



Twenty-two years of circular economy

Sustainability Report 2023





Econet srl

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Letter to Stakeholders

GRI 2-22

Dear Employees, Customers, Suppliers, Collaborators and Stakeholders,

I would like to share our achievements this year and to outline our goals for the future. Our company strives every day to ensure quality and environmental standards with a focus on worker health and safety, while promoting continuous innovation in technology and training for our employees. We believe that these values are the basis for lasting success and for building a better future for everyone.

The past year has been full of success for our company. Among the most important milestones was the activation of a section dedicated to the washing and recovery of heavy slag from waste-to-energy plants, with the aim of meeting End Of Waste (EoW) criteria to prevent it from ending up in landfills – thus reducing the environmental impact. Like every year, 2023 saw a significant investment in the training of our employees, with 974 hours dedicated to refresher and advanced training courses. Through constant supervision of the plants, we have managed to optimise our processes by making the

production of existing plants more efficient. As evidence of our commitment to the production of clean energy, our 462 kW photovoltaic plant was installed in 2023. We are pleased to announce the “Logistics, General & Environmental Services” prize awarded at the HSE & Sustainability Supply Chain Award 2023 by ENI S.p.A. Finally, we were proud to achieve the certificate of conformity of factory production control on recycled aggregate construction products for reuse as unbound and hydraulically bound materials for use in civil engineering works and road construction.

Looking to the future, we are ready to take on new challenges and achieve even more ambitious goals and, confirming our continuous desire to expand and innovate, we are in the process of building three new plants: one vacuum evaporation plant and two vacuum concentration plants. The new plants will allow us to reduce energy costs and increase the efficiency of our processes. Our focus on research and development is ever increasing, with the signing of agreements with the University of Calabria (UNICAL) and the preparation of a new plant



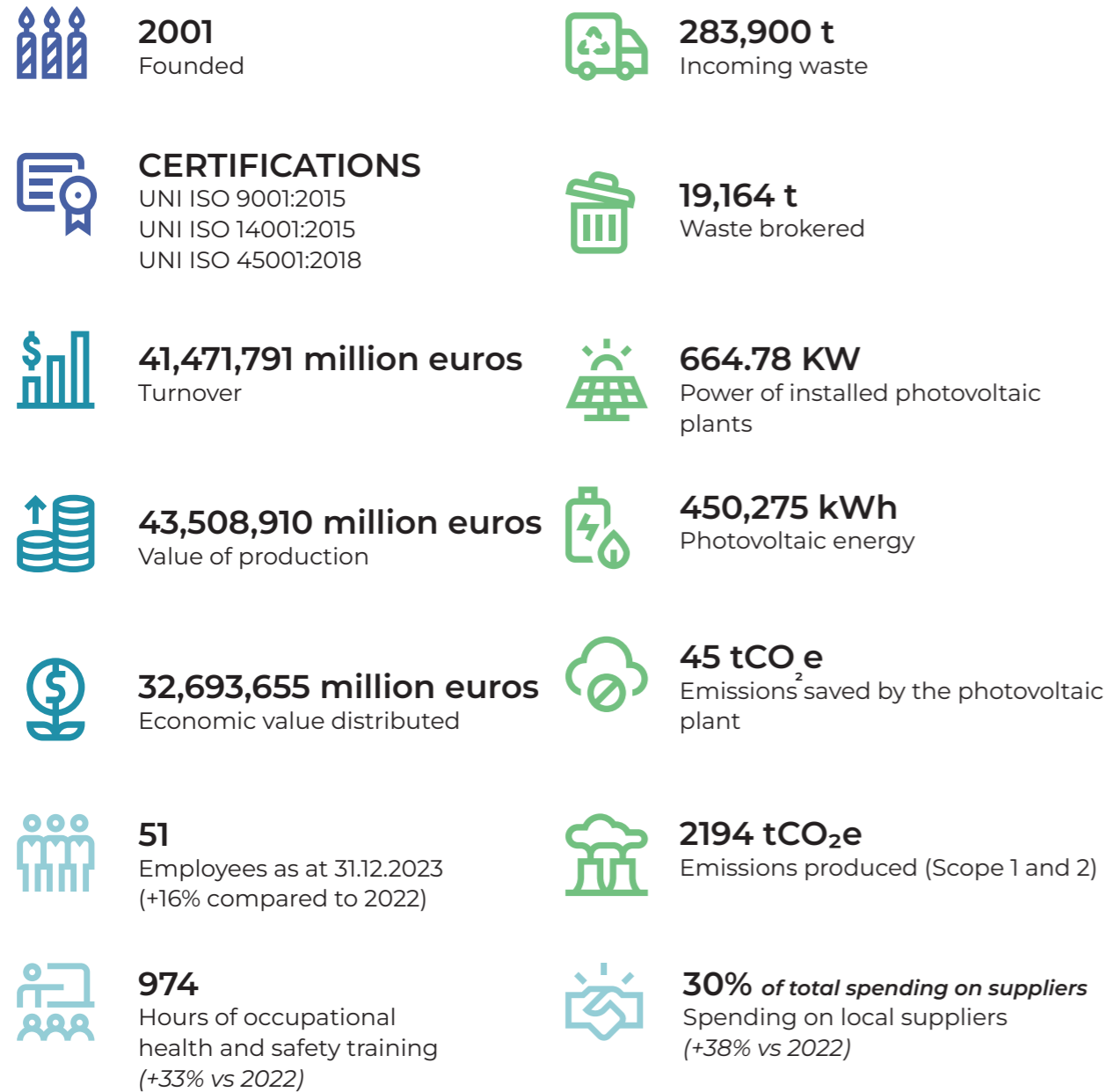
dedicated to this. For the benefit of our employees, we plan to expand our employee welfare policy by introducing new benefits and services. 2024 will be the year of the renewable energy development with the commissioning of our photovoltaic plant. In addition, we are in the process of updating our purchasing control and supplier qualification procedure to ensure the highest quality of the components used. We show an ongoing commitment to maintaining our high safety standards through continuous employee training and the implementation of strict control procedures; in this regard, another goal for 2024 is to hire a dedicated plant maintenance manager, a point of contact to ensure maximum efficiency and functionality of the plants. With a successful year and one eye fixed on the future, the company looks ahead with ambition and optimism. We would like to thank our employees for their dedication, our customers for their trust, our suppliers for their quality and the local community for their support. Together, we have built a solid and resilient

company that is ready to face the challenges of the future. We are confident that by continuing to work together with passion and tenacity, we will achieve even greater goals and help build a better future for everyone. Thank you!

Francesco Marchio
Chief Executive Officer



Highlights



Context analysis: waste management

The European legislative and regulatory framework on waste is constantly evolving. Over the years, several legislative pathways have been developed to establish or revise important regulations covering different types of waste including: packaging and packaging waste, batteries and battery waste, and exports of waste to other countries. The European Union has set ambitious targets for waste recycling, with the aim of promoting sustainable waste management and reducing its environmental impact. These targets are part of Italy's "National Strategy for Circular Economy"¹ and are based on Directive 2018/851/EU.

Key points:

- **municipal waste:** by 2035, the EU target is to achieve 65% recycling of municipal waste, with a gradual increase to 55% in 2025 and 60% in 2030. Paper, plastic, glass, metal and biodegradable waste are the key materials targeted;
- **packaging waste:** by 2025, the target recycling rate for packaging waste is 65%, with interim targets for specific materials;
- **electronic waste:** the ultimate goal is proper collection and recycling for adequate processing of this complex category;
- **landfill reduction:** by 2035, only 10% of municipal waste will be landfilled.

As far as Italy is concerned, the waste sector plays a key role in today's waste landscape with a particular focus on the environment and the concept of sustainability.

In this regard, the evolution of the regulatory framework has led to the definition of Italy's "National Strategy for Circular Economy", the "National Waste Management Programme" and the "Minimum Environmental Criteria" for awarding municipal waste collection services contracts; in parallel, the "Environment Code" outlines the regulatory framework for waste management, with a focus on separate waste collection, recycling, recovery and disposal.

In recent years, Italy has also embraced several reforms with the aim of complying with European guidelines and facing the environmental challenges of the near future. The "National Waste Prevention Programme" (NWPP) is a key step in this direction, promoting waste prevention, recycling and reuse.

The primary objective is to reduce the use of landfill in favour of more sustainable solutions such as composting and energy recovery. With this in mind, Italy is investing in innovative technologies: sensor-based waste collection, real-time monitoring, mobile applications and state-of-the-art plants for composting, biomethane production and waste treatment.

Italy is therefore on the right track to a more efficient, sustainable waste management model in line with European standards and the environmental challenges of the 21st century. According to the "2023 Report on Special Waste"², the waste management sector in

¹ Source: National Strategy for Circular Economy

² Source: Special Waste Report 2023 Edition



Italy plays an increasingly important role in the national economy, generating a value of production of approximately **18.2 billion euros** and a shared economic impact exceeding **27 billion euros**. Every euro invested in the sector triggers 3.4 euros of economic impact on the region.

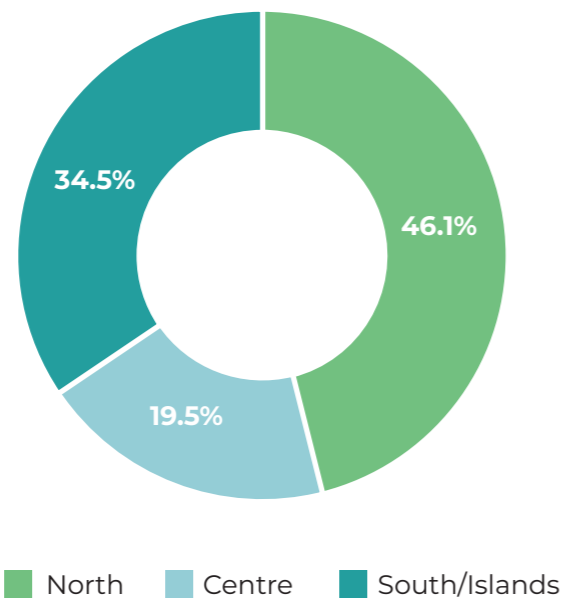
The collection and treatment of municipal waste, handled by more than **534 licensed operators**, recorded an increase of **7%** compared to 2021, reaching **21.4 million tonnes** of waste in 2022, mainly due to the expansion of the geographical scope covered by management activities and the increase in demand in the sector.

The geographical distribution of companies in the sector shows a concentration in **Northern Italy (46.1%)**, with a split between the **North West (26%)** and the **North East (20%)**. The regions of **Central Italy host 19.5%** of the companies, while the **South and Islands account for approximately 34.5%**³.

Investments in the sector increased by **11.8%** compared to 2022, reaching **955 million euros**. The largest portion of investments (**58%**) went to **treatment and disposal plants**. Large multi-utilities are the main investment player (63.4%), followed by private and metropolitan operators.

The waste management sector in Italy is therefore experiencing a phase of strong expansion, with a significant economic impact and an increasing focus on investments in technology and infrastructure. This scenario is driven by increasing environmental awareness and the need to implement more efficient and sustainable management solutions. In this evolving context, Econet is positioned as a key player, capable of meeting the needs of an ever-changing market. The company has a proven track record across the entire industry and is looking to the future with the aim of further strengthening its sector position by investing in research and development.

GEOGRAPHIC DISTRIBUTION OF ITALIAN OPERATORS



³ Source: Green Book 2023



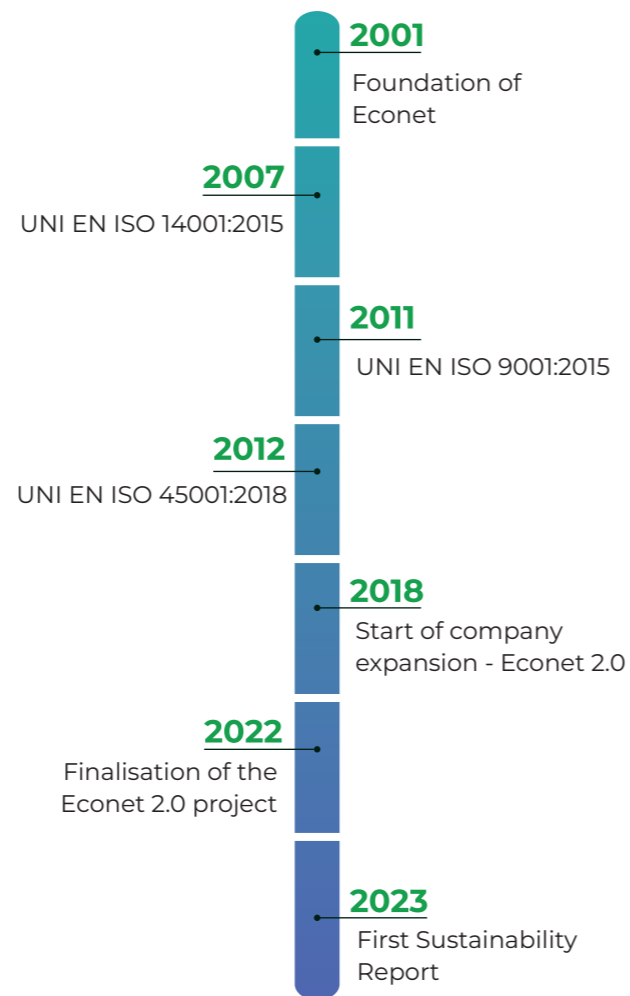
01

Econet: identity and profile

Econet: identity and profile

Econet S.r.l. was founded in 2001 as a waste treatment company for third parties, completing the services offered by Ecosistem S.r.l., active in Lamezia Terme since 1988 in the special waste treatment sector. Since its inception, the company has focused on **management oriented towards continuous improvement, the highest quality of service and respect for the environment.** In 2007, it achieved **UNI EN ISO 14001:2015 certification**, followed by **UNI EN ISO 9001:2015** in 2011 and **UNI EN ISO 45001:2018 in 2012.** These certifications attest to the company's concrete commitment to environmental management, service quality and occupational health and safety. In just a few years, the company has made its name in the sector by becoming a **large multi-functional platform** with different treatment lines dedicated to the disposal or recovery of various types of hazardous and non-hazardous special waste. The modernisation process led Econet to expand its original structure, increasing its capacity and introducing new technologies. **Econet 2.0** arrived in 2022, with the upgrading of waste recovery lines and the implementation of new high-performance technologies. This investment allowed Econet to upgrade existing services, increasing resilience through structural interventions, new lines and management upgrades. Aligning with the **European Best Available Techniques** to ensure high environmental standards. In addition, a new **End of Waste (EoW)** recovery plant was created. 2022 marked the start of a new sustainability journey for Econet, with the preparation of its first Sustainability Report. An important

step for the company, which sought to formalise its commitment. 2023 confirmed and strengthened this commitment, with the **publication of the first comprehensive Sustainability Report.**



A responsible business model: services

GRI 2-1 | GRI 2-2

Econet S.r.l. offers comprehensive services in the field of **waste recovery and disposal** and specialises in the management of **special waste**, solid, sludge or liquid, both hazardous and non-hazardous.

