

Sustainability

Report 2024



Certified



Corporation

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GRI INDEX

VSME INDEX – BASE + Complete Module

Highlights



+30

Years of experience
in the industry

349,60

Installed photovoltaic
system capacity



84%

Permanent
employment rate



35%

Electric vehicles in the
company fleet

4

Broad public benefit purposes



440

Tons of CO₂ to be absorbed
by planted trees

94%

New hires from the local
community



100%

Employees trained on
social/environmental topics

85.5%

Validated B Impact Score

36.880€

Total bonuses awarded
to employees

Letter to stakeholders

Ambro-Sol is pleased to present the fourth edition of its Sustainability Report: this now well-established tool has been updated by referencing the European voluntary sustainability standards for companies not subject to the Corporate Sustainability Reporting Directive, but that, like us, wish to develop ESG disclosures for our stakeholders aligned with European regulations.

In line with the double materiality approach, we have placed greater emphasis on the risks faced by the organization, starting from the ongoing assessments carried out within the various certified management systems implemented by the company. In addition, for physical-climatic risks, we relied on national assessments conducted by reputable institutions, particularly regarding hydro-geological and seismic risks affecting the Brescia area, where our facilities are located.

Continuous oversight and risk management are essential in today's era, where climate change is triggering violent and unpredictable weather events and the socio-economic context is dynamic and highly volatile. Economic development and business resilience to such shocks are only possible through appropriate structures and the monitoring of critical, including ESG, factors.

Ambro-Sol continues to work to minimize negative impacts and promote positive externalities toward society and stakeholders, with a view to creating shared value.

In 2024, the bylaws of the Spanish subsidiary were amended to include the commitment to generate a positive impact on society and the environment, along with the ongoing engagement of stakeholders. This is in line with the process of aligning all subsidiaries with the parent company's principles of pursuing public benefit goals typical of Benefit Corporations.

In 2024, the new Bag on Valve production line became operational, allowing the manufacture of spray cans using compressed air as a propellant instead of gas. The company's commitment continues to reduce and offset generated greenhouse gas emissions and to reduce the presence of chemical substances in its products, going beyond mere regulatory compliance.

From a social standpoint, human resources remain at the heart of the company, with efforts made to ensure the best possible conditions for employees to thrive, promoting psychological and physical well-being and work-life balance. Support for the growth of the local community also continues.

Our Sustainability Report goes beyond mere reporting and communication: it is becoming a tool for strategic planning, management and enterprise risk oversight, in which Ambro-Sol has believed from the very beginning.



#thebenefitpower
Ambrosini Family

Ambro-Sol and Sustainable Development

Since its beginnings, Ambro-Sol has distinguished itself for its strong ethical and value-driven commitment to sustainable development. The company's vision, always looking to the future, aims to grow the business in a responsible and lasting way.

To integrate sustainability into its strategic path, Ambro-Sol S.r.l. Benefit Corporation (SB) has adopted the United Nations 2030 Agenda as a reference framework. Signed in 2015 by 193 countries, including Italy, the 2030 Agenda is a global action plan to ensure a better future for the planet and for future generations.

At the heart of this plan are the 17 Sustainable Development Goals (SDGs), which provide a framework for advancing global sustainability and continuous innovation in business models. These goals, broken down into over 160 specific targets, promote an integrated vision of development, addressing critical themes such as the fight against hunger and poverty, clean energy production, protection of water resources, promotion of responsible consumption, and equitable access to health and education.

The SDGs represent a true call to action, not only for institutions but also for businesses, organizations, and individuals. They require responsibility and the implementation of concrete solutions to achieve shared economic, social, and environmental development goals by 2030.

Ambro-Sol, aware of its role and potential, has chosen to adopt and pursue the SDGs most relevant to its operations, actively contributing to the achievement of a sustainable future:



SDG 4: QUALITY EDUCATION

Target 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.



SDG 5 – GENDER EQUALITY

Target 5.b: Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.



SDG 7 – AFFORDABLE AND CLEAN ENERGY

Target 7.2: By 2030, significantly increase the share of renewable energy in the global energy mix.



SDG 8 – DECENT WORK AND ECONOMIC GROWTH

Target 8.3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.

Target 8.8: Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, particularly women migrants, and those in precarious employment.



SDG 9 – INDUSTRY, INNOVATION AND INFRASTRUCTURE

Target 9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, taking action in accordance with their respective capabilities.

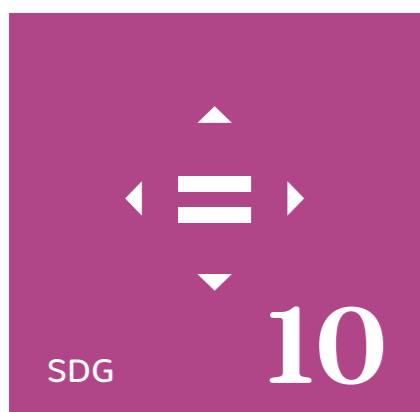
Target 9.5: Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of R&D workers per million people and public and private R&D spending.



SDG 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

Target 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.

Target 12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.



SDG 10 – REDUCED INEQUALITIES

Target 10.2: By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status.

Target 10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.



SDG 15 – LIFE ON LAND

Target 15.2: By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests, and substantially increase afforestation and reforestation globally.



SDG 11 – SUSTAINABLE CITIES AND COMMUNITIES

Target 11.6: By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.



SDG 16 – PEACE, JUSTICE AND STRONG INSTITUTIONS

Target 16.b: Promote and enforce non-discriminatory laws and policies for sustainable development.

To confirm its commitment to sustainability, since 2021 Ambro-Sol has undertaken the voluntary process of drafting a Sustainability Report, now in its fourth edition. This document is an essential tool for improving the integration of sustainability into corporate strategy and operations, and for raising awareness of their impact on people and the environment. The Sustainability Report emphasizes the importance of sustainable and measurable development, ensuring transparency of Ambro-Sol S.r.l. Società Benefit's strategies and its short- and long-term improvement goals.



Identity

Sustainability report 2024

1.1

Who we are?

VSME - B1 – Basis for preparation

Ambro-Sol S.r.l. Società Benefit (SB), headquartered in Cigole, in the province of Brescia, is a company specialized in the production, bottling, and industrial distribution of chemical and aerosol products. It operates under NACE code 20.3: "Manufacture of paints, varnishes and similar coatings, printing ink and mastics".

1.2

Our history

1990

The company has been owned by the Ambrosini family since 1990 and originates from the historic Gnocchi Giuseppe, founded in the 1960s and initially focused on the small-scale production of spray products, such as general-purpose lubricants and anti-spatter agents for welding.

2009

Following the acquisition by the Ambrosini family and a period of steady growth, the need emerged for a proprietary brand for international distribution and marketing of the entire range of spray products. Thus, in 2009, the company re-entered the market with its registered trademark: Ambro-Sol®.

2014

The production of spray paints began, leading to the installation of a second production and bottling line. The following year, Ambro-Sol installed a third bottling line. These were years of major investment, during which the company began to expand and diversify its production.

2015

With production and distribution continuously increasing, in April Ambro-Sol established its first European subsidiary: Ambro-Sol Poland. A few months later, in September 2015, Ambro-Sol Spain was also founded.

2016

In November 2016, Gnocchi Eco Spray and Ambro-Sol decided to merge into a single entity. While retaining the same shareholding structure as Gnocchi Eco Spray, the company changed its name to Ambro-Sol S.r.l. This made it one of the few companies in the sector—at both national and European levels—to produce and distribute its own products under its own brand and through its own sales network.

2017

In March, the third European subsidiary, Ambro-Sol France, was founded. A few months later, in June 2017, the first overseas branch, Ambro-Sol USA, was established.

This continued expansion led, in just a few years, to the opening of four owned subsidiaries. Today, the Ambro-Sol brand is exported to 50 countries. The company continues to pursue international growth, including scouting for new non-European markets.

2018

After the merger, Ambro-Sol entered a period of exponential growth that led the Ambrosini family to continue investing.

The production facility now boasts 8,000 square meters of covered space, built on 14,000 square meters of land in Cigole (Brescia). Ambro-Sol is one of the most advanced aerosol production facilities in Europe, both in terms of technology and safety.

2020

After renewing the third bottling line and installing a series of Industry 4.0 technologies, Ambro-Sol faced the Covid-19 pandemic.

The company installed a fourth bottling line and opened a pharmaceutical department: with authorization from the Italian Ministry of Health, Ambro-Sol began producing aerosol spray disinfectants and sanitizers.

2021

The Ambrosini family has always believed in the urgency of sustainable development. This is why the company constantly commits to environmental protection and the sustainable use of natural and energy resources. In July 2021, Ambro-Sol changed its legal status from a for-profit company to a Benefit Corporation, committing to high standards of purpose, accountability, and transparency.

2022

The strong focus on social and environmental impact led the company to obtain B Corp certification in 2022, confirming Ambro-Sol's active role in generating a positive impact for all stakeholders and monitoring such impacts continuously.

Ambro-Sol is committed to aligning all of its foreign subsidiaries with the principles and values of the parent company, promoting the transition to Benefit Corporation status wherever possible. In 2022, Ambro-Sol's Polish subsidiary became a Benefit Corporation.

2023

Ambro-Sol's French subsidiary also completed its transition to Benefit Corporation status.

2024

The Spanish subsidiary amended its bylaws, including in its corporate purpose the commitment to generate a positive impact on society and the environment, and added a clause regarding stakeholder engagement.



1.3

Benefit corporation and BCorp

Benefit Corporations (Società Benefit) are a legal form of business introduced in Italy by Law No. 208 of December 28, 2015 (paragraphs 376–383 and annexes 4–5), which came into force on January 1, 2016. Companies that adopt this status are for-profit businesses that aim not only to generate profits but also to have a positive impact on society and/or the environment. The current legislation requires Benefit Corporations to include specific common benefit activities in their bylaws and to prepare an annual impact report detailing the actions taken to achieve the statutory benefit goals, thus generating or initiating a process of positive change.

In addition to becoming a Benefit Corporation in 2021, Ambro-Sol obtained B Corp certification in 2022, further highlighting the company’s consistent and active commitment to monitoring its social and environmental impact as an objective foundation for developing and implementing improvement measures.

Ambro-Sol regularly carries out a self-assessment of its impact across ESG (Environmental, Social, Governance) factors, which characterize the sustainability dimension. For this assessment, the company uses the B Impact Assessment (BIA), a credible and internationally recognized impact evaluation standard developed by the U.S.-based non-profit B Lab. The BIA measures company performance in five areas:

- Governance
- Workers
- Community
- Environment
- Customers

Ambro-Sol’s most recent B Impact Assessment refers to fiscal year 2021. The maximum possible score is 200 points; the company achieved a total of 85.5 points, broken down as follows:

Governance	11.8
Workers	26.9
Community	22.2
Environment	20.9
Customers	3.5
Total	85.5

The B Corp certification renewal is expected in 2025, and an increase in the score compared to the validated 85.5 points is anticipated, due to ongoing activities to improve ESG performance and changes in the corporate bylaws concerning subsidiaries.

Indeed, Ambro-Sol’s Polish and French subsidiaries became Benefit Corporations in 2022 and 2023, respectively. In 2024, the Spanish subsidiary, operating as an SRL and in a jurisdiction where the Benefit Corporation status is not legally recognized, amended its bylaws to include a commitment to generate a positive impact on society and the environment, and added a clause requiring stakeholder engagement. Under this clause, stakeholders must be taken into account by directors in their decisions and actions.

Ambro-Sol has decided to fully commit to this sustainability path by becoming both a Benefit Corporation and a certified B Corp, firmly believing that even for-profit companies must actively contribute to the well-being of communities and internal and external stakeholders, and support the sustainable development of the areas in which they operate, while working to reduce their negative impacts.

FOCUS: Benefit Corporations vs. B Corps

The Benefit Corporation movement is inspired by the U.S. Benefit Corporations, known as B Corps, but although they share the goal of operating virtuously in social and/or environmental areas, they are structurally different.

B Corps are companies that have obtained voluntary certification from a third-party body, based on criteria established by the non-profit organization B Lab, which created the Business Impact Assessment (BIA) – a standard for assessing social, environmental, and governance practices related to sustainability. Any for-profit company can calculate its score by completing an in-depth online questionnaire. However, the B Corp certification is only granted to companies that score at least 80 out of 200 points and whose declared characteristics are verified by B Lab during the certification process. Certified companies are authorized to use the official B Corp logo and must renew their certification every three years.

Today, there are over 7,000 B Corps worldwide, including more than 2,400 in Europe and 240 in Italy.

B Corps are required to convert into a Benefit Corporation within one year of certification in countries where this legal form is recognized, such as Italy. However, a company that becomes a Benefit Corporation is not required to obtain B Corp certification.

Benefit Corporations, on the other hand, are companies that have made a legal change by including one or more common benefit purposes in their corporate bylaws, thereby making a concrete and binding commitment to civil society. This ensures a long-term and continuous effort, regardless of any changes in governance or strategic direction.

These commitments are not certified by a third party, but the law mandates disclosure of the activities undertaken through the annual impact report, which is subject to review by the Italian Competition Authority (AGCM). Benefit Corporations that, without justified reason and on a recurring basis, fail to pursue the declared benefit objectives while using the “SB” or “Società Benefit” title are subject to sanctions for misleading advertising or unfair commercial practices.

As of the end of 2023, there were over 3,600 Benefit Corporations in Italy.

Organizational profile and business model



2.1

Business model

VSME-B1 – Basis for preparation

VSME-C1 – Strategy: business model and sustainability – initiatives

Ambro-Sol is a leading company in the production and marketing of aerosol products, with a portfolio that includes more than 1,200 formulations divided into categories such as lubricants, maintenance, adhesives, cleaning, zinc coatings, paints, automotive products and welding solutions. The company operates in more than 50 countries worldwide, serving key sectors such as DIY, industry, automotive, decoration, environmental and surface disinfection, and welding.

Aware of the sensitivity of the chemical sector in terms of impacts on people and the environment, Ambro-Sol goes beyond mere regulatory compliance, pursuing genuinely sustainable development. The company is constantly committed to environmental protection and the responsible use of natural and energy resources, adopting strategies aimed at generating shared value. Its initiatives combine economic growth with the goal of creating positive impacts for society and the environment. For Ambro-Sol, social well-being and environmental protection are priorities fully integrated into the core business, with a medium- to long-term vision in which corporate success goes hand in hand with improving the socio-economic conditions of its stakeholders.

Ambro-Sol aims to be a global benchmark in the aerosol sector while maintaining a strong connection with local partners and operating in full respect of people and the environment. Constantly oriented toward innovation, the company offers high-quality products that support people in their work, hobbies and creative activities, helping preserve their most valuable assets. It actively promotes a culture of recycling and regeneration, with high standards of quality, safety and reliability.

The company continues to grow, as confirmed by the total number of goods produced each year—over 11 million in 2024, up 11% compared to the previous period—and by the positive revenue trend, which increased by 14.57% compared to the previous year.

2022	2023	2024
10.107.039	10.694.272	11.872.876

Table 1 – Total Number of Items Produced Per Year

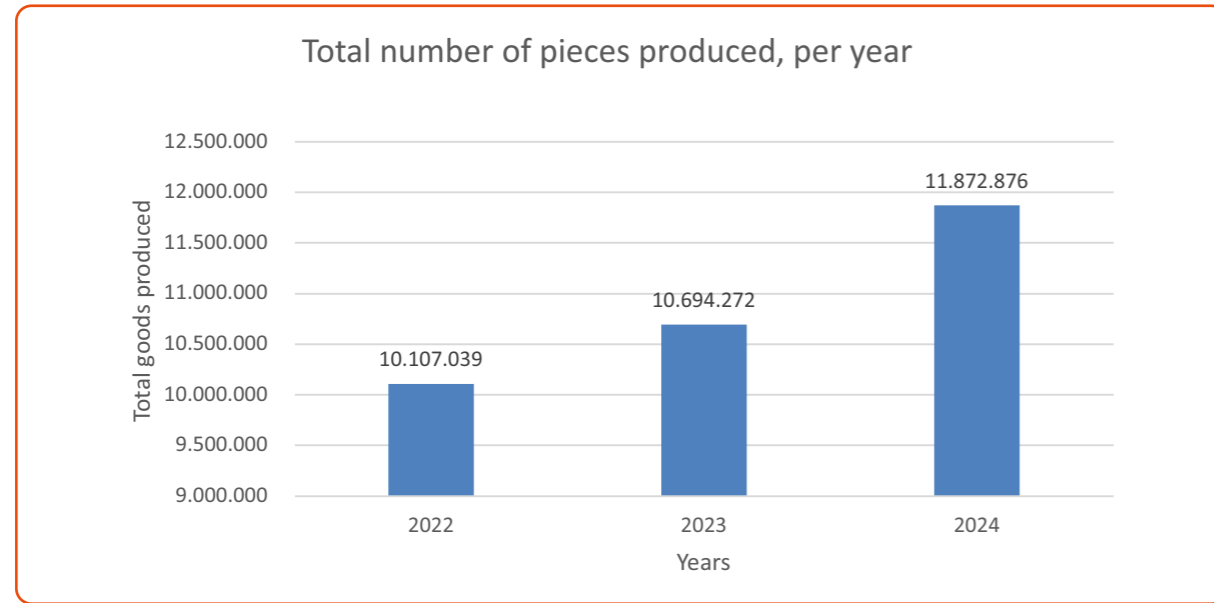


Chart 1 – Total Number of Items Produced Per Year

2022	2023	2024
14.955.356,89	16.500.648,00	19.283.337

Table 2 – Annual Revenue in Euros from Product Sales

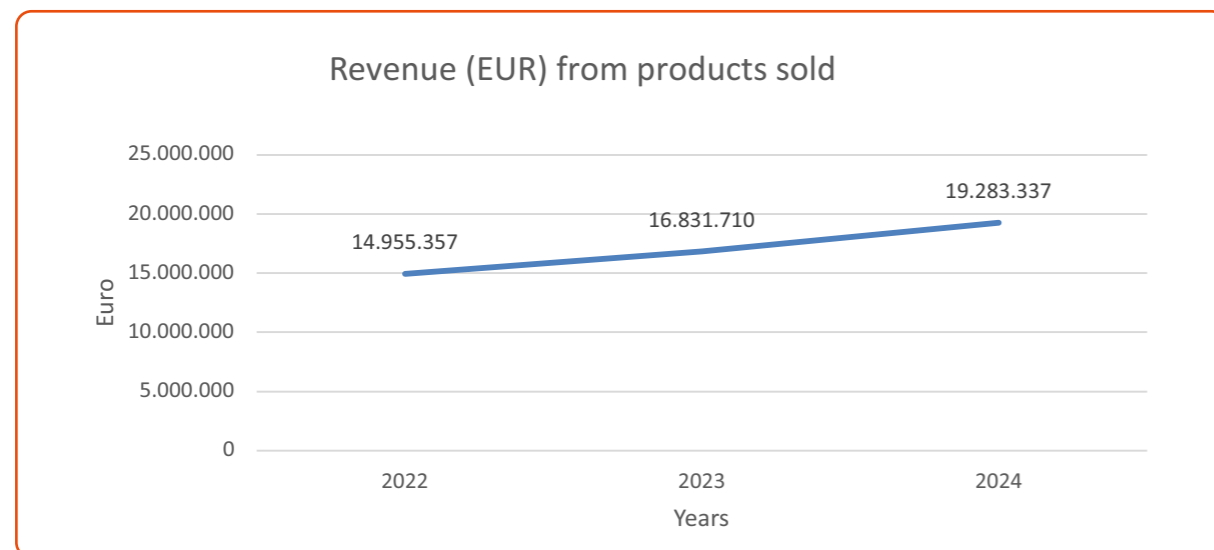


Chart 2 – Annual Revenue in Euros from Product Sales

2022	2023	2024
5,64%	12,55%	14,57%

Table 3 – % Change in Revenue Compared to the Previous Year

2.2

Mission and values

VSME – C1 – Strategy: business model and sustainability – initiatives

Ambro-Sol aims to confirm and consolidate its position as a global leader and cultural reference in the production and distribution of aerosol products for DIY and industrial use, while promoting a positive impact on society. The slogan “Your Factory of Aerosol” reflects not only the company’s industrial dimension but also its family-oriented nature, symbolizing a commitment to social, environmental, and economic goals, with special attention to relationships with all stakeholders.

The company strives to be a point of reference not only globally but also locally, nurturing strong relationships with nearby partners, with full respect for people and the environment. Always committed to ongoing innovation, Ambro-Sol offers high-quality products that support people in their work, hobbies, and creative activities, helping them safeguard their most valuable assets. Moreover, the company actively promotes a culture of recycling and regeneration, maintaining high standards of quality, safety, and reliability.

In serving its customers, Ambro-Sol stands out for its eco-sustainable innovations and high-quality “Made in Italy” products, in line with the values built over more than 30 years of history. The evolution of Ambro-Sol S.r.l. Benefit Corporation has led to increased organizational complexity, which the company manages through the adoption of the Organizational and Management Model 231 (Legislative Decree 231/2001). This model defines the core principles that guide the company’s growth:

- Integrity in compliance with laws and regulations
- Rejection of all forms of discrimination
- Centrality, development, and enhancement of human resources, and fairness in the exercise of authority
- Transparency and business ethics
- Quality
- Fairness
- Legality and the fight against criminal activity

In line with its corporate values, Ambro-Sol has integrated cross-cutting sustainability goals into its business model, adopting the UN 2030 Agenda for Sustainable Development as its guiding framework.

