



2024

# Sustainability Report

Innovation and circularity:  
the Ecosystem model



# Sustainability Report 2024

**Innovation and circularity:**  
the Ecosystem model

**ECOSISTEM S.r.l.**

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# Letter to Stakeholders

Dear Stakeholders,

2024 was a year of significant growth for Ecosistem, confirming the soundness of our strategic vision: combining industrial development with a deep sense of responsibility for our shared future. The results achieved are not only an economic milestone, but also underline the validity of a business model based on innovation and the principles of the circular economy. In a global context that requires concrete and forward-looking responses, we consider the integration of ESG principles to be a key factor of competitiveness and growth, taking into account our increasing responsibility and strategic vision.

For this reason, the Sustainability Report is more than just a reporting document: it is the compass that guides our decisions, helps us measure our progress, and promotes transparent dialogue with our stakeholders. This year, we accelerated our ESG journey, translating principles into concrete actions.

**On the environmental front**, we have strengthened our measurement and management systems, adopting international methodologies to make our decarbonisation process more structured and effective.

**On the social front**, we have formalised our commitment to creating an increasingly inclusive and equitable working environment. In this regard we have paid particular attention to gender

equality, achieving a fundamental milestone that attests to the validity of our internal policies.

**On the innovation front**, we have continued to invest in Research and Development, convinced that this is the key to anticipating future challenges and consolidating our leadership in the sector.

It is important to emphasise that our economic growth has been accompanied by an increase in overall efficiency, confirming that it is possible to balance development with the careful management of resources and environmental performance. These results have been achieved thanks to the talent and commitment of all our people and the trust that you, our stakeholders, continue to place in our work. Dialogue with customers, suppliers, partners and institutions remains an essential pillar for building a path of shared value.

We look ahead with the aim of actively contributing to the ecological transition. The milestones described in this Report demonstrate our commitment to creating value in the present while maintaining a long-term perspective.

Thank you for being part of our journey.

EMANUELE ILARIO  
Sole Director



# Waste management in the current scenario

Today's historical context is characterised by a constantly evolving and changing regulatory landscape, within which the European Union is promoting increasingly stringent rules to ensure the efficient management of waste and its disposal or recycling.

The Waste Framework Directive (2008/98/EC), amended by the 2018 Circular Economy Package and transposed in Italy by Legislative Decree 116/2020, sets new targets for urban waste recycling: at least **55% by 2025, 60% by 2030** and **65% by 2035**. In addition, waste disposed of in landfills must be also reduced, with a maximum permitted amount of 10% of municipal waste by 2035. These measures contribute to reducing dependence on virgin raw materials, increasing the availability of secondary raw materials and stimulating technological innovation, supporting the transition to production models based on the principles of the circular economy.

The **National Register for Waste Traceability** (*Registro Nazionale per la tracciabilità dei rifiuti - RENTRI*) is the new system adopted in Italy to monitor the movement and disposal of waste through the digitisation of documents. At the regulatory level, it is governed by Article 188-bis of Legislative Decree 152/2006 and will come into force on 15 June 2023 with Ministerial Decree 59/2023. This

register is managed by the Italian Ministry of the Environment and Energy Security in collaboration with the National Register of Environmental Managers and the network of Chambers of Commerce. RENTRI takes into account both the National Strategy for the Circular Economy and the National Waste Management Programme. After an initial trial period, the register came into full use on 15 December 2024. In Italy, the progressive strengthening of environmental policies and the increasing commitment of institutions have stimulated the development of initiatives aimed at more efficient waste management and reducing the associated environmental effects.

The "Environmental Code" promotes the correct disposal and recycling of waste through careful and conscious sorting.

The recycling and reuse of waste is supported by the **National Waste Management Programme (Programma Nazionale di Gestione dei Rifiuti - PNGR)**, aimed at regions and autonomous provinces, which identifies macro-objectives to be used as a reference when developing regional waste management plans.

Italian companies operating in the waste management sector are undergoing a period of profound transformation. In the past their work focused mainly on urban sanitation, yet today they are key players in the transition to circular models.

Investments in the sector are growing, with a particular focus on developing

and upgrading **treatment and disposal facilities**.

In 2023, production value reached €11.8 billion (referring to 120 of the main operators in the sector), **22 million tonnes of municipal waste** managed.

In this context, **Ecosistem's experience** and sustained investment in research and development give the company an edge, enabling it to continue to consolidate its position in the field of waste management.



# Ecosystem: a consolidated identity

01



# Ecosistem: a consolidated identity

**Founded in 1988** thanks to the entrepreneurial vision of the Aversa and Marchio families, the **Ecosistem** Group, led by its parent company Ecosistem S.r.l., has established itself as one of the **most significant businesses in Calabria**. Today, it is a benchmark in Southern Italy in the fields of waste management, environmental remediation, renewable energy and water treatment plant management.

Deeply rooted in its region of origin, the company is distinguished by its consolidated experience, capacity for innovation, and constant attention to environmental protection.

From its headquarters in Lamezia Terme, Ecosistem has consolidated its leadership in southern Italy, setting itself apart through the adoption of innovative strategies and the development of effective action plans, with a keen eye on digital transformation in the field of environmental protection.

Ecosistem's commitment is reflected in its use of cutting-edge technologies for the treatment of polluting substances and materials, the recycling of recoverable waste, and the disposal of non-recoverable waste. These innovations contribute to **reducing the environmental impact associated with waste management**, promoting the efficient use of resources and increasing the availability of secondary raw materials derived from recycled materials. The certified experience developed over the years, together with the advanced technologies used, the

speed of intervention and the availability of resources and equipment that are always suited to the needs, has allowed Ecosistem to grow steadily and position itself among the leading companies in the sector.

After more than 35 years of activity focused mainly on Southern Italy, the Ecosistem Group has decided to expand its horizons, exporting its values and mission elsewhere. Thanks to the skills and experience gained in its home region, the company has developed activities that reflect its commitment to efficient resource management and the reduction of its environmental impact in its various operating contexts.

