its headquarters in Milan and its two production plants in Erba and Zelbio, both in the province of Como, the company today employs 229 people who work daily to create, produce and sell high quality functional foods and supplements.

Enervit's second Sustainability Report confirms its continued commitment to integrating sustainability into the business, starting with reporting on results achieved on key issues for the company. Based on the most widely-used non-financial international reporting standards, this document was developed not only in anticipation of future sustainability information requirements, but also to allow our stakeholders to assess the commitments and results attained on environmental, economic and social issues important to Enervit.

SUMMARY

Energy for positive transition	4	Environmental commitment	46
2023 in brief	5	Today's Challenges	47
The Positive Nutrition Company	9	Our energy	48
About us	10	• <i>Production consumption: energy and emissions</i>	49
• <i>Enervit's values</i>	12	• <i>Erba Verde: a program to improve the environmental impact of factories</i>	51
• <i>Our Story</i>	13	Green and smart packaging	52
• <i>Brands and products</i>	14	• <i>Green packaging: less bulky and more sustainable</i>	52
Economic performance and value generated	16	• <i>Environmental labeling and product design: Enervit, beyond regulatory compliance</i>	53
Corporate Governance	17	• <i>Merchandising: green materials and collaboration</i>	53
Sustainability in Enervit	20	People, the local area and the community	54
• <i>Our key topics</i>	22	Today's Challenges	55
Positive and transparent innovation	24	Our Team	56
Today's Challenges	25	• <i>Our selection approach: passion for what we do</i>	59
Equipe Enervit, from research to "Positive Nutrition"	26	• <i>Performance: goals, growth and assessment</i>	61
• <i>Scientific research: focus on health and longevity</i>	29	• <i>Training: Supply Chain Academy</i>	62
• <i>Field research: working with athletes</i>	30	Employee wellbeing	64
• <i>Training and communication: a commitment to spreading scientific knowledge</i>	31	• <i>Occupational safety: increasing focus on employee health</i>	66
Innovation, Enervit style	33	Roots in the local area	68
Listening as part of innovation	35	• <i>Zelbio: in the heart of Pian del Tivano for 50 years</i>	68
• <i>Enervit C2:1 PRO: in the field with athletes and nutritionists</i>	35	• <i>Erba: a hub for innovation and economic growth</i>	68
• <i>Dialogue with consumers: events and digital channels</i>	36	• <i>Suppliers: together for responsible production</i>	69
Safe, quality products	38	• <i>Community: special initiatives and local associations</i>	72
• <i>Quality certification</i>	42	Methodological Note	74
Transparency is our strength	43	GRI Index	78
• <i>Claim management: from information on packaging to regulatory training</i>	44	General information	78
• <i>Collaborative activity: working together for nutritional quality</i>	45	Specific Disclosures	83

ENERGY FOR POSITIVE TRANSITION

[GRI 2-22]

Dear friends,

We are pleased to present Enervit's second Sustainability Report, which once again takes a concrete and tangible approach to documenting the evolution of our CSR journey, in keeping with our philosophy of Credible Sustainability.

This document gives an insight into the most recent updates to our activities as regards the three main areas on which we have focused: "Positive and Transparent Innovation", "Environment" and "People, the Local Area and the Community".

We remain committed to the challenge of seeking innovative solutions that improve people's quality of life through scientific research, raising awareness of what constitutes a healthy lifestyle and balanced diet, promoting physical activity and developing products that are always consistent with the company's principles.

It is a challenge that involves us all, a collective mission that everyone is required to actively contribute to by promoting responsible conduct.

In 2023, we made consistent and regular progress in projects launched in previous years, seeking to further initiatives undertaken to improve environmental sustainability throughout the production chain as effectively as possible, enhancing the social impact of our activities, and seeking to create lasting value for our team and the community.

We also launched a new project to develop a Strategic Plan with a medium- and long-term vision, which will see sustainability increasingly integrated into our business processes and goals. This plan will make our future path even more transparent and measurable.

We are excited to continue this journey together, confident that by joining forces we can help make a difference.

Sportive regards,
Pino e Alberto Sorbini

2023 IN BRIEF

**70
YEARS**

in the sports
and functional nutrition
market.

**7 BRAND
LINES**

Enervit, Gymline,
The Protein Deal,
Enervit Break, EnerZona,
Nientemeno,
Enervit Protein

**>25
COUNTRIES
SERVED**

by Enervit and
its products in 2023

**€ 85.4
MILLION**

in revenues, in 2023,
up 11.9% on 2022

**PROTEIN
DEAL**

nominated as Best Food
Product 2023 in the Snacks
and Appetizers category

**0
CASES**

of product health
and safety non-compliance

93%

of economic value
generated was distributed
throughout the value chain

100%

products with all-natural
flavorings

100%

products palm-oil free

69%

of products gluten-free,
including 100% of bars

**50%
OF SUPPLIERS**

operating in Lombardy

**2 SCIENTIFIC
STUDIES**

carried out
by Equipe Enervit in 2023

**5
industrial patents**

filed in the 2021-2023
three-year period

**100%
NEW PRODUCTS**

fully developed in-house

**56
PRODUCTS**

VeganOK-certified
in 2023

2023 IN BRIEF

29

ATHLETE TESTERS

involved in
Omega-3 C2:1 research

>100

PROFESSIONALS

including athletes
and sports teams followed
by Equipe Enervit

138

EVENTS

that we are involved in
throughout the world, with
over 600,000 participants

11

SEASONS

of the DeeJay Training
Center program, with over
3,800 requests received

10

ATHLETES

supported through
Enervit Scholarships
in the run-up to the
Olympics and Paralympics

109,000
ANALYSES

in-house and external
to assess product quality

998 t

OF MATERIALS

used for packaging
and packing, 51% of which
from recycling

420 kg of CO₂
SAVED

following installation
of solar shading at the
Erba plant

10

PRODUCT
CERTIFICATIONS

from food safety
to European organic
certification

0

INSTANCES

of non-compliance
concerning labeling
and marketing

37,512 GJ

of group direct
and indirect energy
consumption in 2023

2,582 tons
CO₂

carbon dioxide
emissions generated by
Group activities

2023 IN BRIEF

0.011 GJ

of energy consumed per kg
of manufactured product,
0.35 kg of CO₂ per kg

**30,000
kWh**

saved each year following
conversion of the lighting
system to LED

10

transferable skill
development courses
launched

**31
NEW HIRES**

in 2023, with a
turnover rate of 14%

**44%
WOMEN**

in the total Group corporate
population in 2023

**BEST
SERVICE**

award won by the Customer
Service team

**55
BIB NUMBERS**

used by the Endurance
Team in the 10 sports
events

94.5%

of employees with access
to the Welfare Fund

**391
TRAINING SESSIONS**

run by ENS
for professionals

+41%

increase in the number
of company employees
with permanent contracts
since 2015

**229
INDIVIDUALS**

in the Zelbio and Erba
plants and the Milan office

**141,000
PRODUCTS**

donated to the Food Bank
in the 2022-2023 period



THE ZELBIO PLANT, FOUNDED IN 1973

THE POSITIVE NUTRITION COMPANY

ABOUT US

Enervit, The Positive Nutrition Company, is an Italian company active in the sports and functional nutrition market for seventy years. Building on extensive in-house research, development and innovation, Enervit produces and sells foods and supplements for those who are health-conscious, practice sports and want to stay in shape, in Italy and around the world.

Enervit is committed to promoting a healthy and balanced lifestyle by seeking new nutrition solutions to support a positive diet and regular physical activity, including by working with professional athletes and studying the eating habits of populations that live better and longer.

Today, Enervit can rely on the contribution of **229 individuals** spread across its Zebio and Erba manufacturing plants in the province of Como, and its offices in Milan. To guarantee the efficacy and safety of its products, the company follows an **in-house approach**: from concept to experimentation, from production to marketing, every product is overseen in-house, using quality ingredients and advanced manufacturing processes. Built in 1973 at an altitude of 1,000 meters, and immersed in the natural beauty of Pian del Tivano (in the Como province), the **Zebio** production plant remains the base of the company's production activities. The 4.0 plant in **Erba**, which opened in 2015, is a center of excellence dedicated to innovation and technological research applied to gluten- and palm oil-free functional bars.



Sculpture by Alejandro Otero at the entrance of the Zebio plant



THE ERBA PLANT, FOUNDED IN 2015

ENERVIT'S VALUES

An Italian story: we were born in Italy, we invest in the local area and export our values abroad.

Field research and passion for innovation: we have grown alongside sports champions. We follow them in the field to understand their nutritional needs and we create innovative products for those who practice sports, those who are health-conscious and those who want to stay in shape.

Science in Nutrition: we have always been committed to and invest in research, communication and education. And we apply scientific knowledge in every one of our formulas.

Sporting spirit and team spirit: at Enervit, what makes us truly unique is the sporting spirit we apply to everything we do. A sporting spirit is positive energy that elevates us.

Respect for the consumer: anticipating trends and understanding consumer needs, it is our key to developing a long-term relationship built on trust. Because consumer well-being is the heart of our interest.

Motivation and performance: in sports and also daily life. With our products, we want to help everyone attain their highest place on the podium.

In-house and certified quality: from concept to experimentation, production and marketing, every product is overseen in-house. Our quality is certified: UNI EN ISO 9001, UNI EN ISO 14001, BRC, BIO, IFOS, FOS, MARIN TRUST, FSC, VEGANOK.

Experience and expertise: are the strength behind who we are and what we do.

Innovative technologies: we believe in innovation, so much so that we have created two high-tech state-of-the-art production facilities with gluten- and palm oil-free production lines.

Safety and selection of the ingredients: all of the highest quality, all certified and non-GMO. No compromises, ever.

Transparency and regulatory compliance: clarity regarding what we put in our products and in our communication.

Internationality: our experience and our expertise drive us to explore new markets, confident in the high quality of the products we offer.

Environmental sustainability: people like us who love sports, love nature. The challenge facing us in the coming years is to respect and promote the environment even more.

Social sustainability: people like us who love the sporting and team spirit, love people. Caring for their needs is, and will increasingly be, at the heart of our interest.



OUR STORY

Every experience an extraordinary adventure. And behind every adventure, the passion of a family with an eye to the future and their heart in the past.

1954

Dr. Paolo Sottilini founds **Also Laboratori S.a.s.** in Milan.



1971

The company wages on dietetic research and introduces **Tac**, Italy's first low-calorie sweetener.



1973

The famous **Giroclinica**, a medical and dietary assistance center, is placed at the disposal of cyclists in the **Giro d'Italia**.

In **Zelbio** (Como province) the company builds its **first plant**, still today the heart of **Enervit**'s production.




1976

Equipe Enervit, a team of doctors, researchers and technical specialists, is created to understand athletes' true nutritional needs.

Introducing **Enervit**, a line of products specially designed for those who



1982

Enervit Protein, the first medical replacement for those who want to lose weight, is a big success. Its slogan:



1984

In Mexico City, **Enervit** organizes **Francesco Moser's Hour Record**, an authentic work of art. This is the beginning of modern cycling.



1985

Enervit joins the who's who of Italian soccer by becoming Sport Nutrition Partner of **Juventus**.



1986

The Dead Sea. Discovering Cleopatra's **cosmetics workshop** and creating products with medicinal plants.



1986

At the side of **Reinhold Messner**, the first person to have climbed all 14 eight-thousanders, and without oxygen.



1990
1995

It is **Alberto Tomba's** Sport Nutrition Partner.



1995

Another legendary soccer team, **Milan**, puts itself in the hands of **Equipe Enervit**.



1996

Tibet. In search of the botanical secrets of populations that live longest at high altitudes.



Giro d'Italia 1973-2004
30 years of Giro d'Italia

2000

From a meeting with Barry Sears, inventor of the Zone Diet®, comes **EnerZona**, used throughout Europe to indicate products with a 40-30-30 ratio.



2002

Mauritus. Establishment of the **Also Enervit Research Center** to develop the extraction of policosanols in sugarcane.



2006

Okinawa. To study the lifestyles and eating habits of the world's fittest centenarians.



2008

The company changes its company name to **Enervit S.p.A.** and is listed on the Milan Stock Exchange.



2012

Cile. On a discovery of the polyphenols of the **maqui**, a special berry rich in antioxidant properties.



2014

Close collaborations begin with the great champion **Alex Zanardi** on the occasion of his first **IRONMAN®** in Kona (Hawaii).



2015

The new **4.0 plant**, an avant-garde center for the production of Enervit base, opens in Elba (Como).



2016

Production of the documentary **50 X Rio - Alex Zanardi**. This work of art wins the prestigious **"Premio TV del Moige"** Award.



2018
2020

Enervit is the Official Nutrition Partner of **IRONMAN®** in over 40 events a year in Europe.



2020
2021

Back to cycling with **UAE Team Emirates** and **Trek-Segafredo**. September 2020: Rogator wins the **Tour de France** two consecutive times.



2021

Enervit establishes itself as **The Positive Nutrition Company**, because positive nutrition is part of its DNA.



2022

The innovative **C2:1 PRO** product line is launched, dedicated to athletes who aim for maximum performance during endurance sports.



2023

The first **Sustainability Report** is published, on a voluntary basis, entitled "Credible Sustainability". A document that demonstrates the commitment to the most relevant environmental and social issues.



Giro d'Italia 1973-2004
30 years of Giro d'Italia

BRANDS AND PRODUCTS

Enervit offers a vast array of products that include dietary supplements, energy bars, sports drinks, energy gels, powders and capsules, meal replacements, snacks and 40-30-30 balanced products.

Enervit's lines are designed to offer a complete range of nutrition solutions for those who practice sports, those who want to stay in shape, those who are health-conscious and those who want to lose weight.

SPORT, FITNESS & ACTIVE NUTRITION



Enervit. The Enervit Sport line is the ideal solution for those seeking proper sports nutrition throughout the performance journey, from training to competition.

Gymline. Protein bars and supplements for those who practice functional training and intense training.

The Protein Deal. Protein-rich, low-sugar, and gluten- and palm oil-free snacks. The right balance between the benefits of protein and an extremely satisfying taste.

Enervit C2:1 PRO. The new line of energy products for athletes seeking to maximize their performance during endurance sports.

BALANCE & WELLNESS NUTRITION



EnerZona. Foods featuring a 40-30-30 balance of macronutrients and innovative Omega-3 and polyphenol supplements. Inspired by Barry Sears' Zone Diet.

Nientemeno. Gluten-free snacks specifically formulated for those with gluten intolerance, bearing the AIC crossed grain symbol. They are included on the National Register of Gluten-Free Foods.

DIET NUTRITION



Enervit Protein. A line of protein-rich products, always on hand to support women to achieve their fitness and health goals.



1976. STEVE MCKINNEY, FLYING KM WORLD RECORD

ECONOMIC PERFORMANCE AND VALUE GENERATED

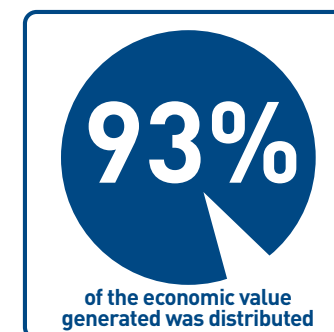
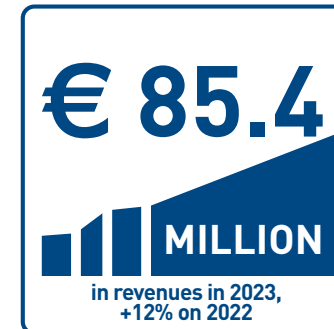
[GRI 201-1]

With a strong focus on growth and business development, the company invests in increasing production capacity and meeting the growing demand for innovative and high-quality nutrition solutions. **Enervit reported revenues of €85.4 million in 2023, up 12% on 2022.** Net profit was €4.2 million, in keeping with the previous year.

These figures demonstrate a positive growth trend involving all of Enervit's business areas. Specifically, **78.8% of revenues are attributable to activities conducted in Italy**, up 10.5% on 2022. **Revenues from overseas activities accounted for 11.5% of the total**, up 4.4% on the previous year.

The contract manufacturing channel, which represents 3.1% of revenues, grew by 11.8%, and the D2C channel, accounting for 6.6% of total revenues, showed an increase of 54.7% compared with 2022, driven by online sales.

In the context of a market still somewhat affected by instability arising from international geopolitical dynamics, 2023 saw **Enervit generate total economic value of €87 million, 93% of which was redistributed along its value chain** and, specifically, among its suppliers (72.9%), employees (16.19%), financial backers (0.4%), public administration (1.1%) and shareholders (2.7%).