2.3

Medium- to Long-Term Policies and Strategies

VSME-B2 – Practices, policies and future initiatives for a transition to a more sustainable economy

VSME – C1 – Strategy: business model and sustainability – initiatives

VSME-C2 – Description of practices, policies and future initiatives for the transition to a more sustainable economy

The company's strategic lines, which are strongly integrated with sustainability, can be summarized as follows:

- *Generate a positive impact in the communities where it operates, by promoting initiatives for social and environmental development and regeneration. This includes carrying out projects in the local area and making its products available to support initiatives benefiting the community and disadvantaged groups.*
- *Support the development of the local economy, by adopting policies and practices that encourage purchasing from local suppliers.*
- *Improve the social and environmental impact of its products, by supporting and developing projects and partnerships with national or international organizations, both public and private, as well as research institutions. In the short term, ongoing collaborations will include support for the "Brescia Capital of Culture 2023" event.*
- *Continue emission offsetting initiatives, for example by financing companies engaged in reforestation.*

Ambro-Sol does not settle for the results already achieved. The company ensures that everyone is constantly focused on identifying opportunities for improvement—both in terms of the effectiveness and efficiency of individual activities and the value of the offer provided to all customers, whether private individuals or professionals.

2.4

Governance

VSME - C9 – Gender diversity in governance bodies

Ambro-Sol is a family-owned company that places great emphasis on governance processes. The Board of Directors of Ambro-Sol consists of three members: President Mirco Ambrosini, Daniele Ambrosini, and Silvana Romito.

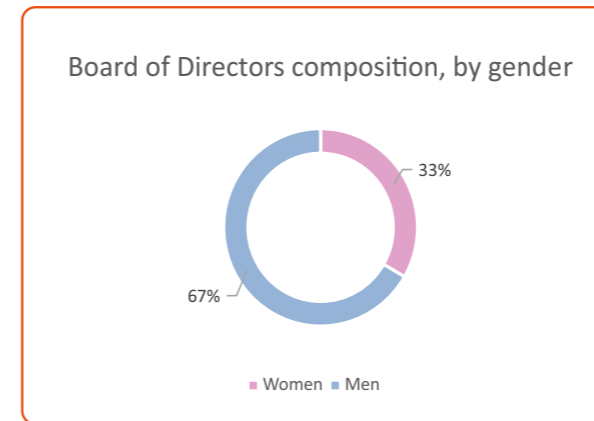


Chart 3 – Board of Directors composition, by gender

In recent years, the administrative body of Ambro-Sol has met once per year.

Within its organizational structure, Ambro-Sol has a total of 7 managers, responsible for the various company functions, of whom 71% are men and 29% are women. The company's organizational chart is shown below.

Since 2021, all managers have undergone a written performance evaluation.

	2022	2023	2024
Percentage of managers with written performance evaluation	100%	100%	100%

Table 4 – Percentage of managers with written performance evaluation

	2022	2023	2024
Donne	2	2	2
Uomini	6	5	5
Totale	9	7	7
% Donne	25%	29%	29%
% Uomini	75%	71%	71%

Table 5 – Number of managers, by gender

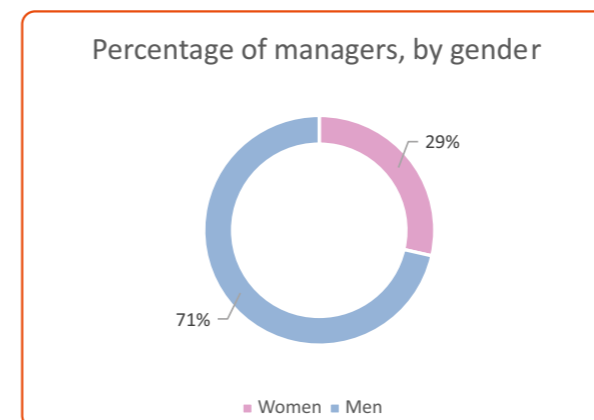


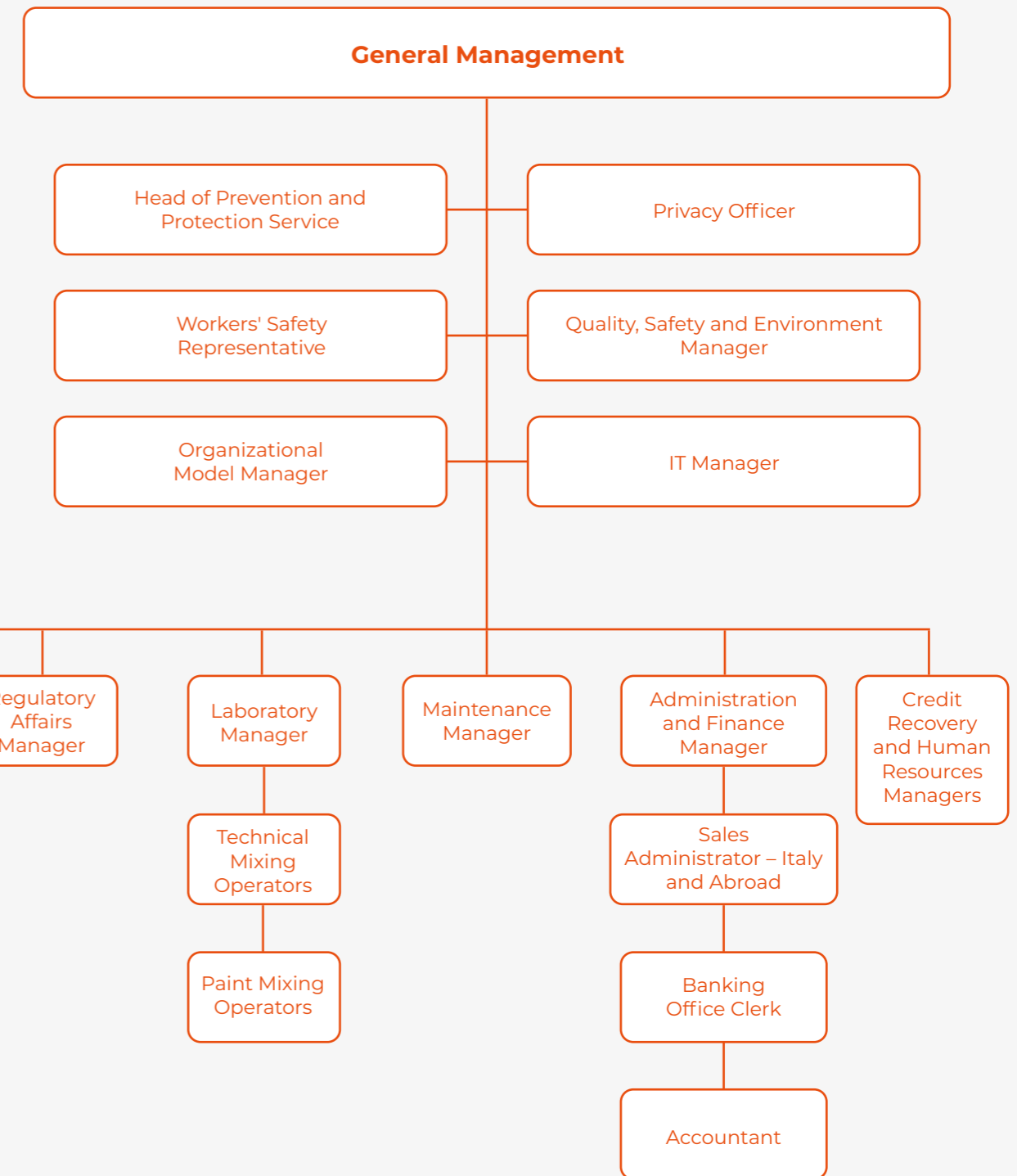
Chart 4 – Percentage of managers, by gender

2.5

Organizational Structure

VSME-C2 – Description of practices, policies and future initiatives for the transition to a more sustainable economy

Ambro-Sol relies on a group of collaborators who operate in alignment with the company's mission, each of whom is called upon to contribute positively to the organization's activities and the achievement of its goals.



2.6

Materiality Analysis and Stakeholder Engagement

VSME - B1 – Basis for preparation

For the preparation of the 2024 Sustainability Report, Ambro-Sol confirmed the findings from the previous materiality analysis, in compliance with the updated Global Reporting Initiative (GRI 2021) guidelines. Specifically, GRI 3 disclosures on material topics were considered, as well as the provisions of EU Directive 2022/2464 of the European Parliament and Council of 14 December 2022, known as the Corporate Sustainability Reporting Directive (CSRD).

For this year's sustainability disclosure, the company also considered the Voluntary Standard for non-listed SMEs (VSME), developed under the CSRD framework for companies that are not yet legally required to comply with the Directive but wish to adopt a reporting model aligned with the new principles, proportionally adapted to their size.

The new European regulation, together with the GRI updates, has expanded the concept of materiality—now referred to as “relevance” in the CSRD—by introducing the principle of double materiality. Although the VSME standard does not require a double materiality analysis, it calls for reflection on the physical risks to which the organization and its assets are exposed.

Double materiality combines the traditional inside-out perspective—assessing how the company impacts people, society, and the environment through its activities and processes—with a new outside-in perspective. The latter focuses on how ESG issues (Environmental, Social, Governance) affect the business itself, its operations, and especially its economic and financial performance.

This extended view shifts the analysis toward risk management, considering the risks and opportunities arising from sustainability issues.

As confirmed by recent regulations, impact materiality analysis remains the starting point. However, it is now also necessary to integrate the financial materiality perspective. This implies the need to take into account issues that may not be financially relevant today, but could become so in the future (dynamic materiality), and to continuously monitor stakeholder expectations to identify new priorities, anticipate risks, and turn them into opportunities.

The concept of due diligence, defined as “the process through which an organization identifies, prevents, mitigates, and accounts for how it manages its actual and potential negative impacts on the economy, the environment, and people” (including human rights), is recognized as the main mechanism for identifying and managing such impacts.

Through the materiality analysis, Ambro-Sol identified and confirmed in 2024 the topics most relevant to its operations and of greatest importance to key stakeholders. These themes formed the foundation of the report and represent the areas on which the company focuses its sustainability efforts—environmental, social, and governance.

The material topics identified by Ambro-Sol are grouped into six macro-categories:

Shared value with stakeholders

1. Business development and growth

Human resources

2. Employee and agent training

3. Employee participation and benefit distribution

4. Health, safety, and working conditions

5. Employment

Customers

6. Focus on end consumers

7. Safety and quality of finished products

8. Digitalization and cybersecurity

Suppliers

9. Supply chain qualification and use of low-impact materials, technologies, and processes

10. Focus and priority on local suppliers

11. Loyalty and partnerships for sustainability

Community and local area

12. Community engagement and marketing

13. Participation in the development and well-being of the local community

Environmental impact

14. Sustainability-oriented innovation and R&D

15. Emissions reduction and safe waste management

16. Climate change mitigation and adaptation actions

The topics listed above are also aligned with the ESRS thematic standards adopted by the European Commission on 31 July 2023, as part of the CSRD. These are the first official European Sustainability Reporting Standards, which all companies falling under the scope of the Directive must reference when preparing their reports.

Although Ambro-Sol is not legally required to apply the Directive, it has chosen to voluntarily adopt these guidelines in advance. The Directive requires companies to assess which proposed topics are relevant to them and to report on these topics appropriately in the Sustainability Report, using both qualitative and quantitative metrics as required.

THE EUROPEAN SUSTAINABILITY REPORTING STANDARDS (ESRS)

At present, the European Commission has adopted, within the framework of the CSRD, the following:

- *Cross-Cutting Standards (ESRS 1, ESRS 2): These are general standards that apply to all companies without distinction.*

ESRS 1 outlines the structure of the standards, defines the rules and procedures for preparing the Report, and provides key concepts and characteristics for the management and publication of corporate sustainability information.

ESRS 2 defines the general and introductory disclosures that companies must report, including criteria used for preparation, governance, corporate strategy, impact management, risks and opportunities, as well as the metrics and objectives adopted.

- *Topical Standards: There are 10 standards, divided among environment (5), social (4), and governance (1). Each standard consists of specific Disclosure Requirements and detailed data points that the company must address in its sustainability disclosure—if the topic is deemed material based on the relevance analysis. If a topic is not considered material, the company must provide a proper justification within the disclosure.*

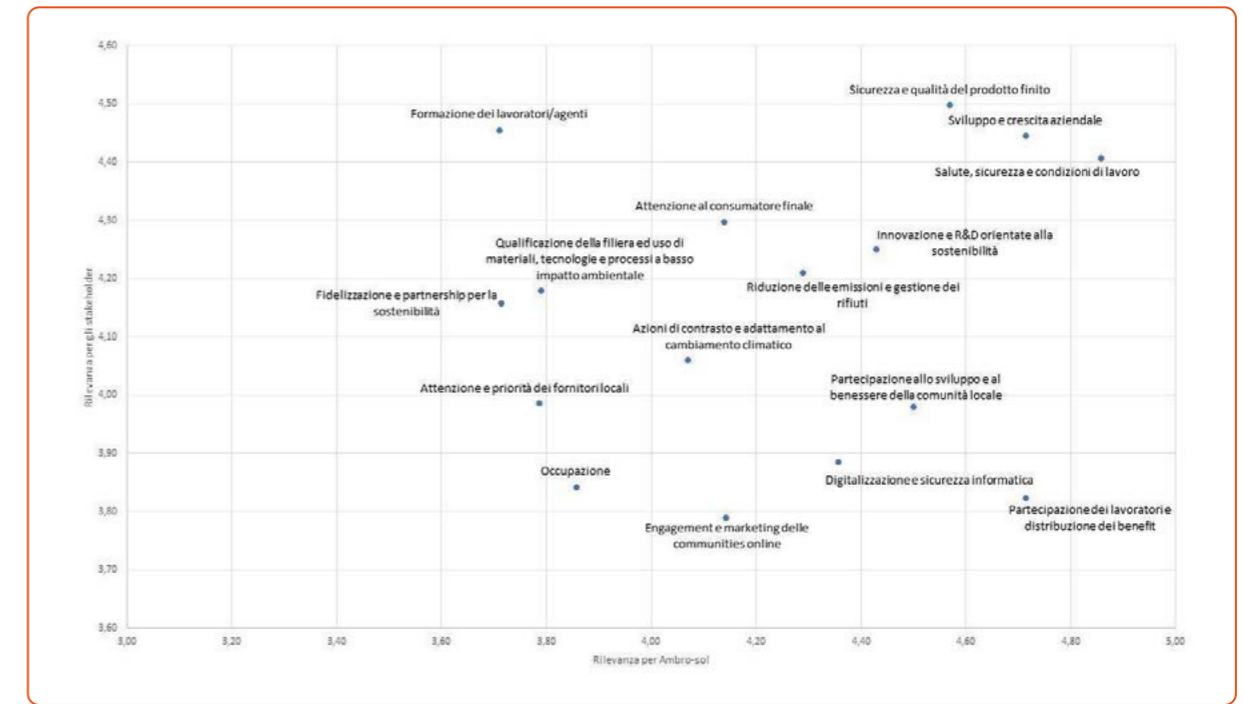
Below are the 10 Topical Standards and their corresponding sub-topics.

ESRS TOPIC	ESRS SUB-TOPIC
ESRS E1 – Climate Change	Adaptation to climate change; Climate change mitigation; Energy.
ESRS E2 – Pollution	Air, water, soil, living organisms, and food pollution; Hazardous and highly hazardous substances; Microplastics.
ESRS E3 – Water and Marine Resources	Water consumption; Water withdrawals; Water discharges; Extraction and use of marine resources.
ESRS E4 – Biodiversity and Ecosystems	Drivers of biodiversity loss; Impacts on animal species; Impacts on ecosystem development; Dependency on ecosystem services.
ESRS E5 – Circular Economy	Inputs used in production processes; Outputs at the end of processes; Waste.
ESRS S1 – Own Workforce	Working conditions; Equal opportunities and conditions; Other rights.
ESRS S2 – Workers in the Value Chain	Working conditions; Equal opportunities and conditions; Other rights.
ESRS S3 – Affected Communities	Economic, social and cultural rights; Civil and political rights; Rights of indigenous peoples.
ESRS S4 – Consumers and End Users	Customer and user information; Safety; Social inclusion.
ESRS G1 – Business Conduct	Corporate culture; Whistleblower protection; Animal welfare; Political and lobbying initiatives; Suppliers and payment policies; Active and passive corruption.

The voluntary standard for non-listed small and medium-sized enterprises (SMEs)

The European Commission, in December 2024, issued the final version of the voluntary sustainability reporting standard for companies not falling within the scope of Directive 2022/2464/EU. The standard, called Voluntary Standard for non-listed SMEs (VSME), simplifies the principles of the European Sustainability Reporting Standards (ESRS), following the principle of proportionality in reporting requirements based on the size and nature of the company. It consists of two modules, a Base Module and a Comprehensive Module, allowing two types of reporting, using one or both modules (the Base Module must always be reported). The Base Module requires reporting on the criteria used for disclosing information, some basic environmental disclosures, and some disclosures regarding the company's own workforce. The Comprehensive Module includes some detailed disclosures required by financial stakeholders. The standard does not require any materiality analysis.

The process of analyzing and prioritizing the relevant topics, whose results were also confirmed for the current edition, led to the creation of a materiality matrix, approved by the management team. The chart consists of a vertical and a horizontal axis, which respectively indicate the relevance of each topic for stakeholders and for the company.



Below is a summary table showing the correlation between Ambro-Sol's material topics and the sustainability issues (macro-categories) identified by the 10 ESRS Topic Sustainability Standards.

ESRS TOPIC	AMBRO-SOL MATERIAL TOPICS
ESRS E1 – Climate Change	Climate change mitigation and adaptation actions
ESRS E2 – Pollution	Emission reduction and safe waste management*
ESRS E3 – Water and Marine Resources	
ESRS E4 – Biodiversity and Ecosystems	
ESRS E5 – Circular Economy	Emission reduction and safe waste management*
ESRS S1 – Own Workforce	Training of employees and agents; Worker participation and benefit distribution; Health, safety, and working conditions; Employment
ESRS S2 – Workers in the Value Chain	Qualification of the supply chain and use of low-impact materials, technologies, and processes**
ESRS S3 – Affected Communities	Community engagement and marketing; Participation in the development and well-being of the local community
ESRS S4 – Consumers and End Users	Focus on the end consumer; Safety and quality of the finished product; Digitalization and cybersecurity
ESRS G1 – Business Conduct	Business development and growth, Qualification of the supply chain and use of low-impact materials, technologies, and processes**, Priority and attention to local suppliers, Loyalty and partnerships for sustainability, Innovation and sustainability-oriented R&D

The topics marked with an asterisk (*) are repeated as they belong to multiple different thematic categories.

Stakeholders

Ambro-Sol creates value through a production process that is constantly aligned with the needs and expectations of its stakeholders. For this reason, dialogue with different parties is continuous, both through everyday operational channels and through formal forms of representation. The company is committed to maintaining relationships based on transparency and fairness with all interested parties—especially customers, suppliers, and partners—to ensure lasting success and optimize its performance.

Ambro-Sol recognizes the importance of engaging with its various internal and external stakeholder categories and is committed to actively involving them to respond to their needs and expectations. The main stakeholder categories the company engages with include:

- Shareholders
- Board of Directors
- Sole Auditor and Supervisory Body (OdV)
- Certification Bodies
- End Customers
- Distribution and Sales Agents
- TAG COLORS Customers
- Product Suppliers
- Material Suppliers
- Media
- Employees
- Managers
- Research Centers and Universities
- Local Authorities
- Banks
- Trade Associations
- Local Associations
- Labor Unions
- Regulatory Authorities

2.7 Identification, management and monitoring of sustainability-related risks

VSME - B1 – Basis for preparation

VSME - C4 – Climate risks

VSME - C6 – Additional information on own workforce

Recent regulatory developments require taking into account the new and broader concept of double materiality, a concept that integrates the traditional inside-out perspective (the company's impact on people, society, and the environment) with the outside-in perspective, which assesses how ESG issues affect the company and its economic and financial performance. This perspective places sustainability-related risk management at the center, encouraging companies to constantly monitor risks and opportunities.

Ongoing climate change is causing an increasing number of extreme events—such as hailstorms, lightning strikes, floods, and landslides—which may represent physical risks for infrastructure and company assets, with varying levels of exposure depending on geographic location and business type. Climate change may also trigger transition risks, as some companies in specific economic sectors may need to partially or entirely revise their business models due to changing environmental conditions. Beyond climate-related risks, organizational growth and development may also be affected by exogenous shocks, whether economic-financial, geopolitical, or pandemic-related; by potential de-

pendencies on raw material supplies; sudden regulatory changes and compliance needs; legal disputes; as well as reputational damage.

In this context, managing ESG-related risks becomes crucial for organizations in order to preserve economic and financial solidity, enhance resilience to external shocks, and gain competitive advantages in the market. As for physical risk management, in 2024 Ambro-Sol took out an insurance policy against atmospheric events, earthquakes, floods, and inundations, thus transferring the risk to the insurance market.

The annual premium amounts to €18,945.84, and this measure helps mitigate physical risks linked to climate change and ensures compliance with Law No. 213/2023, which requires all companies—by 2026, with staggered deadlines based on company size—to obtain insurance against catastrophic events.