By taking concrete actions and pursuing a vision focused on continuous improvement, Ecosistem has confirmed its position as a model of excellence in the waste management sector, thanks to its extensive experience and constant innovation of its processes.

The company demonstrates that it is possible to combine economic performance with environmental awareness, generating value for the local area and the communities in which it operates.

For Ecosistem, 2024 represented a year of **further progress in its efforts to integrate ESG principles** into its corporate strategy. The publication of the **third Sustainability Report** confirms



Ecosistem in Italy: list of shareholdings in 2024.

a constant commitment that extends beyond mere reporting, focusing on the evolution of environmental, social and governance processes.

The year was characterised by **significant economic growth**, accompanied by an improvement in overall efficiency. Through this document, Ecosistem intends to publish the results it has achieved thanks to initiatives to further integrate ESG principles into its business processes. During 2024, important management

processes were formalised in the areas of energy, social issues and governance, such as obtaining new strategic certifications and the first measurement of the company's carbon footprint relating to its business activities. These milestones, which will be explained in detail in the following chapters, confirm the company's commitment to contributing to the objectives of ecological transition and generating shared benefits for the local area and stakeholders.

# The business model

GRI 2-1 | GRI 2-2

Ecosistem S.r.l. has been a leader in the **waste management sector** for many years, thanks to its three multi-purpose platforms located in the municipality of Lamezia Terme.

The company focuses its activities on enhancing resources and reducing the environmental impact of its processes, adopting technological solutions in line with the principles of the circular economy. This has enabled it to establish itself up as a model of excellence in waste management.

Ecosistem's strength lies in the synergy between its various platforms and production lines. This synergy allows for optimised process management and more efficient waste treatment, in accordance with the relevant environmental standards.

## Ecosistem's activities

### Collection and transport

Ecosistem specialises in the transport of special waste, both hazardous and non-hazardous, using a diverse fleet of vehicles and equipment suitable for meeting the various needs of its customers. All vehicles are certified for the transport of dangerous goods and guarantee high standards of safety and reliability. Thanks to its logistics organisation, the company is able to offer comprehensive services throughout Italy.

### Environmental remediation

Ecosistem is certified to participate in public tenders for environmental remediation and protection in Category OG 12, and is registered in the Register of Environmental Managers of Calabria in Category 9 Class B. The company offers services including the remediation of

polluted sites, asbestos removal, tank remediation and the demolition of civil and industrial buildings. It has specialised equipment and experienced personnel, ensuring compliance with environmental regulations and the proper management of materials resulting from demolition.

### Sorting plant

The sorting and pressing plant is designed to separate mixed waste from multi-material collections in order to obtain separate materials that are sufficiently pure to enable subsequent use. The sorting of materials is semi-automatic and includes paper, aluminium, glass, plastics and ferrous metals. Paper, cardboard, plastic, wood, metal, composite material and used tyres are also stored for subsequent recovery. The pressed and compacted material is

temporarily stored in bales measuring 2 cubic metres and then sent to facilities operated by the supply chain consortia or other authorised plants. For paper and cardboard, sorting and pressing activities constitute R3 recovery, and the baled material is considered secondary raw material (SRM) for paper mills.

### WEEE (Waste Electrical and Electronic Equipment)

The company is authorised to collect WEEE and acts on behalf of entities such as municipalities, communities and consortia, taking care of the separate collection of solid urban waste, including WEEE. This waste is collected in special containers located throughout the area and emptied periodically by staff using appropriate vehicles and equipment. Subsequently, the collected waste is transported to its own recovery plant authorised by the Calabria Region, where it is processed.

### Polymer production plant

The Ecosistem platform is equipped with a system for shredding, washing and extruding high-density plastics and plastic waste. This plant is used for washing pre-shredded batteries, mainly contaminated with PVC and other contaminants such as wood, sand and earth. It is also capable of processing bottles, flasks and containers blown from high-density polyethylene. There is also a line for the treatment of low-density plastics, used for shredding, washing and

extruding polyethylene film from local agriculture.

### Production of secondary fuels

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

### Energy production

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

### Solid waste stabilisation plants

The stabilisation-solidification process physically and chemically transforms waste, making it suitable for final storage or industrial reuse. It reduces the mobility of pollutants and the contact surface with percolating water through chemical

and structural fixation. These processes reduce the hazardousness of waste and transform it into solid materials, reducing the risk of dispersion into the environment. They are used in various contexts, such as industries, collective platforms and landfill sites, to treat fresh waste and remediate polluted sites.

**Reclamation of soil and soil aggregates**

The soil washing plant allows for the selection of different grain sizes and the washing of solid waste such as soil, slag and sediments, transferring the contamination to the washing liquid. The washed solids are chemically and physically processed to concentrate the pollutants in the dehydrated sludge and allow the washing water to be recycled. The larger soil fractions are recovered after pre-treatment, while the smaller particles containing most of the pollutants undergo stabilisation/solidification.

**Reusable waste separation and recovery**

The mechanical processing and separation process is mainly aimed at waste from combustion processes, dividing the material into mineral compounds and ferrous and non-ferrous materials. This treatment reduces the emission of heavy metals and soluble compounds into the environment, making it possible to reuse the treated material. The plant has a capacity of 10 tonnes per hour and includes a series of machines that separate the

components and gradually reduce the size of the waste. The process is divided into two stages: reception of the waste with inspection and screening, crushing, removing ferrous and non-ferrous metals, and a final screening with removal of other metals.

**Chemical, physical and biological treatment plants and emulsion treatment plants**

The company's facilities include tanks for the storage of liquid and oily waste. Equipped with advanced technology managed via PLC and remote mobile stations, they enable chemical-physical treatments such as complexation, precipitation, oxidation-reduction, neutralisation, evaporation and biological treatment. The treatment of oil emulsions breaks the oil-water bonds, allowing the phases to separate. Liquid waste that cannot be treated due to the presence of low-boiling hydrocarbons is sent to storage tanks for flammable liquid waste and subsequently heat-treated in facilities in Italy and abroad.