Econet holds the Integrated Environmental Authorisation issued by the Calabria Region, which certifies compliance with the highest environmental standards at all stages of the waste management process. The company has **six** state-of-the-art **plants** for the treatment of hazardous and non-hazardous waste, six authorised recovery activities (R3, R4, R5, R7, R12, R13) and five authorised disposal activities (D8, D9, D13, D14, D15). Econet has a capacity of 730,000 tonnes of waste treated per year at its facilities, with an instantaneous storage capacity for hazardous and non-hazardous waste of approximately 13,535 cubic metres.

MAIN ACTIVITIES

Solid waste stabilisation: a fundamental operation for proper landfill disposal. Through a process that physically and chemically modifies the substances contained in the waste, their pollution potential is significantly reduced. This activity is necessary to facilitate the storage of waste in landfills; furthermore, it allows certain categories of waste to be put to a new industrial use, such as in the case of cement production. The activity is carried out at a plant licensed for 89,400 tonnes per year, with a capacity of approximately 80 tonnes per hour on a dedicated line.

- **Stabilisation phase:** aimed at reducing the hazardousness of the waste by converting the contaminants into their less soluble, less noble and less toxic form.
- **Solidification phase:** waste is hardened into a solid material with high structural integrity. This process drastically reduces the mobility of pollutants, reducing their dispersion into the environment.

Reusable material separation and recovery:

the objective of this plant line is to recover material and to minimise the use of landfill sites. To do this, the waste undergoes a gradual size reduction and separation through a two-stage process:

- reception and incoming inspection;
- screening, crushing (with hammer mill), ferrous metal removal, non-ferrous metal removal and final screening.

Econet's mechanical separation plant, with a processing capacity of 10 t/hour, obtains separate fractions: mineral compounds, ferrous materials and non-ferrous materials.

The expansion project made it possible to treat the most complex materials through a specific washing plant that uses chemical reagents

(EDTA, acetic acid, sulphuric acid, limewater) in varying concentrations and contact times. This treatment eliminates pollutants and recovers materials that otherwise cannot be reused. Several in-house experimental trials, and in collaboration with the University of Calabria, have also laid the foundations for ash recovery treatment. Both recovery plant lines are subject to a certified factory production control in accordance with EN 13424:2002+A1:2007.

Chemical, physical, biological and emulsion treatment:

Econet handles waste treatment through plants equipped with a series of tanks for liquid and oil waste. These plants perform various processes, including precipitation, redox, neutralisation, evaporation and biological treatment. In addition, there is a section dedicated to the treatment of oily emulsions, an efficient service for the treatment of wastewater, guaranteeing full respect for the environment and current regulations. The plants are equipped with advanced technology and can be managed remotely via PLC and mobile stations. Currently, the total

capacity of the plants exceeds 6,500 cubic metres, with an authorised treatment capacity of 296,760 t/year.

Washing and cleaning tanks and tank-containers:

Econet is active in the cleaning and washing of tanks and tank-containers, guaranteeing maximum safety and protection against contamination. The modern, state-of-the-art facility allows any type of tank to be processed and all types of waste transported to be removed, including ATBs (technical equipment for waste collection and processing).

Waste Intermediation:

Econet offers a waste brokerage and trade service without holding, guaranteeing efficient and safe solutions. It optimises logistics and improves the technical, environmental and economic service. The extensive network of contacts, which includes several treatment plants and transport companies, means the company is able to provide the best solution for every type of waste, as well as meet diverse needs.



Environment presidia:

Econet has an in-house analysis laboratory dedicated to specific tests for the research and titration of pollutants and control of treatment processes. For all its activities, Econet operates with an Integrated Environmental Authorisation issued by the Calabria Region. The platform, compliant with the industry's Best Available Techniques (BAT), is designed and operated to ensure a high level of environmental protection through the use of the best technical, management and control solutions.





02

**Econet's commitment
to corporate
sustainability**

Econet's commitment to corporate sustainability

Econet pays special attention to social and environmental aspects related to the sector and the context in which it operates; its commitment is not only a responsible choice but a real opportunity to meet future challenges. Indeed, the company is committed to a path of **sustainability** and **responsible development**, based on the continuous improvement of its **environmental** and **social** performance. And this is why the company has adopted the highest international standards, obtaining **UNI EN ISO 9001**, **UNI EN ISO 14001** and **UNI EN ISO 45001** certifications.

At the same time, **continuous improvement** is one of the cornerstones driving the company's operations. The company is convinced that only a concrete development of existing services and activities can lead to an increase in **internal well-being** and a more effective response to market needs.

As a matter of fact, Econet orients its **business** by following the **three values** fundamental to the company's development:

- **customer satisfaction;**
- **environmental performance;**
- **occupational health and safety.**



Management system and certifications

In order to guarantee an efficient and quality service to its users, Econet has implemented an integrated and formalised Company Policy on Quality, Environment and Safety. This policy, based on precise strategic guidelines and periodically reviewed, is compliant with the **UNI EN ISO 9001:2015** certifications achieved in 2011, **UNI EN ISO 14001:2015** achieved in 2007 and **UNI EN ISO 45001:2018** achieved in 2012.

The **ISO 9001 standard** outlines the minimum requirements that an organisation's **Quality Management System** must adhere to in order to ensure high quality levels of organisation and service. Its achievement makes it possible to build a management system within which business processes are included, in order to ensure their optimisation and promote the adoption of a systemic approach that is useful in developing and improving the effectiveness of a quality management system.

ISO 14001 defines the minimum requirements of an **Environmental Management System** that an organisation can use to develop its **environmental performance**. The standard helps the organisation to manage its environmental responsibilities in a systematic way, through the achievement of the expected outcomes of its environmental management system.

The **UNI EN ISO 45001 standard for Occupational Health and Safety** defines minimum standards of good practice for the protection of workers worldwide. It establishes a framework for improving safety, reducing risks in the workplace and improving the health and well-being of workers, thus enabling any organisation that chooses to adhere to it to increase its health and safety performance.



TARGET FOR 2024

By 2024, Econet has set itself the goal of obtaining **UNI EN ISO 50001:2018** certification for implementing and maintaining an Energy Management System (EMS), which in turn enables continuous improvement of the organisation's energy performance.

Internal materiality analysis

GRI 3-1 | GRI 3-2

Material issues represent those aspects that reflect the significant economic, environmental and social impacts of a company and substantially influence stakeholder assessments and decisions.

Econet is **constantly engaged in monitoring** the relevance and strategic importance of material topics; in fact, it has adopted a structured and rigorous approach to the **materiality analysis** to identify the most significant **ESG (Environmental, Social and Governance)** issues for the company and its stakeholders.

In continuity with 2022, the materiality analysis process involved an internal activity through the involvement of the management team and its collaborators according to the following steps:

1. stakeholder mapping:

identification of the main corporate stakeholder groups;

2. sector benchmarks:

assessment of the most relevant ESG topics for the relevant sector;

3. analysis and use of ESG standards:

alignment with international standards and guidelines, especially the Sustainability Accounting Standards Board (SASB);

4. internal consultation process:

interviews with management and technical managers to analyse how the business is managed;

5. evaluation and prioritisation:

assigning a degree of importance to each identified topic.

Top management conducted an in-depth analysis of the ESG issues most relevant to the company. In an initial study phase, **14 ESG topics** were identified as strategic for the company.

The 14 topics were then subjected to a careful evaluation and analysis of their relevance for Econet. This process led to a reclassification and division into three categories:

6 Material Topics: topics capable of generating a **significant impact** on the company and its stakeholders and which are already the subject of significant monitoring by Econet.

6 Relevant Topics: issues that are becoming **increasingly important** for the company and its stakeholders and that require greater commitment from Econet.

2 Emerging Topics: topics that could gain **importance in the future** and that require constant monitoring by Econet

In the current reporting period, there are two important changes to the process of defining the materiality of ESG issues: the topic **“Occupational Health and Safety”**, which was assessed as material during the 2022 reporting period, has been included in the material topics as it is considered to be of central relevance to Econet’s core business and reflects the company’s ongoing commitment

to ensure a safe and healthy working environment for its employees; **“Supply Chain Management”** also proved to be a re-prioritised topic during 2023 and, specifically, was considered by the company as a material topic (previously emerging), in response to the growing awareness of the environmental, social and ethical impact involving the supply chain.

MATERIAL TOPICS⁴

Circular Economy



The search for new solutions aimed at optimising the use of products, minimising the production of waste and scrap, to reduce environmental impact and the exploitation of virgin resources.

Waste Management



Conscientious management of hazardous and non-hazardous waste related to the company’s business activities, promotion of conscious management methods and practices.

Relationship with the territory and local communities



Establishment of a climate of dialogue, collaboration and engagement with local communities.

Occupational health and safety



Creation of a safety culture, promotion of safety through the involvement of all operators and implementation of systemic monitoring.

Innovation, Research and Development



Research and development activities aimed at the continuous improvement of processes and services and technological innovation, with particular attention to the reduction of socio-environmental impacts.

Service quality and value creation for users and the community



Maximising the degree of customer satisfaction in order to build long-lasting and stable relationships with a view to continuous improvement.

⁴ Critical topics for the success of the business strategy and the company’s stakeholders.

RELEVANT TOPICS⁵

Energy and energy efficiency



Policies for the efficient monitoring and management of energy consumption to achieve direct benefits and to counter the Global Warming phenomenon. Use of energy from renewable sources.

Training and skills development



Development and training activities aimed at enhancing the technical, managerial and organisational skills of employees and consolidating the professionalism required by the role covered. Implementation of personnel incentive policies, career development and talent attraction.

Employee welfare and well-being



Promotion of a welcoming, stimulating and positive working environment aimed at ensuring the psychological and physical health of employees, providing welfare programmes and ensuring working conditions that guarantee full respect of the right to health.

Prevention of corruption



Commitment to combating corruption, both active and passive, through the implementation of policies, procedures and mechanisms for reporting potential irregularities or unlawful conduct and the provision of specific training on the subject.

Ethics and Transparency



Pursuit of values of ethics, integrity and transparency in business activities, which includes the adoption of policies and procedures to support compliance with applicable laws and any specific regulations.

Supply Chain Management



Assessment of the social and environmental impact of suppliers along the supply chain with the aim of spreading a culture of sustainability through the supply chain.

⁵ Topics relevant to both company performance and stakeholders but not central to business strategy.

EMERGING TOPICS⁶

Water resource management



Responsible management of water as a primary resource subject to scarcity that needs to be protected through mechanisms to monitor and reduce consumption.

Air emissions and climate change



Conscious management of hazardous waste and analysis of carbon emissions produced by the company's activities, awareness of the environmental footprint generated and the definition of actions to adapt and/or mitigate atmospheric emissions.

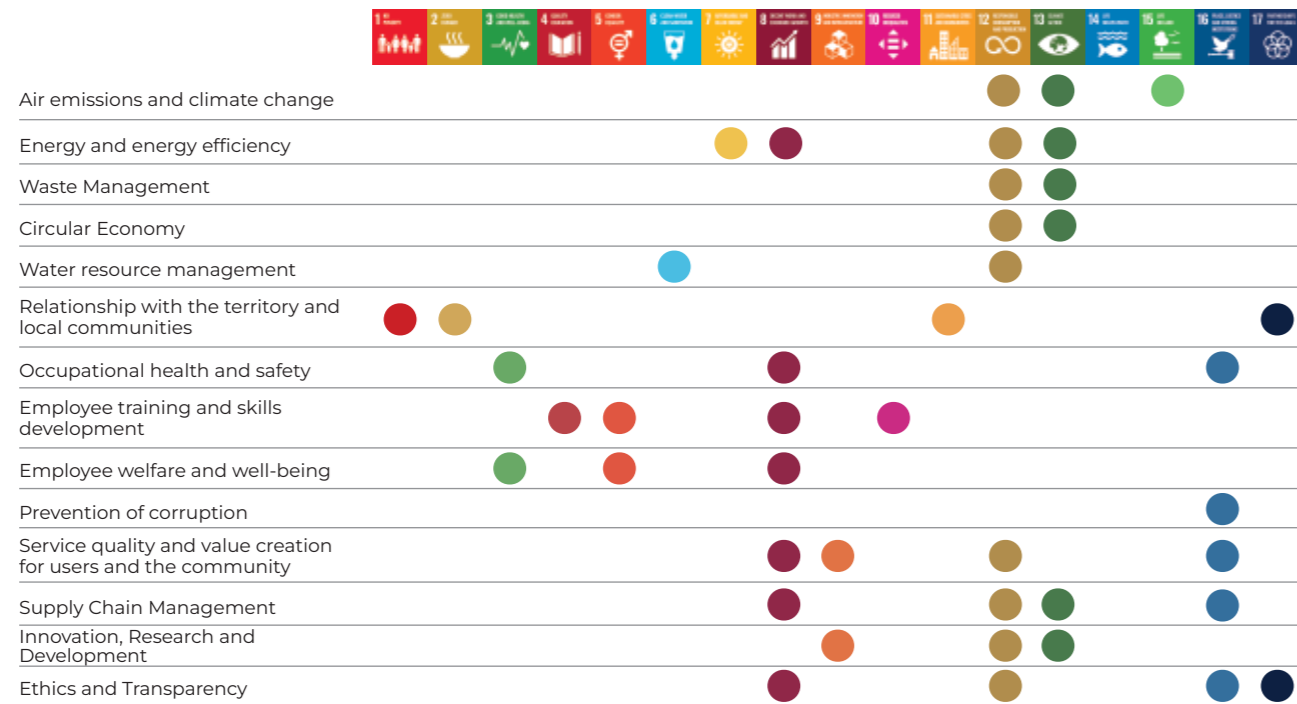


⁶ Topics with lower relevance to the company than other aspects of sustainability, they are considered as "emerging" and therefore are the subject of attention by company management.

SUSTAINABLE DEVELOPMENT GOALS – SDGS

In identifying the ESG issues that were relevant for the company, their connection to the Sustainable Development Goals (SDGs), defined within the **United Nations 2030 Agenda**, was also considered. With the commitment to act on these issues, Econet seeks and will seek to contribute to the achievement of global sustainability challenges.