Through the national IdroGeo platform on hydrogeological risk, managed by ISPRA (Higher Institute for Environmental Protection and Research), the hydrogeological vulnerability of the entire country has been mapped, thus providing an accurate estimate of the company's exposure to landslide and flood risks.

As shown in reports on the Province of Brescia and the Municipality of Cigole, 8.3% of the territory of Brescia is subject to high or very high landslide risk (zones P3 and P4), mainly in the hilly and mountainous areas in the north of the province. The Municipality of Cigole, on the other hand, located in the southern part of the Brescia plain, is not subject to such risk.

Regarding floods, 7.9% of Brescia's territory is classified as high risk under P3 scenario, which indicates recurrence intervals of 20 to 50 years. Specifically, Cigole, which lies near the Mella River and other smaller canals, has less than 4% of its territory exposed to flood risk (P3 scenario).

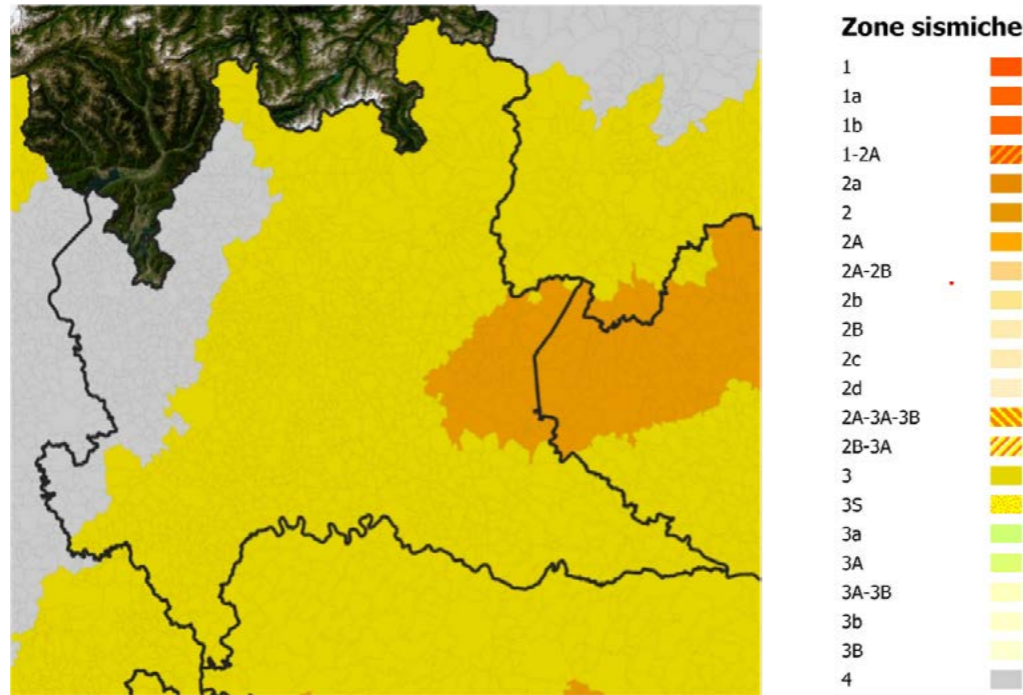
As for seismic risk, according to the classification provided by the Italian Civil Protection Department, the national territory is divided into four seismic zones (from 1 to 4) based on decreasing probability of strong earthquakes.

The Province of Brescia falls into seismic zones 2, 3, and 4, which correspond to medium, low, and very low seismic hazard.

Cigole is in zone 3, where strong earthquakes are less likely than in zones 1 and 2.

Cigole						
Dati di contesto						
9,931 Km ² Territorio	1,619 Popolazione	623 Famiglie	467 Edifici	109 Imprese	2 Beni culturali	
Pericolosità e indicatori di rischio						
Frane	TERRITORIO	POPOLAZIONE	FAMIGLIE	EDIFICI	IMPRESE	BENI CULTURALI
Molto Elevata P4	0	0	0	0	0	0
Elevata P3	0	0	0	0	0	0
Media P2	0	0	0	0	0	0
Moderata P1	0	0	0	0	0	0
Attenzione AA	0	0	0	0	0	0
P4 + P3	0	0	0	0	0	0
Alluvioni*	TERRITORIO	POPOLAZIONE	FAMIGLIE	EDIFICI	IMPRESE	BENI CULTURALI
Scenario P3 Tr. 20-50 anni	0,305	4	1	2	1	0
Scenario P2 Tr. 100-200 anni	1,105	12	4	4	2	0
Scenario P1 Tr. 300-500 anni	2,249	38	13	13	5	0

Provincia di Brescia						
Dati di contesto						
4,785,482 Km ² Territorio	1,238,044 Popolazione	513,579 Famiglie	267,275 Edifici	112,810 Imprese	3,321 Beni culturali	
Pericolosità e indicatori di rischio						
Frane	TERRITORIO	POPOLAZIONE	FAMIGLIE	EDIFICI	IMPRESE	BENI CULTURALI
Molto Elevata P4	233,402	5,918	2,500	2,434	302	38
Elevata P3	162,735	7,226	3,124	3,268	748	66
Media P2	142,919	76,744	32,511	21,739	6,235	349
Moderata P1	0,786	0	0	0	0	0
Attenzione AA	0	0	0	0	0	0
P4 + P3	396,137	13,144	5,624	5,702	1,249	104
Alluvioni*	TERRITORIO	POPOLAZIONE	FAMIGLIE	EDIFICI	IMPRESE	BENI CULTURALI
Scenario P3 Tr. 20-50 anni	375,934	40,738	16,897	8,748	4,139	240
Scenario P2 Tr. 100-200 anni	436,304	66,492	27,548	14,427	6,550	334
Scenario P1 Tr. 300-500 anni	615,556	253,288	108,503	48,818	23,257	718



Ambro-Sol, aware of the importance of mitigating its environmental impacts and properly managing all risks, has long implemented an environmental management system certified according to ISO 14001. The company has therefore put in place a series of policies, procedures, and initiatives aimed at reducing negative externalities and managing external risk factors that may affect its economic and financial development.

Each year, as part of its Management System, Ambro-Sol conducts an environmental risk assessment. As of 2024, the company has identified the following risks:

RISK	TYPE OF RISK
Failure to meet regulatory environmental requirements	Regulatory/legal risk
Reversible environmental damage (e.g., spillage of hazardous raw materials or semi-finished products during handling)	Regulatory/legal and reputational risk
VOC emissions exceeding limits	Regulatory/legal risk
Environmental impact	Reputational risk
CO2e emissions and climate risks	Regulatory/legal and physical risk

Each issue is assessed based on probability, severity, and control: all identified risks have a medium-low risk index, also thanks to the mitigation or adaptation actions implemented by the company.

In addition to the environmental management system, Ambro-Sol has implemented other management systems in the social and governance domains.

As of 2024, the implemented systems are:

ISO 9001:2015 – Quality Management System Certification

The ISO 9001 standard establishes criteria for a quality management system focused on process effectiveness and promotes a risk-based process approach, emphasizing requirements, added value, performance, process effectiveness, and continuous improvement through objective measurements. Ambro-Sol, aware that customer satisfaction and stakeholder engagement are key success factors, has recognized the need to adopt a Quality Management System certified in accordance with UNI EN ISO 9001:2015.

Legislative Decree 231/2001 – Organizational, Management and Control Model (Mod. 231)

Ambro-Sol has chosen to adopt the Organizational Model 231 to ensure maximum transparency regarding roles and responsibilities in business management. This preventive and control management model, though not mandatory, allows companies to reduce the risk of being held liable for offenses committed by individual employees, pursuant to Legislative Decree No. 231/2001.

ISO 45001:2018 – Occupational Health and Safety Management System (in progress)

Ambro-Sol is implementing a Health and Safety Management System to ensure compliance with Occupational Health and Safety Management System requirements and allow the organization to assess risks, carefully considering its context and stakeholders.

To complement the implemented management systems, in 2022 Ambro-Sol carried out a specific risk analysis aimed at fully embracing the principle of double materiality. This analysis produced a risk assessment matrix, which allowed the company to identify the most impactful risks and define corrective actions. Risks were divided into 13 areas: Environment, Administration and Accounting, Business Continuity, Commercial, Economic, Procurement and Logistics, Laboratory and R&D, Organization, Human Resources, Production, Quality, Regulatory, and Safety.

For each risk, the company estimated the probability of occurrence, severity, and level of control, adopting targeted actions and activating the appropriate management systems, with particular attention to the ISO 9001:2015 Quality Management System. This approach ensures proactive and strategic business risk management, placing sustainability and continuous improvement at the heart of Ambro-Sol's activities.



Added value generated and the company's equity structure

In 2024, the economic value generated by Ambro-Sol amounted to €18,929,329.00, while the economic value distributed amounted to €18,026,231.00. This latter item considers the portion of economic value generated that the Company did not retain internally but redistributed to various categories of external stakeholders.

Within the "Operating Costs" category, which represents 84.49% of the redistributed value, are considered the economic resources spent on the purchase of raw materials from suppliers and on the provision of professional services. In order to ensure high-quality raw materials and a high standard of performance in the services provided, Ambro-Sol invests each year a significant portion of the value generated in this category.

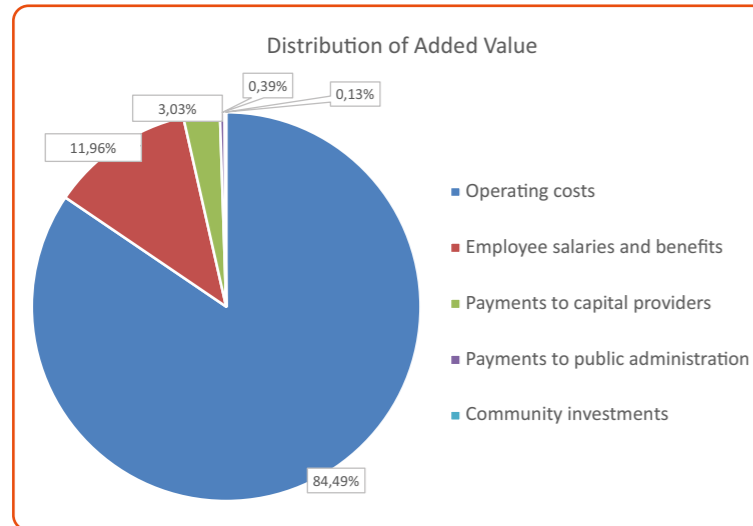
The item "Employee Salaries and Benefits" refers to personnel costs incurred during the year and includes the various benefits granted to employees. This category represents 11.96% of the value redistributed by Ambro-Sol. The "Payments to Providers of Capital" made by Ambro-Sol amount to €545,831.00 and constitute 3.03% of the value redistributed by the Company. The "Payments to Public Administration" include taxes and duties paid by the Company to the State and its entities. This value amounts to approximately €69,835.00, corresponding to 0.39% of the redistributed value. The category "Community Investments" refers to donations that Ambro-Sol makes to cultural, sports, or any other type of institutions or associations; to investments in environmental consulting; and to investments in promotion and development.

	2024
Economic value generated (revenues)	18.929.329,00 €
Economic value distributed (sum of the following items)	18.026.231,00 €
Operating costs	15.230.640,00 €
Employee salaries and benefits	2.156.538,00 €
Payments to providers of capital	545.831,00 €
Payments to public administration	69.835,00 €
Community investments	23.387,00 €

Table 6 – Value added generated



Value added generated and company's equity structure



Graph 5 – Redistribution of added value

Below, instead, the asset composition of the Company is shown, which as of 31.12.2024 amounts to €15,116,036.

BALANCE SHEET ASSETS (items)	BALANCE SHEET ASSETS (amount €)	BALANCE SHEET LIABILITIES (items)	BALANCE SHEET LIABILITIES (amount €)
FIXED ASSETS		NET EQUITY	
Intangible fixed assets	1.376.583	Share capital	1.000.000
Tangible fixed assets	1.846.299	Revaluation reserves	178.017
Financial fixed assets	79.198	Legal reserve	40.000
CURRENT ASSETS		Other reserves	172.313
Inventories	2.906.968	Reserve for expected cash flow coverage	6.590
Receivables	7.307.538	Profit for the year	51.814
Cash and cash equivalents	1.188.457	Provisions for risks and charges	22.851
ACCRUALS AND DEFERRALS	410.993	Employee severance indemnity	471.133
		Payables	12.424.962
		Accruals and deferrals	748.356
TOTAL ASSETS	15.116.036	TOTAL LIABILITIES	15.116.036





Human resources

Sustainability report 2024

4

Human resources

VSME-B2 – Practices, policies and future initiatives for a transition towards a more sustainable economy

VSME-C2 – Description of practices, policies and future initiatives for the transition towards a more sustainable economy

Ambro-Sol recognizes the centrality of human resources and considers the professional contribution of its people as an essential factor of success and development; for this reason, it has always placed the professionalism and individual contribution of its people at the core of its actions, maintaining a relational style that aims to acknowledge each person's work as a fundamental element of both corporate and personal growth.

4.1

Human resources policies

Companies that aim to grow and withstand the test of time must recognize the centrality of their human resources. Attracting new talent and encouraging people's development is essential for Ambro-Sol s.r.l. SB, which in its hiring processes and daily operations rejects all forms of discrimination and is committed to valuing diversity.

Ambro-Sol is actively engaged in developing human resources policies and considers the principles listed below as fundamental. For this reason, it is committed to respecting them towards everyone, without discrimination. For Ambro-Sol, it is also essential that these values do not remain mere statements but are translated into conducts and behaviors shared within the company.

In 2021, the Corporate Policy for Human Resource Management was developed, which formalizes the Company's commitment to providing training and professional development opportunities, as well as promoting strategies for work-life balance. Full respect for human rights is also ensured.

As an organization and as individuals, all recipients, in the workplace, are required to correctly apply the principles set out in the policy in operations and in both internal and external relationships.

The fundamental values on which Ambro-Sol's activity is based are:

- *Integrity in compliance with laws and regulations*
- *Rejection of all discrimination*
- *Centrality, development and enhancement of human resources and fairness in authority*
- *Transparency and business ethics*
- *Quality*
- *Diversity*
- *Legality and the fight against crime*

These values define the company's identity which, through them, aims to unite employees and collaborators within the global organization.

In decisions that affect relationships with stakeholders (personnel management and work organization, selection and management of suppliers, relationships with the surrounding community and with the institutions representing it), Ambro-Sol avoids all discrimination based on age, gender, health status, race, nationality, political opinions and religious beliefs of its counterparts.

At the same time, Ambro-Sol places at the center of its daily operations dialogue, the exchange of information—at all levels—professional development and training of its collaborators, and the creation of a corporate identity and corresponding sense of belonging.

These guiding values are operationally translated into:

Creating a work environment capable of enhancing each individual's contribution and potential through the gradual empowerment of personnel;

Establishing a system of relationships that prioritizes teamwork over hierarchical structures;

Daily efforts aimed at sharing skills and knowledge, also through the use of innovative systems.

The company attributes the highest importance to those who carry out their work within the organization, contributing to its development, as it is precisely through human resources that the company is able to provide, develop, improve and ensure optimal management of its services.

Without prejudice to legal and contractual provisions regarding workers' duties, employees are required to demonstrate professionalism, dedication to work, loyalty, team spirit, mutual respect, sense of belonging and integrity. Ambro-Sol is committed to ensuring that the people operating on its behalf are competent, empowered and actively engaged at all levels for their own success and that of the Company.

In managing contractual relationships that imply hierarchical structures, Ambro-Sol is committed to ensuring that authority is exercised fairly and correctly and that any form of abuse is avoided: in particular, the company guarantees that authority does not become an exercise of power that harms the dignity and autonomy of the individual.

These values must in any case be safeguarded when making decisions regarding work organization.

4.2

Occupazione

VSME-B1 – Bases for drafting

VSME-B8 – Workforce – general characteristics

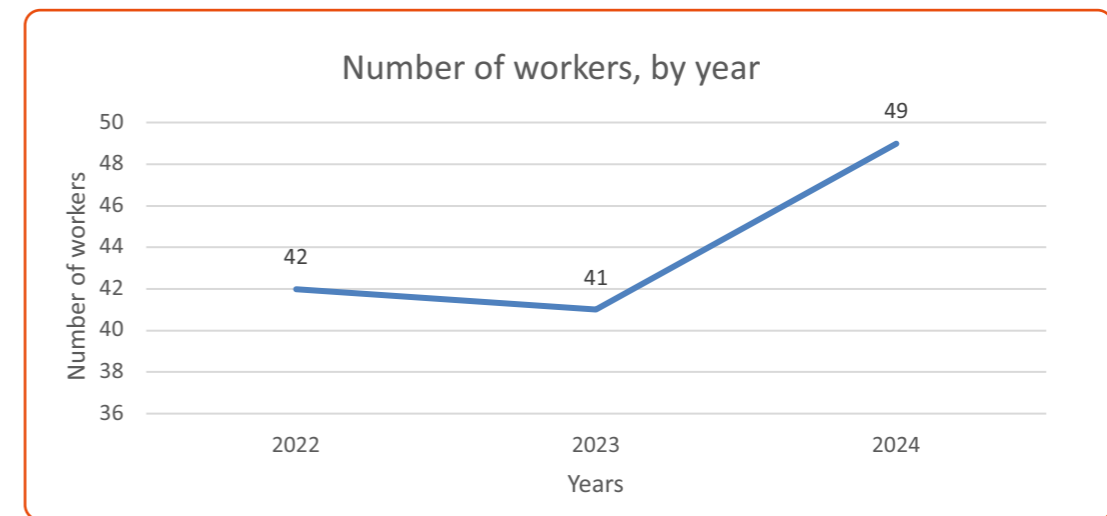
VSME-C1 – Strategy: business model and sustainability – initiatives

VSME-C5 – Additional general characteristics of the workforce

In the past year, Ambro-Sol's workforce slightly increased, reaching 49 employees, compared to 41 in 2023. As of 2024, 41 members of the workforce are employed on a permanent basis. This stability reflects the Company's intention to invest in human resources in the long term, ensuring them stability, security and peace of mind to perform at their best. Employee well-being is essential for Ambro-Sol, which aims to build strong professional relationships based on trust and mutual respect.

2022	2023	2024
42	41	49

Table 7 – Average number of workers during the year



Graph 6 – Number of workers, by year

2022	2023	2024
3	1	8

Table 8 – Number of fixed-term employees

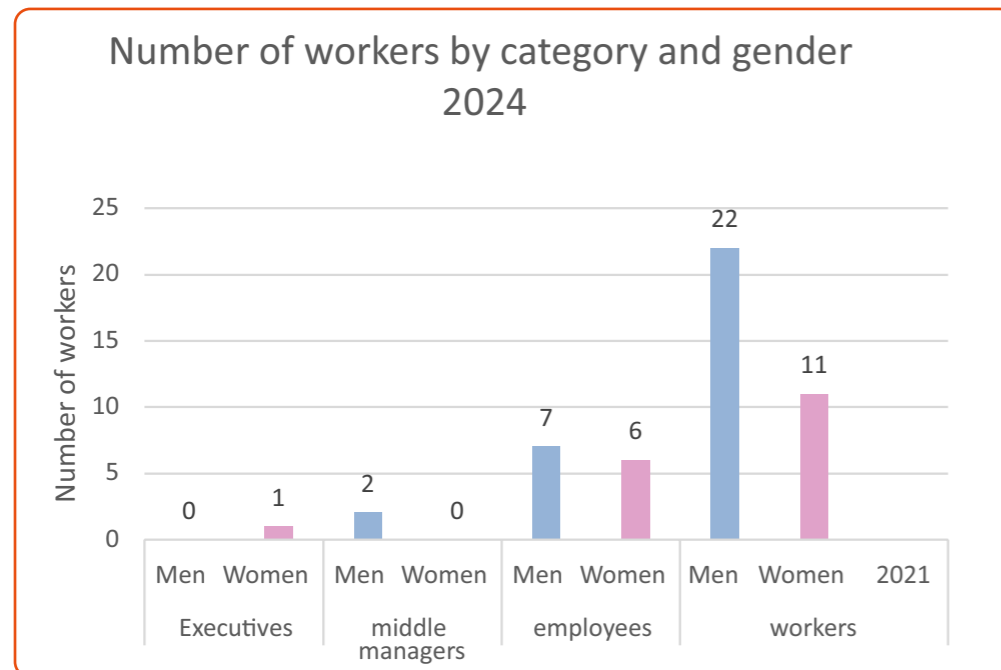
2022	2023	2024
39	40	41

Table 9 – Number of permanent employees

67% of Ambro-Sol's employees are classified as blue-collar workers, including warehouse workers and mixing operators, roles predominantly held by men. However, the presence of women among line workers is particularly significant, where they play a key role. Some of them are responsible for overseeing the most critical stages of the production process and hold coordination roles between production and management. This highlights the value of women's expertise and leadership in strategic areas for the company's efficiency and quality of work.