GRI 201-1: Direct economic value generated and distributed¹

('000 €)	2021	2022	2023
Economic value generated (€)	65,052	77,820	87,006
Economic value distributed (€)	57,292	71,724	81,155
Operating costs (€)	42,710	54,375	63,431
Value distributed to employees (€)	13,832	13,996	14,083
Value distributed to financial backers (€)	328	310	390
Value distributed to the PA (€)	421	1,085	938
Value distributed to shareholders (€)	0	1,958	2,314
Economic value retained (€)	8,112	6,439	5,831

Synthesis of major data for the fiscal year as at December 31, 2023

('000 €)	2022	2023	% Variation
Revenues (€)	76,305	85,393	11.9%
EBITDA (€)	9,411	9,306	-1.12%
EBIT - Gross operating margin (€)	5,516	5,365	-
Net result (€)	4,165	4,208	-
NFP (€)	-95	-200	-

¹ Direct economic value generated and distributed refers to the overall economic impact on the environment and society of the production of the Enervit Group, starting from the Consolidated Financial Statement and gathered from its Income Statement.

CORPORATE GOVERNANCE

[GRI 2-9; 2-10; 2-11; 2-12; 2-13; 2-16; 2-18; 2-23; 2-24; 2-26]

The Group is comprised of the parent company **Enervit S.p.A.**, its subsidiaries **Equipe Enervit S.r.l.**, **Enervit Nutrition Ltd**, **Enervit Nutrition GmbH**, **Enervit Nutrition AS** and **Enervit Nutrition SL**, of which it owns **100%**. Enervit S.p.A. is a listed joint stock company, registered and domiciled in Italy, with a traditional administrative and control system that manages its activities through its Board of Directors and Board of Statutory Auditors.

The Board of Directors is the main governing body, responsible for guiding and approving the direction, vision, mission and values of Enervit, and developing corporate strategies and investment and development plans.

The BofD has a three-year mandate and is comprised of between a minimum of five and a maximum of eleven members.

The Chairperson of the BofD is also the CEO of the company and holds full powers of ordinary management. The members of the BofD were appointed by the Shareholders' Meeting on April 27, 2023 and will remain in office until the approval of the Financial Statements of Enervit S.p.A. as at December 31, 2025.

COMPOSITION OF THE BOARD OF DIRECTORS AS AT 12.31.2023

ALBERTO SORBINI Chairman of the BoD and CEO
EXECUTIVE - Mandate: April 2023 - December 2025 - M

GIUSEPPE SORBINI CEO
EXECUTIVE - Mandate: April 2023 - December 2025 - M

MAURIZIA SORBINI Executive Director
EXECUTIVE - Mandate: April 2023 - December 2025 - F

MARINA PETRONE Director
Mandate: April 2023 - December 2025 - F

MAURIZIO CEREDA Director
Mandate: April 2023 - December 2025 - M

CIRO PIERO CORNELLI Independent Director
Mandate: April 2023 - December 2025 - M

ROBERTA DI VIETO Independent Director
Mandate: April 2023 - December 2025 - F

CHIARA DORIGOTTI Independent Director
Mandate: April 2023 - December 2025 - F

MASSIMO PIOMBINI Independent Director
Mandate: April 2023 - December 2025 - M

YURI ZUGOLARO Independent Director
Mandate: April 2023 - December 2025 - M

CORPORATE GOVERNANCE

[GRI 2-9; 2-10; 2-11; 2-12; 2-13; 2-16; 2-18; 2-23; 2-24; 2-26]

The responsibility for monitoring the activities of the BofD lies with the **Board of Statutory Auditors**, which performs its activities independently. Comprised of five members (three statutory auditors and two alternate auditors), it is appointed by the Shareholders' Meeting and has a three-year mandate.

The Company adopts an Organization, Management and Control Model (Modello di Organizzazione, Gestione e Controllo - MOG under Italian Legislative Decree no. 231 of 2001) that contains the system of rules and principles of conduct aimed at ensuring compliance with applicable regulations, business transparency and responsible conduct. As an integral part of MOG 231, Enervit has adopted a Code of Ethics that sets out the principles of integrity, responsibility, transparency and privacy that guide the Group in its business activity, as well as the criteria of conduct for its activities and the rules of conduct toward the internal and external stakeholders with which Enervit interacts.

In keeping with the requirements set out in the MOG 231, the company has appointed a **Supervisory Body** ("SB") comprising 1 external member, responsible for supervising the application of and compliance with the Model. Any instances of non-compliance with the principles and values set out in the Code of Ethics can be reported to the Supervisory Body using the **whistleblowing channels** that facilitate flows of information while ensuring confidentiality.

Finally, the company has created a **Remuneration Committee** and a **Related-Party Transactions Committee** within the Board of Directors, appointing an Investor Relations Manager, and a Communications Manager and substitute, and adopting the respective procedures in compliance with the law.

BOARD OF STATUTORY AUDITORS

PIER PAOLO CARUSO Chairman - M

CLAUDIA COSTANZA Statutory Auditor- F

GIORGIO FERRARI Statutory Auditor - M

GIAN LUCA NIEDDU Alternate Auditor - M

MARIA STEFANIA SALA Alternate Auditor - F



CREDIBLE SUSTAINABILITY: IN 2023, ENERVIT PUBLISHED ITS FIRST VOLUNTARY SUSTAINABILITY REPORT

SUSTAINABILITY IN ENERVIT

In 2021, Enervit launched a process to integrate sustainability into its corporate activities, a process that involves concrete initiatives to make a sincere contribution to the sustainable transition.

The company has taken a solid and structured approach, which has guided every step of the way so far. Enervit's **Charter of Commitments** published in 2022,

and first voluntary Sustainability Report published in 2023, saw the company for the first time stating its ambition as regards contributing to the sustainable transition, setting out its willingness to improve the impact of its activities on relevant environmental, economic and social issues.

Drawing on this positioning, **Enervit has taken the first steps towards developing its Sustainability Plan**, comprising measurable goals built around the **material topics** and related strategic pillars – Environment, People and Community, Innovation and Transparency – and taking account of the most relevant **industry trends** in relation to which the company intends to act.

OUR KEY TOPICS

[GRI 3-1; 3-2]

For the first time in 2022, Enervit performed a materiality analysis to determine the environmental, economic and social topics that are priorities for the company, identifying the main positive and negative, current and potential, impacts generated in relation to the various activities throughout the value chain.

By means of a qualitative assessment of the scale, scope, irremediable character and likelihood of the identified impacts occurring, the company has developed a set of **10 material topics that underpin Enervit's non-financial reporting and guide its sustainability strategy over the coming years.**

The analysis was carried out in accordance with the **GRI Standard 2021** and the results obtained were shared, evaluated and approved by management and top management and confirmed in 2023. At a methodological level, the materiality analysis drew on the findings of an assessment carried out in 2021 in accordance with the **ISO 26000 Guideline**, an initial starting point that laid the groundwork for broader reflection on key topics, and laid the foundation for the actions that guide the sustainability strategy today.

Enervit is aware of regulatory developments at a European and national level and, as such, is committed to adapting its sustainability reporting processes to comply with future **Corporate Sustainability Reporting Directive (CSRD)** and **European Sustainability Reporting Standards (ESRS)** over a short period of time.



INNOVATION AND TRANSPARENCY

Accessibility of information about nutritional properties and product quality can transform innovation into education.

- 1. Promote Positive Nutrition** by supplying our consumers the tools required to select the products most adapted to their needs.
- 2. Consolidate collaborative activity** to promote transparency, scientific research, legal compliance and market dynamics.
- 3. Always assure the quality of our products**, guaranteeing safety through continuous research and reliance on internationally-recognized certifications.



ENVIRONMENT

People like us who love sports, love nature. There is an inseparable link between the wellbeing of the environment and that of those who choose Enervit.

- 1. Minimize resource consumption** across the production chain by promoting reuse of materials and energy.
- 2. Limit process-related emissions** through production and purchase of electrical energy from renewable sources to contribute to mitigating the effects of climate change.
- 3. Research sustainable packaging and packing solutions**, from innovation in the materials used to design of the end product.



PEOPLE AND THE COMMUNITY

Thanks to their knowledge, skills and expertise, our people are one of the essential ingredients of Enervit's competitiveness.








- 1. Nourish the wellbeing of our people** by promoting work-life balance, consolidating trust to create a work environment that is increasingly serene, positive and efficient.
- 2. Promote social development in the areas in which we operate**, by strengthening the community and supporting associations.
- 3. Guarantee the safeguarding of human rights and job quality** throughout our supply chain.

The key topics

- 1 Safe and high-quality products
- 2 Scientific research and Positive Nutrition
- 3 Product innovation and development
- 4 Green energy and energy efficiency
- 5 Green and smart packaging
- 6 Orientation toward consumer evolution
- 7 New generations and attraction of talent
- 8 Roots in the local area and value for the community
- 9 Health and wellbeing of our people
- 10 Responsible marketing and fair competition
- 11 Selection of eco-sustainable ingredients
- 12 Product traceability
- 13 Skills and professional development
- 14 Circularity and waste reduction
- 15 Cybersecurity and data protection
- 16 Diversity and inclusion
- 17 Safeguarding human rights along the supply chain
- 18 Water protection
- 19 Green and efficient logistics

IMPACT

THE VALUE CHAIN

							
HIGH			●	●	●	●	●
	●					●	●
	●		●	●		●	●
			●	●			
				●	●	●	●
						●	●
	●		●	●	●		
			●	●			
	●		●	●	●		
				●	●	●	●
MEDIUM		●					
		●	●			●	●
	●		●	●	●		
		●	●	●			
LOW	●		●	●	●	●	
			●	●	●		
		●					
			●				
				●		●	

KEY



Research
and development



Procurement



Production



Packaging
and shipping



Quality
control



Distribution
and marketing



Consumption



GEL PRODUCTION IN THE ZELBIO PLANT

3 GOOD HEALTH
AND WELL-BEING



8 DECENT WORK AND
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



17 PARTNERSHIPS
FOR THE GOALS



POSITIVE AND TRANSPARENT INNOVATION

TODAY'S CHALLENGES

NUTRITION AND HEALTH: RESEARCH AND TRANSPARENCY PRIORITIES FOR BUSINESSES

The global increase in chronic diseases linked to poor diet and low levels of physical activity is leading to progressive health-consciousness among consumers. Currently in Europe, 59% of adults are overweight or obese, increasing the risk of diabetes, high blood pressure and heart disease². 36% of Italians regard health and wellbeing as a top priority for which they are willing to change their daily behaviors³, and eating and sports habits in particular.

Lack of physical activity is a widespread problem throughout Europe, with more than 45% of the population engaging in no physical activity at all and only 38% exercising once a week⁴. Italy ranks 4th on the OECD list of countries with the highest number of sedentary adults, at 44.8% of the population, and at the bottom of the table for sedentary children who do not get sufficient physical activity, at 94.5% of the population between 11 and 15 years of age⁵.

In this context, it is increasingly important to promote healthy lifestyles based on scientifically proven principles and habits. The food research sector, focusing on positive nutrition, has produced significant results, with over 11,400 scientific articles published worldwide in 2023⁶. However, practical application is equally important.

Despite ranking 5th in Europe in terms of inventive capacity⁷, Italy invests less in research and development than elsewhere. Specifically, it ranks 18th among EU countries⁸ for investment, despite the fact that 32% of managers in the Food&Beverage sector recognize the need for greater investment in new food technologies to ensure the success of their businesses⁹.

Growing consumer interest in health is driving agrifood businesses to provide increasingly clear and transparent information on their products. Although 88% of Italians say they read label information carefully, many consumers cannot identify products that are actually beneficial to health, and many companies use marketing strategies that provide misleading, unclear or incomplete nutritional information, while also promoting unhealthy products¹⁰.

Misleading information is not limited to nutritional details: in 2022, there were more than 5,000 alleged incidents of misleading sustainability information worldwide¹¹. In response to this issue, the European Parliament introduced a Greenwashing Directive on January 17, 2024, which bans the use of misleading environmental claims and aims to make product labeling increasingly transparent and clear¹².

45%

of the European population does not engage in any physical activity
(European Commission, 2022)

#18

Italy's ranking in Europe for investments in research and development
(The European House - Ambrosetti, 2023)

>5,000

alleged incidents of misleading sustainability information globally in 2022
(RepRisk ESG Data Science, 2023)

² WHO European Regional Obesity Report 2022

³ Ufficio Studi Coop and Nomisma, "What's next?" Consumer survey, 2022

⁴ European Commission, Special Eurobarometer 525 – Sport and Physical Activity, 2022

⁵ The European House – Ambrosetti elaboration of OECD data, 2023

⁶ Google Scholar, 2024

⁷ Unioncamere, 2023

⁸ The European House - Ambrosetti, Innosystem Index, 2023

⁹ Ufficio Studi Coop-Nomisma "Multiple Future 2024", Executive Survey, 2024

¹⁰ Altro Consumo, *Etichette alimentari: poco leggibili e con slogan salutistici che influenzano molto le scelte di acquisto*, 2023

¹¹ RepRisk ESG Data Science, 2023

¹² European Commission, 2024

EQUIPE ENERVIT, FROM RESEARCH TO "POSITIVE NUTRITION"



Positive Nutrition has always been the essence of Enervit, an approach to nutrition focused on people who are healthy and offering solutions that make it possible to live better and longer.

Established in 1976, Equipe Enervit is made up of nutrition and sports experts comprising in-house professionals and external collaborators, who work in synergy with the company's Research and Development department to create new, innovative products to offer on the market. Equipe Enervit is guided in its activities by the **goal of understanding the needs of athletes and promoting the positive relationship between nutrition and sports nutrition in a scientifically sound manner.**

With the support of an interdisciplinary team of doctors, researchers, nutritionists and biologists, Equipe Enervit combines scientific research in the laboratory with tests and trials in the field, working and engaging directly with athletes, national and international teams, and Olympic and Paralympic champions, to develop solutions to their specific needs.

Equipe Enervit produces **studies and research** into sports nutrition, organizes **scientific training and education events** for conferences and specialist courses, is involved in **communications activities** to spread scientific findings involving nutrition and sports nutrition and, last but not least, provides **technical/scientific support to professional athletes.**



Members of Equipe Enervit at work in 2023

POSITIVE NUTRITION

Positive Nutrition is an approach to nutrition that advocates choosing the best foods for the body, promoting a positive relationship between food and lifestyle. Developed by the international scientific community, the term resonates with the Sorbini family, who have adopted it over time. It encapsulates a principle that has guided the company since 1984 with "*La salute nell'alimentazione*", followed by "*Nutrition for Active People*" in 1995, "*Science in Nutrition*" in 2028, and "*The Positive Nutrition Company*" since 2021.

A story rooted in scientific research carried out in the so-called "**blue zones**", the regions of the world with the highest concentration of healthy centenarians, where a diet rich in **antioxidants, Omega-3 and plant proteins** prevails. It was here that Enervit carried out its initial field research: Tibet in 1994, the island of Okinawa in Japan in 2006 and Chile in 2012. Through study of the antioxidant properties of foods and anti-inflammatory solutions to combat cellular aging, **Enervit applies a number of principles on which the dietary habits of these populations are based in conceiving and developing its own products.**

Members of Equipe Enervit

ELENA CASIRAGHI

With a master's degree in sports science and PhD in sports nutrition, she has combined sports-related scientific research with her professional sports career, having first competed in rowing and then in the triathlon. She currently teaches Training Theory and Methodology at Pavia University. She is a member of Equipe Enervit in the areas of research and scientific information, specialized in physical training and sports nutrition.

FRANCESCO CHIAPPERO

With a degree in physical education and sports science, he is the founder and coordinator of ReAction, a group that offers services in the areas of rehabilitation, athletic training and functional assessment for sportspeople and others. A collaborator with Equipe Enervit since 2014, he has worked with a number of professional athletes, including Alex Zanardi.

SERENA MARTEGANI

With a degree in medicine and surgery, specialized in sports medicine, at the "Casa di cura privata le Terrazze" sports clinic in Varese, she is involved in safeguarding the health of competitive and non-competitive athletes by prescribing physical exercise and sports therapy in the prevention and treatment of cardiovascular risk factors. She oversees the training and diets of professional and amateur sportspeople. Sessional Lecturer in Physiology applied to Sport and Science of Sports Nutrition, Faculty of Sports Science, University of Insubria.

LUCA MONDAZZI

Surgeon, specialized in food science and gastroenterology, he is the director of the nutrition services of Sport Service Mapei. He collaborated in a number of studies and has worked for numerous professional sports clubs and professional athletes, including Sofia Goggia, Jannik Sinner, Nadia Battocletti, Cadel Evans, Elisa Longo Borghini, Pietro Arese, Italian Triathlon Federation, F.C. Internazionale Milano, U.S. Sassuolo, Atalanta Bergamasca Calcio, U.C. Sampdoria and Udinese Calcio.

RICCARDO PINA

With a degree in pharmaceutical chemistry and technology, he is the CEO of Equipe Enervit Srl and Enervit Nutrition AS, as well as managing director of Industry and Innovation for Enervit S.p.A. He is a regular speaker at national and international science conferences and ECM courses. With Barry Sears (biochemist and creator of the Zone Diet), he is co-author of a number of essays on the Zone Diet.

PAOLO PETRONI

With a degree in organic chemistry, he is the director of Research and Development and Regulatory Affairs for Enervit. He has been active for over two decades in the sector as an expert in new product development (NPD), sector regulations and the interaction between these two areas.