**A business  
approach guided  
by ESG principles**

02



# A business approach guided by ESG principles

The company promotes a development model that combines technological innovation and environmental awareness, orienting its activities towards growth in line with ESG principles.

This commitment is expressed through certified management systems that ensure compliance with environmental, social and governance standards. To put this vision into practice, the company has established a clear and dedicated governance structure. This includes:

- the creation of an **ESG Office** to oversee the management of environmental, social and governance issues in a structured manner;
- the appointment of a **Sustainability Manager** with the task of defining, implementing and monitoring the company's ESG strategy;
- the development of a **long-term strategic plan** aimed at progressively integrating ESG principles into corporate processes and activities.

## Key actions for 2024: measuring to improve

2024 was a pivotal year for accelerating the company's ESG strategy. Despite having already implemented various management systems, the company focused on a number of new strategic initiatives, which will be explored in more

detail in the relevant sections, in order to further strengthen its approach.

## ENVIRONMENT

The measurement of the company's **Carbon Footprint** has been completed, analysing data from 2023 in accordance with the **UNI EN ISO 14064-1** standard. This process of quantifying greenhouse gas emissions is the first fundamental step in defining effective and measurable reduction targets. Furthermore, in order to improve the company's energy performance, an **Energy Management System (EMS)** has been implemented in accordance with the **UNI CEI EN ISO 50001:2018** standard.

## SOCIAL

The company has begun the process to adopt the management system for **gender equality** in line with **UNI/PdR 125:2022**. The goal is to consolidate a corporate culture based on fairness, celebrating diversity and ensuring equal opportunities at all levels of the organisation.

# Materiality analysis

GRI 3-1 | GRI 3-2

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

This decision reflects Ecosistem's desire to maintain its focus on areas that are relevant to its long-term performance and the creation of shared value. The company's focus on these issues is testament to its readiness to address emerging challenges and opportunities in line with the expectations of its stakeholders.

Ecosistem has constantly monitored the issues identified, assigning each of them a high level of relevance to emphasise their strategic importance. The assignment of a high score to all material topics highlights how Ecosistem **is aware of the complexity and interconnection of sustainability challenges**. The company is committed to a holistic approach and does not limit itself to addressing individual aspects, recognising the contribution of each issue to the long-term success of the business.














In line with the previous year, the materiality analysis process involved the internal management team and technical managers, and was divided into several phases:


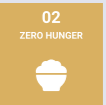












- **Stakeholder mapping:** identifying and understanding the expectations and priorities of key stakeholder groups;
- **Sector benchmarking:** evaluation of the most relevant ESG topics for the relevant sector;

- **Analysis and use of ESG standards:** making reference to international standards and guidelines for assessing corporate performance in terms of sustainability;
- **Internal consultation:** interviews with management and technical managers to analyse how the business is managed;
- **Assessment and prioritisation:** assigning a degree of importance to each topic in order to establish priorities and actions.

Over the past few years, the management team, supported by department representatives and external consultants, has analysed ESG issues relevant to the sector and identified 14 **ESG issues** that are strategic for its business.

When identifying the ESG issues, the analysis also considered how each topic relates to the Sustainable Development Goals (SDGs) defined under the United Nations 2030 Agenda. By committing to act on these issues, the Group is seeking to contribute to the achievement of global sustainability targets. The correlation was established by analysing the GRI indicators and the defined targets, reconciling the SDGs and the targets according to the "Linking the SDGs and the GRI Standards" framework.

TOPIC	DESCRIPTION	SDGS
<b>Circular economy</b>	Develop new solutions to extend the life cycle of products involving sharing, lending, reusing, repairing, reconditioning and recycling of materials. The search for new solutions must be aimed at optimising the use of products, minimising the production of waste and scrap, to reduce environmental impact and the exploitation of virgin resources.	 
<b>Waste management</b>	Conscientious management of hazardous and non-hazardous waste related to the company's business activities, promotion of conscious management methods and practices such as: reuse, sorting and recycling of waste and scrap produced.	 
<b>Water resource management</b>	Responsible water management, recognising it as a primary resource prone to scarcity that needs to be protected through mechanisms to monitor and reduce consumption by core and ancillary business activities.	 
<b>Air emissions and climate change</b>	The analysis of carbon emissions produced by the company's activities; strengthening awareness of its environmental footprint and the definition of actions to adapt and/or mitigate atmospheric emissions from company activities.	  
<b>Energy and energy efficiency</b>	Implementing monitoring policies and efficiently managing energy consumption to achieve direct benefits and to counter Global Warming. Use of energy from renewable sources (green certificates, photovoltaic plants, etc.). Initiatives, activities and policies are adopted with the aim of reducing energy consumption.	   

Topic	DESCRIPTION	SDGs
<b>Relationship with the region and local communities</b>	Establishing a climate of dialogue, collaboration and engagement with local communities. Ensuring value creation and the development of local communities by prioritising procurement.	   
<b>Occupational health and safety</b>	Creation of a safety culture and promoting it through the involvement of all operators, and implementation of systemic monitoring to provide an overview of the different health and safety aspects.	  
<b>Training and skills development</b>	Definition of development and training activities aimed at enhancing the technical, managerial and organisational skills of employees and consolidating the professionalism required by the role covered; policies and systems, career development and talent attraction.	   
<b>Employee welfare and well-being</b>	Promoting a welcoming, stimulating and positive working environment that protects mental and physical health, providing welfare programmes for employees, and ensuring working conditions that guarantee full respect of the right to health and the protection of well-being.	  

# Stakeholders and stakeholder engagement

GRI 2-29

**Stakeholders** are individuals or groups with whom the company establishes and maintains relationships during its development.

















Ecosistem has always paid close attention to the needs and expectations of its stakeholders. The company promotes constructive and ongoing dialogue with all of its stakeholders, from employees to shareholders, suppliers to customers, with the aim of ensuring responsible and transparent management of relationships and creating shared value in the long term.