Managers		Supervisors		Clerical staff		Blue-collar workers	
Men	Women	Men	Women	Men	Women	Men	Women
0	1	2	0	7	6	22	11

Table 10 – Number of employees by gender and job category

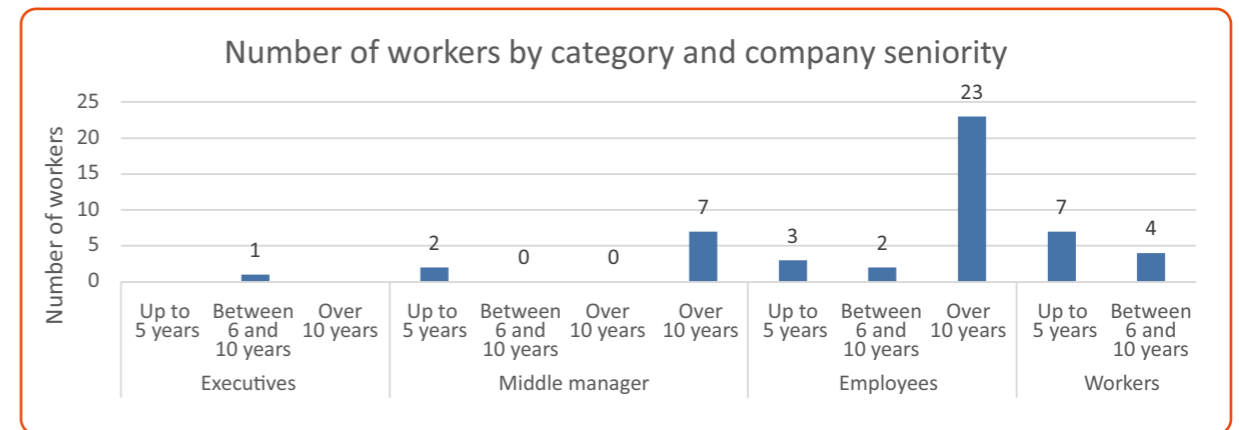


Graph 7 – Number of employees by company category and gender

65% of Ambro-Sol's employees have been hired in the past five years, demonstrating the Company's ability to attract new talent and support a dynamic generational turnover. 22.4% of employees have a company seniority between 6 and 10 years, representing a consolidated group that has developed significant skills and a strong bond with the Company. Finally, 12.2% of the workforce has more than 10 years of service; their contribution is essential to ensuring continuity, experience and stability within the organization.

Dirigenti			Quadri			Impiegati			Operai		
UP TO 5 YEARS	6 TO 10 YEARS	OVER 10 YEARS	UP TO 5 YEARS	6 TO 10 YEARS	OVER 10 YEARS	UP TO 5 YEARS	6 TO 10 YEARS	OVER 10 YEARS	UP TO 5 YEARS	6 TO 10 YEARS	OVER 10 YEARS
-	1	-	2	-	-	7	3	2	23	7	4

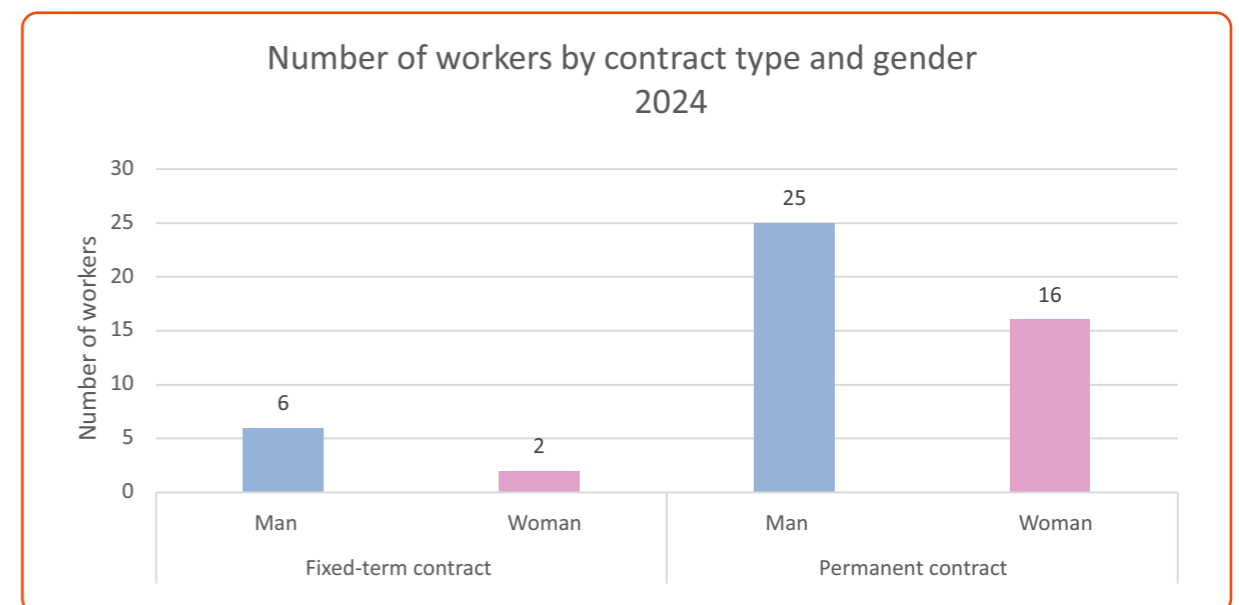
Table 11 – Number of employees by company seniority and job category



Graph 8 – Number of employees by category and company seniority

Permanent contract		Fixed-term contract	
Men	Women	Men	Women
25	16	6	2

Table 12 – Number of employees by contract type and gender

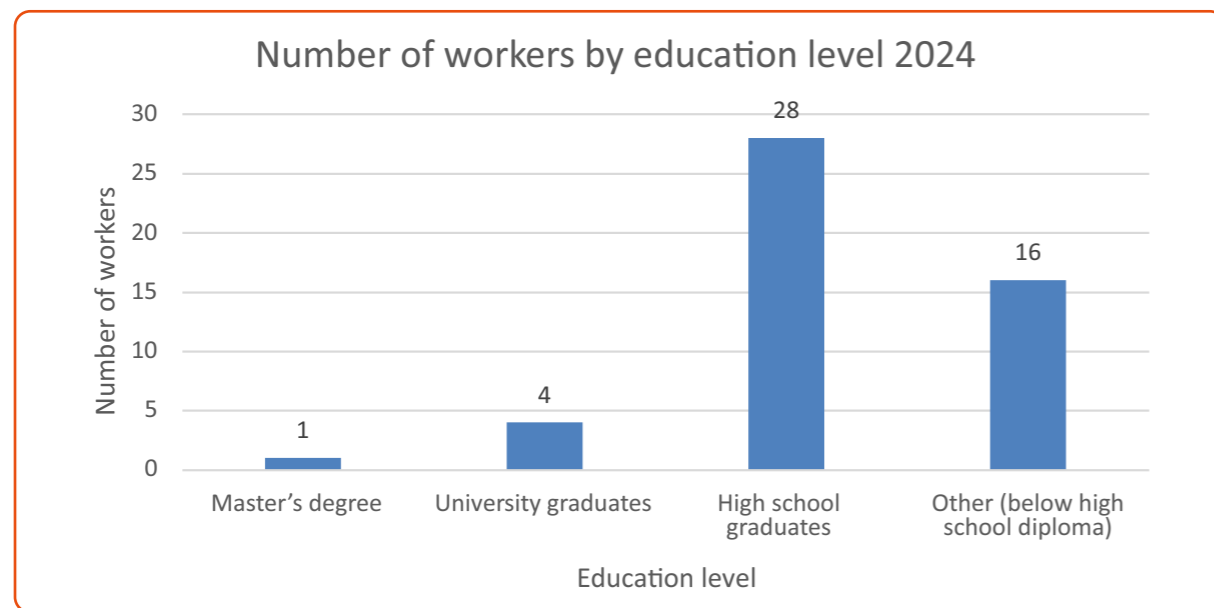


Graph 9 – Number of employees by gender and contract type in 2024

57% of Ambro-Sol's employees hold at least an upper secondary school diploma, while 8% have a university degree, demonstrating a significant level of academic preparation within the Company. In addition, one employee obtained a master's degree during their service with the Company, highlighting Ambro-Sol's commitment to promoting higher education and the professional growth of its personnel.

Master's degree	University graduates	High school graduates	Other (below diploma)
1	4	28	16

Table 13 – Number of employees by education level



Graph 10 – Number of employees by education level

In 2024, in addition to its employees, Ambro-Sol counts 29 sales agents operating throughout the Italian territory. The Company is committed to establishing long-lasting collaborative relationships with its agents, as demonstrated by an average collaboration period of 8 years (96 months). For sales agents, Ambro-Sol represents a particularly attractive opportunity thanks to the constant growth of the brand, the quality of its products and its competitive prices—key factors that have contributed to the Company's success in recent years.

2022	2023	2024
29	29	29

Table 14 – Number of agents (in Italy)

The relationships between Ambro-Sol and its agents are characterized by constant and almost daily collaboration. Communication takes place regularly through phone calls, e-mails and in-person meetings aimed at providing support and ensuring operational coordination. In 2024, the Company organized two general in-person meetings, dividing the agents according to their geographical areas of responsibility: central-northern Italy and central-southern Italy. These meetings are essential moments to align commercial strategies and strengthen the collaboration between the Company and its agents in the field. Separate meetings were also held with Spanish and French agents.

2022	2023	2024
2	2	2

Table 15 – Number of meetings with Italian agents, by year

In 2024, the job growth rate returned to an upward trend with +19.51%, after two years of slight decline. As a result, the number of recent hires, equal to 16, recorded a strong increase compared to previous years, while the employee turnover rate has remained fairly stable since 2022. Ambro-Sol is committed to establishing long-term employment relationships with its employees, favoring permanent contracts to ensure stability and continuity.

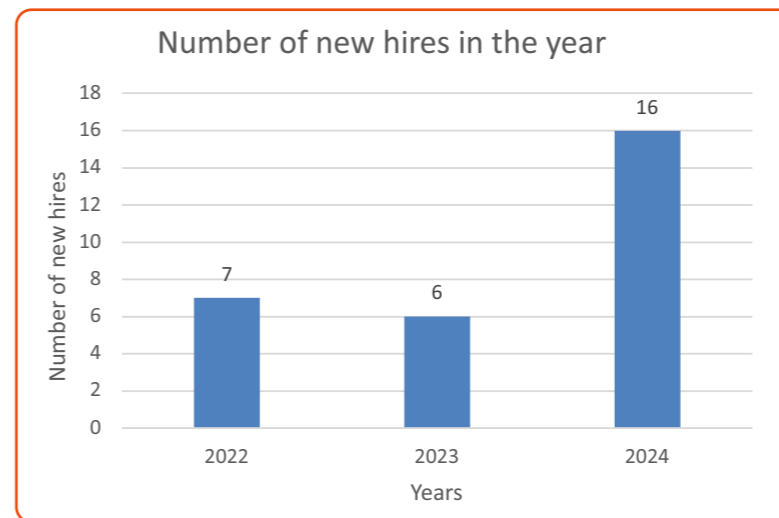
Consistent with its commitment to the local community, the Company prioritizes hiring personnel from the surrounding area: in 2024, almost all new hires came from within an 80 km radius of the company's headquarters, thus strengthening ties with the local socio-economic context.

2022	2023	2024
-2,33%	-2,38%	19,51%

Table 16 – Job growth rate

2022	2023	2024
7	6	16

Table 17 – Number of new hires in the year



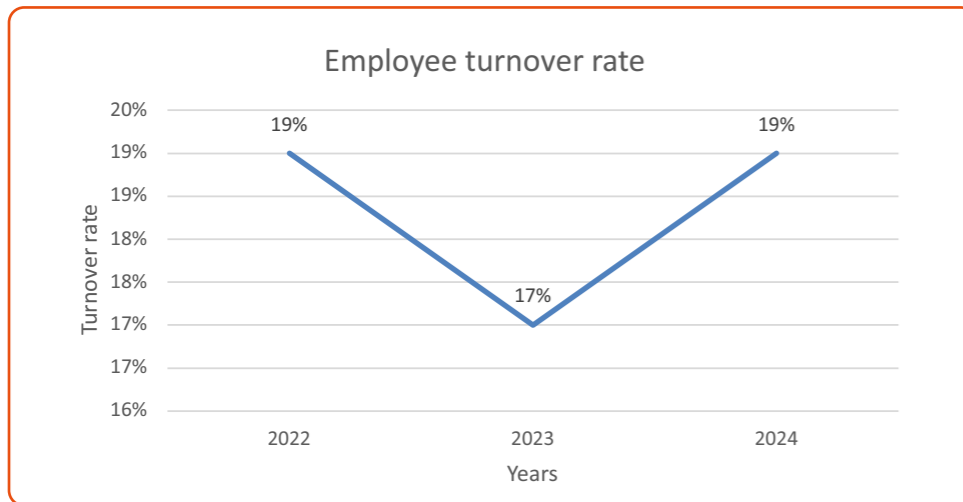
Graph 11 – Number of new hires, by year

2022	2023	2024
70%	100%	94%

Table 18 – Percentage of new hires belonging to the local community

2022	2023	2024
19%	17%	19%

Table 19 – Employee turnover rate



Graph 12 – Employee turnover rate, by year

Furthermore, with a view to the continuous improvement of skills and the recognition of the work experience gained and put at the service of the Company, Ambro-Sol provides for career advancements for its employees. **In 2024, 2.4% of the workforce received an internal promotion.**

4.3

Diversity, equal opportunities and non-discrimination

VSME-B8 – Workforce – general characteristics

VSME-B10 – Workforce – remuneration, collective bargaining and training

Ambro-Sol, as previously mentioned, has adopted an internal Corporate Policy for the management of human resources that reflects its commitment to creating a healthy and inclusive work environment, respectful of human rights in accordance with national and international laws and regulations. The Company recognizes the central importance of people and is dedicated to ensuring them continuous opportunities for training and professional growth, as well as promoting a balanced work-life balance.

Furthermore, Ambro-Sol firmly rejects any form of discrimination based on traits of the individual that are not relevant, such as sex, race, religion, political or religious beliefs, and so on. In all company processes, starting from recruitment and personnel selection, Ambro-Sol places importance on the technical knowledge and skills of its workers or potential workers. For the Company, diversity represents opportunities rather than limitations, offering the possibility to broaden perspectives, visions and bring innovation within the organization.

Ambro-Sol's workforce consists of 49 people, of whom 18 are women. Most employees are between 30 and 50 years old, with a significant presence of young people under 30. Ambro-Sol is committed to maintaining a balance between young workers—characterized by ambition and enthusiasm—and more experienced employees, to ensure a dynamic and stimulating mix that contributes to the Company's ongoing development and success.

Age group	Number of employees (%)
<30	29%
Tra 30 e 50	53%
>50	18%

Table 20 – Number of employees by age group

Most of Ambro-Sol's employees come from the provinces of Bergamo and Brescia. Below is the breakdown by municipality of origin.

Italian municipality of origin of employees	Number of employees (%)
Alfianello (BS)	2
Baranzate (MI)	1
Bergamo (BG)	1
Bovezzo (BS)	1
Cigole (BS)	5
Gambara (BS)	1
Gottolengo (BS)	2
Gussago (BS)	1
Leno (BS)	2
Manerbio (BS)	1
Offlaga (BS)	1
Pavone del Mella (BS)	8
Polpenazze del Garda (BS)	1
Pontevico (BS)	2
Pralboino (BS)	3
Presezzo (BG)	1
Remedello (BS)	1
Ronco Briantino (MB)	1
San Gervasio Bresciano (BS)	13
Seniga (BS)	1

Table 21 – Number of employees by municipality of origin

Below are Ambro-Sol's pay gap indicators. The gender pay gap shows a slight difference between the salaries of men and women. This discrepancy, however, can be explained mainly by the diversity of roles and duties within the Company.

The salary differences observed are attributable to the different levels of responsibility and the specific functions performed, as Ambro-Sol is committed to ensuring that all salaries are justified and commensurate with the role and the skills required, regardless of the employee's gender.

Ambro-Sol is dedicated to creating a fair working environment, ensuring that growth opportunities and remuneration are based on meritocracy and competencies.

Average annual gross salary of male employees	Average annual gross salary of female employees	2023 gender pay gap (gross)
35.268 €	32.800 €	2.468 €
Average annual net salary of male employees	Average annual net salary of female employees	2023 gender pay gap (net)
26.945 €	23.181 €	3.314 €
Annual gross remuneration of the highest-paid employee	Average annual gross remuneration of all employees (excluding the highest-paid employee)	2023 total pay gap (gross)
169.217 €	31.552 €	137.665 €
Annual net remuneration of the highest-paid employee	Average annual net remuneration of all employees (excluding the highest-paid employee)	2023 total pay gap (net)
72.163 €	24.301 €	47.862 €

Table 22 – Pay gap indicators (based on gender and total pay difference) regarding employees in 2023

4.4

Health, safety and working conditions

VSME-B9 – Workforce – health and safety

Ambro-Sol is aware that some operations carried out in the exercise of its activity may present risk characteristics for individuals, whether they are workers, people present on-site or external to the organization. For this reason, Ambro-Sol s.r.l. SB has committed to defining and implementing a Workers' Health and Safety Management System to ensure that every worker can operate under the best possible conditions and develop awareness of the importance of protecting their own and others' health and safety at work, of individual obligations, and of the consequences of their work activities.

In 2021, a series of good practices for workplace quality were formalized through the approval of the Corporate Policy for Workers' Health and Safety.

Ambro-Sol plans its processes with a risk management approach — risk-based thinking — in order to implement the most appropriate actions to assess and address the risks associated with processes and to exploit and strengthen identified opportunities. The organization promotes an adequate sense of proactivity in risk management at all levels.

Ambro-Sol has recorded one accident in the last 3 years. This was a commuting accident.

The accident frequency index, calculated as the ratio between the number of accidents and the total number of hours worked by employees — 76,690.5 hours in 2024 — multiplied by 1 million, stands at 13.04. In compliance with current regulations, the Company conducts an annual health risk assessment for all its employees.

2022	2023	2024
0	0	1*

Table 23 – Number of workplace accidents (commuting*)

2022	2023	2024
0	0	13,04

Table 24 – Accident frequency index

2022	2023	2024
100%	100%	100%

Table 25 – Percentage of workers for whom the health risk assessment was completed

4.5

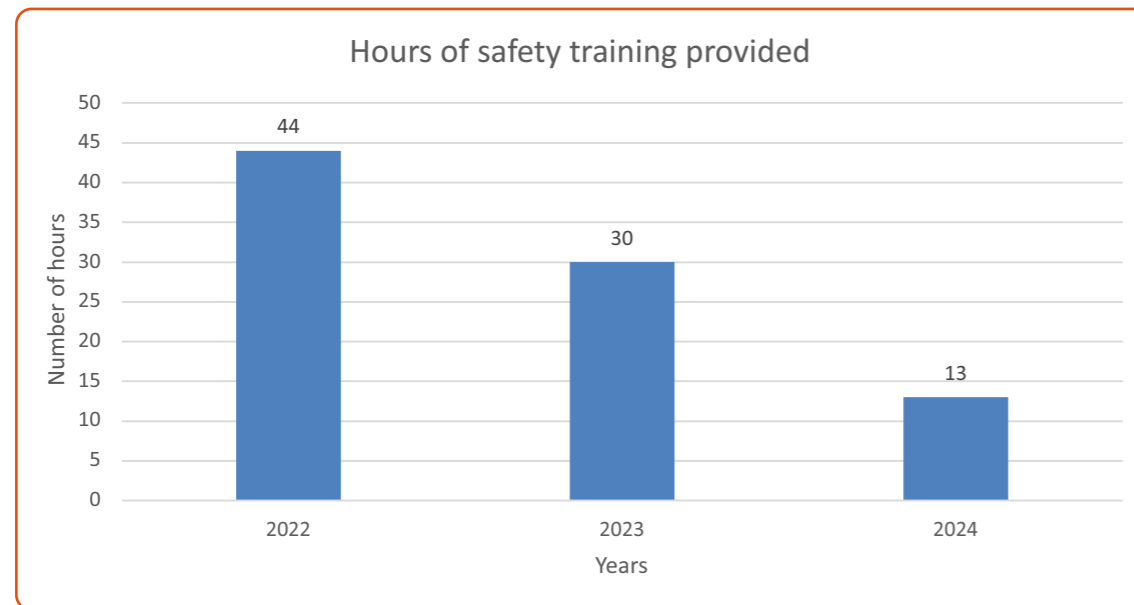
Training of employees and agents

VSME-B10 – Workforce – remuneration, collective bargaining and training

Ambro-Sol considers the safety of its workers as an essential pillar for carrying out company activities. Aware of the importance of a safe working environment, the Company is committed to ensuring that all legally required safety training hours are regularly delivered and updated.

2022	2023	2024
44	30	13

Table 26 – Number of safety training hours provided



Graph 13 – Number of safety training hours provided

2022	2023	2024
100%	100%	100%

Table 27 – Percentage of employees who received safety training

Ambro-Sol is strongly committed to the technical and professional training of its employees, recognizing that maintaining high quality standards in the production process depends on the competence and preparation of its personnel. In 2024, the Company provided a total of 5 hours of technical training to 16 employees, ensuring that each of them has the knowledge needed to excel in their duties. In addition, 6 employees received specific professional training to refine their skills.

Ambro-Sol not only invests in professional development but also considers personal development equally important. Therefore, in 2024, the Company undertook the following training and development initiatives:

- *Training on personal development skills: 2 employees were involved to improve transversal skills that enrich their individual development.*
- *Training on skills beyond normal responsibilities: 1 employee attended courses to acquire additional skills beyond their daily responsibilities, broadening their professional profile.*

These actions demonstrate Ambro-Sol's commitment to fostering not only operational effectiveness but also the personal growth of its employees, thus creating a stimulating work environment oriented toward continuous improvement.