STEFANO RIGHETTI

Surgeon and cardiologist at the Ospedale S. Gerardo in Monza, he combines his experience as a former athlete and marathoner with research and advanced medical techniques. He specializes in interventional cardiology and sports cardiology. Currently, he oversees the athletes of the Italian Athletics Federation (FIDAL - Federazione Italiana di Atletica Leggera) and the Italian Junior Cross-Country Ski Team.

GIOVANNI SCAPAGNINI

Neurologist, expert in brain aging mechanisms, he is a leading expert in longevity and diet and promoter of nutraceuticals. He is professor of clinical nutrition at Molise University and collaborates with Harvard University.



1996. PAOLO SORBINI AND GIOVANNI SCAPAGNINI IN TIBET

Scientific research: focus on health and longevity

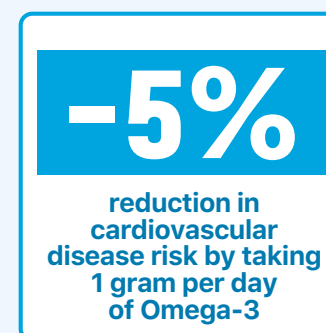
Over the years, Equipe Enervit professionals have contributed to the publication of several articles and scientific research that support the theories proposed on the topic of positive nutrition. Equipe Enervit collaborates with research centers, hospitals and academic institutes, including the University of Molise, the University of Insubria and the University of Pavia, as well as foundations that promote scientific research, such as the Inflammation Research Foundation.

In recent years, research activity has focused primarily on the study of the benefits Omega-3 fatty acids can have on health and longevity. A pair of studies titled *"Indice Omega-3 e rapporto AA/EPA come biomarcatori di infortuni legati alla corsa: un'analisi empirica su atleti amatoriali"* [Omega-3 index and AA:EPA ratio as biomarkers of running-related injuries: an empirical analysis on amateur athletes] and *"Colpire l'asse NRF2-KEAP1 con gli acidi grassi Omega-3 e i loro derivati: opportunità emergenti contro l'invecchiamento e le malattie"* [Targeting the NRF2-KEAP1 axis with Omega-3 fatty acids and their derivatives: emerging opportunities against aging and disease] demonstrated the importance of these fundamental "essential" fatty acids that cannot be produced independently by the body.

Research by Equipe Enervit has found that **1 gram a day of Omega-3 reduces the risk of cardiovascular disease by 5%.**

In 2023, Equipe Enervit concluded its research into the use of 3 microalgae – spirulina, chlorella and tetraselmis – in innovative, safe and healthy foods. The research, conducted in the context of the ProFuture Project, a European-funded initiative launched in 2019, led to the development of two products, the **Profuture Bar with Spirulina** and **Profuture Shake with Chlorella**. The research aimed to explore the potential uses of plant proteins as an alternative to animal proteins, promoting the development of high-protein products of plant origin. The trial stage involved the Profuture Shake being tested and assessed with the involvement of nearly 700 consumers in Spain, Germany and France.

Moreover, in 2023 Enervit launched an Omega-3 C2:1 research project on lipidomic changes before and after endurance exertion and its associations with carbohydrate intake. Specifically, the study investigated the potential effect of carbohydrate intake via C2:1 PRO line products on changes to inflammatory markers, Omega-3 and Omega-6. The research involved a field trial, with 29 athletes participating in 3 sessions. An analysis of the results of the trial is planned for 2024, followed by preparation and publication of the article.



FIELD RESEARCH: WORKING WITH ATHLETES

In 2023, the Equipe Enervit scientific and technical team worked with 15 sports teams and 34 athletes, totaling more than 100 professionals, closely monitoring their nutritional approach and supplement use, applying the scientific knowledge gained to best support their performance.

>100
PROFESSIONAL
ATHLETES
and sports teams
followed by Equipe

The major teams followed by Equipe Enervit

Basket Federation of Montenegro - male and female athletes representing Montenegro in international basketball competitions
Benetton Rugby - rugby club of the city of Treviso
Centro Piatti - tennis club located in the province of Imperia
CNSAS - National Alpine and Speleological Rescue Corps
Federazione Ciclistica Svedese - national federation representing Sweden in international competitions
LUBE Volley - men's volleyball club owned by the LUBE Group
Monza Calcio - professional football club in Monza, Italy
Nazionale Italiana di Ciclismo - male and female cyclists who represent Italy in international competitions
PEWAG RACING TEAM - professional triathlon team
Team EmiliaRomagna U23 - Emilia-Romagna's regional youth team
Team Engcon - Swedish cross-country skiing team
Team Lidl-Trek - US men's road cycling team
Team Ramudden - Swedish cross-country skiing team
UAE Emirates Team - UAE men's road cycling team
Valencia Basket - basketball club in Valencia, Spain
Virtus Bologna Basket - basketball club in Bologna, Italy

The major athletes followed by Equipe Enervit

Alba De Silvestro. Mountaineer	Joan Pedreo. Cyclist and motorcyclist
Chiara Ciuffini. Cyclist	Laura Pirovano. Skier
Daniel Fontana. Triathlete	Lorena Rufo. Padel player
Davide Cappello. Cyclist	Martina Berta. Cyclist
Davide Rivero. Trail runner	Michele Boscacci. Ski mountaineer
Eleonora Anna Giorgi. Walker	Nicolò Martinenghi. Swimmer
Elisa Balsamo. Cyclist	Nuria Rodríguez. Padel player
Elisa Longo Borghini. Cyclist	Pol Hernandez. Padel player
Emiliano Lauzi. Snowboarder	Riccardo De Tollis. Wakeboarder
Federico Pellegrino. Cross-country skier	Ruggero Tita. Sailor
Francesca Baroni. Cyclist	Sara Cortinovis. Cyclist
Franco Collè. Trail runner	Sara Galimberti. Runner
Gaia Tormena. Cyclist	Tadej Pogačar. Cyclist
Giovanna Epis. Marathoner and middle-distance runner	Virginia Riera. Padel player
Hector Català. Triathlete	
Hervè Barmasse. Mountaineer	
Hugo García. Padel player	

TRAINING AND COMMUNICATION: A COMMITMENT TO SPREADING SCIENTIFIC KNOWLEDGE

Equipe Enervit engages in technical and scientific training and education by organizing conferences and training initiatives for physicians, pharmacists and professionals in the field, as well as by actively participating in events and conferences organized by others. Events attended by Equipe Enervit in 2023 include:

- the **SINSeB** (Italian Society of Nutrition, Sport and Wellness) **conference**, where a member of Equipe Enervit presented a paper titled *"Nutrizione negli sport di endurance e vantaggi dell'utilizzo della nuova C2:1"* (Nutrition in endurance sports and benefits of using the new C2:1). In addition, some members of Equipe Enervit participated as trainers in 2 Master-classes organized by SINSeB titled *"Sport nutrition, Nutraceuticals training and Sports Medicine in endurance athletes"* meeting more than 100 professionals in each edition;
- the **National Congress "Nutrition for Human and Planetary Care"**, organized at the Marche Polytechnic University, in which some members of Equipe Enervit participated as speakers and moderators.

Various information and communication activities have been designed to spread the basic principles related to positive nutrition. **In 2023, Equipe Enervit developed an Editorial Plan of in-depth content on the benefits of proper sports nutrition and supplementation.** The Plan involved publishing 10 pieces of topic-based content per month on Enervit Sport's social media channels between October 2023 and June 2024. Topics range from the importance of carbohydrate intake during prolonged sports activity, to an in-depth look at the 2:1 glucose:fructose ratio. Moreover, the **Newsletter Zone Academy** initiative continued during the year, designed to disseminate the most interesting nutrition-related scientific publications and the main technical/scientific conferences in this sector.

ENS: Equipe Enervit complementary training

The training activities organized by Equipe Enervit are accompanied and complemented by those provided by the **Enervit Nutrition Specialist (ENS)**, a team of **nutrition biologists, and technical and scientific sales representatives, to support the sales network.**

In particular, the ENS is engaged in:

- **medical information sessions** aimed at pharmacists and physicians;
- **training for pharmacists on the scientific principles behind the products;**
- **organizing seminars** for the pharmaceutical world on sports nutrition and supplementation;
- **organizing one-to-one sessions** between nutritionists and customers of participating pharmacies.

In 2023, the ENS team was involved in **23 educational activities** aimed at consumers, and organized **391 training sessions** aimed at professionals, 102 of which were dedicated to sports.



ENERZONA OMEGA 3 RX

INNOVATION, ENERVIT STYLE

[GRI 2-11; 416-1; 416-2]

At Enervit, the innovation and development process for each product is performed in-house, from concept to experimentation, production to marketing.

Market research, scientific discoveries and regulatory developments are the pillars on which Enervit bases the design and development of new products. Interpreting the competitive scenario allows it to seize opportunities in the industry, by tailoring the development of new products to meet **consumer preferences**. **Scientific progress** in nutrition drives Enervit to create products that are increasingly more functional, healthier and with enhanced nutritional value. Finally, **regulatory pressure** drives the company to re-examine products already on the market to refine their formulas.

As part of this process, **Equipe Enervit drives innovation**, as the scientific findings of the studies can be directly applied to developing new products, while also serving as a **validation tool**, as the technical findings from the R&D activities become the subject of scientific analysis.

Once the main product characteristics (ingredients, formula, flavor, technology and costs) have been determined, the development phase in the laboratory can begin. Enervit prepares a small-scale prototype, which is tested to ensure it meets all pre-set quality and safety criteria. It is then tested for large-scale production, to assess the technical and economic viability of the process in terms of speed, product quality and packaging testing. Once it has been deemed satisfactory, the prototype is further examined and when it has passed the compliance tests, it is launched on the market.

To maintain its competitiveness, Enervit protects its corporate know-how with 5 patents filed in the 2021-2023 three-year period.

100%

OF NEW PRODUCTS

fully developed
in-house

5

PATENTS

filed in the 2021-2023
three-year period



ENERVIT C2:1 PRO, A LINE DEVELOPED WITH UAE TEAM EMIRATES CHAMPIONS

LISTENING AS PART OF INNOVATION

Enervit products are the result of a deep listening activity, from field research with sportsmen to different communication channels to be always in touch with consumers.

ENERVIT C2:1 PRO: IN THE FIELD WITH ATHLETES AND NUTRITIONISTS

Enervit follows athletes into the field to design and develop new scientifically-tested products in order to meet their sports nutrition needs and maximize sport performance.

A tangible example of this collaboration is the **C2:1 PRO product line**, designed in 2022 and introduced into the market in 2023 with **7 highly technical products**. Designed to meet the specific needs of endurance athletes and those wishing to maintain high physical performance levels during prolonged activities, C2:1 PRO is characterized by an innovative carbohydrate mix with a patented formula. **Development of the line involved close collaboration between medical experts and nutritionists from professional teams**, with the products tested directly in the field by elite athletes, including cyclists from the UAE Emirates and Lidl-Trek teams, the Italian national cycling team, mountaineer Hervé Barmasse and trail runner Franco Collè. This meticulous approach resulted in the creation of **three patented formulas** and a product line that offers consumers high-quality solutions, that can satisfy the expectations of the most demanding athletes.



100+

ATHLETE TESTERS

who, over 12 months, collaborated to develop the 7 products of the C2:1 PRO line



DIALOGUE WITH CONSUMERS: EVENTS AND DIGITAL CHANNELS

Enervit is constantly on the look-out for a proactive dialogue with its consumers, both through a presence at sports events and the use of digital communication channels.

In recent years, Enervit sponsored **138 events throughout the world, 47 of which in Italy, with a total of 600,000 registered participants**. Enervit representatives attend these events in person, to gather athletes' experiences and get direct feedback on specific products and requirements. Again this year, during major events such as the Maratona Dles Dolomites-Enel, the Nove Colli bike race and the Firenze Marathon, Enervit published reports that summarize sales statistics and feedback from athletes to monitor the listening trends with athletes.

To ensure effective and prompt customer support, Enervit has two main customer service channels: a dedicated form on its website and an e-mail address support@enervit.com. **All inquiries are processed by 11 am each work day to enable a response within 24 hours**, to guarantee rapid and efficient handling. In 2023, Enervit's customer service handled a total of more than **17,000 requests** from users.

Enervit was among the winners of the Italy's Best Customer Service 2023/2024 award. Certified by Corriere della Sera and Statista, the award is based on a survey of consumers that covers several criteria such as communication, customer orientation, variety of service and professional competence.

138

EVENTS

sponsored throughout the world, with over 600,000 participants

DEEJAY TRAINING CENTER

For the last eleven seasons, the DeeJay Training Center program has been broadcast every Sunday at noon on Radio DeeJay. It has become a must for those who practice sports, and offers information and useful advice about improving athletic performance and enjoying a healthy, active lifestyle.

The program, which talks about sport in an accessible, main stream way, responds to listener questions about sports nutrition. **With an average of 20 questions per episode, Enervit has responded to over 3,800 inquiries from sports enthusiasts.** Its commitment to providing an outlet for questions and the needs of listeners is also clear in the invitation of numerous Enervit spokespeople to take part in the program. Over the years, they have contributed to providing the most complete and in-depth answers possible about diet and how to prepare for sport events.



Research & Development Center

ERBA, THE RESEARCH AND DEVELOPMENT CENTER

SAFE, QUALITY PRODUCTS

Ensuring a range of safe, high-quality products is fundamental for creating and maintaining a relationship with clients and consumers that is built on trust, and assuring long-term business growth. Enervit applies scrupulous control standards aimed at continuously monitoring the quality of the ingredients purchased, the finished products and every phase of the production process, from purchasing to distribution, in full compliance with existing laws and regulations.

By 2023, 97% of ingredient suppliers, 88% of finished product suppliers and 100% of product processing sites—including the Erba and Zelbio plants—had been certified by a third-party body in compliance with international food safety standards.

To ensure food quality and safety, the company has used an internal traceability system since 2014, which allows items to be monitored at each stage of production, as well as for each finished product, accurately tracing the ingredients used. At the time of ingredient, semi-finished product or finished good intake, each item is identified by reading a barcode used by the supplier to track the product.

This barcode is linked to an internal code in the company's administrative software system, used to monitor the ingredient at subsequent stages. At a later stage, the code is associated with an identifier assigned to the semi-finished product and the finished product. At each production stage—weighing the ingredients, preparing semi-finished products, production and packaging—items are labeled using a unique identification code.

In 2023, Enervit performed a total of 109,000 analyses, both internal and external, to assess the quality of ingredients, semi-finished products, finished products and the production process in the company's factories and laboratories. The analyses were performed on all product categories to mitigate any type of safety risk due to potential contamination, both internal and external. 78% of the controls monitored the production process to guarantee the absence of foreign matter and packaging integrity, as well as to verify the sanitation conditions of the factories.

19% of the controls were carried out in in-house laboratories to perform the chemical and microbiological analyses required to guarantee product quality and, finally, 3% of the controls were entrusted to independent external laboratories to verify the nutritional properties of the finished products.

Assessment of product and process quality allows for identification of any cases of non-compliance and adoption of the measures required to manage them. Thanks to the overseeing of product quality and monitoring of its productive activities, **in 2023, Enervit did not detect any significant cases of non-compliance.**

109,000
**PRODUCT QUALITY
 AND SAFETY ANALYSES**
 performed in 2023

Quality and safety controls carried out by Enervit's laboratory

CONTROLS PERFORMED	2022		2023	
Production process	77,600	75%	85,000	78%
In-house laboratory analysis	22,600	22%	21,000	19%
External laboratory analysis	2,800	3%	3,000	3%
Total	103,000	100%	109,000	100%



GRI 416-1: Assessment of the health and safety impacts of product and service categories

ASSESSMENT OF HEALTH AND SAFETY IMPACTS	2021	2022	2023
Product categories for which health and safety impacts are assessed	19	20	20
Total product categories	19	20	20
Product share for which health and safety impacts are assessed	100%	100%	100%

GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services

INCIDENTS OF NON-COMPLIANCE (no.)	2021	2022	2023
Incidents of non-compliance with regulations that require a fine or sanction	0	0	0
Incidents of non-compliance with regulations that require a warning	0	0	0
Incidents of non-compliance with self-regulatory codes	0	0	0
Total	0	0	0

Assessment of product and process quality allows for identification of any cases of non-compliance and adoption of the measures required to manage them. Thanks to the overseeing of product quality and monitoring of its productive activities, **in 2023, Enervit did not detect any significant cases of non-compliance.**

SAFE, QUALITY PRODUCTS

In this context, Enervit has adopted the **Integrated Quality, Environment and Safety Policy** to oversee proper performance of all business processes. Quality Assurance, which includes procedures associated with food safety controls, involves establishing the organizational responsibilities and operating principles for laboratory activity, performing analyses, handling production lots and managing corrective action for cases of non-compliance.

The primary instrument for food safety control is HACCP (Hazard Analysis and Critical Control Points), the most widely-used international standard. This prevention system helps identify, assess and control hazards throughout the food production process, ensuring food safety and compliance throughout the production process, from manufacturing to sale.