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

- **Understand stakeholder expectations, interests, and assessments:** gaining a more comprehensive view of the needs and priorities that drive stakeholder behaviour;
- **Set more conscious goals:** incorporating stakeholder expectations into the target-setting process, increasing the likelihood of setting realistic, shared and achievable goals, ensuring that the company operates in a manner consistent with stakeholder expectations;
- **Facilitating decision-making:** actively involving stakeholders in the decision-making process, obtaining different

perspectives and points of view from them in order to enrich the discussion and thus lead to more informed and considered decisions. This collaborative approach promotes transparency and accountability, strengthening stakeholder trust in the company.

In the previous reporting period, in addition to mapping the main stakeholders and confirming the methods of engagement defined in the previous year, **the company strengthened its stakeholder engagement strategy** by defining interests and frequency of interaction. Having such a detailed overview allows the company to optimise its communication strategies, creating solid and lasting relationships with key stakeholders.

Topic	DESCRIPTION	SDGs
<b>Supply chain management</b>	Assess the social and environmental impact of suppliers along the supply chain with the aim of spreading a culture of sustainability through the supply chain.	   
<b>Innovation, Research and Development</b>	Implementation of activities and policies related to technological innovation and R&D activities aimed at the continuous improvement of processes and products/services, with particular attention to the reduction of socio-environmental impacts.	  
<b>Prevention of corruption</b>	Commitment to combating corruption, both active and passive, through the implementation of policies, procedures and mechanisms for reporting potential irregularities or unlawful conduct and specific training activities on the subject.	
<b>Service quality and value creation for users and the community</b>	Maximising the degree of satisfaction of the customers served in order to fully meet their expectations and needs and build lasting and stable relationships over time through listening, involvement and sharing with a view to continuous improvement.	   
<b>Ethics and Transparency</b>	Pursuing values of ethics, integrity and transparency in business activities: from the adoption of policies to procedures to support compliance with applicable laws and any specific regulations; adherence to national and international principles and guidelines that consider social and environmental responsibility.	   

## The stakeholder map



STAKEHOLDER	METHODS OF ENGAGEMENT	FREQUENCY	OBJECTIVE
Shareholders	Shareholders' Meeting	Quarterly/six-monthly	Presentation of company accounts; Approval of annual financial statements and interim data.
Banks	Dedicated meetings; reports; corporate governance; institutional website; press communications; ESG rating questionnaire; internal communications via newsletters; internal communications via display stands.	Monthly, quarterly and yearly.	The bank should play a key role as a strategic partner in defining and developing objectives.
Insurance companies	Dedicated meetings; institutional website, press communications.	Monthly, quarterly and yearly.	The insurance company should play a key role as a strategic partner in defining and developing objectives.
Employees	Internal communication tools; internal and external events dedicated to employees.	Daily, weekly, monthly, yearly.	Informing human resources about the main news and activities concerning the company; corporate wellbeing.

STAKEHOLDER	METHODS OF ENGAGEMENT	FREQUENCY	OBJECTIVE
Collaborators	Dedicated meetings.	Monthly, weekly.	Building loyalty among collaborators as if they were company employees.
Future generations	Dedicated meetings; open days; conferences with schools and institutions.	Monthly.	Making business activities transparent in order to highlight the value that the business creates for the environment in which it operates.
Trade Associations	Dedicated meetings; surveys.	Annual.	Bringing the company's strengths to the attention of the trade association in order to gain greater attention from those in government roles regarding the company's significant impact.
Trade unions Trade Unions	Dedicated meetings; surveys.	Annual.	Bringing all actions dedicated to improving workers' condition and updating corporate welfare to the attention of trade unions.
Suppliers Energy, industry, environment	Industry meetings; audits; partnerships; conferences; surveys; questionnaires; certification process.	Periodical, daily.	Building loyalty with suppliers in order to make them an internal player in the process.
Customers Citizens and Public Administration	Specific meetings; institutional communications; periodic checks; investigations.	Six-monthly or yearly.	Publishing transparent documents and information.
Community and region	Communications; press releases and interviews; meetings and conferences at regional and municipal offices; open days and school-work meetings.	Six-monthly or yearly.	Improving the link between the company and the local area to highlight the positive contribution of a company that does not consume resources but generates value.
Schools, universities and research centres	Open days and school-work meetings; internships and work placements; calls for applications and co-funded research projects.	Six-monthly or yearly.	Raising awareness and bringing young people closer to the world of the circular economy; implementing the school-work programme; discovering new activities and processes for recovery, recycling and end-of-waste reuse.
Means of communication	Periodic publication of events; conferences and interviews; daily newsletter.		Communicating and raising awareness of values; promoting the business.

# Ecosystem's Governance

03



# Highlights



**€ 85,725,516**

REVENUES FROM SALES AND SERVICES  
(+23% compared to 2023)



**€ 8,130,103**

PROFIT  
(+52.4% compared to 2023)



**€ 89,699,223**

PRODUCTION VALUE  
(+23% compared to 2023)



**€ 86,879,110**

ECONOMIC VALUE GENERATED  
(+31.5% compared to 2023)



**€ 44,495,080**

SHAREHOLDERS' EQUITY  
(+12% compared to 2023)



**€ 16,157,543**

BUDGET SPENT ON LOCAL SUPPLIERS



CERTIFICATIONS

**UNI EN ISO 37001:2016**  
**UNI EN ISO 9001:2015**

# Our organisational structure

GRI 2-9 | GRI 405-1

Ecosistem is structured according to a traditional governance model, based on principles of separation of duties, clarity of roles and transparency in management.

## Scenario in 2024

As at 31 December 2024, Ecosistem S.r.l. is a limited liability company. Management of the business is entrusted to a **Board of Directors (BoD)**, which is responsible for defining and implementing the company's objectives. **The company structure** is organised as follows:

- 50% owned by **T&C S.r.l.**
- 50% owned by **ECO A S.r.l. Sole proprietorship**

The average age of the members of the Board of Directors is around 50. Oversight on compliance with the law and the Articles of Association is entrusted to the **Board of Statutory Auditors**.