2022	2023	2024
7	5	6

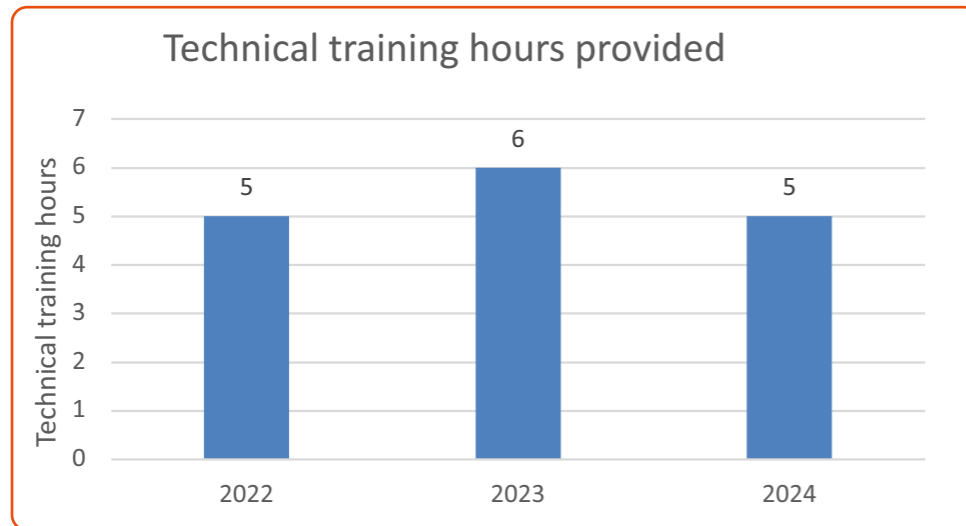
Table 28 – Number of employees who received professional training related to their duties

2022	2023	2024
5	6	5

Table 29 – Total number of technical training hours provided

2022	2023	2024
14	10	16

Table 30 – Number of employees who received technical training



Graph 14 – Number of technical training hours provided

Ambro-Sol launched in 2020 a significant pathway of orientation and awareness on sustainability, integrating this topic as a central element of its business activity. This commitment is also reflected in the hours of training dedicated to these areas, which have remained constant since 2021.

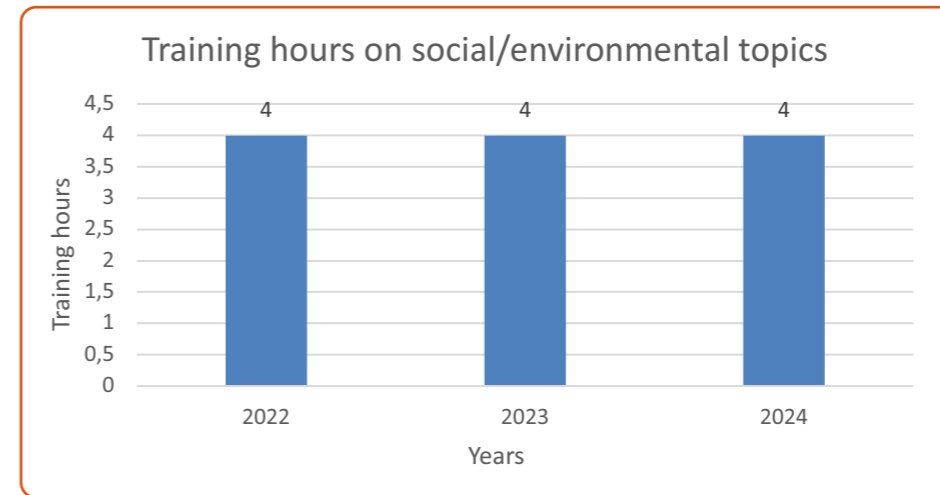
In 2024, the Company ensured that 100% of employees participated in sustainability training sessions, confirming the importance attributed to these topics and the desire to involve every team member in promoting responsible and sustainable business practices.

2022	2023	2024
6	4	4

Table 31 – Number of training hours for employees on social/environmental topics

2022	2023	2024
42	41	49

Table 32 – Number of employees who received training on social/environmental topics



Graph 15 – Number of training hours on social/environmental topics provided to employees

Ambro-Sol pays particular attention to the training of new workers, ensuring they can perform their duties effectively and safely. In 2024, the Company provided a total of 32 hours of specific training for new hires, with the aim of ensuring effective and safe integration within the organization. This commitment reflects Ambro-Sol's willingness to provide all new team members with the skills and knowledge necessary to contribute to the Company's success from the very beginning of their employment.

2022	2023	2024
30	35	32

Table 33 – Average training hours provided to new workers



Graph 16 – Average training hours provided to new hires

4.6

Worker engagement and distribution of benefits

Ambro-Sol, with the aim of strengthening its relationship with employees and encouraging maximum performance, distributes annual economic bonuses. In 2024, a total bonus amount of €36,880.00 was allocated to employees. These bonuses include Christmas shopping vouchers, contributions to the ENFEA fund (€7,021), one-off bonuses and fringe benefits.

These incentives demonstrate the Company's commitment to recognizing and rewarding the contribution of its employees, ensuring that all have received at least one bonus each year over the past three years.

2022	2023	2024
42 equal to 100%	41 equal to 100%	45 equal to 92%

Table 34 – Workers who received a bonus in the last year

4.7

Work–life balance policies

VSME-C6 – Additional information on the workforce

Ambro-Sol seeks to place its workers in the best possible conditions so they can perform at their best in the workplace: the Company strives to meet the needs expressed by each person and promotes the reconciliation between professional and private life; therefore, Ambro-Sol aims to foster job satisfaction and promote the physical and psychological well-being of its employees.

Ambro-Sol provides its employees with the most up-to-date ways of carrying out their work tasks, designed to support workers' well-being. To date, smart working is used only by staff in the commercial office. No part-time contracts are currently in place.

With regard to its parental policy, Ambro-Sol follows the guidelines contained in the Consolidated Maternity/Paternity Act and those of the World Health Organization (WHO).

At the time pregnancy is declared, the Human Resources department is responsible for informing each worker of their rights and duties in the workplace as a future parent. To facilitate dissemination and consultation, the policy is also available and shared internally within the Company.

During pregnancy, the Company is committed to ensuring a safe and comfortable working environment. This may include adjustments such as courtesy parking at the company premises, relocating the workstation to the ground floor in the absence of an elevator, or providing a seated workstation for roles that typically require standing.

Mandatory parental leave requires the employee to refrain from work for 2 months before and 3 months after childbirth, with possible flexibility based on individual needs. The Company also carefully manages cases of premature birth and the specific provisions for the father's leave.

In the post-birth period, the Company offers employees the possibility of agreeing with their supervisor on a different working schedule, in addition to smart working—the flexible working arrangement currently provided for by company regulations.

Regarding breastfeeding, Ambro-Sol guarantees appropriate breaks according to WHO recommendations: two daily one-hour breaks for those working six hours or more per day, and one one-hour break for shorter working hours.

The Company is therefore strongly committed to ensuring that employees can work in an environment that supports their well-being, guaranteeing that they can face both professional and personal challenges with the maximum possible support.



Customers

Sustainability report 2024



Customers

VSME – C1 – Strategy: business model and sustainability – initiatives

Ambro-Sol considers customer and stakeholder satisfaction as the core of its activities. The Company is constantly committed to exceeding the expectations of its counterparts by offering safe, innovative and high-quality products.



Product safety

VSME-B2 – Practices, policies and future initiatives for a transition towards a more sustainable economy

VSME-C2 – Description of practices, policies and future initiatives for the transition towards a more sustainable economy

Ambro-Sol is recognized for the safety and innovation of its products, the result of a meticulous development process in the Company's chemical laboratory. This laboratory is state-of-the-art, ensuring products among the most high-performing on the national and European markets. Ambro-Sol's production facility is one of the most advanced in Europe in the aerosol sector, both in terms of technology and safety, and represents a symbol of Made in Italy worldwide.

Ambro-Sol's solidity is reflected in a rigorous and controlled production process that begins with the selection of the best raw materials and continues with laboratory formulation, product tests and analyses, up to batch validation before distribution. Each phase is carefully managed to ensure excellence and regulatory compliance.

The slogan Your Factory of Aerosol also aims to convey this image of a company at the service of the customer, with eco-sustainable and high-quality innovations. For this reason, the Research & Development department is committed daily to achieving and promoting new results capable of meeting customer needs.

Over the years, more than 1,200 formulations for products in different categories (lubricants and greases, maintenance, cleaning, car care, welding, zinc sprays and paints) have been created within the Research & Development department.

Each product (propellant, type of can and dispensing valve) is developed within the technical laboratory, which then oversees production and tests its effectiveness and safety.

At the end of the production chain, the quality control office verifies that all Ambro-Sol products meet the required specifications and European regulations for the production of aerosol sprays.

In compliance with regulations, the Company avoids the use of substances hazardous to health and the environment, such as those included in the candidate list of the European Reach/CLP Regulation, and ensures that legal warnings and mandatory pictograms are clearly visible on products.

The Regulation 1907/2006/EC (together with its technical annexes), known as the REACH Regulation (Registration, Evaluation, Authorisation of Chemicals), regulates the use of chemical substances in Europe, which cannot be marketed or used unless properly registered. The Regulation applies to:

- *Manufacturers*
- *Importers*

These categories must register the substances they use and provide information on how to use them safely

- *Distributors*
- *Downstream users who employ the substances in their professional and industrial activities*

The latter must comply with the obligations provided by manufacturers and importers. Specifically, the REACH Regulation requires:

1. *The registration of chemical substances produced and imported in quantities exceeding one ton per year: this process involves the submission of key information on the characteristics of the substances and any tests carried out that clearly highlight their physical-chemical, toxicological and environmental properties;*
2. *An evaluation by the European Chemicals Agency (ECHA) of the documentation submitted during registration and by national Agencies (in Italy, the Ministry of Health), which assess the substances and their impact on human health;*
3. *The authorisation for the use of substances of very high concern and their gradual replacement with safer substances;*
4. *The restriction or prohibition of the use and marketing of substances that present a high level of risk.*

To ensure maximum informational transparency, the proper use of products and consumer safety, Ambro-Sol has implemented a QR code system on every package. By scanning the code, customers can access safety data sheets, technical data sheets and detailed information on product disposal. This approach ensures that all crucial information is easily accessible and understandable.

Furthermore, since 2020, Ambro-Sol has initiated an ongoing process to reduce the toxicity of the substances used in its products and in the production process. Each year, the Company identifies issues related to the use of potentially harmful substances, analyses them in detail and sets specific objectives to limit or eliminate these issues within defined deadlines. This commitment reflects the Company's intention to continuously improve the safety and environmental impact of its products.

Product innovation

VSME-B2 – Practices, policies and future initiatives for a transition towards a more sustainable economy

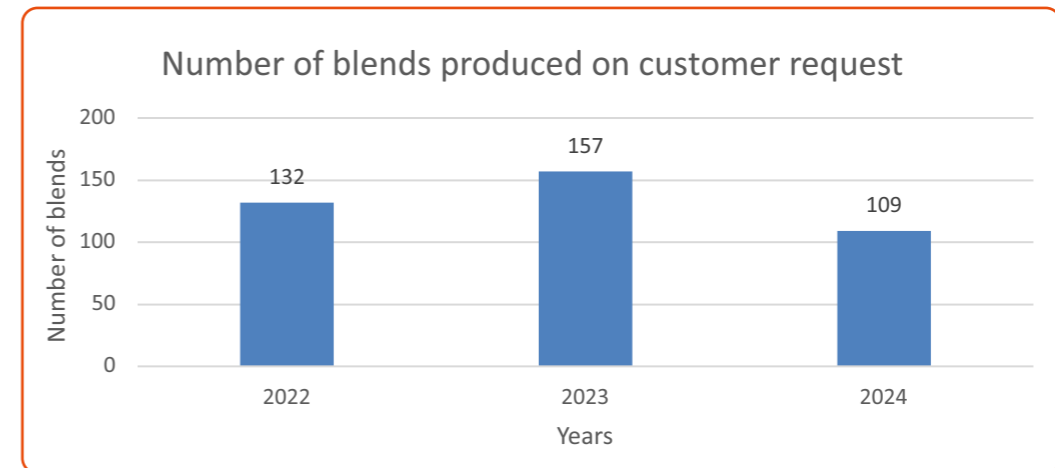
VSME-B4 – Pollution of air, water and soil

VSME-C2 – Description of practices, policies and future initiatives for the transition towards a more sustainable economy

Research aimed at developing increasingly innovative and sustainable products has been part of the DNA of Ambro-Sol s.r.l. SB since its foundation, not only with the goal of meeting the needs of its stakeholders and improving product quality. The Company has, in fact, embraced the challenge of mitigating its environmental impacts through the reduction of greenhouse gas emissions and the promotion of the circular economy.

2022	2023	2024
132	157	109

Table 35 – Number of mixtures produced on request for private label customers



Graph 17 – Number of mixtures produced on request for private label customers

Other measures to reduce product impact

Ambro-Sol is working on a project to eliminate the use of propellant gases in some of its products and has set the goal of achieving 50% gas-free products by 2026.

In 2024, the new Bag On Valve (BOV) line became fully operational, enabling the production of a new type of refillable can with compressed air as propellant, completely eliminating the use of the propellant gases currently used in spray cans.

The main measures for product innovation in terms of environmental, social and economic sustainability include:

Measures to reduce the amount of VOCs (Volatile Organic Compounds) used in Ambro-Sol products

- *Constant research into low-impact formulations containing fewer VOCs*
- *Elimination of chlorinated solvents*
- *Elimination of toluene*
- *Reduction of the use of xylene*

Measures to reduce the amount of harmful solvents (examples: xylene, toluene and methylene chloride)

Continuous laboratory Research & Development has made it possible to eliminate or drastically reduce these solvents, replacing them with cutting-edge alternatives in terms of both environmental impact and impact on health.

Measures to optimise Ambro-Sol product logistics

Ambro-Sol organises weekly/bi-weekly transport to its main markets (Spain, Poland and France), ensuring full truckloads whenever possible. This organisation works efficiently thanks to the presence of company-owned branches in the reference markets.

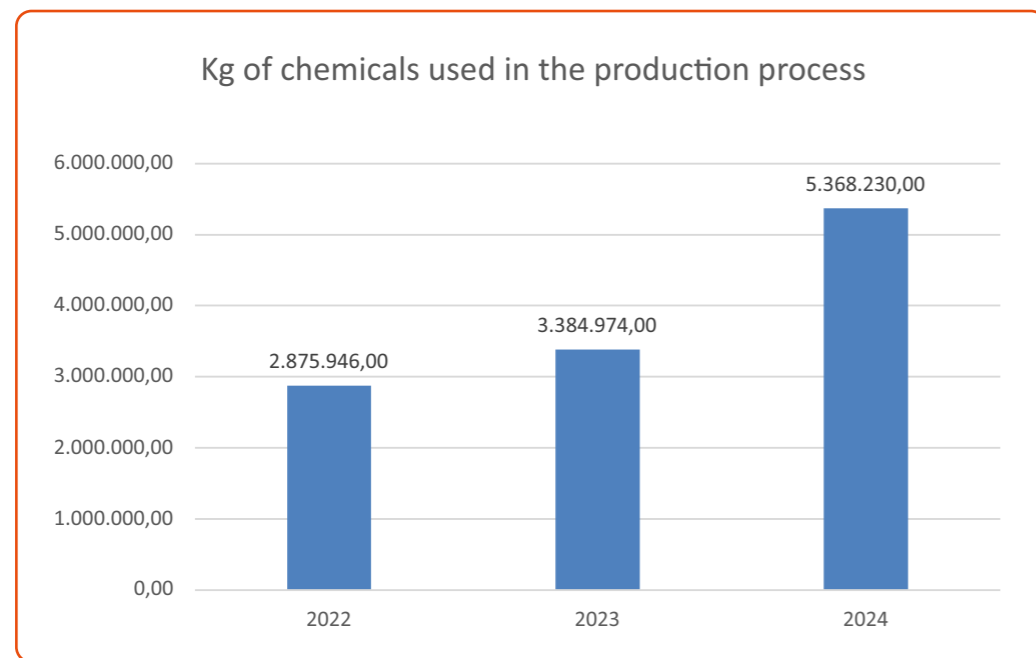
2022	2023	2024
165.963	244.081	336.424

Table 36 – Volume of water-based products manufactured

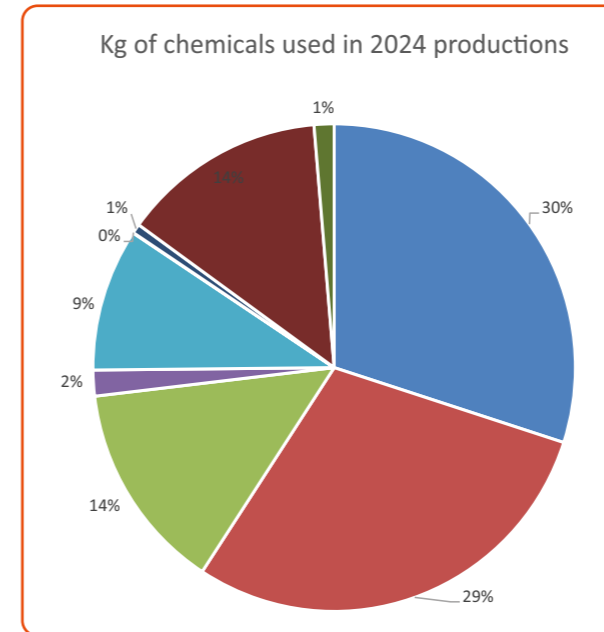
Over the three-year period, Ambro-Sol has slightly increased the amount of chemical products used, reaching 5,368,230 kg in 2024. This is due to the new BOV production line, which became fully operational during the year, resulting in increased productivity. Despite this, Ambro-Sol managed to contain this increase. Most chemical products used belong to the Solvents, Gases, Pastes and Resins categories.

2022	2023	2024
2.875.946,00	3.384.974,00	5.368.230,00

Table 37 – Kg of chemical products used in the production process



Graph 18 – Kg of chemical products used in the production process, by year



Graph 19 – Kg of chemical products used in 2024 productions

5.3

Process innovation

VSME-B2 – Practices, policies and future initiatives for a transition towards a more sustainable economy

VSME-B4 – Pollution of air, water and soil

VSME-C2 – Description of practices, policies and future initiatives for the transition towards a more sustainable economy

Among Ambro-Sol's main objectives stands its commitment to research and innovation, aimed at mitigating environmental impacts and reducing greenhouse gas emissions. The Company is also committed to regenerating natural and environmental systems and promoting a circular economy that optimises processes to reduce waste generated by its products.

Ambro-Sol is likewise constantly engaged in reducing paper consumption in its production processes, promoting digitalisation. This transition not only helps reduce environmental impact—limiting the use of resources such as water and trees and decreasing the effects associated with paper production and disposal—but also improves operational efficiency and reduces overall costs.

Since 2021, thanks to the adoption of digital systems, catalogue printing has been significantly reduced.

- Number of printed paper catalogues in 2024: 3,000

5.4

Attention to the final consumer

VSME-B2 – Practices, policies and future initiatives for a transition towards a more sustainable economy

VSME-C2 – Description of practices, policies and initiatives for the transition towards a more sustainable economy

o guarantee consumers a high-quality finished product, Ambro-Sol carries out rigorous compliance checks on the chemical components present in its products. These checks are essential to ensure that all raw materials purchased from suppliers comply with current safety regulations. Ambro-Sol is committed to maintaining high standards of quality and safety at every stage of the production process, from supplier selection to final product verification.

- *Number of reports and non-conformities recorded during the year: 69*

2022	2023	2024
86	75	69

Table 38 – Number of reports and non-conformities recorded

- *Customers remaining in the “highest turnover” status: 74.24%*

Ambro-Sol boasts an excellent relationship with its customers; this indicator provides a positive result, confirming the strong relationships between Ambro-Sol and its most representative customers.

In addition, the quality of Ambro-Sol products is also confirmed by reviews on Amazon, where the products show an average of 239 reviews each and an average rating of 4.22 out of 5. Some items even reach over 2,000 reviews for a single code. These figures, growing compared to the previous year, demonstrate increasing customer satisfaction and the excellence of the products offered.

	2022	2023	2024
Average number of reviews per product	143	205	239
Average rating of the 3 best-selling products	4,18	4,19	4,22

Table 39 – Average number of reviews and average product review rating, by year

5.5

Online community Engagement

Ambro-Sol, supported by the consultancy of an external company, is engaged in promoting and spreading its image and reputation online. The Company's official Instagram and Facebook pages are constantly growing, showing a positive increase in key parameters such as reach, profile visits and followers.

Instagram reach	999,954
Facebook reach	791,190
Instagram profile visits	118,964
Facebook profile visits	7,602
Instagram followers	5,872
Facebook followers	11,375

Table 40 – Social network data 2024

The data show growth in the social interactions achieved by Ambro-Sol. In particular, a strong increase compared to 2023 was recorded in Instagram reach (which indicates the number of unique users who viewed content in the app), thanks to the implementation of campaigns aimed at increasing profile visits. Among these, the creation of creative videos in collaboration with the social profiles of Samuel Magistro stands out.