In 2023, prevention and control activities resulted in the absence of significant cases of non-compliance.

Starting from a measurement system based on a series of measurable indicators, the company now sets certain quantitative targets to orient Enervit's activity involving food safety and quality.

2025 goals and results for the quality and safety management system

GOALS	KPI	2023 GOAL	2023 RESULT	2024 GOAL
Implement the QA management system for continuous improvement	Relationship between the number of improvement activities concluded within the set time frame and the number of activities planned	>80%	89%	90%
Obtain the best product safety results by improving processes, people, procedures and technologies	Relationship between the costs for management of any cases of non-compliance related to food safety and revenues	0%	0%	0%
Maintain food quality, environment and safety certifications to guarantee the highest levels of product excellence	Relationship between the number of confirmed certifications and the number of planned certifications	100%	100%	100%

SCELTO
**MIGLIOR
PRODOTTO**
FOOD
— 2023 —

THE PROTEIN DEAL BEST FOOD PRODUCT 2023

Enervit's The Protein Deal was named Best Food Product 2023 in the "Snacks and Appetizers" category, following a survey conducted by FOOD involving more than 1,700 purchasing managers and covering aspects such as the taste, quality, sustainability and innovative content of products.

ENERVIT
THE PROTEIN DEAL

High protein
low sugar

**MAKE
NUTRITION**

ENERVIT
THE PROTEIN DEAL
20g protein
low sugar 0.2g
gluten free corn oil

**GUSTOSA
AGAIN!**

#SnackingFreedom

IGPDcaux

Quality certification

Enervit can claim numerous certifications that attest to the value of the quality and safety of its products, the result of meticulous, controlled processes.



British Retail Consortium (BRC) - Both the Zelbio and Erba factories have received Global Standard for Food Safety (BRC) certification. This is one of the leading international food safety standards and is recognized by the Global Food Safety Initiative (GFSI) whose main objective is to reinforce and promote food security along the entire supply chain.



ISO 14001 - The international standard of reference that provides guidelines for the creation of an environmental management system. The standard involves the attainment of environmental performance levels, fulfillment of compliance requirements and attainment of goals.

ISO 9001 - The international standard of reference that defines the requisites for quality management in corporate processes in order to guarantee customer satisfaction with the quality of products and services offered.



European Organic Certification - European standard that guarantees conformity of product output obtained using organic methods in all phases of the supply chain. The organic production method is basically aimed at preserving long-term soil fertility, increasing biodiversity, working with natural systems, farming without the use of synthetic chemicals and GMOs (Genetically Modified Organisms), and eradicating or reducing any type of pollution.



International Fish Oil Standards (IFOS) - Independent Canadian body that assesses, on the voluntary request of the producer, the quality of a supplement in terms of World Health Organization criteria. The three assessment criteria are: concentration of the active ingredients; product purity (absence of contaminants such as polychlorinated biphenyls and heavy metals); and stability, i.e., product freshness.



Marin Trust - Program dedicated to the production of ingredients of marine origin, it certifies the raw material traceability chain for responsible sourcing and processing.



Friend of the Sea (FOS) - Certification that guarantees the fish from which EnerZona Omega-3 RX is obtained is from sustainable fishing. Friend of the Sea applies criteria set by the FAO, the United Nations food and agriculture organization, and verifies that the fishing sector companies taking part in the certification program utilize selective fishing methods and reduce the impact of their activity on the marine ecosystem.



VeganOk - Certifies that a product is classified as vegan, meaning that it does not use any material of animal origin. In 2023, Enervit received positive evaluations for the recipes for 56 products.



AIC (Italian Celiac Association) - The logo with the canceled ear of wheat to guide celiac sufferers in the selection of food products suited to the specific needs of a gluten-free diet. Enervit products with the canceled ear logo meet the production, management and control requirements included in specific technical regulations.



COLOGNE LIST - The Enervit Carbo Flow, Liquid Gel, Gel One Hand, Gel, After Sport, Pre Sport, Isotonic Drink, Salt Caps and Recovery Drink products are on the Cologne List®. These products undergo independent quality controls performed by leading international laboratories in the analysis of nutritional supplements to guarantee that they do not contain performance-enhancing drugs.



GLUTEN FREE - The Erba factory is certified for gluten-free production.

TRANSPARENCY IS OUR STRENGTH

[GRI 206-1; 417-2; 417-3]

Enervit promotes the adoption of good market practices, developing dialogue around the themes of transparent communication and fair competition, and fostering the spread of scientific knowledge.

The company implements rigorous controls on various communication channels—from packaging to promotional materials in stores and online—to ensure that product information is accurate and reliable, while maintaining a system of clear and honest communication regarding the characteristics of its products.

Over the 2021-2023 three-year period, the company did not suffer any legal action for having engaged in behavior deemed anti-competitive, nor were any incidents of information, labeling and marketing non-compliance registered.

0

INCIDENTS

of non-compliance
concerning information,
labeling and marketing

GRI 206-1: : Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

LEGAL ACTIONS (no.)	2021	2022	2023
Legal actions in-progress	0	0	0
Legal actions concluded	0	0	0
Total legal actions	0	0	0

GRI 417-2: : Incidents of non-compliance concerning product and service information and labeling; GRI 417-3: Incidents of non-compliance concerning marketing communications

INCIDENTS OF NON-COMPLIANCE (no.)	2021	2022	2023
Incidents of non-compliance with regulations that require a fine or sanction	0	0	0
Incidents of non-compliance with regulations that require a warning	0	0	0
Incidents of non-compliance with self-regulatory codes	0	0	0
Incidents of non-compliance with regulations that require a fine or sanction	0	0	0
Incidents of non-compliance with regulations that require a warning	0	0	0
Incidents of non-compliance with self-regulatory codes	0	0	0

CLAIM MANAGEMENT: FROM INFORMATION ON PACKAGING TO REGULATORY TRAINING

Enervit has rigorous procedures in place to ensure compliance with current regulations on communication to consumers, which also covers voluntary information, including nutritional details and health information reported on packaging or disseminated through other communication channels.

Regulation (EC) no. 1924/2006, known as the Claim Regulation, is the main European instrument for regulating nutrition and health claims made on product labels and other means of communication. The Regulation seeks to protect consumers by ensuring they are provided with all the information they need to make informed choices, and to promote fair and equitable competition in the food industry by providing commercial information based on evidence generally accepted by the scientific community.

Enervit rigorously abides by the provisions of the Regulation and ensures ongoing compliance by organizing periodic in-house and external training sessions.

In-house training primarily targets creators and copywriters tasked with creating the packaging and labeling. In addition, Enervit organizes a training session regarding regulatory standards for newly-hired personnel. The company also organizes training sessions for some groups of external collaborators, for example, advertising agencies. **Over the 2021-2023 three-year period, Enervit provided thirty-one regulatory training sessions, of which twenty-nine for in-house personnel and two for outside agencies.** In addition, each year, the company organizes a class for college students studying Pharmacy and Chemistry and Pharmaceutical Technology at the University of Milan, with a total of four lessons given over the last three-year period.

31

**IN-HOUSE
AND EXTERNAL**

**regulatory training
sessions over the
three-year period
2021-2023**

COLLABORATIVE ACTIVITY: WORKING TOGETHER FOR NUTRITIONAL QUALITY

Enervit believes in the potential of collaborative activity as being essential for promoting transparency, respect for the regulatory framework and market dynamics. Through sector associations, Enervit is in contact with the major forces active in the specialized nutrition sector to develop shared guidelines on interpreting the existing regulatory framework, anticipating that of the future and contributing to define voluntary standards.

Sector associations



qualità, gusto e piacere

Unione Italiana Food - The primary association in Italy and one of the leaders in Europe representing food products sectors, its goal is to promote and protect companies, products and industry sectors. By adhering to the Code of Ethics of the supplement and health product sector, Enervit commits itself to respecting association policy regarding presentation, advertising and ethics of proper relations with the healthcare personnel with which the dietary supplement industry interacts regarding nutrition.



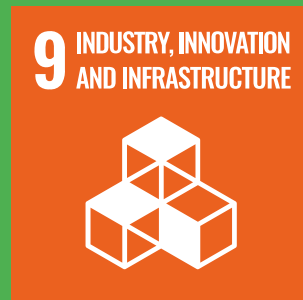
Specialised Nutrition Europe (SNE) - The association that brings together and represents the specialized nutrition sector throughout Europe. SNE contributes to the creation of optimal reference standards for products for people with specific nutritional needs. Enervit is part of SNE through the Unione Italiana Food for specialized nutrition products for sports and meal replacements.



European Specialist Sports Nutrition Alliance (ESSNA) - The main European association for the sports food sector that works closely with legislators and the applicable authorities to guarantee sports products that are safe, effective and easily accessible. ESSNA speaks for all companies involved in the various levels of the sports nutrition production supply chain.



The Global Organization for EPA and DHA Omega-3s - Global association of producers, sellers and service companies involved in the Omega-3 EPA and DHA fatty acids sector. GOED is active in educating consumers and toward governmental bodies, the healthcare community and industry. It also defines quality and ethics standards of excellence for the sector. By taking part in the association, Enervit commits itself to respecting, for its Omega-3 products, the voluntary quality standard restrictions set by GOED and accepts to undergo controls regarding these standards.



ENVIRONMENTAL COMMITMENT

TODAY'S CHALLENGES

SUSTAINABLE TRANSITION: THE CHALLENGE OF DECARBONIZATION AND THE CIRCULAR ECONOMY

2023 has been recorded as the warmest year ever, with a temperature increase of 1.48 °C above the pre-industrial global average (1850-1900)¹³.

Among the sectors that most contribute to rising temperatures, **agrifood supply chains are responsible for 35% of global CO₂ emissions¹⁴ while at the same time being among those most impacted by the negative effects of climate change**. Food production in many countries around the world is increasingly vulnerable to the effects of extreme weather events, directly affecting ingredient price trends. In 2022, **losses of €6 billion** were reported in Italy due to compromised crops, and losses are expected to range between €87 billion and €162 billion by 2100¹⁵.

The **28th United Nations Climate Change Conference held in Dubai** involved the first global stocktake of progress on commitments made in the Paris Agreement signed in 2015. In order to limit the global temperature increase to +1.5 °C, participating states at COP28 stressed the urgency of **reaching peak global greenhouse gas emissions by 2025, to achieve an overall reduction of 43% by 2030¹⁶**.

The European Union has taken a leading role in the fight against climate change. The Green Deal adopted in 2020 included a goal for **Europe to become the first carbon neutral continent by 2050¹⁷, reducing emissions by 55% by 2030**. In recent years, the European Commission has set out several strategies and directives to support the achievement of these goals. In particular, **the Green Deal Industrial Plan was launched in 2023, which involves the allocation of more than €200 billion** to help increase the EU's production capacity for net-zero emission technologies and products.

Sustainable management of materials has also a role to play in addressing the climate change challenge: **the adoption of circular production models can contribute to the decarbonization targets set by Europe by as much as 45%¹⁸**.

The Circular Economy Action Plan introduced a series of initiatives to promote the transition to a circular economy and reduce waste¹⁹. In particular, the packaging directive set binding targets: **a 15% reduction in per capita packaging waste by 2040 compared to 2018**, through the promotion of recyclable and reusable solutions.

Companies are also faced with managing adaptation requirements downstream of their value chains: **47% of consumers believe that reducing the impact of materials is the responsibility of manufacturing companies²⁰**.

35% OF ALL GREENHOUSE GAS EMISSIONS

from agrifood production
(Ciniro et al., 2022)

45% THE CONTRIBUTION

to decarbonization potentially offered
by the adoption of circular models
(Global Circularity Gap, 2022)

47% OF GLOBAL CONSUMERS

believe that manufacturing companies
should be responsible for working to reduce
the impact of materials (Coop Report, 2022)

¹³Copernicus, 2023 is the hottest year on record, with global temperatures close to the 1.5°C limit, 2023.

¹⁴Ciniro et al., 2022.

¹⁵Coldiretti, 2022.

¹⁶Council of the European Union, COP28, 2023.

¹⁷Council of the European Union, Fit for 55, 2023.

¹⁸Global Circularity Gap, 2022.

¹⁹Council of the European Union, Circular Economy Action Plan, 2020.

²⁰Coop Report: Consumi e stili di vita degli italiani di oggi e di domani, 2022.

OUR ENERGY

[GRI 302-1; 302-2; 305-1; 305-2; 305-4]

For Enervit, reducing the environmental impact of production means introducing solutions aimed at reducing energy and water consumption, as well as materials and packaging, promoting their recycling and reuse.

Those who love sports also love nature. This connection has prompted the company to take concrete action to improve the sustainability of its activities.

Since 2018, Enervit has obtained **UNI ISO 14001 Environmental Management System certification** each year, integrated with ISO 9001 and covering the Zelbio and Erba plants. Obtaining the certification has led to several initiatives over the years, to make energy and other resource consumption more efficient, increasing in-house awareness of the environmental implications of production.

37,512_{GJ}

ENERGY

TOTAL
CONSUMPTION

GRI 302-1: : Energy consumption within the organization

ENERGY CONSUMPTION (GJ) ²¹	2021	2022	2023
Direct energy consumption	22,274	20,924	22,780
Indirect energy consumption	14,652	14,754	14,732
Total energy consumption	36,926	35,678	37,512

GRI 305-1 and 305-2: Direct (Scope 1) and indirect (Scope 2) GHG emissions²²

EMISSIONS (T CO ₂) – SCOPE 1	2021	2022	2023
Diesel emissions	9	10	8
GPL emissions	967	892	845
Natural gas emissions	393	381	528
Total	1,369	1,283	1,382
EMISSIONS (T CO ₂) – SCOPE 2	2021	2022	2023
Scope 2 Location based (tCO ₂)	1,038	1,202	1,200

²¹Data on energy consumption does not include consumption by the company fleet or consumption to heat and cool offices at the Milan site.

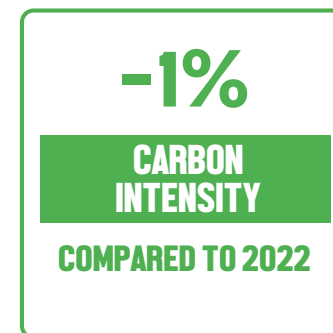
²²Emissions from the use of refrigerant gases are not included in the calculation. The sources of emission factors used for the calculation are DEFRA (Department for the Environment, Food & Rural Affairs) for Scope 1 emissions and ISPRA for Scope 2 emissions. Scope 2 emissions can be calculated using two types of methodologies, market-based and location-based. Market-based requires determining GHG emissions from the acquisition of electricity and heat, taking into consideration specific emission factors provided by our suppliers. For the acquisition of electrical energy from renewable sources, the emission factor is zero. Location-based, on the other hand, involves computing the emissions from electricity consumption by applying national average emission factors for the countries from which we acquire electrical energy.

PRODUCTION CONSUMPTION: ENERGY AND EMISSIONS

In 2023, Enervit consumed 37,512 GJ of energy, up 5% compared to the previous year. 60% of the total is attributable to direct consumption from the use of gas, LPG and diesel, while the remaining 40% is attributable to indirect consumption of electricity purchased for the factories and the Milan office. The increase in consumption is closely related to the increase in production, in keeping with the company's business trend.

Enervit's direct emissions were estimated at about **1,382 tons of CO₂** (Scope 1), while indirect emissions were approx. **1,200 tons of CO₂** (Scope 2, location based).

Despite the slight increase in consumption, **Enervit managed to reduce carbon intensity by 1% compared to 2022**, thanks to the efficiency initiatives implemented. In fact, by comparing energy consumption with production activity, it is possible to calculate energy and emissions intensity per kilogram of product. In 2023, considering total production of **3,455,300 kg** (consistent with the previous year's production) Enervit consumed **0.011 GJ/kg** equal to **0.34 kg of CO₂** emissions per kg of product.



GRI 302-3: : Energy intensity; GRI 305-4: GHG emissions intensity

ENERGY INTENSITY	2021	2022	2023
Product weight (kg)	3,271,000	3,424,000	3,455,300
Absolute energy consumption (GJ)	36,926	35,678	37,512
Energy intensity (GJ/kg)	0.011	0.010	0.011
tCO ₂ location-based emissions	1,038	1,202	1,200
Emission intensity (kgCo₂/kg)	0.32	0.35	0.34

PRODUCTION OF FUNCTIONAL BARS AT THE ERBA PLANT



ERBA VERDE: A PROGRAM TO IMPROVE THE ENVIRONMENTAL IMPACT OF FACTORIES

Enervit takes a continuous improvement approach to managing its production lines, with a focus on reducing environmental impacts.

The Erba plant is at the center of the "Erba Verde" project. **Drawing on technology, digitalization and automation, this improvement plan works toward sustainable industrial production**, reducing the environmental impacts of production and increasing the efficiency of energy and material consumption. Since 2021, **11 initiatives** have been implemented between the Erba and Zelbio plants, the most significant of which are described below.