The correlation is the result of an analysis of the GRI indicators, reported in this document, and the defined targets related to the SDGs and targets according to the Linking the SDGs and the GRI Standards framework. Listed below are the ESG issues derived from Econet's materiality analysis, related to the Sustainable Development Goals (SDGs), defined within the United Nations 2030 Agenda:



Stakeholder mapping and engagement

GRI 2-29

Stakeholders are entities or individuals who can reasonably be expected to be significantly affected by an organisation's activities, products and services or whose actions can reasonably be expected to affect the organisation's ability to successfully implement its strategies and achieve its objectives.

Stakeholders are parties with whom a company interacts to understand their needs and expectations in order to guide its strategic choices and develop lasting relationships. Econet has always placed at the centre of its strategy the conscious and responsible management of stakeholder relations, from employees and shareholders to suppliers and customers.

In the current reporting period, the company decided to strengthen its stakeholder engagement strategy. In fact, in continuation with the previous year, it has:

- **mapped the main stakeholders;**
- **confirmed the methods of engagement;**
- **mapped interests and frequency of interaction.**

Through an open and collaborative dialogue with its stakeholders, Econet intends to:

understand stakeholder expectations, interests and assessments:

to make more informed decisions in alignment with stakeholder needs;

set more conscious goals:

i.e. increase the likelihood of setting realistic, shared and achievable goals, ensuring that the company operates in a manner consistent with stakeholder expectations;

facilitate decision-making:

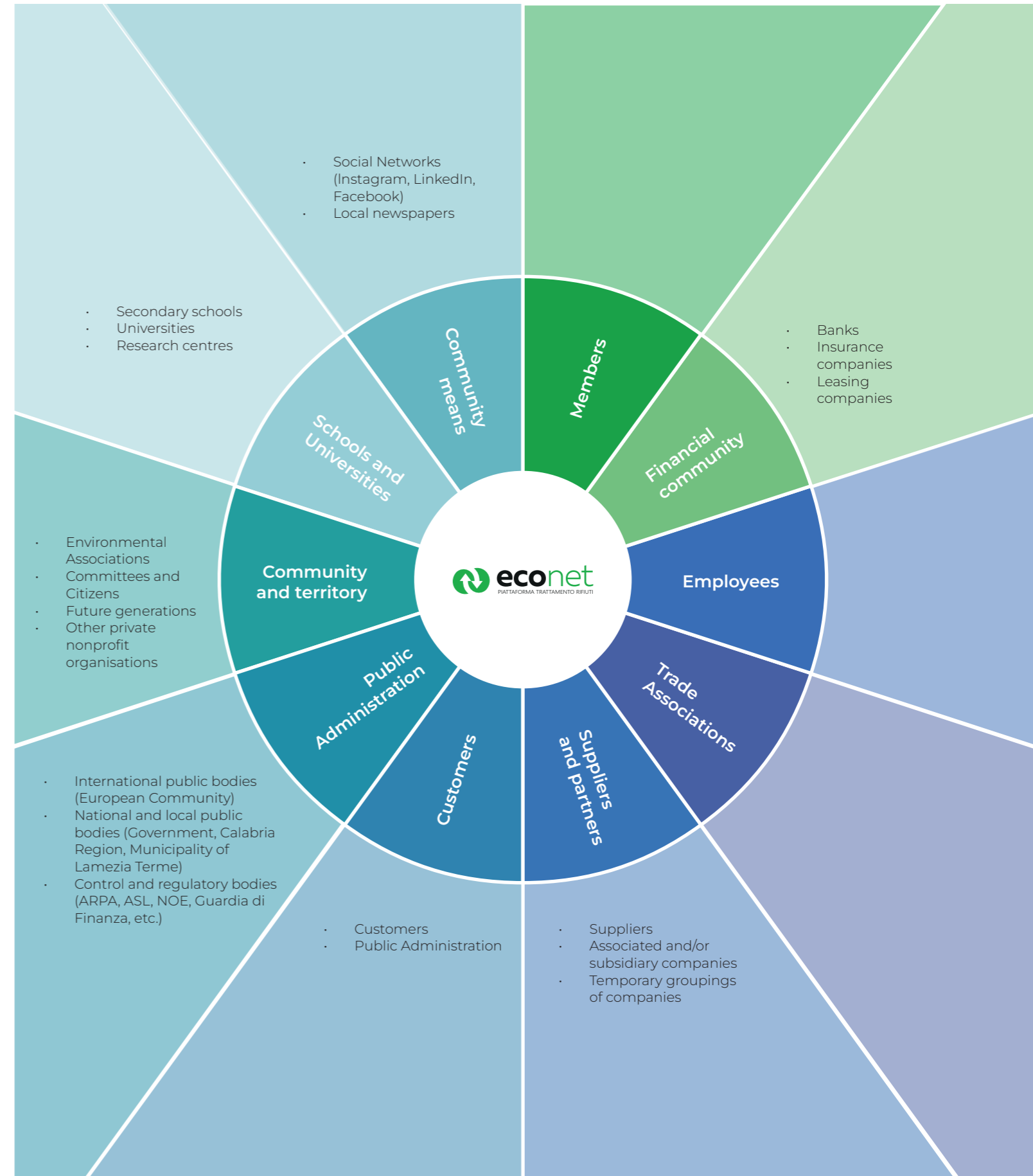
actively involve stakeholders foster transparency and accountability, strengthening stakeholder trust in the company.



Stakeholders	Modalities of involvement	Frequency	Objective
Shareholders	Shareholders' meeting	quarterly	Strategic vision, monitoring of overall company performance, budget review
Banks	Telephone contacts, e-mails, face-to-face meetings	sixmonthly	Extraordinary contingencies and contractions of loans.
Insurance companies		quarterly	Updates for compliance with regulatory obligations in the insurance field.
Leasing companies		quarterly	Extraordinary contingencies and contraction of leasing contracts.
Employees	Newsletters, communications, face-to-face meetings	daily, quarterly if necessary	Updating on internal activities and related schedules, corporate communications, sharing of corporate values
Trade associations	Contacts by telephone, email, meetings	if necessary	Information and regulatory updates
Suppliers	Telephone contacts, emails, face-to-face meetings	if necessary	Cost optimisation, continuous service improvement and consolidation of partnerships
Associated and/or subsidiary companies	Meetings	if necessary	Exchange of information regarding regulatory updates, best practices, possibilities for collaboration and mutual support
Temporary groupings of companies	Telephone contact, e-mails, meetings	if necessary	Creating synergies in order to maintain competitiveness in the market and improve access requirements to tenders and/or calls for tenders.
Customers	Telephone contact, e-mails, meetings	daily	Satisfying customer expectations and establishing stable and lasting relationships
Public Administration		if necessary	
International public Bodies	News, websites	monthly	Regulatory updates
National and local public bodies			
Government	News, websites	monthly	Regulatory updates
Calabria Region	News, websites, telephone contacts, emails, meetings	if necessary	Regulatory updates, permits and/ or authorizations, transboundary notifications, environmental information on the Monitoring and Control Plan
Municipality of Lamezia Terme	News, websites, telephone contacts, emails, meetings	if necessary	Ordinances, permits and/or authorizations, environmental information on the Monitoring and Control Plan
Control and regulatory bodies	News, websites, telephone contacts, emails, meetings, inspections	if necessary	Permits and/or authorizations, environmental information on the Monitoring and Control Plan, verification of the correct application of relevant regulations



Stakeholders	Modalities of involvement	Frequency	Objective
Environmental associations	Meetings	if necessary	Transparent environmental information
Committees and Citizens	Public meetings and events	if necessary	Transparent environmental information, charitable activities and donations
Future generations	Guided tours	quarterly	Sharing corporate and environmental values in order to spread awareness of internal activities
Other private nonprofit organisations	Meetings	if necessary	Transparent environmental information
Secondary schools	Guided tours	quarterly	Sharing corporate and environmental values
Universities	Guided tours, curricular internships, postgraduate recruitment, meetings	if necessary	Sharing over internal activities, scouting for bright human resources, research and development of new technologies
Research centres	Meetings	if necessary	Scouting of human resources, research and development of new
Social Networks	Publishing content	monthly	Scouting of human resources, discussion with stakeholders, dissemination and information about the company's reality
Local newspapers	Magazine articles	if necessary	Dissemination of news, initiatives and innovations implemented by the company for social and environmental purposes.



A person wearing a face mask is working at a computer. The monitor displays the Econet logo. The background is a blurred office setting with another monitor and papers.

03

Econet's Governance

Organisational Structure

GRI 2-9 | GRI 2-11 | GRI 405-1

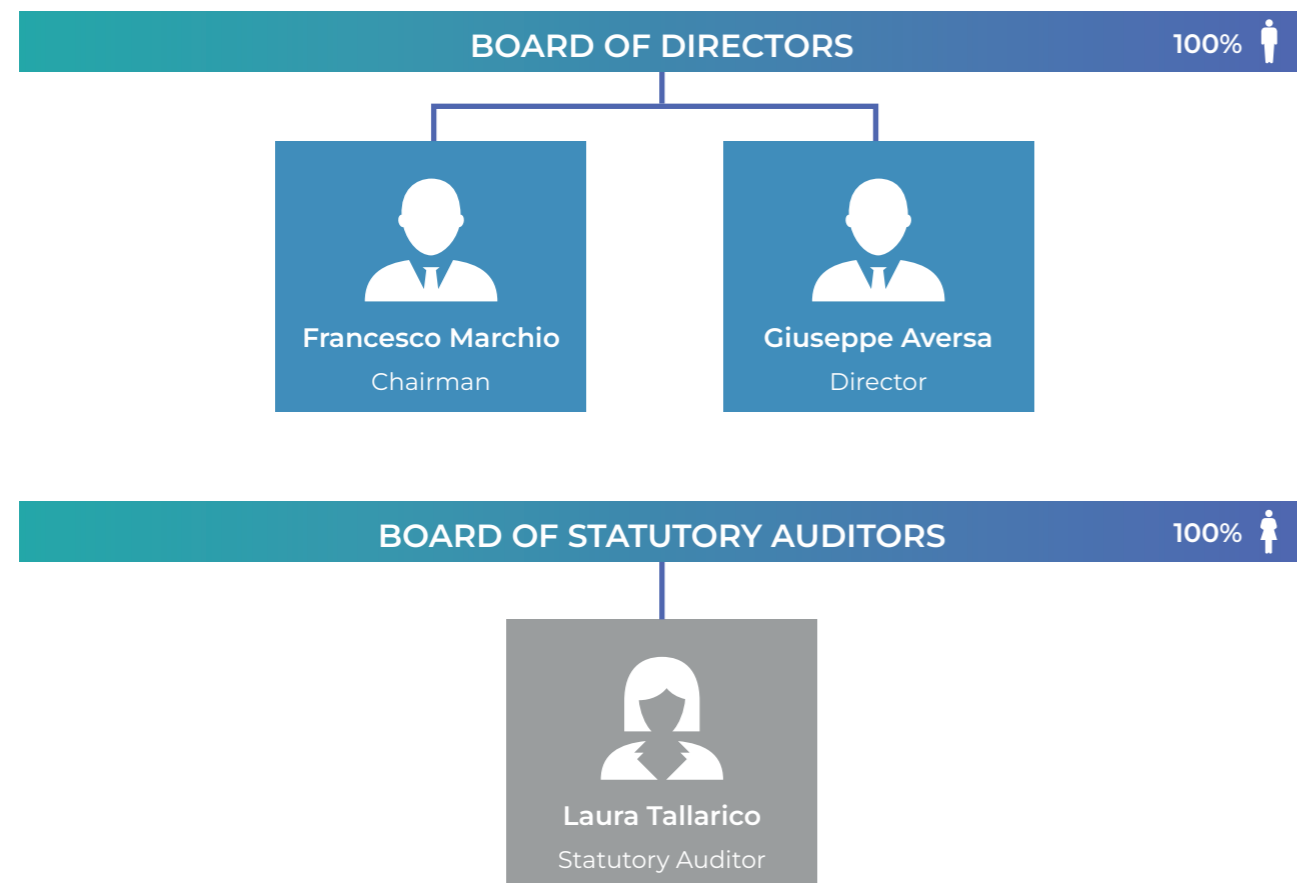
Econet adopts a traditional organisational model, characterised by a clear division of tasks and responsibilities between the corporate bodies.

More specifically, the organisation of the company is as follows:

- Board of Directors:** represents the governing body that holds the broadest powers for ordinary and extraordinary administration and identifies corporate objectives, strategies and policies. All board members are aged between 30-50 years and are exclusively men.

- Board of Statutory Auditors:** headed by a chairwoman, who is entrusted with the task of supervising compliance with the law and the Bylaws, observance of the principles of proper administration, and the adequacy of the organisational, administrative and accounting structure adopted.

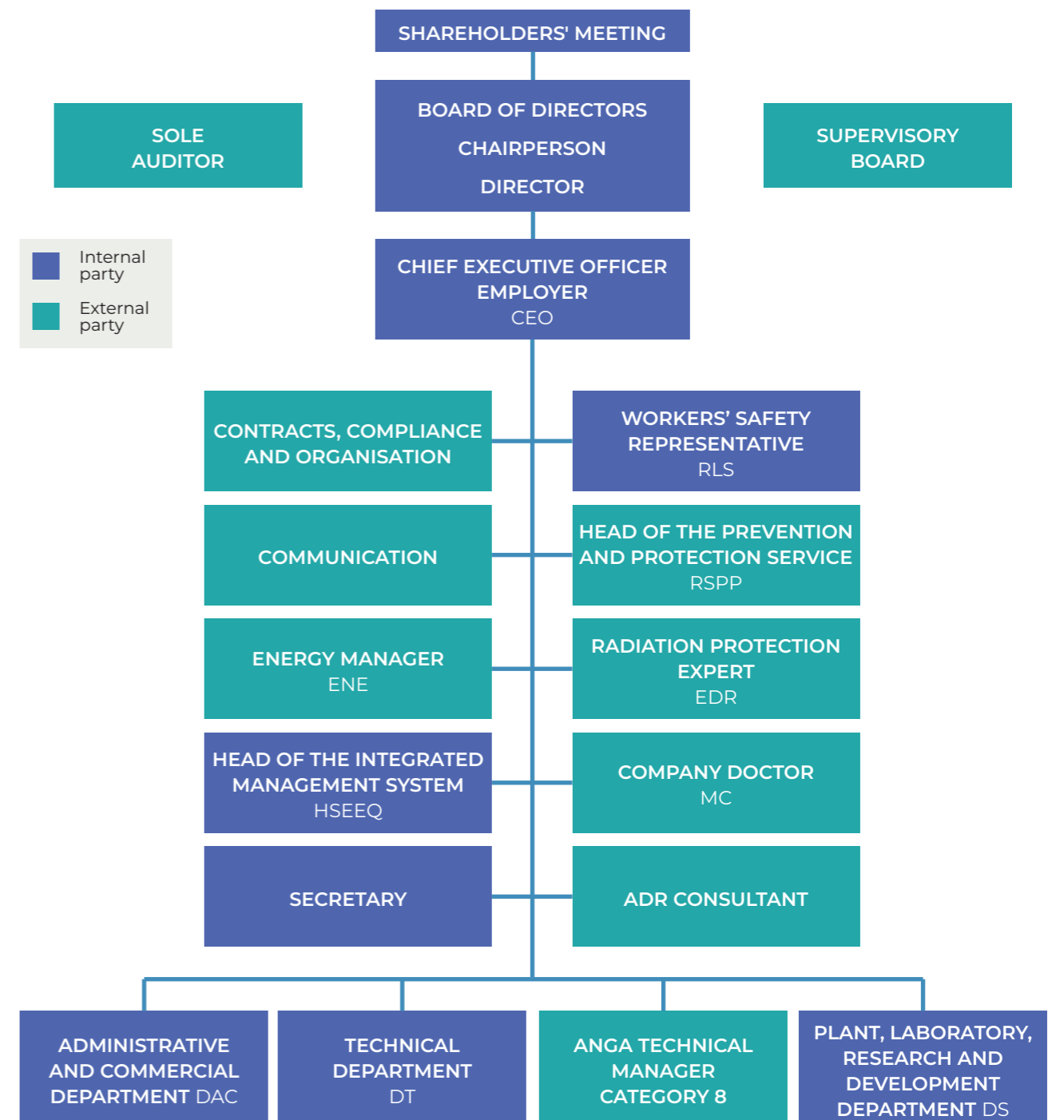
Econet S.r.l. is controlled by two companies: **ECOIA - SRL UNIPERSONALE** and **T&C SRL**. Both parent companies, based in Lamezia Terme, hold an identical share of Econet's share capital, ensuring balanced decision-making and transparent management.