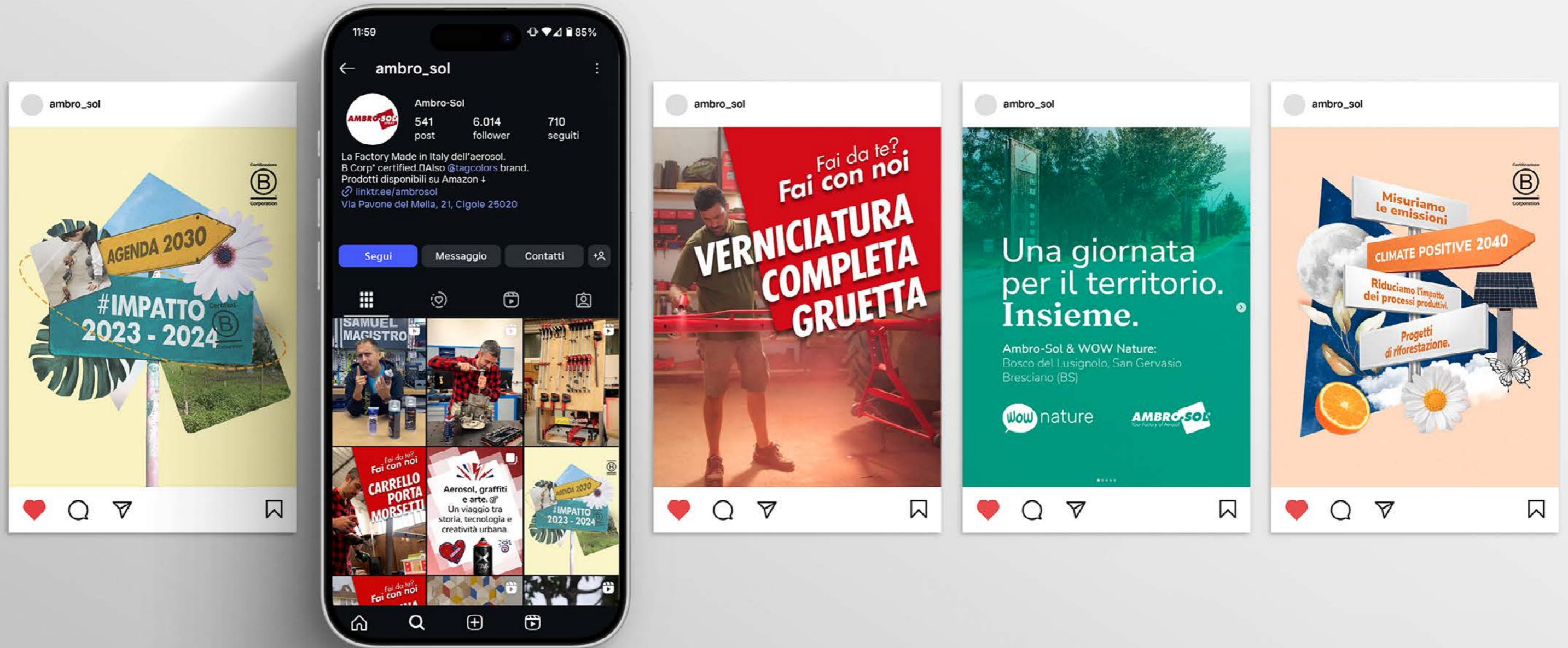
Furthermore, the increase in interactions recorded may also be partly due to the evolution of tracking platforms, which introduced new calculation methods.

The Ambro-Sol website also offers users various channels to get in touch with the Company and request information. The Company is strongly committed to ensuring timely and high-quality support to its customers and users. In 2024, a total of 934 user inquiries were handled and resolved, showing a decrease compared to the 1,222 inquiries managed in the previous year. However, it should be noted that the 2024 figure is based on a prudent estimate, linked to the adaptation phase to the new tracking system implemented since late 2023. Most of these inquiries were handled through the website, while the remaining ones were managed via phone contact, email and the dedicated contact form.

Resolved inquiries	934
Website	358
Phone	263
Email	204
Contact form	109

Table 41 – Website user interactions 2024

Social content





Suppliers

Sustainability report 2024

6.1

Composition of Ambro-Sol's suppliers

VSME – C1 – Strategy: business model and sustainability – initiatives

With gradual economic growth and business expansion, Ambro-Sol has broadened its supplier network. In 2024, the Company worked with a total of 2,421 suppliers. Of these, 70% can be classified as local suppliers, located within 80 km of the company headquarters.

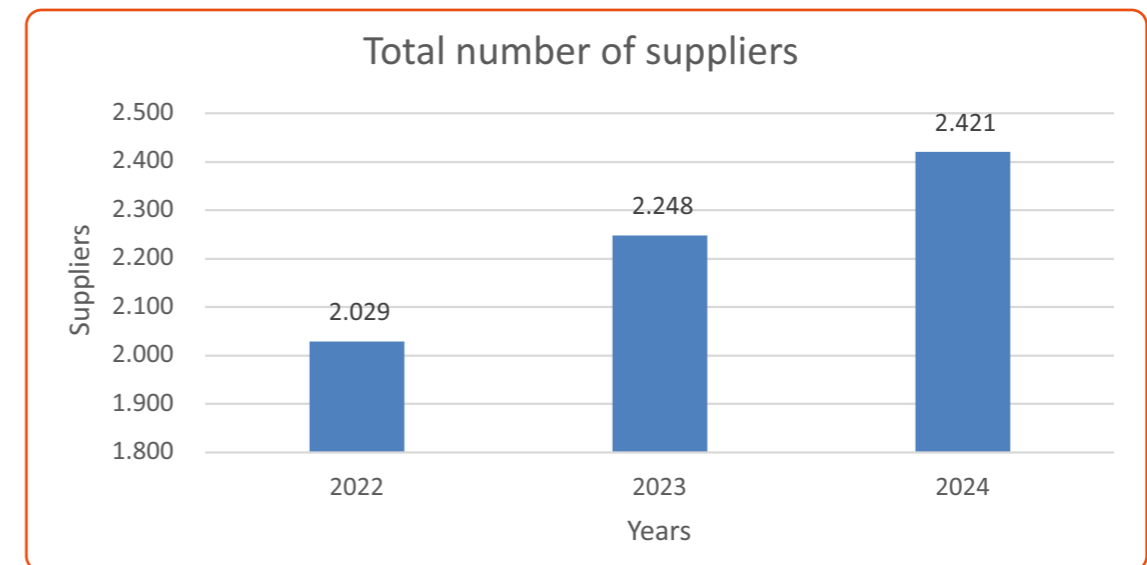
Spending on national suppliers amounts to 95% of the total, of which 50% is allocated to local suppliers. These figures demonstrate Ambro-Sol's commitment to supporting and promoting the local and national production chain. A short supply chain not only reduces environmental impact associated with transport and deliveries, but also enables better quality control, more effective communication and greater flexibility.

Ambro-Sol is committed to building long-term relationships with suppliers, aiming to turn these relationships into genuine collaborations. The average duration of supplier relationships is 110 months.

In 2024, 50% of the suppliers Ambro-Sol worked with were equipped with certified management systems. This highlights the Company's commitment to working with partners that comply with recognised quality and management standards, ensuring an additional level of reliability and compliance along the entire supply chain.

2022	2023	2024
2.209	2.248	2.421

Table 42 – Total number of suppliers



Graph 20 – Total number of suppliers, by year

6. Fornitori

2022	2023	2024
1	1	1

Table 43 – Number of outsourced services

- % local suppliers (within 80 km): 70%
- Percentage of spending on national suppliers compared to total: 95%
- Percentage of spending on local suppliers compared to national suppliers: 50%
- Average duration of supplier relationships: 110 months
- % of suppliers with certified management systems: 50%

6.2

Quality and sustainability of the supply chain

VSME-B2 – Practices, policies and future initiatives for a transition towards a more sustainable economy

VSME-C2 – Description of practices, policies and future initiatives for the transition towards a more sustainable economy

Ambro-Sol is committed to ensuring that all its activities, from product design to distribution, are aligned with the principles of sustainable development and corporate integrity. The Company not only focuses on producing high-quality goods but also promotes fundamental values such as respect for human rights, health and safety in the workplace, environmental protection and the fight against corruption.

To achieve these objectives, Ambro-Sol requires its suppliers to adhere to similar ethical and environmental standards, extending these behaviours throughout the entire supply chain. The selection and management of suppliers are regulated by the Supplier Code of Conduct (Supplier Sustainability Policy), which is provided to all partners and for which a “Commitment Form” signed by the legal representative is required.

The choice of suppliers is not based solely on the quality and competitiveness of the products and services offered, but also on their social and environmental performance and alignment with Ambro-Sol’s ethical values. These criteria are essential for establishing long-term and meaningful collaborative relationships.

In 2024, Ambro-Sol sent a self-assessment questionnaire to all suppliers to collect detailed information about their company, including key contacts, environmental and quality certifications, and other relevant aspects. 80% of suppliers responded to the questionnaire, and 50% of them were audited to verify compliance with the established quality requirements. This process ensures that only suppliers meeting Ambro-Sol’s high standards are selected and maintained within the supply network.

- Percentage of suppliers who responded to the self-assessment questionnaire: 80%
- Percentage of key suppliers audited for quality: 50%





Community and local area

Sustainability report 2024

7.1

Participation in the development and well-being of the local community

VSME-B2 – Practices, policies and future initiatives for a transition towards a more sustainable economy

VSME-C1 – Strategy: business model and sustainability – initiatives

VSME-C2 – Description of practices, policies and future initiatives for the transition towards a more sustainable economy

Sustainability is a path that cannot be undertaken without considering the context in which a company or organisation operates. Exchanges between internal and external environments are constant, and Ambro-Sol s.r.l. SB has chosen to consider them as an opportunity for shared growth and for establishing a “virtuous circle” that encourages stakeholders to pursue their own sustainable development. Collaboration with public and private entities therefore becomes both a challenge and an opportunity to create value and positive impacts not only for the Company but also for the surrounding community.

The Company intends to redistribute part of the economic value generated, contributing to the development of communities and territories—especially those most affected by its operations and that, in turn, contribute to its growth. By operating according to the logic of shared value, the Company aims to accompany its development with the improvement of the social and environmental conditions of its reference territory. This is a truly strategic approach aimed at promoting innovation, competitiveness and efficiency, as well as strengthening relationships with various stakeholders and expanding its network. Ambro-Sol is aware that such an approach must be implemented over the long term, during which ESG challenges can be transformed into growth and development opportunities for the Company, the community and all stakeholders.

For the granting of donations and sponsorships, Ambro-Sol applies the principles of transparency, impartiality, fairness and traceability of the decision-making process. The assessment of requests submitted to the Company regarding donations and benefits is the responsibility of the Board of Directors. In selecting the organisations or subjects to whom donations and/or sponsorships are granted, the following criteria are considered:

1. *Territorial relevance and authority of the applicant, giving priority to requests from entities, individuals or legal persons located in the area where Ambro-Sol operates.*
2. *Consistency with the activities carried out by the Company, giving priority to those related to environmental protection and education.*
3. *Cultural and/or social value and impact in the served territory.*
4. *Merit of the initiatives evaluated.*

Charitable donations that Ambro-Sol intends to allocate to selected entities may also be granted through:

- *The supply of materials/equipment/goods.*
- *The execution of a project or specific work.*
- *The provision of a service.*
- *The management of a service.*

Ambro-Sol plans the provision of donations and sponsorships within the limits set by the respective budgets. It also commits to allocating at least 0.1% of its annual turnover to a series of initiatives. In 2024, this commitment was duly met: an amount of €23,000.00 was donated, equal to 0.12% of annual turnover.

2022	2023	2024
0,14%	0,01%	0,12%

Table 44 – Percentage of turnover donated annually

2022	2023	2024
20.500,00	1.038,71	23.000,00

Table 45 – Amount of donations made per year

In 2021, Ambro-Sol developed its Corporate Donation Policy, which formalises and regulates the Company's commitment to the sustainable development of the community in which it is rooted. It defines project selection criteria based on territorial relevance, cultural and/or social impact and alignment with corporate principles, with particular attention to environmental protection and education. These donations may be granted exclusively to non-profit foundations or associations belonging to the Third Sector, and must be directed equitably towards organisations pursuing social, environmental and cultural initiatives.

In line with this policy, in 2024 Ambro-Sol allocated a total of €23,000 to various charitable initiatives:

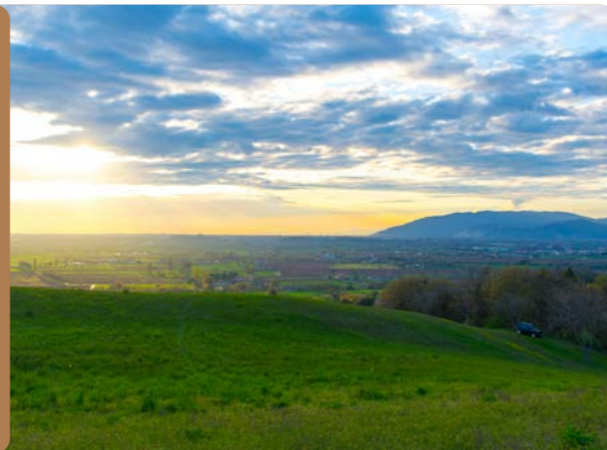
1. Nikolajewka School Foundation

Donation of €5,000 to Fondazione Scuola Nikolajewka ONLUS, a non-profit organisation established by three Brescia branches of the National Association, volunteers from the Nikolajewka Social Cooperative and local citizens. It aims to promote the social integration of individuals with disabilities and improve the support services offered.



2. Pianura Bresciana Foundation

Donation of €8,000 to Fondazione Pianura Bresciana – Territorio e Tradizione, founded in 2008 in Brescia by Vittorio Manzo, with the goal of supporting initiatives of other Third Sector entities through fundraising and promoting activities via a dedicated web platform.



3. Montessori Foundation

Donation of €10,000 to the Montessori Foundation, an association managing a school—including a nursery section—in Corticelle (Brescia), where the Montessori educational method is applied. This method is based on independence, freedom of choice (within defined limits) and supporting the natural physical, psychological and emotional development of students.



To strengthen its relationship with the local community, Ambro-Sol adheres to the territorial associations Made4Diy and Apindustria.

2022	2023	2024
2	2	2

Table 46 – Number of territorial associations the Company is a member of

To protect the interests of its production category, Ambro-Sol belongs to 3 trade associations: Aia Federchimica, FEA and Apindustria.

2022	2023	2024
3	3	3

Table 47 – Number of trade associations the organisation joins

2022	2023	2024
8	5	4

Table 48 – Number of public events and activities the Company participated in throughout the year

The commitment to spreading and promoting a culture of sustainability stems from the awareness that undertaking a sustainable development path is not only necessary but also complex, requiring informed participation and the contribution of individuals, companies and all types of organisations.

In 2024, Ambro-Sol pursued this objective through a series of concrete actions, carrying out activities dedicated to disseminating and promoting sustainability culture within the community.



Environmental impact

VSME-B2 – Practices, policies and future initiatives for a transition towards a more sustainable economy

VSME-C2 – Description of practices, policies and future initiatives for the transition towards a more sustainable economy

Ambro-Sol, having successfully completed its transformation into a Benefit Corporation and obtained B Corp certification, has placed environmental protection and preservation on the same level as its traditional economic objectives. The company is committed to promoting a culture that values environmental sustainability and to generating a positive impact on society and the biosphere through a responsible chemical industrial economy.

Ambro-Sol integrates sustainability principles into all its activities, following an action plan aligned with the objectives of the United Nations' 2030 Agenda. This approach not only respects all stakeholders but also aims to continuously improve products and processes in order to reduce environmental impacts and greenhouse gas emissions. The company is dedicated to ongoing research and innovation to contribute to the regeneration of natural and environmental systems.



Energy consumption

VSME-B3 – Energy and greenhouse gas emissions

The electricity purchased from the grid is 100% certified with a guarantee of origin from low-impact renewable sources, and therefore 100% of the total electricity demand—both purchased and self-produced through the photovoltaic system—comes from renewable sources.

After a progressive decrease in consumption starting in 2021 and continuing until 2023, Ambro-Sol's electricity consumption increased in 2024, reaching 508,044.00 kWh, while gas consumption amounted to 3,978.00 m³, also higher than in 2023 but below the levels recorded in 2022. The trend reversal in 2024 may be due to the opening of the new BOV production line and the consequent increase in production.

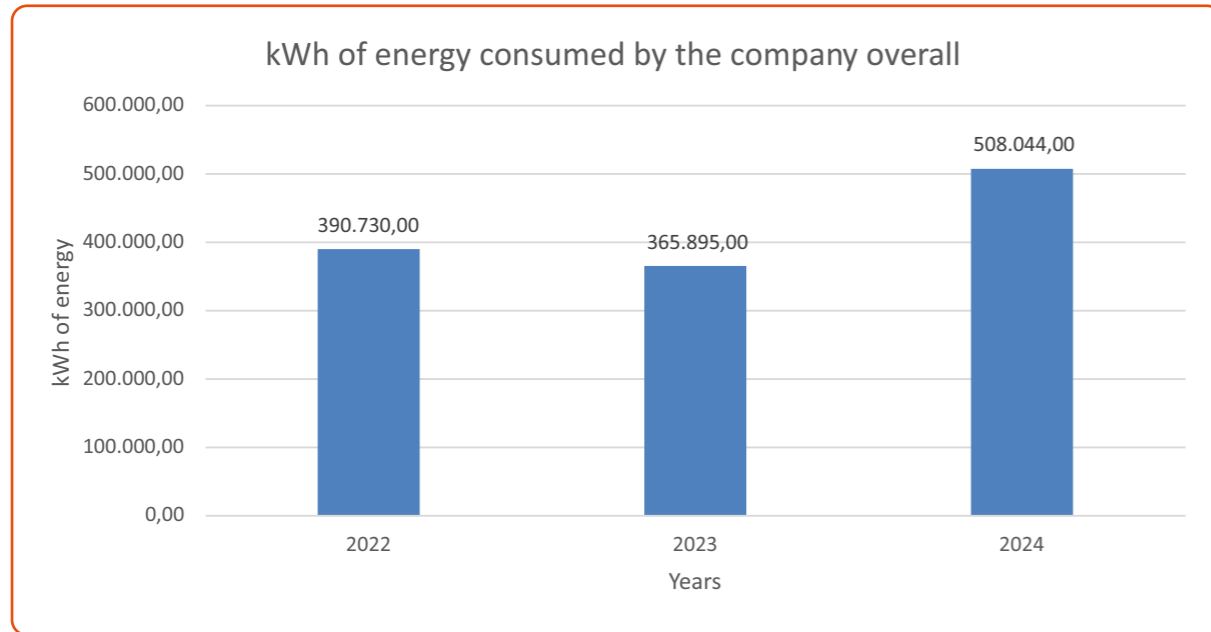
2022	2023	2024
390.730,00	365.895,00	508.044,00

Table 49 – kWh of energy consumed by the Company overall



Environmental impact

Sustainability report 2024



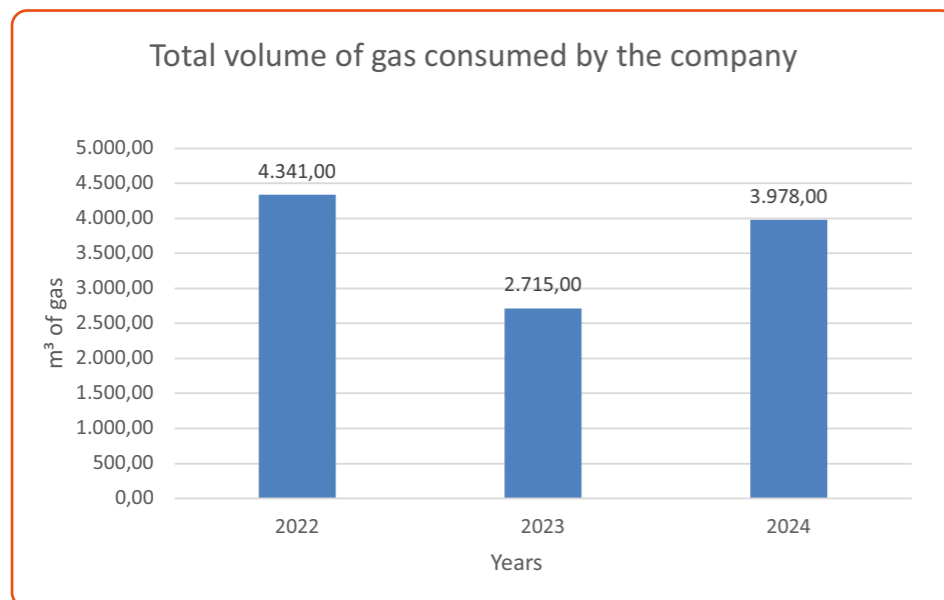
Graph 21 – kWh of energy consumed by the Company overall

2022	2023	2024
9.303,10	8.924,27	10.368,24

Table 50 – kWh of energy consumed per worker

2022	2023	2024
4.341,00	2.715,00	3.978,00

Table 51 – Volume of gas consumed



Graph 22 – Volume of gas consumed overall, by year

2022	2023	2024
103	66	81

Table 52 – Volume of gas consumed per employee

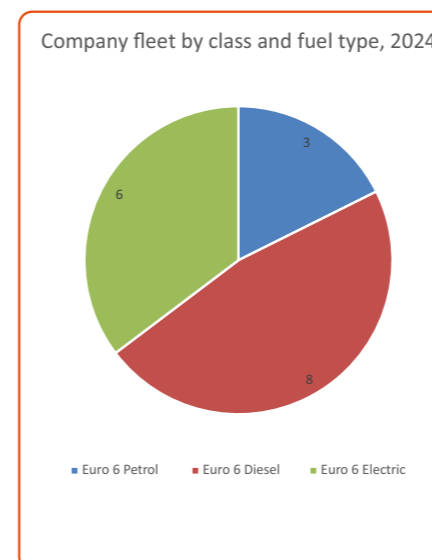
As for the energy requirements of the buildings, the property that houses Ambro-Sol's offices and warehouse is classified as energy class C, with an energy requirement of 207.17 kWh/m². The energy class of the building where production activities take place is not available.