Chocolate: from solid blocks to liquid form in tankers

Enervit continued to work on its sugar-free chocolate management process during the year, addressing all stages from procurement to production. Working with a number of suppliers, the company achieved a double saving: energy, by streamlining the chocolate preparation and use stages (solidification, melting) and consumption, by reducing packaging materials and packaging waste. The action taken in relation to chocolate transportation, processing, and packaging has led to **estimated energy savings of about 8,000 kWh per year**.

Solar shading: reducing the plant's energy consumption

Solar shading was installed at the Erba facility in 2023, enabling optimization of energy consumption, and in particular reducing energy used by the air conditioning system in the summer months. Solar shading for buildings involves fitting window systems that allow external light to be filtered, blocked and obscured to ensure internal thermal regulation. This solution will allow Enervit to **avoid the emission of 420 kg of CO₂eq into the atmosphere each year**.

Tanks: recycling and reuse

In collaboration with an external specialist company, Enervit has implemented a process of **recycling plastic tanks used to transport ingredients and food substances**. The tanks are collected, sanitized and put back on the market to be reused, giving rise to a positive environmental impact. **Since 2021, more than 1,160 tanks have been recovered from the Zelbio and Erba plants**.

LED: new lighting for Erba

Following upgrading of the lighting system at the Zelbio plant in 2022, **Enervit completed the replacement of fluorescent lights with new LED lighting at the Erba plant warehouses in 2023**. Thanks to this technology, not only was lighting quality in work spaces improved for employees, but it also resulted in significant energy savings of about **30,000 kWh per year**, as well as the environmental benefit from the longer life of these lights and consequent reduction in replacements.

Production waste: transformation and regeneration

Enervit decided to send its food production waste to a farm with a system that creates biogas from organic material. The energy produced is used both on the farm itself and re-introduced into the electricity grid. In the 2022-2023 two-year period, the initiative saw over 1,700 kWh being produced from the organic matter provided by Enervit.

New pallets: regenerated and circular

Pallet remanufacturing is a popular practice for reducing industrial environmental impacts. This solution involves the **exchange of usable pallets between companies and suppliers, with the goal of keeping them in constant circulation** until they are no longer usable due to damage or wear. Enervit **works with a company specialized in collecting and remanufacturing unusable pallets**, to reduce waste connected with their handling along the supply chain. This way, pallets in good condition are put back on the market and the damaged sections are removed and reused, while discarded sections are ground and made into pellets. **In 2023, 2,540 pallets were recovered from Erba and Zelbio, approximately 740 more than in 2022**.

Syrup silos: optimizing logistics to reduce waste

Enervit installed **3 steel silos** at its Erba plant during the year, with the aim of improving management of **glucose and fructose syrups** used in the production of bars. The silos mean that syrups can be supplied via tanker trucks, **eliminating the use of plastic packaging**, reducing both the logistics impact and product waste.

Process sheets: digital and sustainable

In the Erba and Zelbio plants **process sheets have been digitalized**, the goal being to replace paper documents with digital sheets, files and other technologies for the handling and control of information regarding the production process. This initiative has allowed Enervit to **reduce paper consumption by over 100 kg per year**.

GREEN AND SMART PACKAGING

[GRI 301-1; 301-2]

Enervit is committed to researching and adopting packaging and packing solutions which ensure both excellent product quality and lower environmental impact.

Through constant dialogue and engagement with suppliers, the company researches, develops and implements innovative and sustainable packaging solutions. In this research process, which is closely connected to technological advances in the packaging materials sectors, preserving quality and compliance with food safety parameters are essential factors.

In exploring new compostable materials, Enervit aims at maintaining a shelf-life of at least twelve months, during which optimum product preservation and freshness must be guaranteed.

Currently, the solutions identified utilize certified and recyclable materials, characterized by a design that reduces littering following consumption, and the inclusion of clear disposal instructions.

-10%

**OF PACKAGING AND
PACKING MATERIALS**

**used in 2023
compared to 2022**

GREEN PACKAGING: LESS BULKY AND MORE SUSTAINABLE

In 2023, Enervit used 998 tons of packaging and packing materials, a reduction of nearly 10% compared to 2022; 51% of the materials used are recycled.

This result is the product of various decisions made by the company in recent years, including to switch from traditional paper and cardboard to boxes, cases and packaging made from **Forest Stewardship Council (FSC)**

certified paper. This is a system which assures sustainable supply of forest products to promote sound and resilient forest management through responsible silviculture.

GRI 301-1: Materials used by weight or volume

MATERIALS USED²³ (tons)	2021	2022	2023
Total materials used	920	1,107	998
of which nonrenewable ²⁴	218	271	198
of which renewable ²⁵	702	836	800
of which renewable (%)	76%	76%	80%

GRI 301-2: Recycled input materials used

MATERIALS USED ARE RECYCLED	2021	2022	2023
Total materials used (tons)	920	1,107	998
Recycled materials used (tons)	609	728	512
Recycled materials used (%)	66%	66%	51%

²³Packaging materials, all material utilized in the calculation was purchased from third-parties

²⁴Resources that do not regenerate in short periods of time (for example: minerals, metals, petroleum, gas or coal)

²⁵Renewable material: matter of vegetable or animal origin, which because of its natural properties regenerates or is not "exhaustible" within a "human" time scale and the use of which does not endanger natural resources for future generations (e.g., paper, wood and glass).

ENVIRONMENTAL LABELING AND PRODUCT DESIGN: ENERVIT, BEYOND REGULATORY COMPLIANCE

In order to effectively reduce environmental impact, it is essential to promote collaboration among businesses, institutions and consumers. In 2020, Enervit began using Environmental Labeling on its products, in advance of the legal requirement coming into effect. This system allows the consumer to easily and immediately **find information on how to properly sort and dispose of packaging materials, encouraging recycling.**

As early as July 2022, 91% of the products distributed in Italy by Enervit had Environmental Labeling, rising to 100% by the end of 2022, as per the legislative provision.

Regarding the design and structure of products, a project was launched in 2021 to prevent the upper part of the gel line packaging from being removed, reducing the risk of littering.

Enervit has introduced a new anti-littering design that prevents the opening of the packaging from being fully removed, thus ensuring proper disposal once the product is consumed. **In 2023, the process of converting 100% of the Isotonic Gel and Liquid Gel lines to the new design was completed.**



RACCOLTA DIFFERENZIATA.
Verifica le disposizioni del tuo comune.

CARTA
(PAP 20)



MERCHANDISING: GREEN MATERIALS AND COLLABORATION

Enervit's focus on sustainable use of materials also affects the design and development of merchandising materials produced each year by the company.

Since 2021, Enervit has worked with the "Associazione Gruppi **Insieme si può...**" in Belluno, which promotes and supports international cooperation projects in more than 30 countries in the Global South.

This relationship gave rise to the company's partnership with Selyn, a Sri Lankan cooperative of artisan spinners and weavers, certified as a World Fair Trade Organization (WFTO). This collaboration saw the creation of **the Maratona Dles Dolomites-Enel 2023 official bag, with 9,000 pieces made from 100% cotton, handcrafted by the artisans of Selyn.** In addition, each bag includes a postcard describing the project, printed on FSC-certified paper.





PEOPLE, THE LOCAL AREA AND THE COMMUNITY

TODAY'S CHALLENGES

A CHANGING LANDSCAPE: BALANCE AND PROFESSIONAL DEVELOPMENT

There are now four different generations together in the workplace for the first time ever. This phenomenon is a product of increasing life expectancy²⁶ and is leading to significant changes in corporate structures and employee expectations.

Today, people are increasingly and expressly seeking better work-life balance, with over 61% willing to turn down a job to avoid compromising this aspect. Moreover, 87% of workers aged 18-24 expect their employer to support them in achieving work-life balance. Corporate culture also plays a crucial role, as a toxic work environment could induce 34% of people to leave, while 48% would do so if it interfered with their wellbeing²⁷.

According to the International Labor Organization (ILO), investing in the physical and psychological wellbeing of employees is crucial because it is directly connected to their motivation and productivity. **Companies with a high level of employee engagement are estimated to enjoy a 21% increase in productivity²⁸.** Being actively involved in promoting the wellbeing of its employees results in tangible advantages for the company: 69% fewer employees likely to look for a new job, 71% less possibility of burnout and 36% higher employee satisfaction²⁹.

In this context, there is an increasingly strong focus on the issue of mental health. With nearly one billion people worldwide living with diagnosable mental disorders, it is clearly more important than ever for businesses to play a part in managing this phenomenon. However, **39.6% of respondents believe that their company does not adequately consider the implications that work can have on employees' mental health and wellbeing³⁰.**

Shifting the focus to professional development, facilitating regular up-skilling and establishing clear development paths are key tools for attracting and retaining talent. This is confirmed by Confindustria's 2023 workplace survey, in which **58% of companies reported challenges in finding staff when recruiting, mostly due to the demand for specific skills and tasks** (45.8% of companies)³¹.

According to the OECD, in Italy there is a gap of 38.5% between workforce skills and qualifications, with 20.2% over-qualified and 18.2% under-qualified³². To fulfill this need for skills, companies are investing in training for current employees (61.1% of cases).

Over one-fourth of companies (27.9%, which rises to 30.2% in the industrial sector) are still taking part in local educational programs, in order to meet young students³³.

61% OF WORKERS

worldwide say they are looking for work-life balance (WebinarCare, 2024)

40% OF RESPONDENTS

believe that their company does not properly prioritize the mental health and wellbeing of its employees (ILO, 2023)

58% OF ITALIAN FIRMS

report challenges with finding staff when recruiting (Confindustria, 2023)

²⁶Eurostat, 2022

²⁷WebinarCare, "Employee Engagement Statistics 2023", 2024

²⁸Engagedly, "Impact of Employee Engagement on Productivity

²⁹Gallup: What is employee wellbeing? And why does it matter? 2023

³⁰ILO: World mental health report (2022)

³¹Confindustria: Indagine Confindustria sul lavoro del 2023 (Confindustria's 2023 workplace survey)

³²OECD.Stat; re-elaboration of Mismatch data by country, 2023

³³ibid

OUR TEAM

[GRI 2-7; 2-8; 401-1; 404-3; 404-1]

It is thanks to the work and skills of its employees that Enervit has been able to build a largely in-house business model over the years, following all new products to be placed on the market internally. This structure fosters the creation of a stimulating work environment, in which each individual draws on their vertical and specific know-how to perform a key role, recognized by the organization, on which their individual professional goals are based.

In 2023, Enervit had a team of 229 people, 157 of whom were based at the two plants in Zelbio and Erba, and 72 at the offices in Milan. The company workforce is characterized by an **even breakdown of men and women, with women accounting for 44% of the total. 93% of employees are on full-time contracts**, with **97% on permanent contracts**, representing a 6% increase on 2022.

In this regard, it should be noted that the part-time contracts were entered into to respond to the specific needs of individual employees, while fixed-term contracts are designed to be converted to permanent contracts over the short term. In any case, hiring temporary workers has been deemed inconsistent with company values. **In 2023, 8 fixed-term contracts were converted to permanent contracts.**

229

INDIVIDUALS

of whom 97%
with permanent
contracts

ENERVIT ENDURANCE TEAM AT THE MARATONA DLES DOLOMITES – ENEL



GRI 2-7: Employees

EMPLOYEES BY GENDER	2021			2022			2023		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
PROVINCE OF COMO	57	86	143	66	96	162	63	94	157
PROVINCE OF MILAN	34	36	70	39	34	73	37	35	72
TOTAL	91	122	213	105	130	235	100	129	229

EMPLOYEES IN THE PROVINCE OF COMO	2021			2022			2023		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
WITH PERMANENT CONTRACTS	57	82	139	58	88	146	60	91	151
WITH FIXED-TERM CONTRACTS	0	3	3	8	6	14	3	3	6
NON-GUARANTEED WORK HOURS	0	1	1	0	2	2	0	0	0
TOTAL	57	86	143	66	96	162	63	94	157
FULL-TIME	47	82	129	59	94	153	55	92	147
PART-TIME	10	4	14	7	2	9	8	2	10
TOTAL REGIONAL	57	86	143	66	96	162	63	94	157

EMPLOYEES IN THE PROVINCE OF MILAN	2021			2022			2023		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
WITH PERMANENT CONTRACTS	33	35	68	38	32	70	37	35	72
WITH FIXED-TERM CONTRACTS	1	0	1	0	1	1	0	0	0
NON-GUARANTEED WORK HOURS	0	1	1	1	1	2	0	0	0
TOTAL	34	36	70	39	34	73	37	35	72
FULL-TIME	30	36	66	33	34	67	30	35	65
PART-TIME	4	0	4	6	0	6	7	0	7
TOTAL REGIONAL	34	36	70	39	34	73	37	35	72

GRI 2-8: Workers who are not employees

ROLE	2021			2022			2023		
	NO.	CONTRACT STATUS	NO.	CONTRACT STATUS	NO.	CONTRACT STATUS	NO.	CONTRACT STATUS	NO.
MANAGING DIRECTOR	2	Staff member	2	Staff member	2	Staff member	2	Staff member	2
INTERN	1	Sales intern	4	Marketing intern	-	-	-	-	-
TUTOR	-	-	1	Project collaborator - Maintenance	1	Project collaborator - Maintenance	1	Project collaborator - Maintenance	1
TOTAL	3		7		3		3		3

OUR SELECTION APPROACH: PASSION FOR WHAT WE DO

People who work at Enervit are passionate about sports and wellbeing, values that have been reflected in the company's goals and culture from the very beginning.

In 2022, Human Resources established the **10 pillars of the company work philosophy, which, at the same time, serve as guidelines for the selection and integration of new people within the organization.** These pillars reflect Enervit's core values and aim to ensure the continuity of business principles as well as to enhance individual skills. These include passion, enthusiasm, flexibility, drive and reflection, attention to detail, method, sustainability, credibility, exchange of views, and awareness.

For several years now, Enervit has been collaborating with the academic world to connect with a growing pool of young talent seeking an opportunity to start

their own career journeys in the functional nutrition sector. In particular, the company strengthened its relationship with the Carlo Cattaneo Free University Institute (LIUC) through the continuation of the Supply Chain Academy training program, and with the University of Milan, which in 2023 facilitated the inclusion of a dedicated figure within the Enervit team for a research and innovation project focused on a new range of products.

Also in response to an increase in activities in response to market demand, **in 2023 Enervit hired 31 new people with an average age of 33**, 17 of whom are women and 14 men, bringing the **positive turnover rate to 14%**, 26% lower than the figure recorded in 2022. New hiring rates slowed in 2023, as particular focus was given to managing the employees hired in 2022, with the goal of seeking and ensuring organizational stability, a factor critical for onboarding, training and integration activities.

31

NEW HIRES

in 2023, with a
turnover rate of 14%

GRI 401-1: 1 New employee hires and employee turnover
HIRINGS BY AGE

GENDER	AGE	2021	2022	2023
MEN	under 30	8	7	6
	30-50 years	4	12	6
	> 50 years	3	4	2
Total men		15	23	14
WOMEN	under 30	12	11	13
	30-50 years	3	8	4
	> 50 years	0	3	0
Total women		15	22	17
Total hires		30	45	31
Total employees		213	235	229
Hires rate		14%	19%	14%

TERMINATIONS BY AGE

GENDER	AGE	2021	2022	2023
MEN	under 30	4	3	3
	30-50 years	7	7	2
	> 50 years	4	4	3
Total men		15	14	8
WOMEN	under 30	6	4	7
	30-50 years	8	4	5
	> 50 years	1	1	4
Total women		15	9	16
Total terminations		30	23	24
Total employees		213	235	229
Termination rate		14%	10%	10%

PERFORMANCE: GOALS, GROWTH AND ASSESSMENT

Enervit is committed to constantly improving the process and tools involved in the professional development of its workers, essential for the growth of in-house activities and the creation of a work environment that can objectively reward individual achievements.

In 2021, Human Resources introduced two regular performance assessment tools, the Management by Objective (MBO) and Long Term Plan (LTP) variable incentive systems, which in 2023 actively involved **100% of managers, 91% of middle managers** (+15% on 2022) and **32% of employees** (+18% on 2022).

The MBO offers assessments based on quantitative and qualitative function-specific, cross-functional and personal KPIs. Once objectives and guidelines are set, shared and approved by the function managers and employees involved, the assessment is performed between March and April each year, followed by final verification of the achievement of objectives. **In 2023, the MBO system was used with 68 employees out of a total of 229.**

Enervit sees the LTP as a useful tool for retaining and managing talent, as identified by Corporate management, Human Resources and Function managers.