Econet S.r.l. organisational chart

The company adopts an organisational structure based on the principle of **segregation of duties, roles and responsibilities** between the operational and control functions. This principle aims to ensure efficiency and transparency.

At 31 December 2023, the company had **51 employees**; the company's first-level organisational chart is shown below.



Membership with associations

GRI 2-28

Econet is known for its active participation in various trade associations, with the aim of supporting and protecting the interests of companies within its sector.

The company is a member of **Confindustria**, the main organisation representing Italian manufacturing and service companies. Confindustria brings together more than 150,000 companies throughout Italy on a voluntary basis, offering them various services and representing them in their relations with institutions and other social partners. The Confindustria membership demonstrates the company's commitment to contributing to the development of the Italian economy.



Econet is an associate member of **UNICHIM**, a non-profit association for standardisation in the chemical industry. UNICHIM represents the interests of Italian chemical companies at national and international level, promoting the development of the sector and its competitiveness.



Ethics and Transparency

Aware of the complexity and sensitivity of the matter within the waste sector, Econet operates with the utmost care to comply with laws and regulations. For this reason, back in 2012, it adopted an **Organisational and Control Model (OCM)** compliant with the provisions of Italian Legislative Decree No. 231 of 2001. Econet's OCM represents a management and control system aimed at preventing the commission of offences by the company or its representatives. It is a fundamental tool for ensuring the legality and transparency of business activities.

Econet's commitment to legality was further strengthened in 2018 with the Board of Directors' approval of a **Code of Ethics**, which sets out the values that guide the company in its day-to-day activities, and a **Disciplinary Code**, which sets out the disciplinary sanctions that can be applied to employees who violate the rules of the OCM or the Code of Ethics. These documents supplement the OCM and define the principles of conduct to be followed by all employees.

In addition, Econet is on the White List of the Prefecture of Catanzaro. This ensures the company's inclusion in lists of suppliers, service providers and works contractors free from mafia infiltration, in light of the activities carried out in sectors that are most exposed to such risks.

THE ORGANISATION, MANAGEMENT AND CONTROL MODEL

Econet implemented an Organisation, Management and Control Model (OCM) to promote corporate fairness and transparency. The OCM, which is regularly updated, aims to improve governance, prevent offences and sanction misconduct.

The task of supervising the operation of and compliance with the OCM, proposing possible updates over time, is entrusted to the **Supervisory Board**, composed of an external member and supported internally. The Supervisory Board reports periodically to the Board of Directors on the effectiveness of the model and receives reports of any violations, irregularities or offences.

Reports of breaches of the OCM and the Code of Ethics must be made in writing by using the appropriate tools set up, such as the dedicated information channel by e-mail, or by sending a written communication to the company's head office by ordinary mail, in the special box provided for anonymous reports located in the company, but also through the dedicated My Whistleblowing portal. All complaints received are then saved in a dedicated database for the duration of 10 years.



THE CODE OF ETHICS

Econet's Code of Ethics, an integral part of its Organisation, Management and Control Model, establishes the company's fundamental principles, including:

- **honesty and legality:** observance of the law and compliance with applicable regulations to avoid any form of dishonest conduct; compliance with agreements and internal regulations as a priority value;
- **professionalism:** the performance of activities with the utmost commitment, spirit of cooperation and professional rigor to ensure the satisfaction of the service offered, the pursuit of customers' needs and expectations and the protection of the Company's reputation;
- **transparency and fairness in dealings with third parties:** Econet guarantees the registration and verifiability of operations performed, so that the performance of work is characterised by the greatest possible clarity;

- **occupational health and safety:** a commitment to the continuous improvement of working conditions to ensure the safety and health of workers;
- **environmental protection:** the company complies with all applicable environmental regulations, and is committed to raising awareness among employees in this respect.

The Code of Ethics also defines Econet's commitment to stakeholders, combating conflicts of interest and promoting accounting transparency and compliance with anti-money laundering regulations.



Anti-corruption and regulatory compliance

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

Operating in the waste management sector, Econet is fully aware of the risk of corruption in this area, which is often exposed to illegal practices and collusion. It recognises the serious damage that such behaviour could inflict on the country's development, undermining public health, the environment and confidence in institutions.

For this reason, integrity, transparency and legality are indispensable values for the company, which firmly rejects any form of corruption.

Econet's commitment to legality was recognised by the highest rating (three out of three stars) awarded to it in the Legality Rating in 2022.

This voluntary initiative, promoted by the Italian Antitrust Authority (AGCM), assesses companies' commitment to compliance and ethical behaviours. The rating, valid for two years, is an important recognition for Econet and confirms its position as a virtuous and responsible company.

Achieving the Legality Rating not only demonstrates Econet's commitment to legality and transparency, it also represents a distinctive value for the company.



Economic performance

GRI 201-1 | GRI 201-4

Econet operates in a dynamic and fast-growing sector that is heavily influenced by European and national development plans. Investments and resources dedicated to research, combined with a focus on more efficient and sustainable solutions, create a favourable context for the company.

Econet's revenues are mainly derived from revenues from sales and services, which generates 95% of total turnover. The remaining activities, albeit with a smaller percentage, contribute to diversifying the corporate portfolio and generating additional revenue streams.

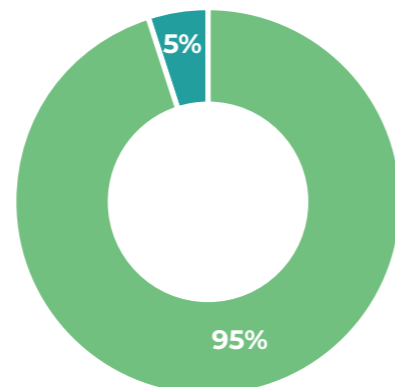
Generated and distributed economic value

In 2023, Econet recorded solid growth, with a value of production of **43,508,910 euros**, representing an increase of **1.2%** over the previous year. The net profit of **8,058,588 euros** confirms the company's profitability and proven expertise in the waste management sector.

The company's economic value can be broken down into:

- **generated economic value:** revenues from sales generated during the financial year, combined with the value of inventories, increases in fixed assets for internal work and other revenues;
- **distributed economic value:** all costs, classified according to the main categories of stakeholders who benefited;
- **retained economic value:** the difference between the previous values, it includes amortisation/depreciation of tangible/intangible assets, provisions, reserves and profits, as well as the value generated and distributed that cannot be allocated to the main stakeholders.

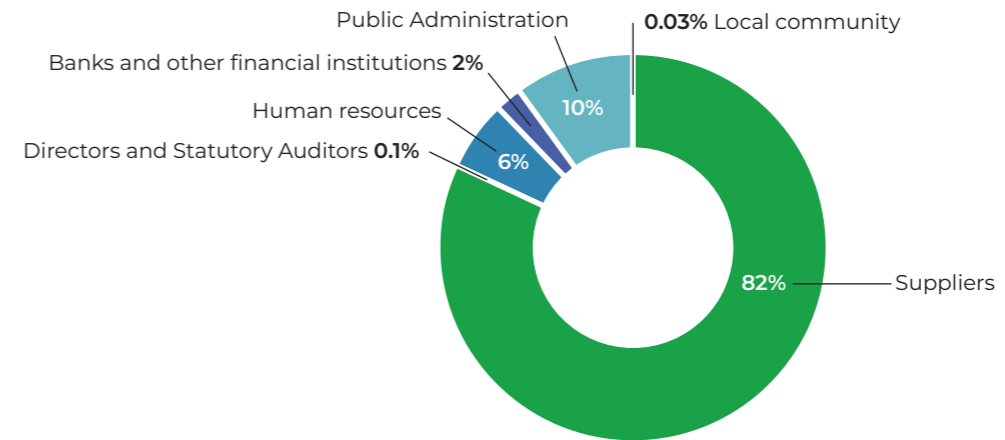
VALUE OF PRODUCTION



■ Revenues from sales and services ■ Other revenues

Econet is committed to the distribution of economic value to stakeholders. In 2023, the economic value distributed reached **32,693,654.5 euros**, more than half of which was used to support the companies in the supply chain. Specifically, 82% of the value distributed was allocated to suppliers, 10% to the public administration as taxes paid and/or deferred, 6% to employees in the form of personnel expenses; the remaining 1% was allocated to financial institutions in the form of financial charges, to the local community as donations and membership fees and, finally, to statutory auditors and directors as remuneration.

DISTRIBUTED ECONOMIC VALUE



Econet benefited from **financial support from the government and public administration in 2023**. Below are the main contributions received:

Type (€)	2023
Tax relief or tax credits	37,333
Investment, research and development and other contributions	860,358
Awards	5,000,000
Financial Incentives	-
Other financial benefits	133,133
Total	6,030,824

With the following table, the company shows the economic value directly and the relative amount distributed to stakeholders, in accordance with the GRI standards.

Directly generated and distributed economic value	2021	2022	2023
Generated and received economic value	33,483,730	43,309,926	43,130,347
Economic value generated	32,708,501	42,128,201	41,607,314
Economic value received	775,229	11,817,26	1,523,033
Distributed economic value	23,505,496	32,024,548	32,693,655
Suppliers - Operating Costs	18,305,798	26,424,932	26,904,537
Directors and Statutory Auditors	-	-	255,889
Human Resources - Staff Cost	1,528,969	1,773,964	1,983,508
Banks and other lenders - Financial charges	157,461	164,033	268,742
Public Administration - Taxes	3,513,268	3,656,518	3,269,778
Local community - Donations and association fees	-	5,102	11,202
Economic value retained	9,978,234	11,285,378	10,436,692

Quality and customer satisfaction: an integrated commitment

Customer satisfaction is pursued through an Integrated Management System (IMS) that complies with the strictest international standards (UNI EN ISO 9001:2015, UNI EN ISO 14001:2015 and UNI EN ISO 45001:2018). The IMS aims for the highest quality and safety of its products and services at every stage of the production process.

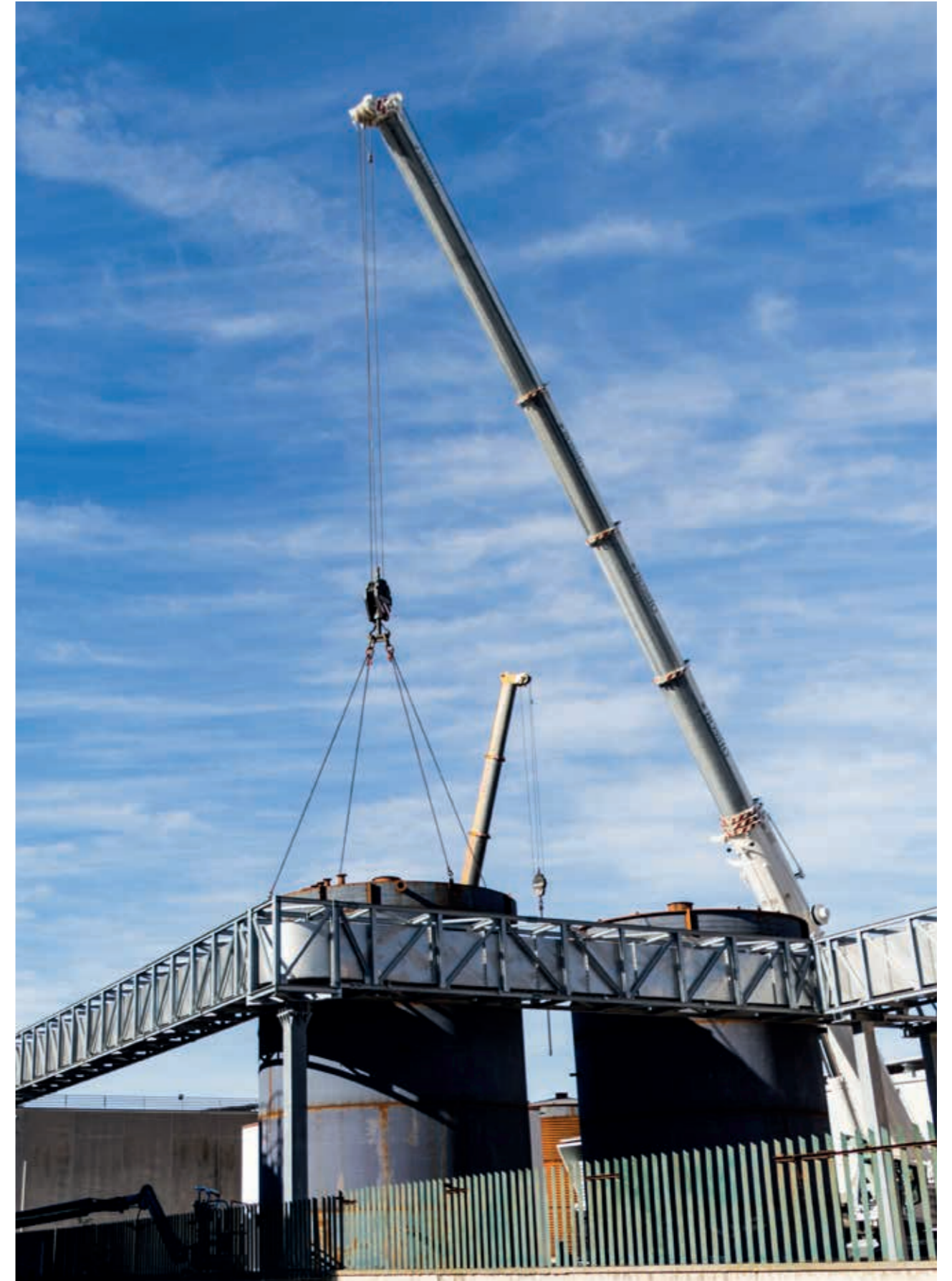
To achieve this, the company invests in continuous improvement, which is only possible through the evolution of the IMS and the ongoing commitment of all employees. In order to monitor and assess customer satisfaction, Econet collects feedback, suggestions and expectations through a specific questionnaire, the results of which enable the company to constantly adapt its offer to market needs.