Regarding the Company's fleet, in 2024 Ambro-Sol's vehicle fleet remained substantially stable with a total of 17 vehicles. During the year, no vehicles were decommissioned, but one new diesel-powered Euro 6 vehicle was acquired.

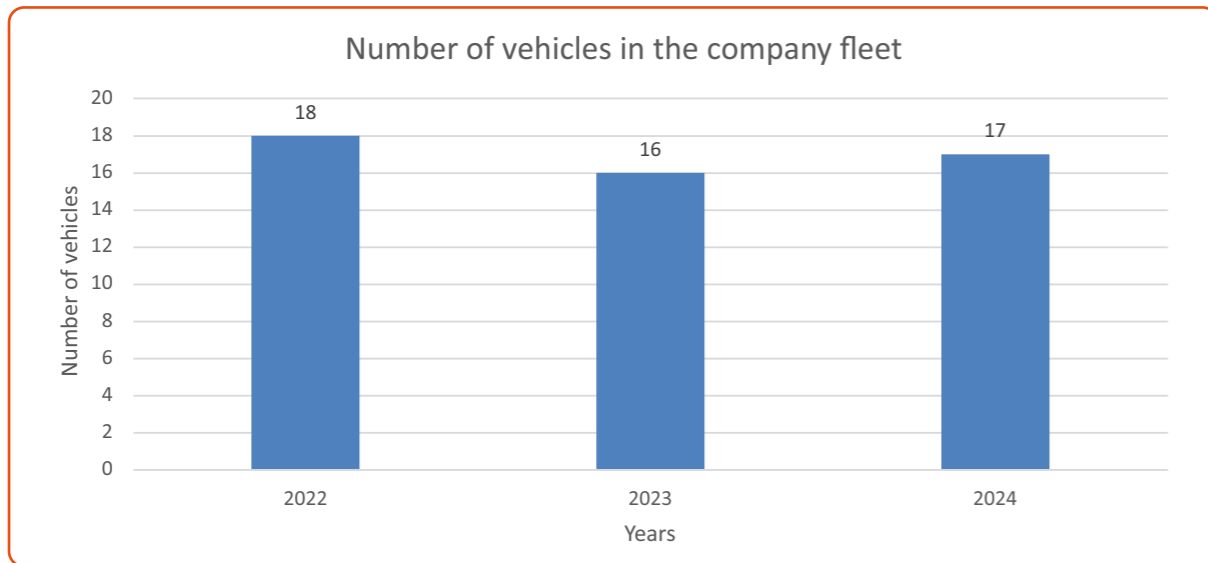
Furthermore, over the years charging stations for electric vehicles have been installed, for a total of 7 charging stations. These interventions are part of a broader strategy to reduce the environmental impact of the Company's fleet and promote the adoption of low-emission vehicles.

Year	Vehicle class	Fuel type	Number of vehicles
2024	Euro 6	Petrol	3
	Euro 6	Diesel	8
	Euro 6	Electric	6
2023	Euro 6	Petrol	3
	Euro 6	Diesel	7
	Euro 6	Electric	6
2022	Euro 6	Petrol	3
	Euro 6	Diesel	9
	Euro 6	Electric	6

Table 53 – Number of vehicles in the company fleet, by class and fuel type



Graph 23 – Composition of the company fleet in 2024, by class and fuel type



Graph 24 – Number of vehicles in the company fleet, by year

	2022	2023	2024
Estimated CO ₂ equivalent emissions in tonnes (GHG Scope 1)	62,3	45,8	44,5

Table 54 – Estimated CO₂ equivalent emissions in tonnes (GHG Scope 1)

	2022	2023	2024
Scope 1 CO ₂ tonnes	62,3	45,8	44,5
Scope 2 CO ₂ tonnes	-	-	-
Total Scope 1–2 CO ₂ tonnes	62,3	45,8	44,5

Table 55 – Total estimated CO₂ equivalent emissions (GHG Scope 1 + Scope 2)

Ambro-Sol has recently taken a significant step towards sustainability with the installation of a 349.60 kW photovoltaic system, which became operational in February 2022 after being tested at the end of 2021. This system not only helps reduce dependence on non-renewable energy sources but is also equipped with advanced technologies that allow continuous monitoring of panel performance. Thanks to this system, it is possible to promptly identify any issues and accurately calculate the greenhouse gas (CO₂ equivalent) emissions saved through the adoption of this renewable energy source.

- Amount spent on the photovoltaic system: €305,000.00
- Photovoltaic system capacity (kW): 350 kW
- MWh of energy produced by the photovoltaic system in 2024: 318.62 MWh
- Percentage of energy consumed coming from internal renewable sources: 30%

The mitigation of the remaining environmental impact also involves the introduction of measures to compensate for emissions. Thanks to the collaboration with Treedom, 380 trees have been planted since 2020, which are estimated to offset approximately 440,000 kg of CO₂ over 10 years. Ambro-Sol's project includes the planting of trees in 10 different countries around the world: Cameroon, Ghana, Kenya, Tanzania, Madagascar, Nepal, Honduras, Haiti, Guatemala and Colombia. In 2023, 15 Baobab trees were planted in Kenya. Below is the breakdown of the estimated tonnes of CO₂ equivalent absorbed, divided by country and type of plant.

8.2

Measures to reduce generated emissions

VSME-B2 – Practices, policies and future initiatives for a transition towards a more sustainable economy

VSME-B3 – Energy and greenhouse gas emissions

VSME-C3 – GHG emission reduction objectives

Greenhouse gas (GHG) Scope 1 emissions are direct emissions generated from sources that are controlled or directly owned by the Company (for example: emissions associated with energy consumption, fuel used for heating Company buildings, fuel used for the vehicle fleet, etc.). For Ambro-Sol, they are due to the procurement of energy from other sources. Scope 2 includes indirect emissions associated with energy consumption, such as those linked to the purchase of electricity. For Ambro-Sol, they are due to the procurement of electricity from the grid.

Ambro-Sol is committed to a progressive evolution of its business and operational model towards a net-zero greenhouse gas emissions economy and to the spread of a sustainability culture, through the search for innovative solutions, the use of sustainable and biodegradable raw materials and the development of circular production models powered by clean energy.

The implementation of these solutions has led to the complete elimination of GHG Scope 2 emissions starting from 2021, thanks to the purchase of electricity produced from certified renewable sources.

TREE PLANTING PROJECT	Total CO ₂ absorption (kg) over the next 10 years
2020	4,490
Cameroon	440
Cocoa	440
Guatemala	110
Coffee	110
Kenya	1,810
Coffee	110
Markhamia	1,500
Papaya	200
Nepal	930
Leucaena	930
Tanzania	1,200
Guava	1,200
2021	294,045
Cameroon	3,300
Cocoa	3,300
Guatemala	495
Coffee	495
Haiti	3,000
Avocado	3,000
Honduras	100
Mangrove	50
Red mangrove	50
Kenya	275,070
Cashew	600
Orange	200
Banana	50
Baobab	252,000
Coffee	220
Grevillea	10,400
Guava	200
Jackfruit	400
Lemon	50
Lemon	50
Macadamia	2,100
Mango	2,100
Markhamia	3,250
Passion fruit	1,950
African fern pine	1,500
Nepal	3,520
Coffee	220
Leucaena	2,100
Leucaena	1,200
Tanzania	8,560
Avocado	1,000
Coffee	660
Guava	3,800
Lemon	300
Neem	1,800
Sesbania	1,000
2022	84,000
Ghana	84,000
Baobab	84,000
2023	45,000
Kenya	45,000
Baobab	45,000

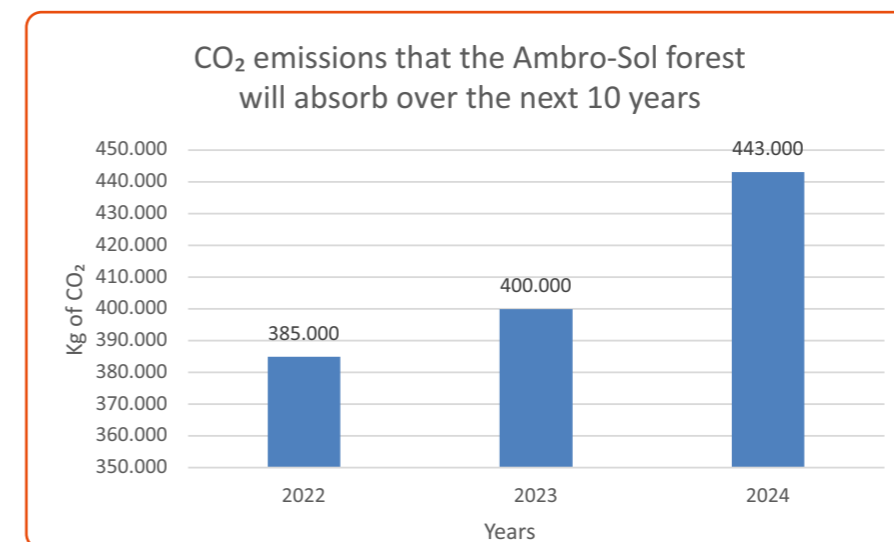
TREE PLANTING PROJECT	Total CO ₂ absorption (kg) over the next 10 years
2024	12,900
Colombia	8,100
Dynamite tree	2,400
Mango	2,100
Mahogany	3,600
Ghana	2,100
Cassia	2,100
Madagascar	2,700
Neem	2,700
OVERALL TOTAL	440,435

Table 56 – Estimated kg of CO₂ emissions neutralised by each tree purchased over 10 years

Ambro-Sol intends to carry this project forward in the coming years.

2022	2023	2024
385,000	400,000	440,435

Table 57 – Estimated kg of CO₂ emissions neutralised through tree purchases over 10 years



Graph 25 – CO₂ emissions that the Ambro-Sol forest will absorb over its lifetime

Climate positive 2040

Ambro-Sol also participates in the “Climate Positive 2040” project promoted by WOWNature and Eti-for, which involves identifying actions to reduce greenhouse gas emissions and neutralise residual emissions through tree planting. As part of this project, Ambro-Sol contributed to the planting of 100 trees (*Salix alba*) in the Brescia area for the reforestation of the Torbiere del Sebino Nature Reserve, and between the provinces of Mantua and Cremona in the “Parco Oglio Sud” Nature Reserve. The Company also supported the planting of additional trees in Balique, Brazil. Each initiative, both the Italian and the South American one, will offset 501 tonnes of CO₂.

In 2021, the Company commissioned a specialised agency to conduct a study for calculating the organisation’s Carbon Footprint, in compliance with ISO 14064:2019 Greenhouse Gases – Part 1: Specification with guidance at the organizational level for quantification and reporting of greenhouse gas emissions and removals. The study carried out in 2023 for the year 2022 showed that Ambro-Sol’s carbon footprint for the reference period amounted to 6,682 tonnes of CO₂e emitted, a value 15% lower than in 2021, when a total of 7,885 tonnes of CO₂e was recorded.



Torbiere del Sebino Nature Reserve



Oglio Sud Park



Oglio Sud Park



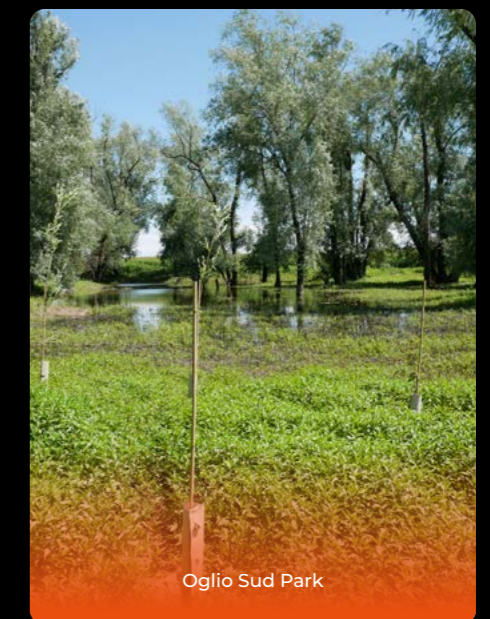
Amazon River



Oglio Sud Park



Oglio nORD Park



Oglio Sud Park

8.3

Waste management

VSME-B7 — Use of resources, circular economy and waste management

In carrying out its production activities, Ambro-Sol mainly uses raw materials such as solvents, lubricating oils, resins, pigments and propellant gases. The annual mass flow for 2024, representing the total quantity of raw materials used, amounts to 11,995,586.00 kg.

Most of the waste generated comes from solvents and solvent mixtures, the substances most widely used in the production process. Additional waste includes various types of packaging materials, gases in pressurised containers containing hazardous substances, iron and steel, filtering materials and rags contaminated with hazardous substances.

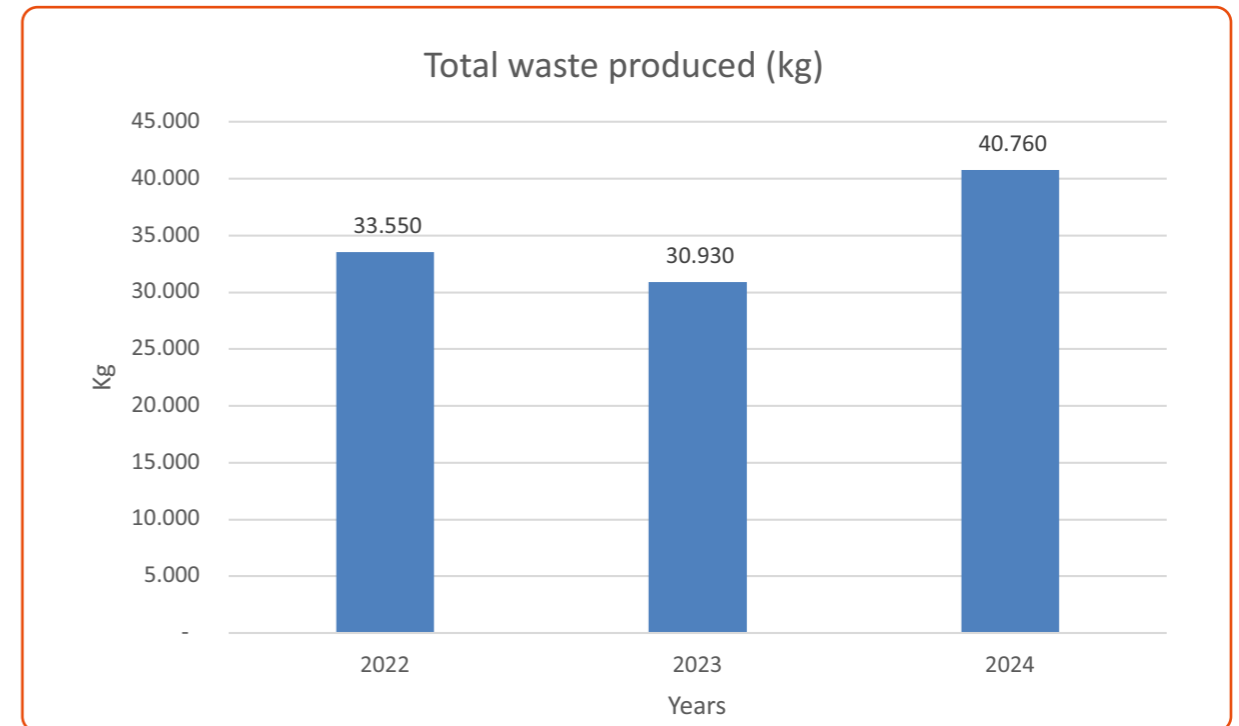
After a progressive decrease in waste production starting in 2022, Ambro-Sol generated a total of 40,760 kg of waste in 2024, an increase compared to the previous period.

44% of the waste produced is classified as hazardous waste.

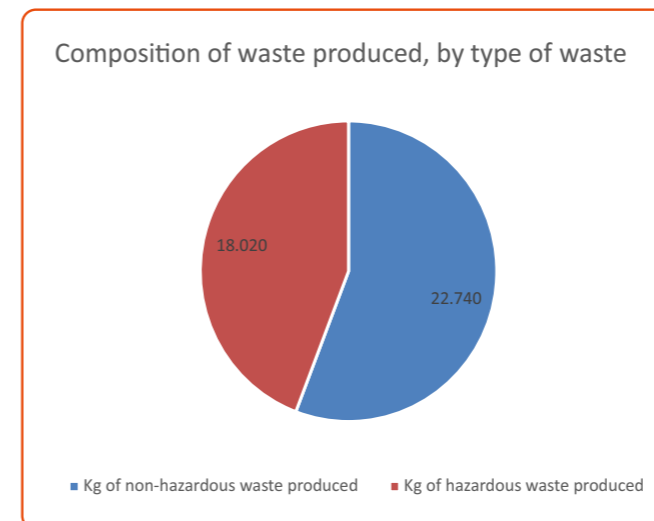
With an awareness of the properties of the materials and substances used and with the aim of protecting the environment, Ambro-Sol sends over 88% of the waste produced for recycling.

2022	2023	2024
Total kg of waste produced		
33.550	30.930	40.760
Kg of non-hazardous waste produced		
9.490	14.010	22.740
Kg of hazardous waste produced		
24.060	12.678	18.020
Kg of waste sent for recycling		
26.210	24.590	36.180
Kg of unsorted waste (sent for disposal)		
7.340	6.340	4.580

Table 58 – Waste management data



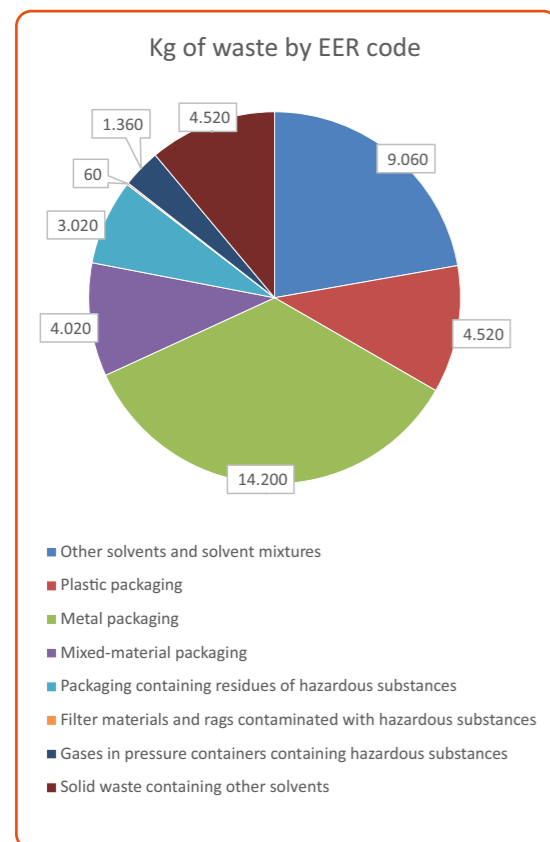
Graph 26 – Total kg of waste produced



Graph 27 – Composition of waste produced, by type of waste for 2023

Type of waste	Annual quantities produced (kg) Year 2024
Other solvents and solvent mixtures	9.060
Plastic packaging	4.520
Metal packaging	14.200
Mixed-material packaging	4.020
Packaging containing residues of hazardous substances	3.020
Filtering materials and rags contaminated by hazardous substances	60
Gases in pressurised containers containing hazardous substances	1.360
Solid waste containing other solvents	4.520

Table 59 – Kg of waste by EER code



Graph 28 – Kg of waste by EER code in 2023

2022	2023	2024
16.720	9.240	9.060

Table 60 – Kg of solvent for line washing sent for recovery through an external company

2022	2023	2024
50.400	71.300	73.800

• Kg of solvent for line washing sent for recovery through internal distillation in 2024: 73,800

8.4

Water consumption

VSME-B6 — Water

Ambro-Sol does not use water resources in its production processes or products, keeping the annual cubic metres of water consumed constant. Water consumption relates exclusively to general use in the Company's headquarters and offices. To improve efficiency and further reduce water consumption, a demineralisation system with reverse osmosis has been installed.

Over the years, water consumption has remained stable, while the decrease in consumption per employee is attributable to the increase in the number of employees.

2022	2023	2024
460	460	396

Table 61 – Estimated cubic metres of water consumed during the year

All water used is drawn from the public water supply.