## Evolution in 2025

As of 2025, Ecosistem S.r.l. will become part of the **Suez Group**, a leading French multinational company in environmental services and integrated water cycle management.

This acquisition radically redefines the ownership structure: the **share capital, amounting to €1,000,000**, fully subscribed and paid up, is now **100% owned by the sole shareholder GRUPPO ECOSISTEM S.r.l.** (part of the larger Suez structure).

Ecosistem's organisational model maintains its traditional approach, with management entrusted to an **administrative body**, with the average age of its members unchanged from the previous year. Compliance with the law and the Articles of Association continues to be monitored by the **Board of Statutory Auditors**. As a further guarantee of transparency and compliance, **accounting control is entrusted to Ernest & Young S.p.A.**, a leading auditing firm in the sector.

This evolution reflects the company's growth strategy, which aims to integrate the business into an international context while maintaining the principles of operational efficiency and management transparency.

# Sustainability Governance:

## the Gender Equality Steering Committee

Confirming its strategic commitment to ESG issues, in 2024 Ecosistem established a governance body dedicated to the implementation and monitoring of inclusion and gender equality policies, in accordance with the practice **UNI/PdR 125:2022**.

The **Gender Equality Steering Committee** has been established with the task of developing and implementing the principles expressed in the Company Policy, ensuring an inclusive and equally represented working environment.

The Committee is a strategic body that operates across all corporate functions and is composed as follows:

- Salvatore Mazzotta  
*Chair of the Board of Directors*  
His participation ensures the full **commitment of management and high-level strategic supervision**, ensuring that the **principles of gender equality are integrated into the company's overall vision and objectives**;
- Claudio Rattà  
*Head of Human Resources*  
With his direct experience in personnel management, the Head

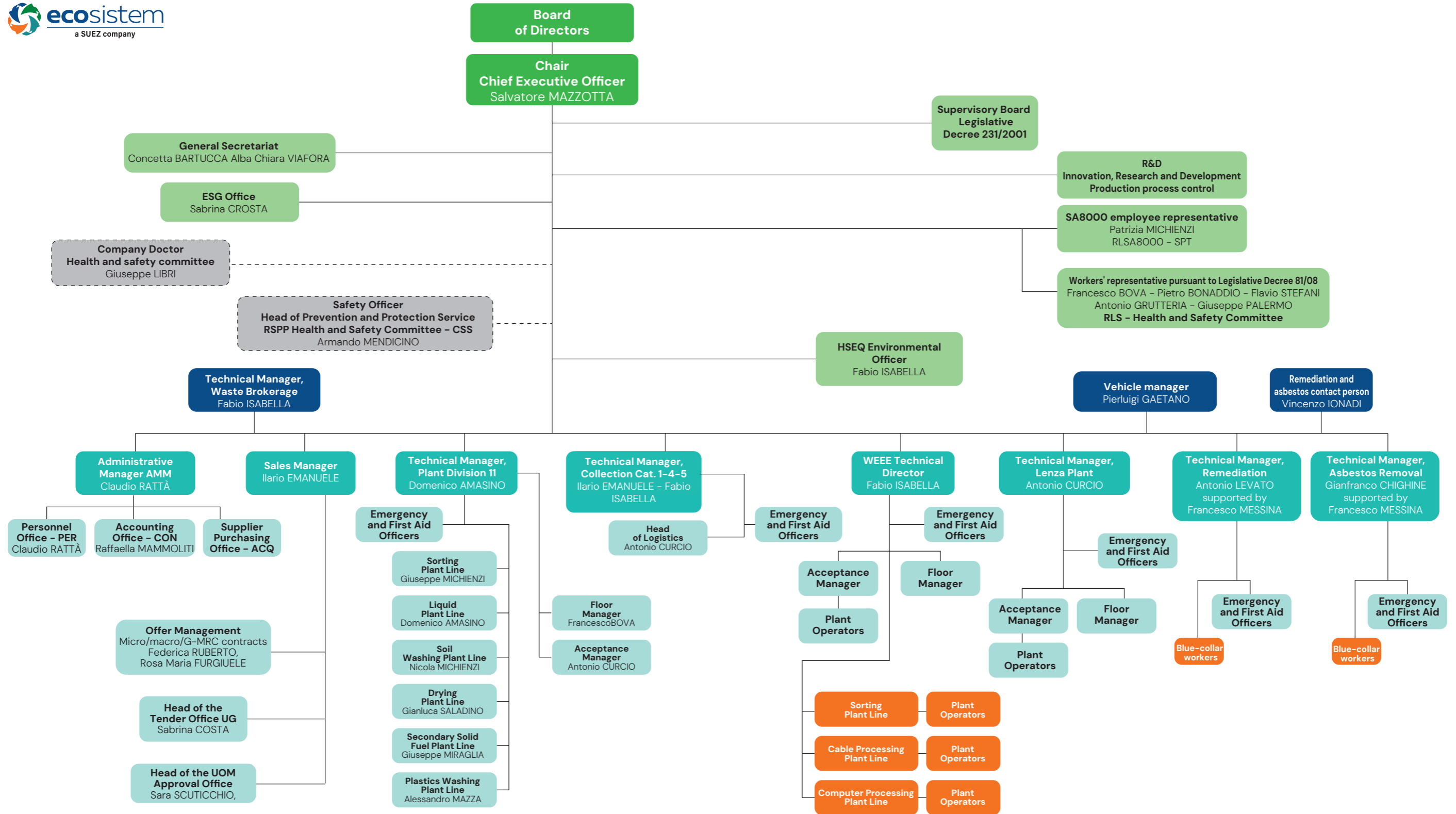
of HR is responsible for ensuring the **implementation of gender equality policies** in daily recruitment, training, development and assessment practices, promoting a discrimination-free working environment.

- Fabio Isabella  
*Quality Management System Manager (RSGQ)*  
His role is crucial for the **continuous monitoring and compliance with the standard**. The RSGQ measures progress through key performance indicators (KPIs), ensuring the maintenance and continuous improvement of the gender equality management system.