STRATEGIC GUIDELINES FOR QUALITY

The strategic guidelines on which Econet's Quality, Environment and Safety Policy is based are as follows:

- **satisfying** the needs and expectations of its **customers**;
- the development of **collaborations with research institutes** in order to identify new and effective techniques applicable to the waste sector, improving its processes and know-how;

- increasing **visibility on the market**, including through participation in trade fairs;
- continuous investment in the training of **personnel**, to develop their **skills** and **competences** and to support their motivation and the assignment of clear individual responsibilities;
- improving the **supplier** network by setting higher qualification standards over time.



Relationship with suppliers and the evaluation process

GRI 2-6 | GRI 204-1

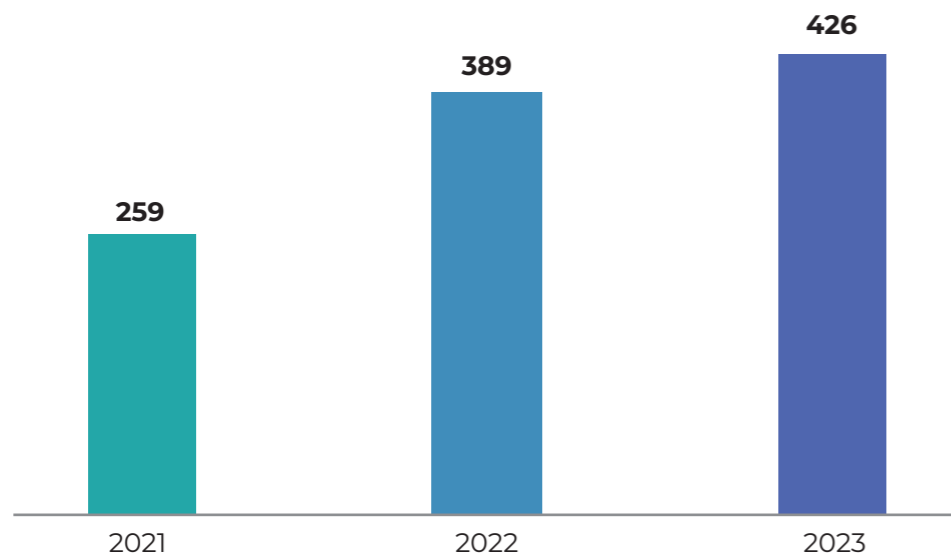
Developing and maintaining strong and ethical relationships with suppliers is an integral part of Econet's strategy.

Econet's approach towards supplier management is based on the highest ethical principles and aligns with the company's core values: integrity, efficiency and reliability. Suppliers are carefully selected according to a strict set of criteria, including:

- **proven reliability:** Econet favours collaboration with suppliers who have established a reputation for honesty and reliability;

- **guaranteed quality:** the company looks for suppliers who consistently provide products and services that meet the highest quality standards;
- **competitiveness:** suppliers are sought for their ability to offer competitive solutions on the market, guaranteeing an economic advantage for the company in terms of cost, quality and delivery time;
- **professionalism and competence:** Econet chooses to establish partnerships with suppliers who stand out for their experience and know-how in their specific fields of activity;
- **commitment to ethical practices:** the company supports the importance of ethical conduct and works with suppliers who share this commitment.

TOTAL SUPPLIERS



In 2023, Econet consolidated its supplier network, working with more than **426 partners**, with a significant **+9.5%** increase in suppliers compared to 2022.

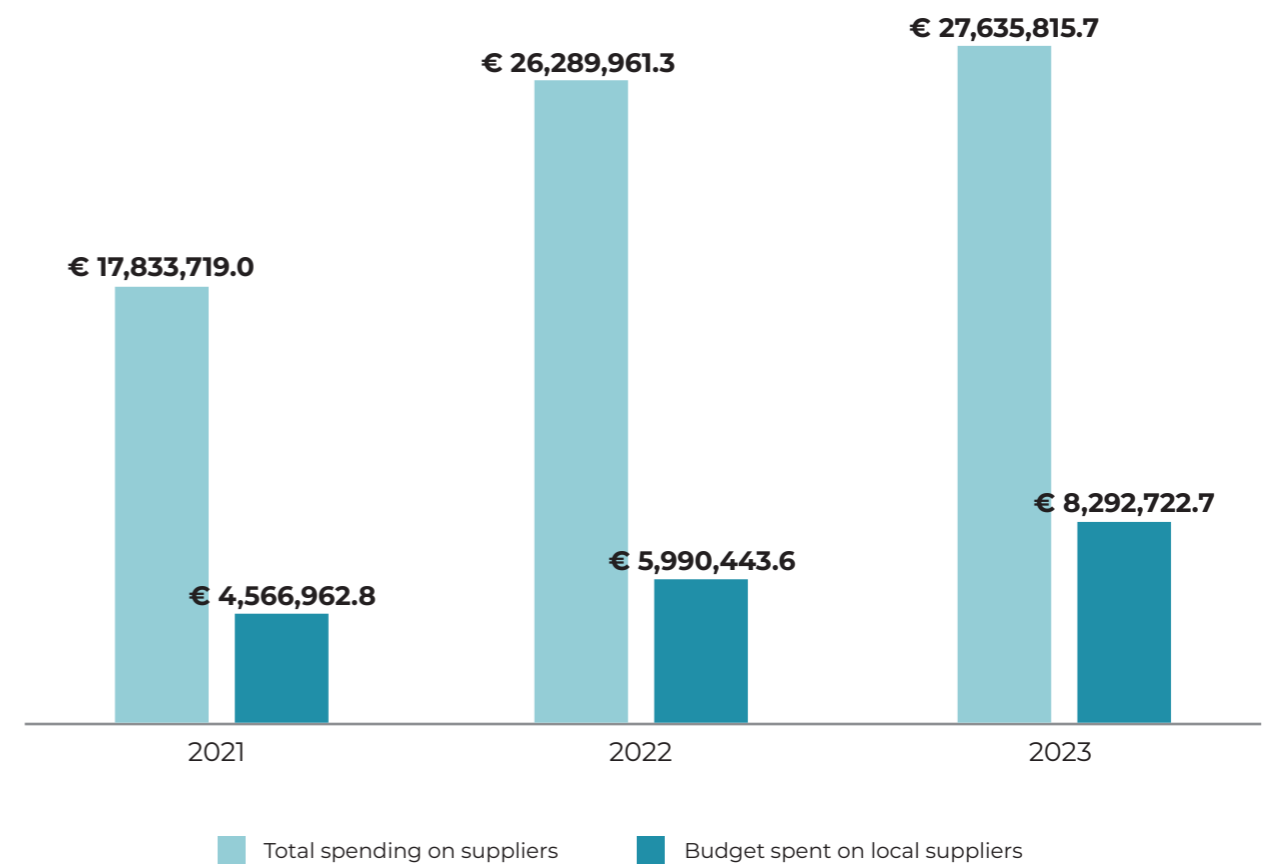
Spending on suppliers in 2023 reached 27,635,815 euros, highlighting the continuous search for high-quality goods and services. This 5.1% year-on-year increase testifies to the confidence in the ability of suppliers to contribute to business success and growth.

A pillar of Econet's supplier management strategy is the promotion of local partners⁷. This choice translated into a concrete investment:

in 2023, **30%** of the total procurement budget was allocated to **local suppliers**. A significant figure that testifies to the company's willingness to invest in the surrounding economic fabric and contribute to community development.

Active collaboration with local suppliers not only contributes to the economic growth of the area, but also generates shared value to the benefit of the entire community. By sharing knowledge, skills and resources, synergies are created that foster innovation, competitiveness and sustainability.

SUPPLIER SPENDING



⁷ Local suppliers qualify as those with registered offices in the Calabria Region.



Research, innovation and development

Econet's commitment to the community is manifested in particular through its collaboration with local universities. By collaborating with these higher education institutions, Econet facilitates innovative research projects and training programmes.

In this regard, the company co-funded a scholarship for a PhD in **Life Sciences and Technology** at the University of Calabria. The scholarship, worth 70,100.00 euros spread over the three years of the doctorate, focuses on "**Development of advanced oxidation processes for the treatment of industrial waste**".

The treatment of waste and industrial waste represents a crucial challenge for companies in the environmental sector. The high concentration of organic and inorganic pollutants in these matrices makes them difficult to treat in conventional biological purification plants. This pollutant load, if not properly managed, can compromise the functioning of urban sewage treatment plants and cause significant damage to the environment and biodiversity.

To address this issue, advanced oxidation processes (AOP) pose a promising solution. Among the various AOPs tested, those based on the use of hydrogen peroxide, with or without catalysts, showed particular effectiveness. However, their large-scale application requires further study and optimisation.

The aim of industrial research is to develop economically viable AOPs suitable for different types of industrial waste. An innovative aspect of this research concerns the possibility of

using waste materials, such as selected metal waste, as catalysts in the oxidation processes, thus promoting the circular economy.

The research includes an initial laboratory testing phase to identify optimal process conditions, followed by a pilot phase and finally by industrial-scale application at the company's plants. This step-by-step approach will ensure maximum effectiveness and sustainability of the processes developed, helping to reduce the environmental impact of industrial waste and promote a more sustainable future for the industry.

Objectives of the research activity

The research activity aims to achieve the following objectives in order to meet the research and innovation needs of the company and the country:

- develop advanced oxidation processes for the treatment of waste and industrial waste that are effective, applicable on an industrial scale, and environmentally and economically sustainable;
- promote the recovery of waste materials and waste for reuse in the implementation of the advanced oxidation processes developed;
- reduce the environmental impact currently caused by incorrect treatment of industrial waste.



04

Responsibility towards the environment

Responsibility towards the environment

Econet has implemented a certified Environmental Management System according to UNI EN ISO 14001, obtained in 2007.

The company manages the direct environmental impacts of its activities in line with the relevant environmental authorisations and through effective management of production plants. Pollution prevention and operational control of business processes are at the heart of Econet's environmental strategy, in line with the principles of ISO 14001.

This standard defines the minimum requirements for an effective Management System, allowing the company to:

- improve its environmental performance;
- manage environmental responsibilities in a systematic way;
- achieve added value for the environment, the company and its stakeholders;
- contribute to the environmental pillar of sustainability.

STRATEGIC GUIDELINES FOR THE ENVIRONMENT

Precisely within the Company Policy, the Company declares the following as a strategic priority:

- the will to improve its environmental performance and prevent pollution;
- a commitment to employ all necessary means to ensure compliance with applicable legislation and to define operating methods that take into account the environmental aspects of each work activity by constantly raising awareness and training personnel;

- the pursuit of careful management of environmental impacts and constant monitoring of the operations carried out in order to bring under control any forms of pollution and emissions into the surrounding environment;
- the continuous improvement of working methods and equipment.

With the foundation of **Econet 2.0** in 2022, a number of strategic improvements were introduced that enhanced the waste recovery capabilities and overall efficiency of the organisation:

- **new plants:** installation of state-of-the-art systems, including a waste evaporation plant, a vacuum concentration plant, a slag recovery plant for EoW production, a cogeneration plant for the production of electricity, a packaging and special waste shredding plant, an emission abatement plant and a methane steam generator;
- **increased capacity:** significant increase in waste treatment capacity from 365,000 to 730,000 tonnes per year;
- **expansion of facilities:** expansion of the company area to 32,600 square metres;
- **new authorisations:** obtaining new authorisations for the management of a wide range of EWC (European Waste Catalogue) codes;
- **water management:** construction of a new underground reservoir for collecting uncontaminated rainwater and a pumping station for treated water.

Waste management: the company's core business

GRI 306-3

Econet is a leading Italian waste management company specialised in the treatment of different types of special waste, including hazardous waste. As a result of its evolution, the company is now a state-of-the-art multifunctional platform, capable of handling solid, sludge and liquid matrices in licensed and compliant plants.

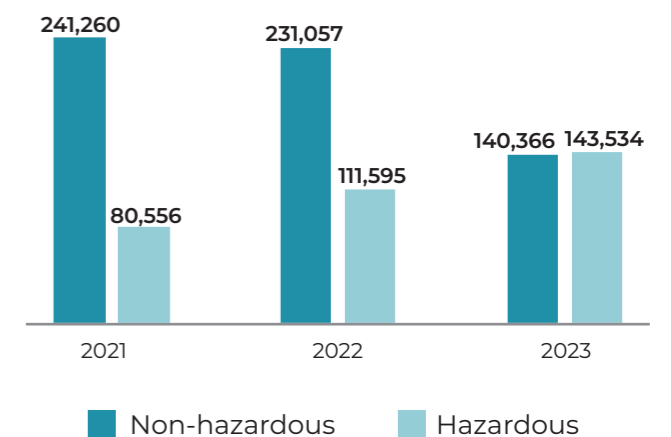
Econet operates under an integrated authorisation from the Calabria Region for waste recovery and treatment activities. Registration with the National Register of Environmental Managers and authorisations for the management of large volumes of waste.

INCOMING AND INTERMEDIATE WASTE

In 2023, incoming waste amounted to **283,900 tonnes** (-17% compared to 2022, when incoming waste amounted to 342,652 tonnes), of which **140,366 tonnes of non-hazardous waste** and **143,534 tonnes of hazardous waste**.

Compared to the previous year, the share of hazardous waste treated increased (+29%, 111,595 tonnes in 2022), while the share of non-hazardous waste decreased (-39%, 231,057 tonnes in 2022). This increase in hazardous waste treatment underlines how Econet has become a benchmark in the sector, specialising in the management of complex matrices.