Each employee has a multi-year individual development plan which, through classification, compensation, benefits and training, enables the creation of a long-term vision of professional development, increasing the motivation and engagement of key individuals. **In 2023, the LTP system was used with 15 employees out of a total of 229.**

GRI 404-3: Percentage of employees receiving regular performance and career development reviews

PERSONNEL WITH ASSESSMENT	2021			2022			2023		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
% MANAGERS WITH ASSESSMENT	100%	100%	100%	100%	100%	100%	100%	100%	100%
% MIDDLE MANAGERS WITH ASSESSMENT	96%	69%	87%	83%	71%	79%	91%	91%	91%
% STAFF WITH ASSESSMENT	23%	40%	33%	23%	30%	27%	32%	32%	32%
% BLUE COLLAR WORKERS WITH ASSESSMENT	0%	0%	0%	0%	0%	0%	0%	0%	0%
% EMPLOYEES WITH ASSESSMENT	34%	31%	33%	31%	24%	28%	34%	27%	31%

TRAINING: SUPPLY CHAIN ACADEMY

Enervit develops annual training programs to guarantee that people acquire the skills they need to carry out their work efficiently and safely.

Human Resources is responsible for **designing informational and training initiatives, tailored to the needs of individual company departments**. Programs may be launched in response to organizational changes, new hires, new tasks, processes, tools and applications, regulatory developments, new market and competitive environment trends, or requests from individual employees interested in expanding their skillset to improve job performance.

In 2023, the company launched **10 skill refresher courses** focused on strategic and management skills, Food Safety Management, MS Office and occupational safety. The decrease in total training hours and course participants is due to the focus on courses covering specific skills, thus prioritizing targeted training over general programs offered to a broader section of the workforce.

In addition, Enervit has been running the "Supply Chain Academy" for the past three years, a training project organized in collaboration with the LIUC Business School. In 2023, a team of **4 senior professionals** and **18 internal employees** took part, for a total of **870 hours** of training. The project's goal is to give participants the skills and tools required to **best manage supply chain processes** and support their development. Specifically designed based on the findings of a preliminary skills assessment, the training focused on the following key topics: supply chain foundations and organization, strategic management of procurement and suppliers, demand planning, Sales and Operations Planning (SOP) process, and inventory management. As well as enabling the transfer of new managerial tools, this project also promotes new forms of collaboration among different company departments.

10

**SKILL REFRESHER
PROGRAMS**

launched in 2023

GRI 404-1: Average annual training hours per employee

HOURS OF TRAINING	2022			2023		
	No. PEOPLE	TOTAL HOURS	AVERAGE HOURS	No. PEOPLE	TOTAL HOURS	AVERAGE HOURS
MANAGERS	13	24.00	1.85	15	395.00	26.33
Men	11	20.00	1.82	12	358.00	29.83
Women	2	4.00	2.00	3	37.00	12.33
MIDDLE MANAGERS	38	76.00	2.00	33	564.00	17.09
Men	24	56.00	2.33	22	394.00	17.91
Women	14	20.00	1.43	11	170.00	15.45
STAFF	78	148.00	1.90	83	640.50	7.71
Men	35	40.00	1.14	39	423.00	10.85
Women	43	108.00	2.51	44	217.00	4.93
BLUE COLLAR WORKERS	102	192.00	1.88	98	86.00	0.88
Men	57	112.00	1.96	56	82.00	1.46
Women	45	80.00	1.78	42	4.00	0.10
TOTAL	235	440	1.87	229	1685.00	7.36

GRI 404-2: Programs for upgrading employee skills and transition assistance programs

2023 - TYPE (UPGRADING/ASSISTANCE)	CONTENT	HOURS
SECURITY	SPILL SAFETY PROCEDURE TRAINING AND EDUCATION	4
SECURITY	TRAINING FOR WORKERS_ HIGH RISK	12
SECURITY	TRAINING FOR WORKERS_ LOW RISK	4
SECURITY	SUPERVISOR TRAINING	8
SKILL DEVELOPMENT	SUPPLY CHAIN ACADEMY	86
SKILL DEVELOPMENT	SUPPLY CHAIN EXCELLENCE	12
SKILL DEVELOPMENT	EXCEL	16
SKILL DEVELOPMENT	STRATEGY AND MANAGEMENT	37
SKILL DEVELOPMENT	TRADE LAB	24
SKILL DEVELOPMENT	FOOD SAFETY MANAGEMENT	24
TOTAL		227

EMPLOYEE WELLBEING

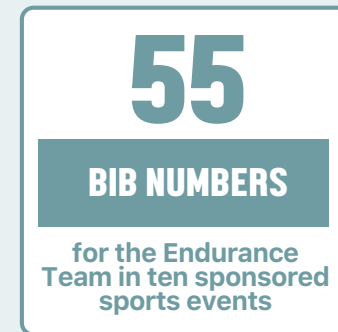
[GRI 401-2; 403-1; 403-2; 403-5; 403-8; 403-9]

Enervit supports the physical and mental wellbeing of its personnel, by promoting health and safety, active lifestyles and enhanced quality of life, including starting from a healthy diet. Taking into consideration the traditional activities of company benefits, combined with compliance with existing laws and regulations, the company guarantees the right to parental leave, health insurance, and disability and invalidity insurance, as well as pension contributions for its employees.

A new Welfare Plan was approved in 2023 complementing the previous plan by introducing a series of initiatives focusing on health, wellbeing and work-life balance. The **Borsa Wellbeing** has been extended, offering a one-time reimbursement of up to €100 for individual or family expenses. The **Wellbeing Break** was once again on offer to employees in the Milan office, extending the lunch break by half an hour to take part in sports activities. The **nutritional counseling** service continues: a nutritional biologist is available to employees to improve their dietary habits, overall wellbeing and sports performance based on individual needs.

In addition, the company has implemented **supplementary healthcare coverage and occupational and non-occupational life and accident insurance** for all employees.

Enervit also considers the wellbeing of its employee's families, supporting parenthood and the right to education of employees' children. Relevant initiatives include the **Worklife balance fund**, which offers all employees paid leave of 60 hours per year to devote to family care (40 hours) and specialist appointments (20 hours). The company has also established a **fund to encourage the educational achievements of its employees' children**. In 2023, Enervit increased the amount of funding available, increasing the annual fund, the percentage reimbursements and the value of individual scholarships awarded. This upgrade has been extended to the entire company workforce, ensuring greater support for employees and their families.



To support the right to parenthood and help employees care for their families at an important and delicate time, supplementary paid **Paternity/Maternity** leave of **16 h** is available in addition to the contractual leave entitlements provided for under the national collective bargaining agreement. Employees can apply for this additional leave under the same conditions provided for by the relevant national collective bargaining agreement.

Enervit encourages the love of sports for its personnel through the **Endurance Team**, open to all and offering the opportunity to take part in major events and competitions, with the support of expert athletes to manage the preparatory phases. **In 2023, 25 Endurance Team members participated in 10 sporting events, with a total of 55 bibs distributed.** Among the major events were participation in the Maratona Dles Dolomites-Enel and the Nove Colli bike race with, respectively, 21 and 18 employees.

Furthermore, Enervit's **Smartworking Agreement** came into force on January 1, 2023, giving each employee the option of 4 days per month of smart working, to organize their time more efficiently, reduce travel and foster a more dynamic and productive work environment.

Finally, the company awarded employees at the three locations a **Participation Bonus of €2,150**, based on the results achieved in 2022, as well as an attendance bonus calculated based on the absenteeism rate for each location or function.

"A sporting spirit is a huge asset for Enervit; it unites people within the company across roles and locations. A passion for sport unites our employees and brings them closer together, it is a binding force: at events, when the whole company comes together, there is a clear sense of affinity and friendship among employees, a sense of community and sharing. This is because employees often train and compete together, even if they work in separate locations or departments. Seeing this fills me with pride."

Pino Sorbini, CEO



OCCUPATIONAL SAFETY: INCREASING FOCUS ON EMPLOYEE HEALTH

Concern for the health and safety of employees is a priority for Enervit, which is committed to developing tools to prevent injury and illness, as well as improving the safety and comfort of its facilities.

Enervit uses an occupational health and safety management system that conforms with the law³⁴ and the State-Regions Agreement. The company has **two external Prevention and Protection Service Managers (RSPP)**, one for the Zelbio and Milan facilities, and one for the Erba plant. The management system is improved through periodic updating of the **Risk Assessment Document (DVR)** and monitoring of related processes, in addition to staff **training**, periodic **health surveillance** of 100% of workers and special surveillance with employees with specific needs. Training is designed for all workers, taking account of their various tasks and classification. In the event of situations of risk, employees can report the situation either directly or anonymously to the Worker Health and Safety Representative (RLS), the Human Resources department or the occupational physician. In the case of critical situations, the Health, Safety and Environment (HSE) Director, with the support of the supervisors and departments involved, will acknowledge these risks and prepare the means to mitigate them.

An internal audit process was introduced during the year, in accordance with ISO 45001 certification, conducted by a team of 7 auditors. The goal is to identify and remedy improper conduct or instances of non-compliance that may pose a safety risk in the workplace, as well as to promote preventive or remedial action. **In 2023, 12 audits were conducted, 6 at the Erba site and 6 at the Zelbio site.** In total, 73 improvement actions were identified and successfully completed, reducing the injury rate from 11 to 3 in one year, with only one non-serious injury³⁵ in the production department.

Finally, an important means for protecting the health of people is the supplementary healthcare coverage and occupational and non-occupational accident insurance, which Enervit guarantees and makes available to all employees.



³⁴Italian Legislative Decree no. 81/08

³⁵Regarding the company's safety policy, management has defined serious injuries for its activity as those that require an absence of more than forty days, excluding those incurred during travel. The setting of this number of days was made also taking into account the provisions in art. 302 par. 2 of Italian Legislative Decree no. 81/08 and subsequent amendments and additions.

GRI 403-9: Work-related injuries

	2021	2022	2023
Recordable injuries	0	4	1
Hours worked (n)	345,995.79	360,584.56	369,906.00
Injury rate	0	11.09	3

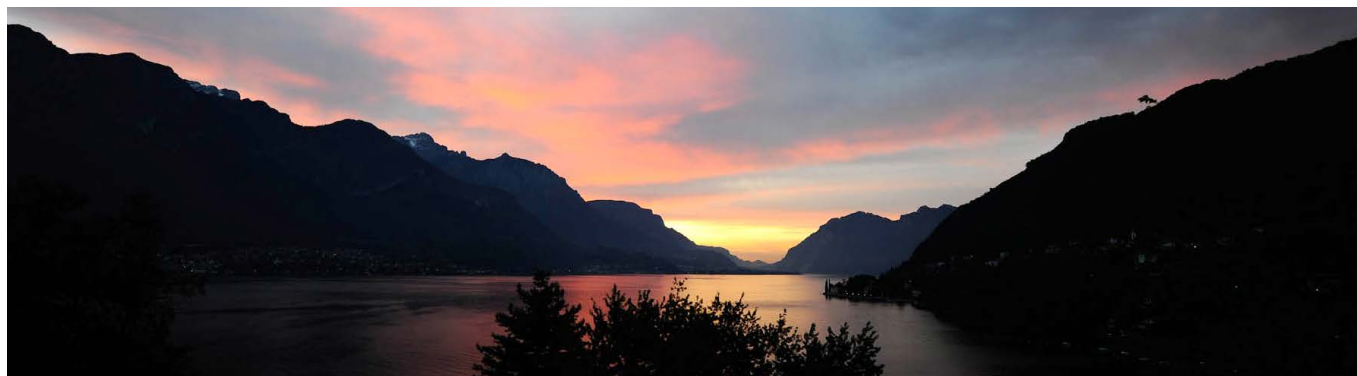
THE ZELBIO PLANT, AFTER THE FAMOUS SNOWFALL OF 1985



ROOTS IN THE LOCAL AREA

Enervit's plants—the first in Zelbio and later Erba—are an established presence in the productive fabric of the provinces of Como and Lecco, where the company has put down roots from the beginning, and which today forms an integral part of its history.

Through support and promotion of concrete initiatives aimed at the local social-economic fabric, **Enervit contributes to the growth and wellbeing of the communities it is a part of.**



A sunset over Lake Como

ZELBIO: IN THE HEART OF PIAN DEL TIVANO FOR 50 YEARS

The Sorbini family started production in a small plant in the **Comasina neighborhood on the outskirts of Milan**, but soon, its growing business meant it needed more space. During a vacation in Zelbio, the local priest suggested that the family put in a bid to buy the former Montedison plant which had been abandoned. Despite its **altitude of 1,000 meters** and the logistical problems posed by the **"wall of Sormano"** (a road just two meters wide with a 20% gradient that leads to the plant), the Sorbini family decided to establish the company headquarters in that precise spot. Nestled in greenery within the landscape of the Triangolo Lariano, **the Zelbio site remains the beating heart of Enervit after 50 years, thanks to its unique character and the beauty of its natural surroundings.**

ERBA: A HUB FOR INNOVATION AND ECONOMIC GROWTH

The Competitiveness Agreement signed with the Lombardy Region has played its part in ensuring that, in addition to being the company's new production hub, the Erba production plant has offered a great opportunity for investment in the local area since 2015. Continuing in its pursuit of efficiency, strengthening and developing its structure through internal reorganization activities, as well as new hires and the stabilization of employment, since 2015 **Enervit has increased its permanent staff by 41%**, promoting ongoing economic growth and specialization pathways.

+41%

HIRINGS

with permanent contracts in Erba since 2015

SUPPLIERS: TOGETHER FOR RESPONSIBLE PRODUCTION

Ties to the local areas where the company operates are not confined to its activities, but also extend to the value chain. Suppliers are not only selected on the basis of the quality of the products and services they offer, but also, where possible, with an eye to preferring local companies: **in 2023, almost 50% of Enervit's suppliers operate in the Lombardy region, accounting for 43% of total spending**, while 33% are located elsewhere in Italy, accounting for 21% of total spending. The remaining suppliers are located abroad, for a total expenditure of 36%.

Enervit's goal is to create long-term relationships with its suppliers that are based on mutual trust and shared values. Since 2021 Enervit has adopted a **Supplier Code of Conduct**, with the goal of ensuring ethical and transparent management of the supply chain. The Code defines the principles and conduct guidelines with which all those involved must comply to contribute to more responsible production. The document covers several issues the company considers key, from governance to business management integrity, from human rights protection to supporting local communities, and respect for the environment and related regulations. In 2023, Enervit entered into a business relationship with **13 new suppliers**, all of whom signed the Code.

GRI 204-1: Proportion of spending on local suppliers

SUPPLIERS	2022		2023	
	NO. SUPPLIERS (%)	EXPENDITURE (%)	NO. SUPPLIERS (%)	EXPENDITURE (%)
Suppliers in Lombardy	52.5%	46.1%	49.5%	42.6%
Suppliers in Italy, excluding Lombardy	32.8%	18.9%	32.6%	20.8%
Foreign suppliers ³⁶	14.7%	35.0%	17.8%	36.6%

³⁶Includes suppliers headquartered in the rest of Europe, the UK, the US, Canada and India.

Trust, quality and sustainability: the principles that unite Enervit and its suppliers

WE SPOKE WITH...

Fabrizio Gerosa, Group Sales Director, Gerosa Group

The Gerosa Group has been in business for over 85 years in the manufacture and supply of flexible packaging. Internationally recognized for innovation and sustainability in packaging materials, it offers tailored solutions that meet the needs of various industries, including food, pharmaceuticals and cosmetics.

“ When and how did your collaboration with Enervit begin?

The Gerosa Group's collaboration with Enervit began in the 1990s. A clear harmony of intentions and values quickly emerged from the very first projects we developed together, allowing us to strengthen our partnership over the years. Personally, I started dealing with Enervit as a Key Account back in 2005, bringing my know-how to the relationship and absorbing what I could from a large Italian company that is strongly rooted in the local area. Today we supply both the historic plant in Zebio and the newer facility in Erba, producing primary packaging for energy bars, gels and liquids.

What are the distinctive aspects behind the professional relationship with the company?

Our companies believe strongly in the potential of people to bring about real change in the world, both in terms of innovation and sustainability, which are founding values for both. Our partnership is strengthened by our close ties to the local area where we are based and our geographical proximity. We are very satisfied with our relationship, crowned by recognition of the service and quality provided by our Group.

What aspects define the relationship with Enervit in terms of quality, cooperation and transparency?

Our relationship with Enervit is based on the principles of fairness, transparency and impartiality, as well as the values on which our reality is founded: safety, quality, sustainability, innovation and work ethics. We place food safety at the center of our work, as an indispensable value for all activities. We strongly believe that constructive collaboration between our companies is key to meeting the challenges of innovation and ensuring continuous mutual improvement.

”



CNSAS



OBIETTIVO3

COMMUNITY: SPECIAL INITIATIVES AND LOCAL ASSOCIATIONS

Obiettivo3

Obiettivo3 is one of the key initiatives in which the company has been involved for years. The project, the brainchild of Alex Zanardi, is designed to recruit, launch and tangibly and economically support people with disabilities who want to begin practicing sports. Obiettivo3 is a dialogue point between the world of sports and disability, a space to set shared goals with a view to supporting at least three athletes in the Paralympic Games.