Through the work of the Committee, Ecosistem is committed not only to meeting but exceeding the required standards, valuing diversity as an enabler of innovation and growth. The Steering Committee is the driving force that ensures that the Diversity & Inclusion Policy translates into concrete, measurable and tangible actions, guaranteeing constant monitoring of gender equality issues at all levels of the organisation.



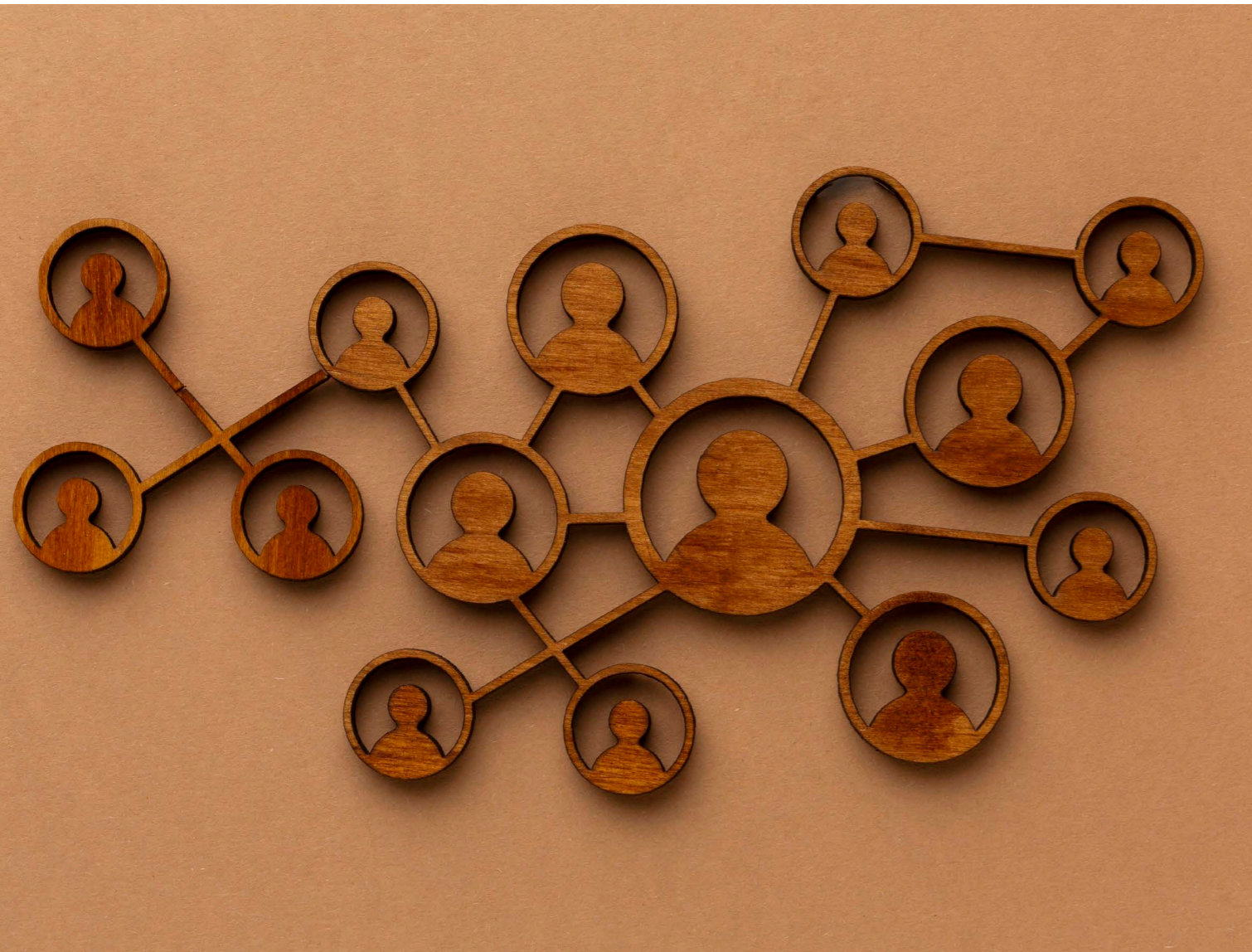
The company organisation chart (ref. Year 2024):



# Participation and membership

GRI 2-28

Ecosistem is characterised by its experience in the sector and its commitment to supporting and protecting the interests of the companies operating within it. This commitment is reflected in the company's active participation in the main trade associations, with the aim of contributing to the evolution of the sector and the dissemination of management practices that consider environmental and social issues.



The company belongs to the following organisations, among others:



**Anco**, the National Association of Consortium Concessionaires, brings together companies operating in the recovery of specific types of waste, including used oils, used batteries (as CONOU concessionaires), used vegetable oils (CONOE agents), electrical and electronic waste, and other categories of recoverable materials.



**Unirima**, the National Union of Waste Recovery and Recycling Companies, is an association representing companies active in the paper and cardboard recovery and recycling sector, promoting the optimisation of secondary raw materials and the development of the circular economy.



**A.I.R.E.C.**, the Italian Association for Energy Recovery from Secondary Solid Fuels (CSS), brings together and represents some of the most important producers of CSS from urban and special waste in Italy.



**IPPR**, the Institute for the Promotion of Recycled Plastics, promotes research, training and the dissemination of a culture of plastic recovery and recycling, encouraging the use of recycled materials with a view to a circular economy.



**Confindustria Calabria**, represents and protects the interests of industrial companies in the Calabria region.  
**Confindustria Catanzaro**, represents and protects the interests of industrial companies in the province of Catanzaro.

Membership of these associations enables the company to stay up to date with industry trends and developments and to collab-

orate with other players in order to tackle common challenges.

# Ethics, integrity and regulatory compliance

In the complex and sensitive field of waste management, Ecosistem adopts an approach based on regulatory compliance and operational integrity at every stage of its business.

Aware of the challenges and specific characteristics of the sector, the company considers compliance with laws and regulations to be an essential principle of its operations.