2022	2023	2024
11,0	11,2	8,1

Table 62 – Cubic metres of water consumed per employee

2022	2023	2024
38,33	38,33	33

Table 63 – Average cubic metres of water consumed per month

8.5

Biodiversity

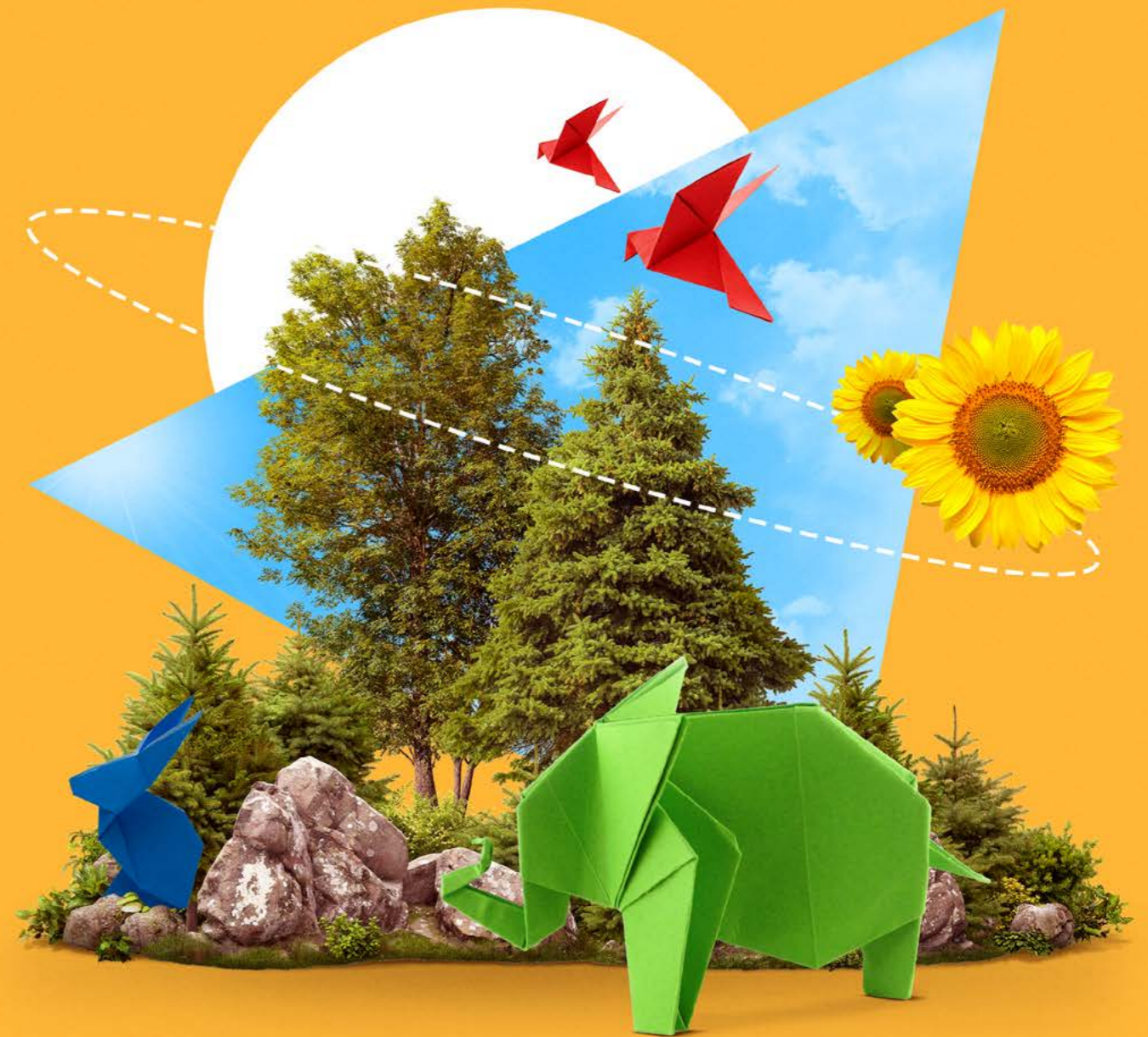
Biodiversity can be defined as the richness of life present on Earth: the millions of plants, animals and microorganisms, the genes they contain, and the complex ecosystems they form within the biosphere. The Convention on Biological Diversity (CBD) defines biodiversity as the variety and variability of living organisms and the ecological systems in which they live, highlighting that it includes diversity at the genetic, species and ecosystem levels. This variety does not refer only to the form and structure of living beings, but also includes diversity in terms of abundance, distribution and interactions among the different components of the system. Finally, biodiversity also encompasses human cultural diversity, which is likewise affected by the negative factors that impact genetic, species and ecosystem biodiversity.

Ambro-Sol is aware of the potential impact of its economic activity and of the activities of operators along its value chain on local ecosystems. For this reason, over the years it has developed products with fewer chemical substances—going beyond what is required by current regulations—and has oriented its production process toward the circular economy, while also favouring collaborations with economic actors that share the same corporate values.

Ambro-Sol has two main sites: the production area and the warehouse, each with a surface area of 6,000 m², for a total of 12,000 m² of enclosed space. The Company's production sites are not located near protected areas identifiable as national parks, regional reserves, state reserves, marine protected areas or Natura 2000 sites. In addition to these facilities, a further 1,000 m² within the site are designated as nature-oriented areas, meaning an area that primarily preserves or restores nature.

Natura 2000 is a network of protected areas at the European level aimed at conserving ecosystems and biodiversity. It consists of Sites of Community Importance (SCI), Special Areas of Conservation (SAC) and Special Protection Areas (SPA). Natura 2000 areas include zones where human activity is permitted, taking into account the economic, social and cultural needs of local populations and recognising the value of certain human activities—such as non-intensive agriculture—which have actually benefited some animal species. Currently, Italy has 2,649 protected areas that include 131 habitats, 92 plant species and 120 animal species.

Total enclosed area	12.000 mq
Nature-oriented area	1.000 mq
Total land use	13.000 mq



9

Sustainable development goals

Sustainability report 2024

9.1

Objectives and commitments for sustainable development

VSME-B2 – Practices, policies and future initiatives for a transition towards a more sustainable economy

The Company's medium- to long-term commitment to sustainable development is reflected in the following general objectives:

- *Generate a positive impact in the communities in which it operates, committing to promote initiatives for social and environmental development and regeneration through the creation of projects in the territory and the provision of its products to support initiatives benefiting the community and disadvantaged groups.*
- *Support the development of the local economy by adopting policies and practices that encourage purchasing from local suppliers.*
- *Improve the social and environmental impact of its products by supporting and developing projects and partnerships with national or international organisations, public or private, as well as research bodies.*
- *Maintain the B Corp certification obtained in 2022 by the Italian headquarters.*
- *Continue actions to offset generated emissions, for example by financing reforestation enterprises, and reduce residual emissions by 4% annually until 2038.*
- *Achieve 100% energy self-sufficiency.*

Methodological note

VSME – B1 – Basis for preparation

Although not required to prepare a Sustainability Report under EU Directive 2022/2464 and Legislative Decree No. 125 of 2024, Ambro-Sol S.r.l. Società Benefit recognises the need for transparent dialogue and communication with all its stakeholders.

For this reason, the annual Sustainability Report has been prepared on an individual basis, covering all activities carried out in 2024 by Ambro-Sol S.r.l. Società Benefit.

Key reference points included the GRI Standards 2021 (GRI Sustainability Reporting Standards, with reference option), the voluntary European standard (VSME, Basic Module + Complete Module) for SMEs not subject to the CSRD – Corporate Sustainability Reporting Directive, the European Sustainability Reporting Standards (ESRS) developed by EFRAG – European Financial Reporting Advisory Board on behalf of the European Commission under the CSRD, as well as the Sustainable Development Goals (SDGs) defined by the UN 2030 Agenda.

Indicators were therefore identified to allow Ambro-Sol S.r.l. Società Benefit to describe the company's economic, environmental, social and governance performance for each topic identified through the materiality analysis. Wherever possible, directly measurable values were preferred, resorting to estimates only when necessary (as explicitly stated in the text) and including data from previous years to assess the evolution of the Company's impacts. The appendix to the document includes an index (GRI Index with reference) detailing the disclosures reported in accordance with the GRI Standards 2021, as well as a VSME compliance index (Voluntary Sustainability Reporting Standard for non-listed SMEs). The traceability and accuracy of the data used are declared and guaranteed.

Methodological note

Sustainability report 2024

GRI Index

Statement of use	Ambro-Sol has reported the information cited in this GRI content index for the period from 1.1.2024 to 31.12.2024 with reference to the GRI Standards 2021.
GRI 1 used	GRI 1 – Foundation – 2021 edition

GRI STANDARD	DISCLOSURE	PAGE	NOTES
General disclosures – GRI 2 – General Disclosures – 2021 edition			
The organisation and its reporting practices			
2-1	Organisational details	8, 13-17	
2-2	Entities included in the organisation's sustainability reporting	26, 93	
2-3	Reporting period, frequency and contact point	26, 93	
2-4	Restatements of information	26	
2-5	External assurance	30-33	
Activities and workers			
2-6	Activities, value chain and other business relationships	19-21, 44, 67-68	
2-7	Employees	41-55	
2-8	Non-employee workers	44	
Governance			
2-9	Governance structure and composition	22-23	
2-10	Nomination and selection of the highest governance body	23	
2-11	Chair of the highest governance body	23	
2-12	Role of the highest governance body in overseeing the management of impacts	22-30	
2-13	Delegation of responsibility for managing impacts	22-23	
2-14	Role of the highest governance body in sustainability reporting	23	

GRI STANDARD	DISCLOSURE	PAGE	NOTES
2-17	Collective knowledge of the highest governance body	8-11, 28	
2-18	Evaluation of the performance of the highest governance body	23	
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	6	
2-23	Policy commitments	22	
2-24	Embedding of policy commitments	91	
2-25	Processes to remediate negative impacts	59-61, 78-83	
2-26	Mechanisms for seeking advice and raising concerns	63	
2-27	Compliance with laws and regulations	9-11, 26-33, 57-58, 93	
2-28	Membership of associations	71-72	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	26-27	
2-30	Collective bargaining agreements	39-40	
Material topics – GRI 3 – Material Topics – 2021 version			
3-1	Process for determining material topics	26-28	
3-2	List of material topics	27	
Business development and growth			
Standard GRI 3: Material Topics – 2021 version			
3-3	Management of material topics	19-21	
Training of workers and agents			
GRI Standard 404: Training and Education – 2016 version			
3-3	Management of material topics	50-51	
Worker participation and benefit distribution			
GRI Standard 3: Material Topics – 2021 version			
3-3	Management of material topics	54	
Health, safety and working conditions			
GRI Standard 403: Occupational Health and Safety – 2018 version			
3-3	Management of material topics	49	
Employment			
GRI Standard 401: Employment – 2016 version			
3-3	Management of material topics	41-46	
Consumer health and safety			
GRI Standard 416: Customer Health and Safety – 2016 version			
3-3	Management of material topics	62	

GRI STANDARD	DISCLOSURE	PAGE	NOTES
Product safety and quality			
GRI Standard 416: Customer Health and Safety – 2016 version			
3-3	Management of material topics	59-60	
Digitalisation and cybersecurity			
GRI Standard 3: Material Topics – 2021 version			
3-3	Management of material topics	61	
Supply chain qualification and use of low-impact materials, technologies and processes			
GRI Standard 408: Supplier Environmental Assessment – 2016 version			
3-3	Management of material topics	59-60	
Focus on and priority to local suppliers			
GRI Standard 204: Procurement Practices – 2016 version			
3-3	Management of material topics	67-68	
Loyalty and sustainability partnerships			
GRI Standard 3: Material Topics – 2021 version			
3-3	Management of material topics	63, 71-73	
Community engagement and marketing			
GRI Standard 3: Material Topics – 2021 version			
3-3	Management of material topics	63, 71-73	
Participation in the development and well-being of the local community			
GRI 413: Local Communities – 2016 version			
3-3	Management of material topics	71-73	
Innovation and sustainability-oriented R&D			
GRI Standard 3: Material Topics – 2021 version			
3-3	Management of material topics	59-61	
Reduction of emissions and safe waste management			
GRI Standard 305: Emissions – 2016 version			
3-3	Management of material topics	78-83	
Climate change mitigation and adaptation actions			
GRI Standard 3: Material topics – 2021 version			
3-3	Management of material topics	78-83	
GRI 200: Economic Performance			
GRI 201 – Economic Performance, 2016			
201-1	Direct economic value generated and distributed	35-36	
GRI 204: Procurement Practices, 2016			
204-1	Proportion of spending on local suppliers	68	
GRI 300: Environmental Performance			

GRI STANDARD	DISCLOSURE	PAGE	NOTES
GRI 301: Materials, 2016			
301-1	Materials used by weight or volume	59-60	
GRI 302: Energy, 2016			
302-1	Energy consumption within the organization	75-76	
302-4	Reduction of energy consumption	75-76	
GRI 303: Water and Effluents, 2018			
303-5	Water consumption	87	
GRI 305: Emissions, 2016			
305-1	Direct (Scope 1) GHG emissions	79	
305-2	Energy indirect (Scope 2) GHG emissions	79	
305-5	Reduction of GHG emissions	79	
GRI 306: Waste, 2020			
306-1	Waste generation and significant waste-related impacts	84-86	
306-2	Management of significant waste-related impacts	84-86	
306-3	Waste generated	84-86	
306-4	Waste diverted from disposal	84-86	
306-5	Waste directed to disposal	84-86	
GRI 308: Supplier Environmental Assessment, 2016			
308-1	New suppliers that were screened using environmental criteria	68	
GRI 400: Social Performance			
GRI 401: Employment, 2016			
401-1	New employee hires and employee turnover	45	
401-3	Parental leave	55	
GRI 403: Occupational Health and Safety, 2018			
403-1	Occupational health and safety management system	49	
403-2	Hazard identification, risk assessment, and incident investigation	49	
403-5	Worker training on occupational health and safety	50	
403-8	Workers covered by an occupational health and safety management system	49	
403-9	Work-related injuries	49	
GRI 404: Training and Education, 2016			
404-1	Average hours of training per year per employee	50-53	

VSME Index – Base module + Full module

GRI STANDARD	DISCLOSURE	PAGE	NOTES
404-2	Programs for upgrading employee skills and transition assistance	50-53	
GRI 405: Diversity and Equal Opportunity, 2016			
405-1	Diversity in governance bodies and among employees	23, 46-47	
GRI 413: Local Communities, 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	71-73	
GRI 416: Customer Health and Safety, 2016			
416-1	Assessment of the health and safety impacts of product and service categories	57-61	
GRI 417: Marketing and Labeling, 2016			
417-1	Requirements for product and service information and labeling	63	

VSME STANDARD	INFORMATION	PAGE	NOTES
B1 FOUNDATIONS FOR REPORTING			
	VSME option selected (Option A or B)	26, 93	
	Information omitted due to sensitivity or confidentiality		Non applicabile
	Individual or consolidated nature of the sustainability disclosure	93	
	Subsidiaries or branches included in the consolidated ESG perimeter		Non applicabile, informativa di natura individuale
	Legal form of the reporting company	13	
	NACE codes of the business activities	13	
	Company balance sheet	36	
	Company turnover	35	
	Number of employees (headcount or full-time equivalents)	41	
	Country where main operations take place and location of significant assets	13	
	Geographical location of owned, managed or leased sites	13	
	Sustainability-related certifications held by the company	16-17, 30-33	
B2 PRACTICES, POLICIES AND FUTURE INITIATIVES FOR A TRANSITION TOWARDS A MORE SUSTAINABLE ECONOMY			
	Practices currently adopted to support the transition towards a more sustainable economy	57-61, 68, 78-83	
	Policies addressing sustainability matters	22, 39, 46, 49, 55	
	Future initiatives or forward-looking plans under implementation	33	
	Targets for monitoring the implementation of policies and the progress achieved	91	
B3 ENERGY AND GREENHOUSE GAS EMISSIONS			
	Total energy consumption and fuels used, broken down by renewable and non-renewable sources	75-76	
	GHG Scope 1 emissions	79	
	GHG Scope 2 emissions (location-based)	79	
	GHG intensity	79	
	GHG Scope 3 emissions (optional – Comprehensive Module)		Non applicabile
B4 AIR, WATER AND SOIL POLLUTION			
	Air, water, and soil pollutants that the company is required to disclose under applicable legislation or that it reports on a voluntary basis	57-58	
B5 BIODIVERSITY			
	Number and area of owned, managed, or leased sites located within or near biodiversity-sensitive areas		NON APPLICABILE
	Total land use	88	

VSME STANDARD	INFORMATION	PAGE	NOTES
	Total "closed" (built) area	88	
	Total nature-oriented area within the site	88	
	Total nature-oriented area outside the site	88	
B6 WATER			
	Total water withdrawal and withdrawal in areas with high water-stress levels	87	
	Water consumption (if the company has water-intensive production processes)	87	
B7 USE OF RESOURCES, CIRCULAR ECONOMY AND WASTE MANAGEMENT			
	Possible application of circular-economy principles and how they are implemented	84-86	
	Total annual waste generated, broken down into hazardous and non-hazardous	84-86	
	Total annual waste sent for recycling or reuse	84-86	
	Annual mass flow (if significant)	84	
B8 WORKFORCE – GENERAL CHARACTERISTICS			
	Total number of employees	41	
	Permanent and fixed-term employees	41-42	
	Female and male employees	46	
	Countries of contracted employees (if the company operates in multiple countries)		Informativa individuale che rendiconta solo i dipendenti attivi negli stabilimenti in Italia
	Employee turnover rate (if the company has more than 50 employees)	46	
B9 WORKFORCE – HEALTH & SAFETY			
	Number and rate of work-related injuries	49	
	Number of fatalities due to work-related injuries or occupational diseases	49	Non si sono registrati decessi
B10 WORKFORCE – PAY, COLLECTIVE BARGAINING & TRAINING			
	Fair pay for workers, at or above the minimum wage (legal or established by collective agreements)	48	Ambro-Sol applica i CCNL
	Gender pay gap among employees (may be omitted if the company has fewer than 150 employees)	48	
	Percentage of employees covered by collective bargaining agreements		100% di copertura
	Average annual training hours per employee	50-53	
B11 CONVICTIONS AND SANCTIONS FOR CORRUPTION AND BRIBERY			
	Number of convictions and amount of fines for active or passive corruption		Non applicabile
C1 STRATEGY: BUSINESS MODEL AND SUSTAINABILITY – INITIATIVES			
	Significant groups of products and services offered	19	
	Significant markets in which the company operates	19	
	Significant commercial relationships	44, 62, 67-68	

VSME STANDARD	INFORMATION	PAGE	NOTES
	Key elements of the strategy that influence or are influenced by sustainability matters	21-22	
C2 DESCRIPTION OF PRACTICES, POLICIES AND FUTURE INITIATIVES FOR THE TRANSITION TOWARDS A MORE SUSTAINABLE ECONOMY			
	Description of the policies reported under disclosure B2	22, 39, 46, 49, 55	
	Identification of the highest-level person in the company responsible for implementing these policies	24-25	
C3 GHG EMISSIONS REDUCTION TARGETS			
	Reporting of greenhouse gas (GHG) emission reduction targets (if defined), specifically: <ul style="list-style-type: none"> • Target year and target value to be achieved • Base year and base value • Units of the targets • Scope 1, 2, 3 shares to which the targets refer • List of key actions being implemented to achieve the targets 		Non applicabile
	Reporting of the climate change mitigation transition plan (if adopted) when the company operates in high-climate-impact sectors		Non applicabile
	Reporting of whether a transition plan is intended and expected timing if not yet adopted		Non applicabile
C4 CLIMATE RISKS			
	Description of climate-related hazards and climate-related transition events	31-32	
	Description of the assessment of exposure and sensitivity of company assets, activities, and value chain to these hazards and events	31-32	
	Reporting of the time horizons of the hazards and events	31-32	
	Reporting of climate change adaptation actions for any identified climate risks and transition events	31-32	
C5 ADDITIONAL GENERAL WORKFORCE CHARACTERISTICS			
	Male-to-female ratio at management level (if the company has more than 50 employees)	42	
	Number of self-employed collaborators working exclusively for the company and number of temporary workers supplied by employment agencies	44	
C6 – ADDITIONAL INFORMATION ABOUT THE WORKFORCE			
	Reporting on whether a code of conduct or a human rights policy for the company's workforce has been adopted	33	
	Adoption of a code of conduct or a human rights policy, reporting on coverage of the following aspects: <ul style="list-style-type: none"> • Child labour • Forced labour • Human trafficking • Discrimination • Accident prevention • Other 	33	

VSME STANDARD	INFORMATION	PAGE	NOTES
	Reporting on the adoption or non-adoption of a workforce management mechanism		Non applicable
C7 — SERIOUS ADVERSE HUMAN RIGHTS INCIDENTS			
	Reporting, in the event of incidents concerning human rights within the company's workforce, on whether they involved the following aspects: <ul style="list-style-type: none"> • Child labour • Forced labour • Human trafficking • Discrimination • Accident prevention • Other 		Non applicable
	Description of the actions being undertaken to address the incidents (if any have occurred)		Non applicable
	Reporting on incidents involving workers in the value chain, affected communities, consumers, and end users (if known by the company)		Non applicable
C8 – REVENUES FROM CERTAIN SECTORS AND EXCLUSION FROM EU BENCHMARK REFERENCES			
	Revenues from the controversial weapons sector		Non applicable
	Revenues from the cultivation and production of tobacco		Non applicable
	Revenues from the fossil fuels sector		Non applicable
	Revenues from the production of agrochemical products (pesticides)		Non applicable
	Reporting on any exclusion from EU reference benchmarks aligned with the Paris Climate Agreement		Non applicable
C9 – GENDER DIVERSITY IN GOVERNANCE BODIES			
	Gender diversity rate of governance bodies	23	

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