The disciplines supported by Obiettivo3 include paracycling, paratriathlon, wheelchair tennis, pararchery, parathletics and para alpine skiing. Athletes are recruited from spine centers, hospitals and sports centers, as well as through self-application. For the selected individuals, an individualized sports program is established, along with trials and practical tests to assess their abilities.

The athletes are given the equipment required for training at home or at training centers. Monitoring of progress, with the support of digital tools, allows for personalized training to be set up, to allow each athlete to best develop his or her capabilities. **Enervit doubled its contribution to Obiettivo3 between 2017 and 2023, both in terms of financial and product supplies.**

Enervit scholarship

Enervit Spain supports athletes, not only during training and competitions but also outside the sport. This is the basis of the **"Enervit Scholarships"** program, an initiative intended to reward the efforts of athletes in the **Foment d'Esportistes amb Reptes** (FER) project sponsored by the Trinidad Alfonso Foundation. FER grants economic and promotional aid to **more than 140 athletes in the Valencian Community** to achieve the goal of qualifying for the Paris Olympic and Paralympic Games in 2024.

In particular, Enervit supports **ten athletes** selected to receive a **€500** scholarship and Enervit products to satisfy a large part of their sports nutrition needs during the training period.

The 10 athletes supported by Enervit:

- **Héctor Catalá** (Paratriathlon)
- **Hugo Arillo** (Taekwondo)
- **Bárbara Pardo** (Kayak)
- **Polina Berezina** (Rhythmic Gymnastics)
- **Paula Blanquer** (Athletics)
- **Daniel Monfort** (Athletics)
- **Héctor Tolsá** (Triathlon)
- **Pablo Herrera** (Beach Volleyball)
- **Quique Llopis Doménech** (Athletics)
- **Paula González Miralles** (Swimming)

Banco Alimentare

For many years, Enervit has had an invaluable partnership with Banco Alimentare to fight surplus food waste. The organization promotes the recovery of food surpluses and their redistribution to charitable organizations. In 2022, it collected over 110,000 tons of food to help more than 1.6 million people and 7,600 participating charitable organizations. **In the 2022-2023 two-year period, Enervit donated more than 141,000 individual products** that were close to expiry but still perfectly edible.

Local community: CNSAS and associations

Since the beginning and with great enthusiasm, Enervit has supported non-profit sports organizations in the local area. **Over 31,000 products were donated in 2023, of which about 26,000 to local communities and over 5,000 to an association that transported the donated products to Ukraine.**

In addition, Enervit supported the **Monzino Run** on September 17, 2023 by donating **1,000 products** for participants' race packs.

An event held in Milan and organized by the IEO-MONZINO ETS Foundation and the Monzino Cardiology Center, the proceeds of which were used to support scientific research into heart disease.

Enervit supports the **Corpo Nazionale Soccorso Alpino e Speleologico (CNSAS)**, a national section of the Club Alpino Italiano (CAI) that provides medical, technical rescue and civil defense support in the mountains. Founded in 1954, over the years it has become an example of excellence thanks to the training and specialization of its technical personnel who receive optimum training for emergency situations in the rough and hostile mountain and cave environment. Today, the CNSAS has over **6,000 rescuers throughout Italy**, divided into 242 alpine stations and 27 speleological stations, who are always ready to respond in the event of accidents or natural disasters. In addition to rescue operations, the CNSAS is also involved in searching for and recovering people who are lost, providing prevention and information regarding mountain activities, and training new rescuers to guarantee an ongoing presence throughout the country and widespread awareness of the importance of safety.

For several years, Enervit has worked with **Noi Genitori Onlus**, a non-profit organization based in Erba that supports families of children with disabilities. Twice a year, Enervit gives the association exhibition space at its Zelbio headquarters to set up market stands and stalls selling various products. Funds raised are used to support the association's activities.

As of 2023, all employees have the opportunity to take part in **volunteering** activities, thanks to the provision of an additional **16 h** pay for activities within the third sector (associations, organizations and institutions that carry out charitable, welfare, social, religious, artistic, cultural, sports and environmental activities), in addition to the entitlements provided for by law and collective bargaining agreements in force.

141,000
INDIVIDUAL PRODUCTS
donated to
Banco Alimentare
in 2022 and 2023

METHODOLOGICAL NOTE

The second edition of Enervit S.p.A.'s Sustainability Report is a voluntary communication tool that provides information to the company's stakeholders on its 2023 achievements concerning environmental, economic and social issues that are priorities for the company, providing an accurate, comprehensive and transparent account of the results achieved and the relevant trend.

The information within the document refers to the most recent fiscal year—January 1 to December 31, 2023—and, where possible, the topics are presented in such a way as to provide a comparison with the previous two years (2022 and 2021) in order to enable performance to be tracked over time. The scope of the auditing process involves the activities of Enervit S.p.A., in conformity with the separate financial statement, unless otherwise indicated.

The document has been prepared in accordance with the guidelines set out in the new edition of the Global Reporting Initiative's GRI Standards 2021—now considered the most authoritative and widely adopted non-financial reporting standard at both the national and international level—with GRI identification codes included in square brackets under the document titles, in accordance with the "with reference to" option. The document has been externally reviewed.

The document is structured around 10 material sustainability topics established by Enervit, which were first identified in 2022 through materiality analysis—a process involving company management—and were then reconfirmed for 2023.

Starting from an analysis of Enervit's sustainability context and value chain, a shortlist of current and potential positive and negative impacts generated by the company's activities on the external context were identified. The impacts were analyzed and assessed according to the criteria of scale, scope, irremediable character and likelihood, in line with GRI 2021 requisites.

The process of gathering, processing and checking data saw the involvement and collaboration of all Enervit departments, each in terms of its own area of expertise, under the coordination and monitoring of the Corporate Strategy department and company management. The 2023 Sustainability Report, prepared on a voluntary basis, was approved by the Enervit Board of Directors, which met on July 30 to approve the 2024 half-yearly report.

The document is published on the website.

For further information and details, please visit the website: www.enervit.com/en

NO.	MATERIAL TOPICS	DESCRIPTION OF IMPACTS GENERATED
1°	Safe and high-quality products	Failure to meet hygiene and sanitary standards for product production and storage could harm consumer health and safety.
		The absence of state-of-the-art systems to control product safety and quality may result in products that are unsafe for consumers.
		The adoption of product quality and internal process certification as a tool to guarantee that minimum standards are met increases consumer confidence.
2°	Scientific research and Positive Nutrition	The promotion of healthy lifestyles, accompanied by proper nutrition, positively impacts people's health and improves athletes' performance.
		The promotion of scientific research in the field of nutrition can increase customer and consumer confidence.
		Scientific evidence on the positive relationship between nutrition and wellbeing increases consumer awareness, encouraging them to adopt healthy lifestyles.
3°	Product innovation and development	Involvement in scientific discoveries in the field of nutrition supports the creation of reliable products to support wellness and sports performance.
4°	Green energy and energy efficiency	Consumption of energy from traditional energy sources increases production emissions and risks associated with fluctuating energy prices.
		The implementation of energy-efficient solutions in internal processes, such as heat recovery, helps reduce the environmental footprint of production.
		Emissions generated through manufacturing plant activities contribute to air pollution that causes climate change.
5°	Green and smart packaging	Packaging materials with poor preservation performance can negatively affect product quality and shelf life.
		Recycled, recyclable, biodegradable, compostable and certified packaging materials reduce the environmental impact of the product.
		Intelligent packaging solutions reduce littering during consumer use.
6°	Orientation toward consumer evolution	Active listening to consumers allows for a better understanding of their needs and market trends.
		Ineffective and untimely handling of complaints leads to increased customer dissatisfaction.

NO.	MATERIAL TOPICS	DESCRIPTION OF IMPACTS GENERATED
7°	New generations and attraction of talent	A lack of proactive dialogue between an organization and young people limits the potential for professional growth of talent within that company.
		A company's lack of commitment to inclusion and the development of young people can lead to a consequent loss of talent and attractiveness in the labor market.
		Failing to offer flexible and smart working solutions can make a company less attractive in the labor market and increase the risk of employee dissatisfaction.
8°	Roots in the local area and value for the community	Collaborative relationships with associations and sponsorship of sports and cultural events help distribute value throughout the local area in which a company operates.
		Failing to properly integrate into the local area in which a company operates can expose it to risks arising from ineffective dialogue with the local community and its stakeholders.
9°	Health and wellbeing of our people	Poor work-life balance increases stress and negatively affects the ability to concentrate and overall productivity of employees and the company.
		An absence of welfare, wellbeing and engagement programs can reduce employees' motivation and sense of belonging.
		A healthy and safe work environment helps prevent physical and psychological injury, as well as promoting employee health.
		The promotion of healthy lifestyles among workers positively impacts their wellbeing and contributes to a healthy and positive work environment.
10°	Responsible marketing and fair competition	A clear labeling system allows for transparent communication of the real food and nutritional properties of the product.
		Partnerships with industry associations enable internal processes to be aligned with best practices concerning transparency and communication to the market.
		Continued focus on fair and transparent market practices helps build consumer confidence.

NOTES ON DATA AND INFORMATION

Workforce Data

The workforce data for 2023, in keeping with previous years, include overall data for Enervit S.p.A. and are calculated based on the Full Time Equivalent (FTE) method. Where required to interpret the data, bullet comments have been inserted for each indicator.

Health and Safety Data

With reference to injuries, injury data for 2023, 2022 and 2021 are shown for both employees and non-employees (outsourced workers), although no injuries were recorded for outsourced workers. The injury severity index is calculated as (number of days lost due to injury /hours worked) x 1,000. The rate of recordable work-related injuries is calculated as (number of injuries/hours worked) x 1,000,000. The rate of work-related injuries with serious consequences is calculated as the number of work-related injuries with serious consequences (excluding fatalities) / hours worked x 1,000,000.

Environmental Data

The scope of calculation for data on energy consumption, energy intensity and emissions for 2023, in keeping with previous years, includes total data from the Zelbio and Erba plants. Enervit is currently putting measures in place to include data relating to the company's fleet and consumption from heating and cooling its Milan offices in the calculation. Where required to interpret the data, bullet comments have been inserted for each indicator.

- **2023:** Scope 1 fuels (natural gas and diesel for stationary combustion): UK Department of Environment, Food & Rural Affairs (DEFRA), Conversion factors - Full set, 2020, 2021, 2022; Scope 2 Location-based: Terna, International Comparisons 2019.
- **2022:** Scope 1 fuels (natural gas and diesel for stationary combustion): UK Department of Environment, Food & Rural Affairs (DEFRA), Conversion factors - Full set, 2020, 2021, 2022; Scope 2 Location-based: Terna, International Comparisons 2019.
- **2021:** Scope 1 fuels (natural gas and diesel for stationary combustion): table of national standard parameters published by the Italian Ministry of Environment for 2021; Scope 2 Location-based: Terna 2019.

GRI INDEX

DECLARATION OF USE

Enervit has reported the information cited in this GRI Index for the period 1/1/2023-12/31/2023 using the 2021 edition of the GRI Standards, under the "with reference to" option.

USE OF GRI 1

GRI 1 – Foundation 2021

GENERAL INFORMATION

GRI STANDARDS	DISCLOSURE	LOCATION (OR INFORMATION)
GRI 2: General information - 2021	2-1 Organizational details	a. Enervit S.p.A. b. listed joint stock company c. Via Achille Papa, 30, 20149 Milan (Milan). d. Italy, UK, Germany, Norway and Spain
	2-2 Entities included in the organization's sustainability reporting	a./b./c. The reporting scope of the 2023 Sustainability Report only includes the parent company Enervit S.p.A.
	2-3 Reporting period, frequency and contact point	a. Annual reporting b. The reporting period of the Sustainability Report extends from 1/1/2023 to 12/31/2023 and coincides with that of the company's Consolidated Financial Statements. c. July 2024 d. https://www.enervit.com/it/contacts
	2-4 Restatements of Information	- A restatement of GRI 201-1 on 'economic value distributed', 'economic value generated' and 'operating costs' for 2022 is reported, to bring the calculation methodology into line with that adopted for 2023. The decision was made to perform separate reporting for 'A.2 Change in product inventories' and 'B.11 Change in materials'.
		- A restatement of GRI 301-1 on the percentage of renewable products used out of the 2022 total is reported, due to a typo in the text relating to the figure reported in the previous edition.
	2-5 External assurance	a./b. The document was subject to external assurance: see page 91

GRI STANDARDS	DISCLOSURE	LOCATION (OR INFORMATION)
GRI 2: General information - 2021	2-6 Activities, value chain and other business relationships	<p>a. Nutrition and sports nutrition and for wellbeing and health, research, development and nutraceuticals.</p> <p>b. Enervit The Positive Nutrition Company is a company active in the sports and functional nutrition market through research, development, production and sales of foods and supplements for those who practice sports, those who are health-conscious and those who want to stay in shape. The entire production process, from concept to experimentation, preparation and production, is followed in its plants in Zebio (Como) and Erba (Como) to guarantee the highest quality level. The group has four main sales channels: Italy, International, Contract Manufacturing and D2C. The channels are both indirect and direct. The Enervit supply chain is selected on the basis of ingredients, industry, packaging material and services.</p> <p>c. Enervit's relationship with the athletes and teams it sponsors is one of active collaboration and sharing of information, knowledge and goals. Enervit does not sponsor athletes to associate its brand with their performance for purely advertising purposes. The company is always, first of all, a consultant that develops for them personalized and complete sports nutrition strategies that are designed by the members of Equipe Enervit on the basis of individual requisites, whether an athlete or a team. At the same time, Enervit actively gathers and analyzes athlete feedback, both regarding the use of products already on the market and tests of new products. In some cases, the impulse to develop a new idea comes from the sponsored athletes or team nutritionists as a way of meeting a specific need. In addition, Enervit collaborates with athletes who share the company's values and principles.</p> <p>d. No significant differences are reported as compared to previous reports.</p>

GRI STANDARDS	DISCLOSURE	LOCATION (OR INFORMATION)
GRI 2: General information - 2021	2-7 Employees	a./b./d. § Our Team
		<p>c. Given the FTEs in the workforce at the end of the reporting period</p> <p>e. The number of permanent employees decreased, due to a number of retirements during the period. The change in turnover rate is mostly due to resignation/retirement. Outgoing employees were replaced by new hires and fixed-term contracts and internships were converted to permanent contracts. The number of employees at the Milan office remained stable, with a focus in 2023 on retention and balance, compared to the significant growth strategy pursued in 2022. Part-time numbers continued to grow compared to 2021, mainly due to employees returning from maternity leave.</p>
	2-8 Workers who are not employees	<p>a. § Our Team</p> <p>b. Non-employee worker numbers have been reported on the basis of the number of individuals at the end of the reporting period.</p> <p>c. The number of interns decreased, as interns were retained during the year. No new internships were taken on because the findings of the assessment into the possibility of tutorship and training of interns were not positive. As such, as it was not possible to properly support interns, the decision was made not to "overload" the company, so as not to compromise the success of potential internships.</p>
	2-9 Governance structure and composition	<p>a. Board of Directors, Board of Statutory Auditors, Remuneration Committee, Related-Party Committee</p> <p>b./c. § Corporate Governance.</p>
	2-10 Nomination and selection of the highest governance body	a./b. Election of candidates for the Board of Directors and the Board of Statutory Auditors, respecting the gender quotas set by legislation in force at the time
	2-11 Chair of the highest governance body	<p>a. The Chairperson of the BofD is not an employee.</p> <p>b. Chief Executive Officers are given broad management powers. The company has adopted the related-parties procedure to ensure transparency in operations that could involve a conflict of interest.</p>

GRI STANDARDS	DISCLOSURE	LOCATION (OR INFORMATION)
GRI 2: General information - 2021	2-12 Role of the highest governance body in overseeing the management of impacts	a. § Corporate Governance b./c. The highest governance body currently has no role in due diligence oversight
	2-13 Delegation of responsibility for managing impacts	a./b. § Corporate Governance
	2-14 Role of the highest governance body in sustainability reporting	a. § Corporate Governance
	2-15 Conflicts of interest	a. The company has adopted the related-parties procedure to ensure transparency in operations that could involve a conflict of interest. b. The corporate governance report published annually includes information regarding: i. membership in various boards of directors; ii. existence of shareholders with supervisory powers; iii. The annual financial statement includes information regarding: iv. related-parties and their relationships and transactions
	2-19 Remuneration policies	a. The company defines and applies a remuneration policy for administrators, members of the Board of Statutory Auditors and managers with strategic responsibilities in the pursuance of the interests of the company, its shareholders and its employees taking into account the need to provide, maintain and motivate people with the skills and professionalism required to fill their roles in the company. Definition of the policy is the result of a process in which the Shareholders' Meeting, the Board of Directors, the Board of Statutory Auditors and the Remuneration Committee play a central role. b. As provided for in company regulations, the Remuneration Committee: a) proposes the salaries of managing directors and any other administrators with special responsibilities, on the basis of the opinion of the Board of Statutory Auditors where this is provided for in art. 2389 of the Italian Civil Code, monitoring the application of the decisions made; b) assess the proposals of the managing directors regarding general remuneration and incentive criteria, as well as the plans and managerial development systems and company managers responsible for strategy.