“  
**Day after day, we respect our customers and protect your values.**  
 ”

## The Organisation and Control Model

Acting in full compliance with laws and regulations is of paramount importance, especially in the waste sector. For this reason, Ecosistem has adopted an **Organisational and Control Model** (MOG) based on the provisions of Legislative Decree 231 of 2001, in order to prevent unlawful conduct by its directors, employees, and collaborators subject to management or control by the Company. The MOG is a tool that aims to raise awareness among all those who act on behalf of the company, encouraging them to behave correctly and prevent the offences covered by the Decree in order to pursue the following objectives:

- Raise awareness among those working for the company in areas at risk

regarding the possibility of committing offences that may result in criminal and administrative penalties;

- Reiterate that unlawful conduct is strongly condemned by the company, even if it appears to bring advantages, as it is in conflict not only with the law but also with the company's Code of Ethics;
- Enable the company to intervene quickly by monitoring areas at risk in order to prevent or combat crime.

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

## The Code of Ethics

Ecosistem conducts its business in full **compliance with the principles, values and rules of conduct contained in the company's Code of Ethics** and recognises the importance of ethical and social responsibility towards its stakeholders. The Code of Ethics is an integral part of its Organisation, Management and Control Model and establishes the company's fundamental principles, including:

- **Confidentiality and protection of privacy:** the company protects the information and personal data in its possession, guaranteeing maximum confidentiality and security during data processing. Employees are required not to use confidential information acquired in the course of their work and not to seek private data except in compliance with current privacy legislation;
- **Customer relations:** Customer relations are based on principles of courtesy, fairness, transparency, responsibility and cooperation. Ecosistem promotes relationships based on mutual trust and requires its customers to behave in accordance with the same principles;
- **Grants, sponsorships and gifts:** every initiative relating to grants and sponsorships is governed by a written contract that defines the conditions agreed between the parties. Sponsorships are directed towards valuable cultural, social or charitable

initiatives in areas such as the environment, sport, entertainment, art and solidarity;

- **Safety, hygiene and environmental protection:** the company is committed to ensuring high standards of safety, hygiene and environmental protection, promoting a culture of prevention and safety among its employees. Continuous training and risk awareness help to maintain healthy workplaces that comply with relevant regulations.

# Anti-corruption and regulatory compliance

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

Ecosistem is committed to preventing and combating all forms of corruption, bribery, extortion and improper advantages, and to complying with all applicable laws relating to these issues. In this context, the company has formalised an **Anti-Corruption Policy** which provides for the full implementation of the Corruption Prevention Management System in accordance with the **UNI ISO 37001:2016** standard.



As in the previous financial year, in 2024 there were no significant instances of non-compliance with laws and/or regulations in economic, environmental and social matters. No monetary or non-monetary sanctions, including restrictions imposed by governments, regulatory authorities or public bodies on the organisation's operations or activities, were received.

Similarly, as at the date of this Sustainability Report, there are no outstanding disputes.

Finally, there were no cases of violation of customer privacy or discrimination in the reporting period.

Ecosistem's commitment was recognised in 2021 with the award of a legality rating, which attests to the company's compliance with high standards of legality. In addition to this, the company has entered into the following protocols with the aim of implementing its commitment to combating corruption and promoting the use and dissemination of sound legal practices:

- Confindustria protocol of Catanzaro dated 10 May 2010 and subsequent amendments and additions;
- legality protocol signed at the Prefecture of Caltanissetta on 10/07/2007;
- legality protocol signed at the Prefecture of Crotona on 10/05/2010;
- legality protocol signed at the Prefecture of Catanzaro on 19/05/2015.



In 2023, Ecosistem received an important recognition from the Cassa Edile (Construction Fund) of Catanzaro, Crotona and Vibo Valentia: the "Bollino Cassa Edile Awards 2023".

## Press release from the Cassa Edile

"The recognition you have received is a token of gratitude from the bilateral system and the Construction Fund of Catanzaro, Crotona and Vibo Valentia, which highlighted your virtuous behaviour. The aim of this prestigious award is to recognise companies that combat unfair competition by distinguishing themselves through their compliance with rules and national collective agreements."

The "Bollino Cassa Edile Awards 2023" is a prestigious award given to economic operators who, through the timely and consistent application of industry regulations, combat unfair competition and highlight the contribution of workers in achieving company objectives.

# Economic value generated and distributed based on economic results

GRI 201-1 | GRI 201-4

In 2024, Ecosistem recorded strong economic performance, with a **increase in revenues of 23%** (€85,725,516) compared to the result achieved in 2023 (€69,948,659), confirming the positive trend of recent years. The financial statements closed with a **profit for the year of €8,130,104, confirming the company's remarkable profitability and efficient management.**

ECONOMIC DATA (EURO)	2022	2023	2024
Value of production	€ 56,708,412	€ 72,843,444	€ 89,699,224
Net profit	€ 7,020,898	€ 5,335,653	€ 8,130,104

Given the rapid expansion of the sector, Ecosistem operates in a favourable environment, benefiting from recently introduced European and national development policies. The sector has seen significant investment in research and development, aimed at creating more efficient and precise technologies and machinery capable of optimising production processes and reducing energy consumption. Ecosistem acts in accordance with its economic responsibility towards all stakeholders with whom it interacts, always operating in line with current laws and regulations. For the company, creating value for stakeholders also means achieving positive economic results.

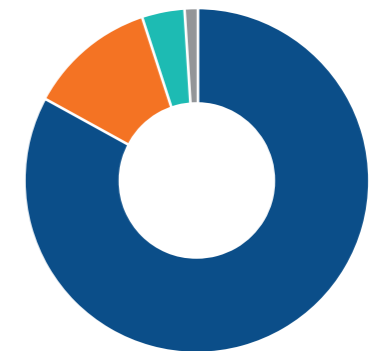
The table below shows the value generated and distributed, calculated on the basis of the income statement for the reference period. The aim is to provide a clear overview of the economic value generated directly by the company and how this is redistributed among internal and external stakeholders.