INCOMING WASTE 2021-2023 (t)



The following table details the waste received and processed by the company and the relative quantity based on the classification into macro-categories and classes relative to the EWC code. The first is determined by the very nature of the code and can be summarised as follows:

- **category 1:** Waste immediately attributable to the source generating the waste (EWC 1-12 + EWC 17-20);
- **category 2:** Oils, solvents and packaging (EWC 13-14-15);
- **category 3:** Waste not otherwise specified in the list (EWC 16).

Below is the classification by class determined by the first two digits of the **EWC code**:

MACRO-CATEGORY	CLASS	CATEGORY	tonnes 2021	tonnes 2022	tonnes 2023
WASTE THAT CAN BE IMMEDIATELY ASSOCIATED WITH THE SOURCE GENERATING THE WASTE	1	waste from prospecting, mining, quarrying, physical and chemical processing of minerals	1,199	5,313	2,166
	2	wastes from agriculture, horticulture, aquaculture, forestry, hunting and fishing food processing and preparation	525	630	550.67
	3	waste from wood processing and the production of panels, furniture, pulp, paper and cardboard	1	0	1.94
	4	waste from leather and textile processing	445	401	436.04
	5	waste from oil refining, natural gas purification and pyrolytic treatment of coal	2,443	3,632	4,456
	6	waste from industrial chemical processes	2,160	2,391	1,270
	7	waste from organic chemical processes	2,160	1,593	1,492
	8	wastes from the manufacture, formulation, supply and use of coatings (paints, varnishes and glazes), adhesives, sealants and printing inks	205	326	461.22
	9	photographic industry waste	16	41	11.32
	10	waste from thermal processes	3,018	7,665	10,109
	11	wastes from chemical surface treatment and coating of metals and other materials; non-ferrous hydro-metallurgy	131	170	798.44
	12	wastes from physical and mechanical surface treatment and processing of metals and plastics	1,255	1,139	1,146



OILS, SOLVENTS AND PACKAGING	13	spent oils and liquid fuel residues (except fuel oils and oils in Chapters 05, 12 and 19)	23,454	37,847	56,909
	14	solvents, refrigerants, waste propellants (except 07 and 08)	15	17	12.02
	15	packaging waste, absorbents, rags, filter materials and protective clothing (not otherwise specified)	1,122	1,340	1,040
NOT SPECIFIED	16	wastes not otherwise specified in the list	200,101	174,298	87,583
WASTE THAT CAN BE IMMEDIATELY ASSOCIATED WITH THE SOURCE GENERATING THE WASTE	17	waste from construction and demolition operations (including soil from contaminated sites)	7,071	9,070	5,306
	18	waste from the health and veterinary sector or from related research activities (except kitchen and restaurant waste not directly from therapeutic treatment)	141	179	141.537
	19	wastes from waste treatment plants, off-site wastewater treatment plants, as well as from the purification of water and its preparation for industrial use	66,051	86,237	103,111
	20	municipal waste (household and assimilated waste from commercial and industrial activities, as well as from institutions) including separately collected waste	10,304	10,365	6,897
TOTAL			321,816	342,652	283,900



In addition to waste treated directly, in 2023 Econet brokered **19,164 tonnes of waste without holding it**, compared to 58,437 tonnes in 2022. Almost all of this brokered waste (98.4%) is non-hazardous waste.

The following table shows the macro-categories and classes of the main waste brokered, with the corresponding quantities. Class 17, consisting mainly of construction and demolition waste (such as cement, bituminous mixtures, soil and rocks containing hazardous substances), is the predominant category for Econet.

MACRO-CATEGORY	CLASS	CATEGORY	tonnes 2021	tonnes 2022	tonnes 2023
WASTE THAT CAN BE IMMEDIATELY ASSOCIATED WITH THE SOURCE GENERATING THE WASTE	2	Wastes from agriculture, horticulture, aquaculture, forestry, hunting and fishing food processing and preparation	125	0	41.68
	5	Waste from oil refining, natural gas purification and pyrolytic treatment of coal	122	569	300.8
	7	Waste from organic chemical processes	292	253	0
	17	Waste from construction and demolition operations (including soil from contaminated sites)	38,952	56,697	18,507
	18	waste from the health and veterinary sector or from related research activities (except kitchen and restaurant waste not directly from therapeutic treatment)	0	0	0.01
	19	Wastes from waste treatment plants, off-site wastewater treatment plants, as well as from the purification of water and its preparation for industrial use	1	28	310.98
	20	Municipal waste (household and assimilated waste from commercial and industrial activities, as well as from institutions) including separately collected waste	1	14	1.59
OILS, SOLVENTS AND PACKAGING	13	Spent oils and liquid fuel residues (except fuel oils and oils in Chapters 05, 12 and 19)	23	21	
WASTES NOT OTHERWISE SPECIFIED IN THE LIST	16	wastes not otherwise specified in the list	164	855	2.44
TOTAL			39,680	58,437	19,164

Energy management

GRI 302-1

In 2022, Econet drew up its first Energy Diagnosis, even though it is not an energy-intensive company, according to the parameters established by Italian Legislative Decree 102/2014, with the aim of certifying itself in 2024 according to the UNI CEI EN ISO 50001:2018 standard and thus embarking on a process of energy efficiency.

The Energy Diagnosis is a tool to provide **an in-depth overview** of an industrial activity's **energy consumption** in order to identify and quantify possible and best **energy saving opportunities**.

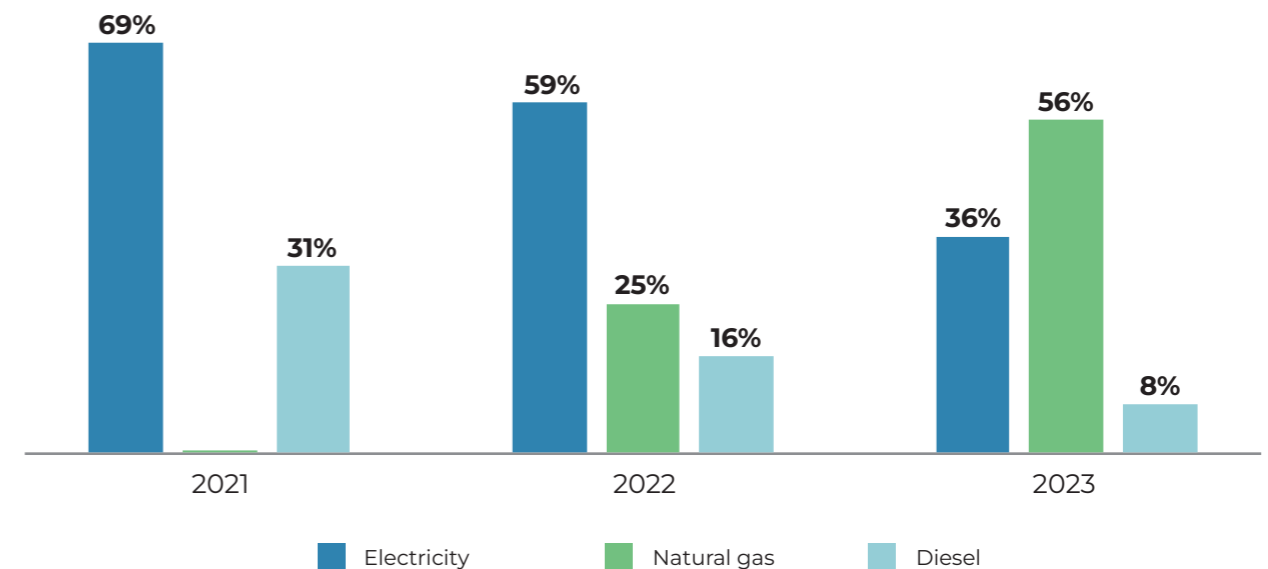
Econet uses different energy vectors such as electricity, natural gas and diesel to carry out its business activities.

Natural gas is the primary energy source for the company, covering **56%** of total needs with 18,497 GJ consumed in 2023. A significant increase over the previous year (26%), due to the activation of the new plants in May 2022 for the Econet 2.0 project.

Electricity covers **36%** of the company's needs, with 11,949 GJ in 2023. This is partly taken from the grid, partly self-generated by the company's 664.78 kW photovoltaic system.

Finally, the remainder is formed of **diesel**, which covers **8%** of the company's needs with 2,709 GJ in 2023. It was used mainly for internal transport through the company's own operating machinery, including heavy vehicles that support the loading, unloading and handling of waste.

PORTION OF ENERGY VECTORS - %



As a result of a more detailed monitoring, data on the electricity produced by the photovoltaic plants and fed into the national grid in the years 2021 and 2022 was revised.

The following table shows the details of the organisation's internal energy consumption in compliance with GRI standards.

Internal energy consumption within the organisation - Gj ⁸	2021	2022	2023
Fuel			
Diesel fuel for internal logistics	2,781	2,728	2,710
Total Fuel (Gj)	2,781	2,728	2,710
Natural gas			
For industrial uses	1	4,193	18,497
Total Natural Gas (Gj)	1	4,193	18,497
Electricity (Gj)			
Electricity purchased from NON-renewable sources	4,842	8,199	10,869
Electricity produced by photovoltaic plant – renewable source	1,861	2,343	1,621
Electricity produced and sold to the grid	589	652	541
Total electricity consumed	6,114	9,889	11,949
TOTAL ENERGY CONSUMPTION WITHIN THE ORGANISATION	8,896	16,810	33,156

⁸ Conversion factors:
 • Electricity: Calculation with energy conversion factor kWh/GJ
 • Diesel: Table 1 Resolution EEN 9/11 - EN ISO 3675
 • Natural gas: Table 1 Resolution EEN 9/11

Greenhouse Gas (GHG) Emissions

GRI 305-1 | GRI 305-2

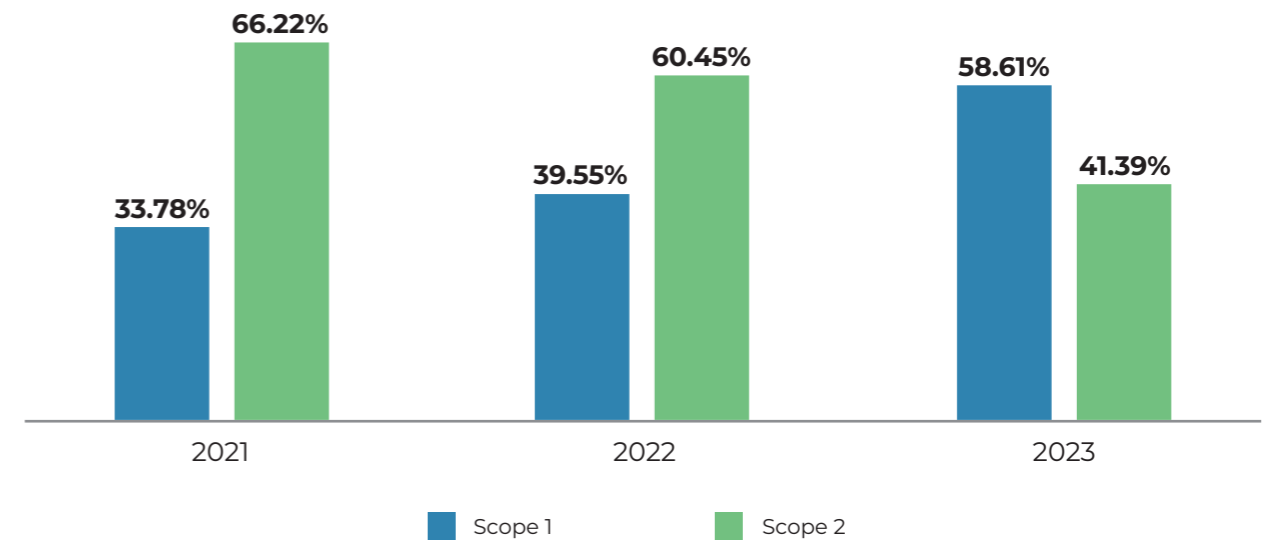
Econet decided to report on carbon dioxide emissions from greenhouse gases (GHG) through a detailed analysis of the company's Scope 1 and 2 activities. The subdivisions of the emissions into Scope follow the guidelines of the GHG Protocol and are aligned with Categories 1 to 6 of UNI EN ISO 14064-1:2019.

The two-year period 2021-2022 was the starting point for the comparison with the company's GHG inventories. In 2023, an updated emission factor was used for direct and indirect

emissions compared to previous years, so as to allow comparability between years, the same was also used to calculate emissions in 2021 and 2022.

Specifically, **direct emissions** or **Scope 1 emissions** come from the company's own sources or sources controlled by the company. **Indirect emissions** or **Scope 2 emissions** result from imported energy or from the company's activities, the source of which is controlled by third parties such as suppliers, customers and employees.

SCOPE 1 AND SCOPE 2 EMISSIONS - %



Scope 1 emissions are related to the consumption of natural gas and diesel. **Scope 1** accounted for **1,285.7 t CO₂eq** in 2023, thus recording an increase on previous years. The increase is considered consistent with the expansion of Econet's business in recent years. In fact, the company experienced significant growth in terms of activity and production, which led to an increase in energy consumption and, as a result, greenhouse gas emissions.

Scope 2 accounted for **908 tCO₂eq in 2023**, compared to 668 tCO₂eq in 2022. This increase is in line with the increase in electricity consumption recorded in the period of reference.

Below are details of the Scope 1 and 2 emissions produced by the company as required by GRI standards.

Scope 1 ⁹	2021	2022	2023
Fuel	tCO₂e	tCO₂e	tCO₂e
Diesel	206.3	202.4	201.0
Natural gas	tCO₂e	tCO₂e	tCO₂e
Natural gas	0.0	245.9	1,084.7
Total Scope 1	206.4	448.2	1,285.7
Scope 2 ¹⁰	2021	2022	2023
Electricity	tCO₂e	tCO₂e	tCO₂e
Electricity taken from the grid	404.6	684.9	908.1
Total Scope 2	404.6	684.9	908.1

Emissions avoided and efficiency indices

GRI 302-3 | GRI 305-4

Econet installed **a new photovoltaic plant** for the self-generation of electricity, achieving a significant reduction in CO₂ emissions. The plant allows the company to generate part of the energy it consumes, reducing its dependence on fossil fuels and consequently the greenhouse gas emissions it produces.

In 2023, thanks to the photovoltaic plant, Econet recorded a reduction in its CO₂ emissions of **45 tonnes¹¹**. This important achievement demonstrates the effectiveness of this technology.