GRI STANDARDS	DISCLOSURE	LOCATION (OR INFORMATION)
GRI 2: General information - 2021	2-20 Process to determine remuneration	<p>a. The Remuneration Committee: – assists the Board in setting the policy; – periodically assesses the adequacy, overall coherence and concrete application of the policy of the directors and managers responsible for strategy; – monitors the concrete application of the remuneration policy and verifies, in particular, that performance goals have actually been met; – presents proposals or offers its views on the remuneration of executive directors and other managers with special responsibilities, as well as sets performance goals connected with the variable aspect of the remuneration; – reports to shareholders at the Shareholders' Meeting regarding how the committee operates, through this Report.</p> <p>b. The Shareholders' Meeting annually approves the remuneration report.</p>
	2-22 Statement on sustainable development strategy	§ Welcoming remarks
	2-26 Mechanisms for seeking advice and raising concerns	a. Employees can raise in-house concerns with the supervisory body or directly to HR.
	2-27 Compliance with laws and regulations	No non-compliance with laws and regulations were registered in this three-year period.
	2-28 Membership associations	a. Assolombarda; CDO Compagnie Delle Opere; CENTROMARCA; Consob; ESSNA European Specialist Nutrition; GOED Omega-3; Garante Concorrenza e Mercato; and Unione Italiana Food (AIIPA)
	2-30 Collective bargaining agreements	<p>a. 94%</p> <p>b. On the basis of collective bargaining agreements of other organizations (Industrial Management NCLC).</p>

SPECIFIC DISCLOSURES

GRI STANDARD	DISCLOSURES	CONTACT POINT
GRI 3: Material Topics 2021	3-1 Process to determine material topics	§ Sustainability in Enervit
	3-2 List of material topics	§ Sustainability in Enervit
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	§ Economic performance and value generated

MATERIAL TOPICS

ENERGY AND ENERGY EFFICIENCY

GRI 3: Material Topics 2021	3-3 Management of material topics	§ Production consumption: energy and emissions
GRI 302	302-1 Energy consumption within the organization	§ Production consumption: energy and emissions
GRI 302	302-3 Energy intensity	§ Production consumption: energy and emissions
GRI 305	305-1 Direct (Scope 1) GHG emissions	a./d. § Direct (Scope 1) GHG emissions b. CO ₂ c. In the 2021-2023 three-year period, Enervit did not record any biogenic CO ₂ emissions e./f./g. § Methodological Note
GRI 305	305-2 Energy indirect (Scope 2) GHG emissions	a./d. § Production consumption: energy and emissions b. Not applicable c. CO ₂ d./e./f./g. § Methodological Note
GRI 305	305-4 GHG emissions intensity	§ Production consumption: energy and emissions

GRI STANDARD	DISCLOSURES	CONTACT POINT
GRI 305	305-6 Emissions of ozone-depleting substances (ODS)	a./b./c./d. In the 2021-2023 three-year period, the company recorded no emissions of ozone-depleting substances
GRI 305	305-7 Nitrogen oxides (NOX), Sulfur oxides (SOX) and other significant air emissions	a./b./c. In the 2021-2023 three-year period, the company recorded no emissions of nitrogen oxides, sulfur oxides or other significant substances

MATERIAL TOPICS

PRODUCT INNOVATION AND DEVELOPMENT

GRI 3: Material Topics 2021	3-3 Management of material topics	§ Innovation, Enervit style
-----------------------------	-----------------------------------	-----------------------------

RESPONSIBLE MARKETING AND FAIR COMPETITION

GRI 3: Material Topics 2021	3-3 Management of material topics	§ Transparency is our strength
GRI 206	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	§ Transparency is our strength
GRI 417	417-2 Incidents of non-compliance concerning product and service information and labeling	No cases of non-compliance were registered
GRI 417	417-3 Incidents of non-compliance concerning marketing communications	No cases of non-compliance were registered

GRI STANDARD	DISCLOSURES	CONTACT POINT
NEW GENERATIONS AND ATTRACTION OF TALENT		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Our Team
GRI 401	401-1 New employee hires and employee turnover	§ Our selection approach: passion for what we do
GRI 404	404-1 Average hours of training per year per employee	a./b./ § Performance: goals, growth and assessment
GRI 404	404-2 Programs for upgrading employee skills and transition assistance programs	a./b./ § Performance: goals, growth and assessment
ORIENTATION TOWARD CONSUMER EVOLUTION		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Dialogue with consumers: events and digital channels
GREEN AND SMART PACKAGING		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Green and smart packaging
GRI 301	301-1 Materials used by weight or volume	§ Green and smart packaging
GRI 301	301-2 Recycled input materials used	§ Green and smart packaging
SAFE AND HIGH-QUALITY PRODUCTS		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Innovation, Enervit style
GRI 416	416-1 Assessment of the health and safety impacts of product and service categories	§ Innovation, Enervit style

GRI STANDARD	DISCLOSURES	CONTACT POINT
GRI 416	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No cases of non-compliance were registered
ROOTS IN THE LOCAL AREA AND VALUE FOR THE COMMUNITY		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Roots in the local area
GRI 204	204-1 Proportion of spending on local suppliers	§ Roots in the local area
SCIENTIFIC RESEARCH AND POSITIVE NUTRITION		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Equipe Enervit, from research to “Positive Nutrition”
HEALTH AND WELLBEING OF OUR PEOPLE		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Occupational safety: increasing focus on employee health
GRI 401	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	§ Employee wellbeing
GRI 403	403-1 Occupational health and safety management system	<p>a. The standard applied is Italian Legislative Decree no. 81/08 and the State/Region Agreement on Occupational Health and Safety Management. Enervit employs 2 external Prevention and Protection Service Managers (RSPP) (one covering Zebio and Milan and one covering Erba) and has an internal structure in place to support management of the safety system (EHS Director – Worker Health and Safety Representative (RLS) – Safety Managers – Supervisors – Emergency and First Aid team members). The management system is improved through constant review and updating of Risk Assessment Documents (DVR), constant monitoring of processes and constant training and education on Health and Safety.</p> <p>b. All workers at all locations undergo periodic health surveillance, health and safety training and periodic testing/assessments.</p>

GRI STANDARD	DISCLOSURES	CONTACT POINT
GRI 403	403-2 Hazard identification, risk assessment and incident investigation	<p>The Risk Assessment Documents are maintained/updated periodically (at intervals established by current regulations). In the event of organizational, equipment or process changes that may affect the mapped and evaluated processes, the RSPPs work together to update and adapt the Prevention and Protection System accordingly.</p> <p>b. Workers can report any work situations that may expose them to health and safety risks, as well as propose improvement actions concerning equipment, processes or environments, to the freely elected Worker Health and Safety Representative, HR or the occupational physician, either directly or anonymously. The prevention and protection system, through the dynamics of continuous improvement, handles all reports by converting them into corrective and improvement actions. Periodic internal Health and Safety audits are performed to detect hazardous situations and promote consequent preventive or remedial activities.</p> <p>c. Emergency and evacuation plan – Training on emergency/hazard action procedure</p> <p>d. HR reports accident to HSE Director – RLS – RSPP – Occupational Physician. Based on the type of accident, actions are put in place to improve the equipment/environment/process, to prevent further similar events or reduce the likelihood/risk of such.</p>
GRI 403	403-5 Worker training on occupational health and safety	§ Occupational safety: increasing focus on employee health
GRI 403	403-8 Workers covered by an occupational health and safety management system	a. All employees are covered by the health and safety management system
GRI 403	403-9 Work-related injuries	§ Occupational safety: increasing focus on employee health
GRI 403	403-10 Work-related ill health	No cases were registered in the three-year period

401-1 New employee hires and employee turnover

HIRINGS BY GEOGRAPHICAL AREA

GENDER	GEOGRAPHICAL AREA	2021	2022	2023
MEN	Province of Como	12	18	9
	Province of Milan	3	5	5
Total men		15	23	14
WOMEN	Province of Como	12	13	13
	Province of Milan	3	9	4
Total women		15	22	17
TOTAL HIRINGS		30	45	31
TOTAL EMPLOYEES		213	235	229
HIRES RATE		14%	19%	14%

TERMINATIONS BY GEOGRAPHICAL AREA

GENDER	GEOGRAPHICAL AREA	2021	2022	2023
MEN	Province of Como	11	7	4
	Province of Milan	4	7	4
Total men		15	13	8
WOMEN	Province of Como	13	5	11
	Province of Milan	2	4	5
Total women		15	9	16
TOTAL TERMINATIONS		30	23	24
TOTAL EMPLOYEES		213	235	229
TERMINATION RATE		14%	10%	10%

GRI 404-2 | Programs for upgrading employee skills and transition assistance programs
2021

TYPE (UPGRADING/ASSISTANCE)	CONTENT	HOURS
Skill development	Leadership, Leading self, Team leadership	112
Skill upgrading	Inventory management	8
Security	First aid, forklift trucks, fire-fighting	-
Total	7	120

2022

TYPE (UPGRADING/ASSISTANCE)	CONTENT	HOURS
Skill development	Excel, Power point, Supply chain basics, Demand planning, Pharma coaching, supply chain coaching, accounting and finance statistics, understanding financial statements and economic and financial data	118
Skill upgrading	Commercial best practices – antitrust compliance, Safety management process improvement	31
Assistance	New management tool use – Expense reports	4
Security	First aid, forklift trucks, fire-fighting	8
Total	14	161

2023

TYPE (UPGRADING/ASSISTANCE)	CONTENT	HOURS
Skill development	Excel, Supply Chain Academy, Supply Chain Excellence, Strategy and Management, Trade Lab, Food Safety Management	199
Security	Spill safety procedure, Supervisor, High and low risk	28
Total	14	227

GRI 404-3 | Percentage of employees receiving regular performance and career development reviews

	2021			2022			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total Managers	9	2	11	11	2	13	12	3	15
Managers with assessment	9	2	11	11	2	13	12	3	15
% Managers with assessment	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Middle managers	26	13	39	24	14	38	22	11	33
Middle managers with assessment	25	9	34	20	10	30	20	10	30
% Middle managers with assessment	96%	69%	87%	83%	71%	79%	91%	91%	91%
Total Staff	30	42	72	35	43	78	38	44	82
Staff with assessment	7	17	24	8	13	21	12	14	26
% Staff with assessment	23%	40%	33%	23%	30%	27%	32%	32%	32%
Total Blue collar workers	55	34	89	57	45	102	56	42	98
Blue collar workers with assessment	0	0	0	0	0	0	0	0	0
% Blue collar workers with assessment	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total employees	120	91	213	127	104	235	128	100	229
Total Employees with assessment	41	28	69	39	25	64	44	27	71
% Employees with assessment	34%	31%	33%	31%	24%	28%	34%	27%	31%

GRI 2-9: Composition of the Board of Directors

MEMBERS	ROLE	EXECUTIVE	MANDATE	GENDER
Alberto Sorbini	Chairman of the BoD and Managing Director	Yes	Apr 2023 – Dec 2025	M
Giuseppe Sorbini	CEO	Yes	Apr 2023 – Dec 2025	M
Maurizia Sorbini	Executive Director	Yes	Apr 2023 – Dec 2025	F
Marina Petrone	Director	No	Apr 2023 – Dec 2025	F
Maurizio Cereda	Director	No	Apr 2023 – Dec 2025	M
Ciro Piero Cornelli	Independent Director	No	Apr 2023 – Dec 2025	M
Roberta Di Vieto	Independent Director	No	Apr 2023 – Dec 2025	F
Chiara Dorigotti	Independent Director	No	Apr 2023 – Dec 2025	F
Massimo Piombini	Independent Director	No	Apr 2023 – Dec 2025	M
Yuri Zugolaro	Independent Director	No	Apr 2023 – Dec 2025	M

Independent auditors' report on the "Sustainability Report 2023"

(Translation from the original Italian text)



EY S.p.A.
Via Meravigli, 12
20123 Milano

Tel: +39 02 722121
Fax: +39 02 722122037
ey.com

Independent auditors' report on the "Sustainability Report 2023"

(Translation from the original Italian text)

To the Board of Directors of
Enervit S.p.A.

We have been appointed to perform a limited assurance engagement on the "Sustainability Report 2023" (hereinafter "Sustainability Report") of Enervit S.p.A. (hereinafter the "Company") for the year ended on December 31st, 2023 and approved by the Board of Directors on July 30th, 2024.

Responsibilities of Directors on the Sustainability Report

The Directors of Enervit S.p.A. are responsible for the preparation of the Sustainability Report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" issued by GRI - Global Reporting Initiative ("GRI Standards"), as described in the paragraphs "Methodological note" and "GRI index" of the Sustainability Report.

The Directors are also responsible for that part of internal control that they consider necessary in order to allow the preparation of a Sustainability Report that is free from material misstatements caused by fraud or not intentional behaviors or events.

The Directors are also responsible for defining the commitments of Enervit S.p.A. regarding the sustainability performance, as well as for the identification of the stakeholders and of the significant matters to report.

Auditors' independence and quality control

We are independent in accordance with the ethics and independence principles of the International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code) issued by the International Ethics Standards Board for Accountants, based on fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality and professional behavior.

Our audit firm applies the International Standard on Quality Management 1 (ISQM Italia 1) and, as a result, maintains a quality control system that includes documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable laws and regulations.

Auditors' responsibility

It is our responsibility to express, on the basis of the procedures performed, a conclusion about the compliance of the Sustainability Report with the requirements of the GRI Standards, with reference to the GRI Standards selection as described in the paragraphs "Methodological note" and "GRI index" of the Sustainability Report. Our work has been performed in accordance with the principle "International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (hereinafter "ISAE 3000 Revised"), issued by the International Auditing and Assurance Standards Board (IAASB) for limited assurance engagements. This principle requires the planning and execution of procedures in order to obtain a limited assurance that the Sustainability Report is free from material misstatements.

EY S.p.A.
Sede Legale: Via Meravigli, 12 - 20123 Milano
Sede Secondaria: Via Lombardia, 31 - 00187 Roma
Capitale Sociale Euro 2.975.000,00 i.v.
Iscritta alla S.O. del Registro delle Imprese presso la CCIAA di Milano Monza Brianza Lodi
Codice fiscale e numero di iscrizione 08434000284 - numero R.E.A. di Milano 606158 - P.IVA 00891231023
Iscritta al Registro Revisori Legali n. 70945 Pubblicato sulla G.U. Suppl. 13 - IV Serie Speciale del 17/2/1998
A member firm of Ernst & Young Global Limited



Therefore, the extent of work performed in our examination was lower than that required for a full examination according to the ISAE 3000 Revised ("reasonable assurance engagement") and, hence, it does not provide assurance that we have become aware of all significant matters and events that would be identified during a reasonable assurance engagement.

The procedures performed on the Sustainability Report were based on our professional judgment and included inquiries, primarily with Company's personnel responsible for the preparation of the information included in the Sustainability Report, documents analysis, recalculations and other procedures in order to obtain evidences considered appropriate.

In particular, we have performed the following procedures:

1. analysis of the process relating to the definition of material aspects included in the Sustainability Report, with reference to the methods of analysis and understanding of the reference context, the identification, assessment and prioritization of actual and potential impacts and the internal validation of the process outcome;
2. comparison of economic and financial data and information included in the paragraph "Economic performance and value generated" of the Sustainability Report with those included in the Company's financial statement;
3. understanding of the processes that lead to the generation, detection and management of significant qualitative and quantitative information included in the Sustainability Report. In particular, we have conducted interviews and discussions with the management of Enervit S.p.A. and we have performed limited documentary evidence procedures, in order to collect information about the processes and procedures that support the collection, aggregation, processing and transmission of non-financial data and information to the management responsible for the preparation of the Sustainability Report.

Furthermore, for significant information, considering the Company's activities and characteristics:

- at Company level
 - a) with reference to the qualitative information included in the Sustainability Report, we carried out inquiries and acquired supporting documentation to verify its consistency with the available evidence;
 - b) with reference to quantitative information, we have performed both analytical procedures and limited assurance procedures to ascertain on a sample basis the correct aggregation of data.
- for the production site of Zebio (CO) of Enervit S.p.A., that we have selected based on its activity and relevance to the consolidated performance indicators, we have carried out a site visit and remote interviews during which we have had discussions with management and have obtained evidence about the appropriate application of the procedures and the calculation methods used to determine the indicators.



Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Sustainability Report of Enervit S.p.A. for the year ended on December 31st, 2023 has not been prepared, in all material aspects, in accordance with the requirements of the GRI Standards, with reference to the GRI Standards selection as described in the paragraphs "Methodological note" and "GRI index" of the Sustainability Report.

Other information

The comparative information presented in the Sustainability Report for the year ended on December 31st, 2021 have not been examined.

Milan, August 1st, 2024

EY S.p.A.
Signed by: Sara Valentina Garavello, Auditor

This report has been translated into the English language solely for the convenience of international readers.