⁹ Source of Scope 1 emission factors:

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

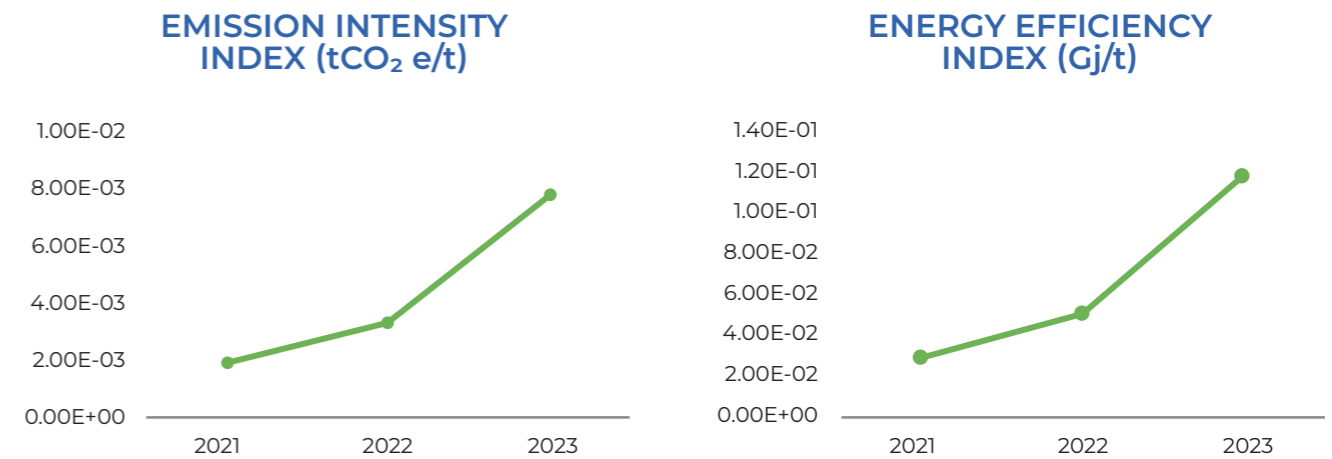
¹⁰ Source of Scope 2 emission factors:

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

¹¹ The avoided emissions were calculated as the difference between the emissions that would have been caused by purchasing electricity from the grid (Ecoinvent conversion factor 3.10 tCO₂/kWh) and the zero impact that electricity production from a photovoltaic source has as direct emissions.

In addition to reducing direct emissions, Econet's photovoltaic plant has another important advantage: feeding the electricity produced into the grid. This means that the company not only reduces its environmental impact but also contributes to providing clean energy. By feeding the energy produced by the photovoltaic plant into the grid, an additional **45.2 tCO₂** of emissions were avoided.

To better understand the performance in terms of energy consumption and emissions produced, **energy intensity and emission indices** were calculated. In particular, the energy efficiency index provides a measure of the average annual energy demand while the emission intensity index expresses the measure of the total carbon dioxide emissions produced by the organisation; in both cases, they were calculated in relation to incoming waste.



Below are details of the energy efficiency and emission intensity indices as required by GRI standards

Energy efficiency index	2021	2022	2023
Energy consumption (Gj)	8,895	16,810	33,156
Hours worked	69,169	79,424	82,496
Total volume of waste (t)	321,816	342,652	283,899
Energy intensity index (Gj/t)	2.76E-02	4.91E-02	1.17E-01

Emission intensity index	2021	2022	2023
Scope 1 and Scope 2 emissions (tCO ₂ e)	611	1,133	2,194
Hours worked	69,169	79,424	82,496
Total volume of waste (t)	321,816	342,652	283,899
Energy intensity index (tCO₂e/t)	1.90E-03	3.31E-03	7.73E-03

Water resource management

GRI 303-5

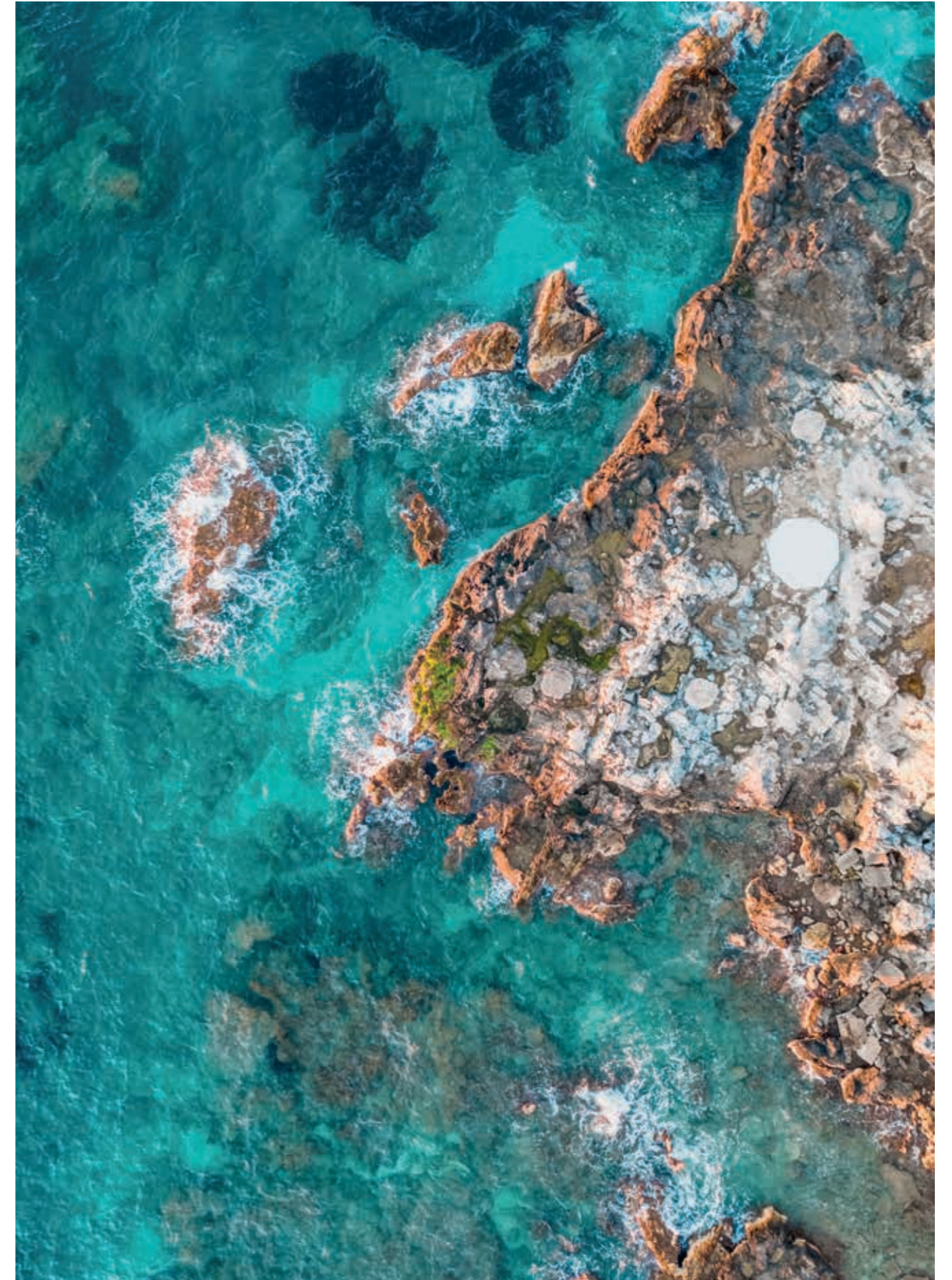
From the design of the production site, the company took measures to optimise water management. The external and internal areas of the site are paved with a material with a high impermeability coefficient, which prevents water from seeping into the ground and dispersing. Rainwater is carried and treated for re-use in industrial processes, such as in the preparation of reagents for waste treatment.

During **2023**, a total of **38.2 megalitres of water** were withdrawn. This is comparable to previous years (25.1 megalitres in 2022 and 22.7 in 2021). Of this quantity, **37 megalitres come from mains water** and the remainder from osmosis water. The latter represents water recovered from the physical/chemical treatment of liquid waste, which is reused as industrial water in internal processes such as preparation of reagents.

Water withdrawal (Megalitres)	2021	2022	2023
Mains water	13.80	23.02	37.75
Osmosis water	8.91	2.16	0.46
Total water withdrawal	22.71	25.18	38.21

Finally, a suitable geomembrane placed under the floor of the industrial warehouse prevents pollutants from reaching the soil through any cracks. In addition, piezometric wells in the

area of the plants make it possible to monitor the quality of groundwater, allowing early detection of any pollution.





05

**Resources:
promotion of
human capital**

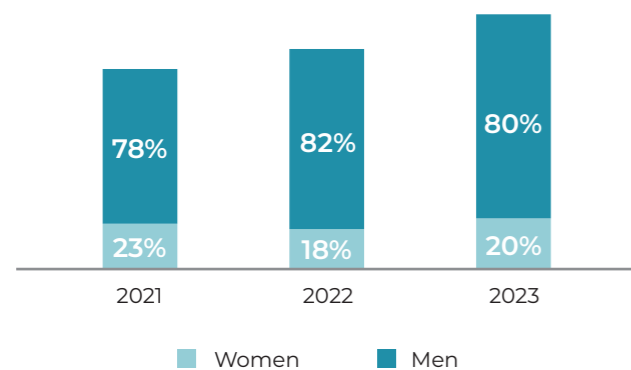
Resources: promotion of human capital

GRI 2-7 | GRI 2-8 | GRI 2-30 | GRI 401-1 | GRI 405-1

The company is committed to creating a positive and stimulating working environment, where individual can express their potential and contribute to the achievement of common goals. It believes in the value of open and transparent dialogue, promoting constant, two-way communication that encourages the sharing of ideas and collaboration between all levels of the company.

In 2023, Econet has **51 employees**, all of whom are employed under Italy's **National Collective Bargaining Agreement for the Environmental Hygiene Sector (CCNL)**. The workforce is thus up by approximately **16%** compared to the previous year (44 employees in 2022).

ECONET'S WORKFORCE – 2021-2023



The workforce is predominantly formed of **men**, accounting for **80%**. This partly reflects the intrinsic characteristics of the sector itself, which historically has seen a greater

presence of men in the workforce. However, in recent years Econet has been committed to promoting diversity and inclusion within the company, and the presence of **20% female** employees is a positive step in this direction.

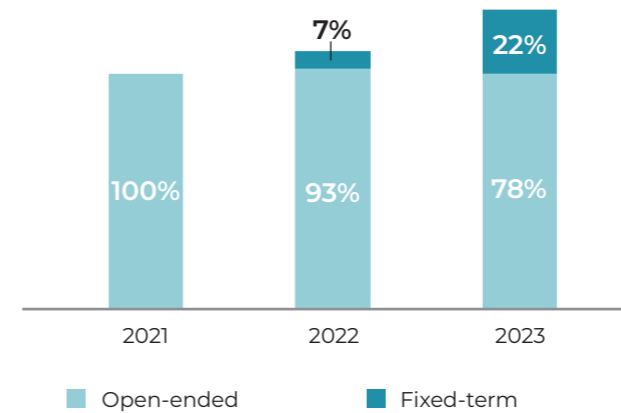
Econet offers its employees stable and secure job prospects: **78%** of personnel are employed on **permanent contracts**.

In 2023, Econet welcomed **two trainees** into its workforce: the company strongly believes in training young people and offers them the opportunity to gain experience and skills in a stimulating and dynamic work environment.

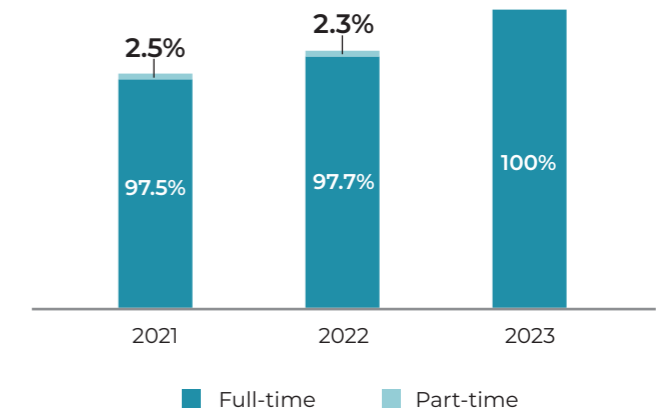
Econet boasts a diverse workforce in terms of age and expertise, reflecting the wealth of experience and professionalism that characterises the company. The most represented age group is **between 30 and 50 years old**, account for **59%** of employees. These are experienced and well-established personnel who are the backbone of the company. **18%** of employees are **under 30**, a young and dynamic component that brings new ideas into the company.

68% of men hold the position of **blue-collar worker**, playing a key role in the company's operational activities. The remaining **32%** of men are **white-collar workers** with administrative, technical or sales skills. **Women** at Econet, on the other hand, are concentrated in **white-collar positions**, where they hold roles of responsibility or support for the various

THE STABILITY OF CONTRACTS



FORMS OF EMPLOYMENT



company departments. The company is committed to promoting equal opportunities and inclusion, fostering the professional development of all employees, regardless of gender, age or origin.

Econet pays attention to the well-being of its employees, making their care and support a priority. As proof, **66.7% of employees benefit from a supplementary welfare system and a health insurance policy**.

In the tables below, the company reports the size of its workforce in accordance with GRI standards.

Employees by gender			
	2021	2022	2023
Women	9	8	10
Men	31	36	41
Grand total	40	44	51

Employees by type of contract and gender			
	2021	2022	2023
Open-ended	40	41	40
Women	9	8	8
Men	31	33	32
Fixed-term	0	3	11
Women	0	0	2
Men	0	3	9
Grand total	40	44	51

Employees by form of employment and gender			
	2021	2022	2023
Full-time	39	43	51
Women	8	7	10
Men	31	36	41
Part-time	1	1	0
Women	1	1	0
Men	0	0	0
Grand total	40	44	51

EMPLOYEES by professional figure and gender									
	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Directors			0			0			0
Middle managers			0			0			0
White-collar workers	9	10	19	8	11	19	10	13	23
Blue-collar workers	0	21	21	0	25	25		28	28
Total	9	31	40	8	36	44	10	41	51

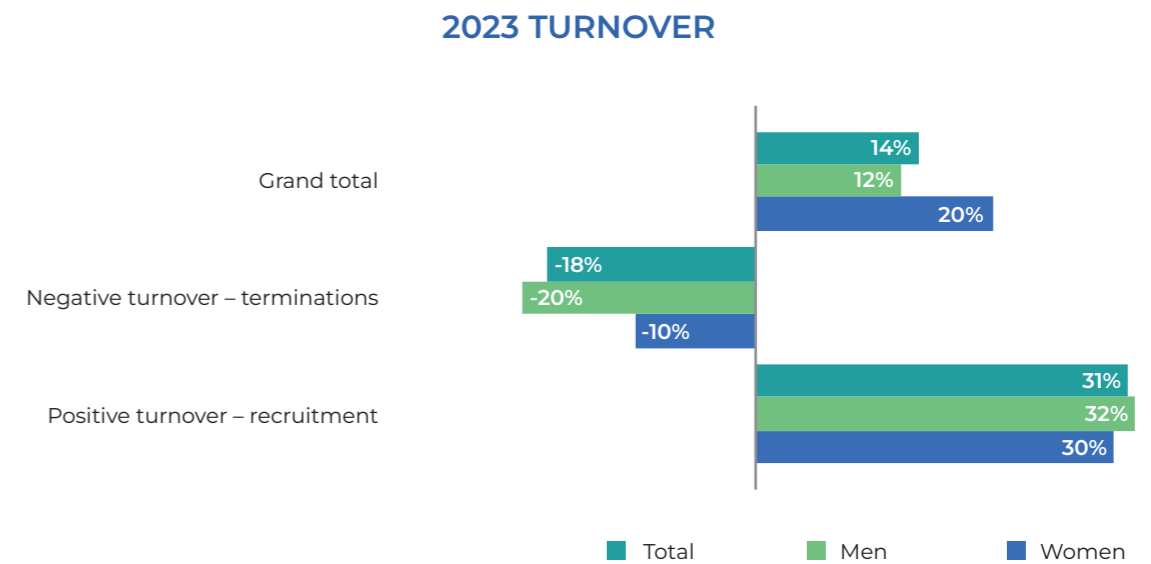
EMPLOYEES by professional figure and age group												
	2021				2022				2023			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
White-collar workers	4	12	3	19	1	12	6	19	3	14	6	23
Blue-collar workers	7	10	4	21	7	12	6	25	6	16	6	28
Total	11	22	7	40	8	24	12	44	9	30	12	51

PROTECTED CATEGORIES by professional figure and gender									
	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Directors			0			0			0
Middle managers			0			0			0
White-collar workers	0	1	1	0	1	1	1		1
Blue-collar workers	0	1	1	0	1	1		1	1
Total	0	2	2	0	2	2	1	1	2

Employee turnover

Econet is a dynamic and continuously expanding company. In 2023, the company's workforce expanded further, with **16 new hires** compared to **9 leavers** in the same year.

Specifically, 10 people **aged 30-50 (62.5%)** and 6 people **under 30 (37.5%)** were hired. This positive trend is in line with the steady growth that Econet has experienced in recent years. As a matter of fact, in 2022 the company increased its workforce by 9% compared to the previous year.



As required by GRI standards, the details of incoming and outgoing turnover in the three-year period 2021-2023 are given below.

New recruitments									
	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Up to 29 years	2	3	5	1	1	2	3	3	6
30-50	0	0	0	0	4	4		10	10
50	0	0	0	0	1	1			0
Total	2	3	5	1	6	7	3	13	16

Terminations									
	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Up to 29 years	0	0	0	1	0	1		4	4
30-50	0	0	0	1	1	2		4	4
50	0	0	0	0	0	0	1		1
Total	0	0	0	2	1	3	1	8	9

Reason for termination									
	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Voluntary exits	0	0	0	2	0	2	1	5	6
Retirement	0	0	0	0	0	0	0	0	0
Other (e.g. end of fixed-term contracts)	0	0	0	0	1	1	0	3	3
Total	0	0	0	2	1	3	1	8	9

Turnover									
	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Positive turnover – recruitment	22%	10%	13%	13%	17%	16%	30%	32%	31%
Negative turnover – terminations	0%	0%	0%	-25%	-3%	-7%	-10%	-20%	-18%
Turnover total	22%	10%	13%	-13%	14%	9%	20%	12%	14%
Total	0	0	0	2	1	3	1	8	9

Training and skills development

1,828 TRAINING HOURS PROVIDED IN 2023



In an ever-changing world of work, training and skills development are a key success factor for both companies and employees. Aware of this fact, Econet has decided to invest significantly in training programmes that aim to:

- **enhance the skills and knowledge** of its employees, fostering their professional growth and increasing their motivation;
- **improve individual and corporate performance**, creating a more efficient and peaceful working environment.

A concrete example of Econet's commitment to training is the **soft skills development programme**, which involved **all company employees**. The programme covered a wide range of topics, such as:

- **taxation;**
- **business management;**
- **English courses;**
- **cybersecurity;**
- **sustainability.**

The company recorded an **average total of 35.8 hours of training per employee**. Specifically, women participated in an average of **52.8 hours of training**, while men in **31.7 hours**.

The company will continue to invest in innovative, high-quality training programmes to ensure that its employees have the necessary skills and knowledge to meet the challenges of the future and to contribute to the achievement of the company's goals.

Occupational health and safety

GRI 403-1 | GRI 403-2 | GRI 403-3 | GRI 403-4 | GRI 403-5 | GRI 403-6 | GRI 403-8 | GRI 403-9 | GRI 403-10

Econet places the safety and health of its employees at the centre of its activities, making prevention and the promotion of a positive culture the core of its commitment. The company strives to ensure a healthy and safe working environment through careful analysis and assessment of risks related to the company's activities.

Strict protocols are adopted to contain and counter any possible hazard in line with current regulations. The continuous improvement of working conditions and the training and awareness of all personnel on safety issues are key elements of this strategy.

STRATEGIC GUIDELINES FOR HEALTH AND SAFETY

The strategic guidelines guiding the Company on health and safety, formalised within the Company Policy, are as follows:

- improving health and safety performance, reducing and eliminating occupational accidents and diseases, providing safe and healthy working conditions;
- employ all necessary means to ensure compliance with applicable safety legislation by constantly sensitising and training personnel;
- pursue the continuous improvement of working methods and equipment taking into account new technologies for the improvement of health and safety conditions at work;

- promote awareness and training of personnel, so that they can perform their tasks safely and assume their responsibilities in terms of occupational health and safety.

To pursue its strategic goals, Econet established a Health and Safety Management System, certified in 2012 according to **UNI EN ISO 45001:2018**.

This achievement has enabled the company to implement an Integrated Quality, Environment and Safety System, which ensures a holistic approach to worker protection, taking into account all aspects that could affect their well-being.

Through the Risk Assessment Document (DVR), Econet carries out a comprehensive assessment of the risks present in the company. This careful and involved process identified the main hazards to workers' health and safety, including: noise, vibrations, biological hazards, work-related stress, ATEX, chemicals and exposure to electromagnetic fields.

Alongside traditional risks, psychosocial and organisational risks also pose a significant threat to occupational health. Econet investigates the latter by means of two-level management: the first involves the monitoring of objective and verifiable indicators, such as accident indices, absenteeism from work, unused holidays, career development, working



hours and patterns; if signs of work-related stress emerge, the company proceeds to assess the subjective perception of workers through focus groups and semi-structured interviews.

In terms of governance, with regard to **Italian Decree 81/2008**, ad hoc figures have been established and appointed within the company, including: the employer, the Head of the Prevention and Protection Service (RSPP), the Workers' Safety Representative (RLS), the Company Doctor (MC), a Radiation Protection Expert (EDR), a Head of Management Systems (HSEQ), supervisors and an Emergency Team.

WORKER PARTICIPATION AND CONSULTATION

With employee support, Econet constantly monitors new risks in the company, i.e. potential work-related hazards that may emerge over time. All workers actively participate in the improvement of procedures and documents.

Employees are required to contribute to the fulfilment of occupational health and safety obligations by observing the provisions and instructions issued by managers.

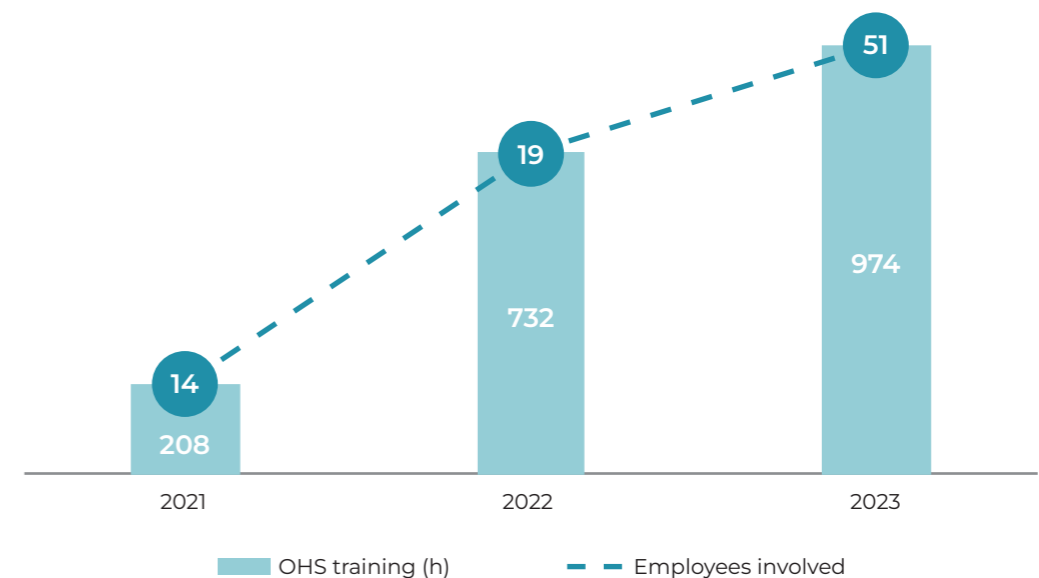
Econet's Management System is constantly being improved through corrective action reports, annual statistical analyses and, above all, staff reports. Workers can report possible hazards through various channels such as direct dialogue, specific forms or anonymous reports.

Econet has also implemented a "Stop Work Policy", which requires work to be suspended in case of unsafe conditions. In addition, each negative safety event is investigated in order to understand its cause, with the help of a detailed report shared with the departments concerned.

HEALTH AND SAFETY TRAINING

Training, awareness and empowerment are the strategic factors the company relies on to best protect the health and safety of all employees. In fact, personnel are trained through compulsory safety courses on the risks present in the workplace, which are supplemented by specific courses depending on the activities and responsibilities of the worker, such as courses on the use of specific work equipment (industrial trucks, forklifts and forklifts) or fire-

HEALTH AND SAFETY TRAINING 2021-2023



fighting, emergency and first aid courses for certain appointed employees.
 In 2023, several courses focusing on prevention and awareness in the field of Health and Safety were delivered, for a total duration of 974 hours.

In compliance with GRI standards, details of training hours related to occupational health and safety are given below.

Type of training						
	2021		2022		2023	
	Training hours	Employees involved	Training hours	Employees involved	Training hours	Employees involved
Health and safety - general training	16	2	40	5	140	19
Health and safety – specific training	192	12	692	14	834	32
Total	208	14	732	19	974	51



Methodological note

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

REPORTING SCOPE

Company name

Econet S.r.l.

Nature of ownership

Private

Legal form

Limited Liability Company

Location of the head office

Registered office: San Pietro Lamentino
Industrial Area, Lamezia Terme (CZ)

This document is the first Sustainability Report of Econet S.r.l. (hereinafter also referred to as “the company”). The information contained in this document has been collected and reworked to ensure an understanding of the company’s activities, performance, results and impact. The reporting boundary used in this document includes information relating to the activities carried out by Econet S.r.l.

The Sustainability Report has been prepared on a voluntary basis and does not represent a Consolidated Non-Financial Statement (DNF); in fact, the company does not fall under the scope of Legislative Decree No. 254 of 30 December 2016, which, in implementation of Directive 2014/95/EU, provides for the obligation to prepare a DNF for public interest entities exceeding certain quantitative thresholds.

The Sustainability Report was prepared by selecting the indicators contained in the

GRI Sustainability Reporting Standards published by the Global Reporting Initiative (GRI), according to the “Referenced” reporting option. The set of GRI Standards indicators used for reporting is indicated in the GRI Content Index of this document.

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

The performance indicators selected are those envisaged by the reporting standards adopted, representative of the specific areas of sustainability analysed and consistent with the activity carried out by Econet and the impacts it produces. These indicators were selected on the basis of a materiality analysis of the material issues for the company and the reference sector, as described in the section “Materiality analysis”. This analysis, as part of the sustainability path, saw the involvement of Top Management in an activity to assess the issues and consequent attribution of a value in consideration of two different aspects: importance and priority of intervention for the company.

The analysis will be further developed and deepened in subsequent periods, through the conduct of one or more stakeholder listening activities and reporting on Econet’s contribution to the achievement of the defined objectives.

The Sustainability Report is prepared on an annual basis. In order to enable the comparison of data over time and the assessment of the company’s business performance, qualitative and quantitative data for the three-year period 2021-2023 are presented for comparative purposes.

The Sustainability Report is published on the company’s official website: www.econetsrl.net. For further information on the data in this document, please contact the following e-mail address: econet@impiantoeconet.net

This Sustainability Report was prepared with the methodological support of:



GRI Table of Contents and Correlation table

GRI Sustainability Reporting Standard 2021		References Chapter
2 GENERAL INFORMATION		
ORGANISATION PROFILE		
2-1	Organisation details	A responsible business model: services Methodological note
2-2	Subjects included in sustainability reporting	A responsible business model, Methodological note
2-3	Reporting period, periodicity of reporting and contact details to request information about the report	Methodological note
2-4	Review of information	Energy management
2-6	Business, supply chain and trade relations	Relationship with suppliers and the evaluation process
2-7	Employees	Resources: promotion of human capital
2-8	Non-employees	Resources: promotion of human capital
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2-22	Sustainable Development Strategy Statement	Letter to stakeholders
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2-9	Governance structure and composition of the highest level body	Organisational Structure
2-11	Chairperson of the highest governing body	Organisational Structure
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2-28	Membership with associations	Membership with associations
2-29	Approach to stakeholder engagement	Stakeholder mapping and engagement
2-30	Collective Bargaining Agreements	Resources: promotion of human capital

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	Internal materiality analysis	
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201 ECONOMIC PERFORMANCE		
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204-1	Proportion of spending on local suppliers	Relationship with suppliers and the evaluation process
GRI 300 ENVIRONMENTAL THEMES		
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305-2	305-2 Indirect GHG emissions from energy consumption (Scope 2)	Greenhouse Gas (GHG) Emissions
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GRI 400 SOCIAL ISSUES		
401 EMPLOYMENT		
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403 OCCUPATIONAL HEALTH AND SAFETY - 2018		

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403-2	Hazard identification, risk assessment and accident investigation	Occupational health and safety
403-4	Worker participation and consultation and communication on occupational health and safety	Occupational health and safety
403-5	Worker training in occupational health and safety	Occupational health and safety
403-8	Workers covered by an occupational health and safety management system	Occupational health and safety
403-9	Accidents at work	Occupational health and safety
405	DIVERSITY	
405-1	Diversity in governing bodies and among employees	Organisational structure, Resources: promotion of human capital





**We share the
same values**