The **economic value generated** refers to the value of production, which includes net revenues from the provision of services and other revenues and income; In 2024, Ecosistem generated an economic value of **€86,879,110**, an increase of approximately 24% compared to 2023 (€70,212,331).

The **distributed economic value** includes costs, reclassified by stakeholder category, and any dividends distributed during the year. In 2024, it amounted to €76,642,993, an increase compared to the previous financial year (€58,297,252). The main categories of stakeholders involved are Suppliers (82.6%), Human Resources (11.3%) and Public Administration (4.3%).

**Retained economic value** is the portion of the economic value generated that is not distributed to stakeholders but remains within the organisation and can be used to reinvest in the business, cover depreciation or build up reserves. It is calculated by subtracting the distributed economic value from the generated economic value. In 2024, the **total amount retained was €12,509,600.**

Economic value distributed – 202



- 83% – Suppliers
- 12% – Human resources
- 4% – Public Administration
- 1% – Banks and other lenders

Direct economic value generated and distributed	2022	2023	2024
<b>Generated and received economic value</b>	<b>59,709,889</b>	<b>71,726,331</b>	<b>86,879,110</b>
Generated economic value	58,027,730	70,212,218	86,879,110
Received economic value	1,682,160	1,514,113	2,273,424
<b>Distributed economic value</b>	<b>47,672,757</b>	<b>58,297,252</b>	<b>76,642,933</b>
Suppliers	38,371,367	47,804,714	63,293,239
Directors and Statutory Auditors	222,052	47,675	361,276
Human resources	6,093,400	6,569,648	8,664,615
Banks and other lenders	556,391	1,233,226	810,131
Public Administration	2,379,857	2,607,804	3,308,417
Local community	49,690	34,180	205,254
<b>Economic value retained</b>	<b>12,037,133</b>	<b>13,429,079</b>	<b>12,509,600</b>

# Customer-centric approach: quality and satisfaction

Ecosistem aims to guarantee the highest quality and safety for both its products and services. To do this, it has adopted an **Integrated Quality, Environment and Safety Policy**, thereby ensuring attention to every stage of the production process in order to guarantee the best results for the company, its stakeholders and the communities involved.

## Beyond performance: Ecosistem's primary objectives

Ecosistem's management is actively committed to continuously improving the business' performance, integrating product quality, health and safety, and environmental protection objectives into its management practices.

The primary objectives include:

1. Punctuality, efficiency and courtesy in the performance of the service;

2. Individual customer care with satisfaction of individual requests and expectations;
3. First-level telephone technical support;
4. Continuous technical refresher training for personnel (through internal and external training courses) and adequacy of logistical tools and equipment.



# The supply chain: an essential aspect of business

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

Ecosistem's commitment extends throughout the entire supply chain, recognising the strategic importance of business partners in the responsible management of company activities. The company promotes relationships based on transparency, reliability and compliance with regulations, with the aim of creating value over time together with its suppliers.

In this context, Ecosistem focuses on collaborations that promote the development of practices that are mindful of environmental, social and economic aspects. The selection and evaluation of suppliers is therefore a central element of the business model and a determining factor in achieving corporate objectives. The evaluation includes:

- Enrolment on the white list;
- Absence of proceedings for breaches of workplace safety;
- Support for local communities.

## Ethical and compliance aspects

- Adoption of the 231 Model and the Code of Ethics;
- Possession of the main certifications, including UNI EN ISO 9001 and 14001.

## Ecosistem's suppliers

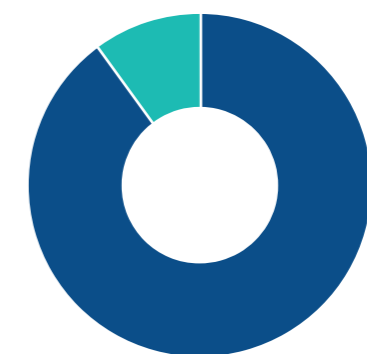
Ecosistem's supply chain consists mainly of service providers (90%) and suppliers of goods and raw materials (10%).

## Environmental aspects

- Reduction in the consumption of non-renewable raw materials;
- Use of low-energy-impact machinery and equipment;
- Use of renewable energy sources for the production of motive power.

## Social aspects

- All workers legally and regularly employed;
- Employment of foreign workers with valid work permits;
- Absence of disputes regarding liability in the supply chain;



- 90% - Service providers
- 10% - Raw material suppliers

# Research, development and innovation: partnerships and projects

In total, for 2024, **spending on suppliers** amounted to **€64,764,835**; this represents an increase of approximately 26% compared to the previous year. Purchases from **local suppliers** accounted for **25%** of total purchases and amounted

to €16,157,543. This figure is also up on 2023, with purchases from local suppliers increasing by 38%. Suppliers based in the same region as the company (i.e. the **region of Calabria**) are considered "local".

Expenditure on procurement	2022		2023		2024	
	Amount (€)	%	Amount (€)	%	Amount (€)	%
<b>Total supplier expenditure</b>	39,725,044	100%	51,578,031	100%	64,764,835	100%
<b>Budget spent on local suppliers*</b>	7,384,283	19%	11,686,937	23%	16,157,543	25%

In a context of growing attention to environmental issues and technological innovation, Research and Development (R&D) represents a strategic pillar for Ecosistem.

The company constantly invests in **Research and Development activities**, with the aim of improving process efficiency and promoting production models consistent with the principles of the circular economy. In 2024, R&D costs amounted to **€245,443**.

Innovation at Ecosistem is achieved through strategic partnerships with research institutions and internal development projects.

Over the years, the company has consolidated important relationships with the academic and research world to accelerate technological progress.

- **NET-RECYCLING Industrial Research Project:** a wide-ranging initiative, with a total value of approximately €12.4 million, in which Ecosistem collaborates with leading partners such as **Econet, the Italian National Research Council and the University of Calabria (UniCal)**. The project focuses on three strategic areas:

- ◊ **ECOBAT:** recovery of lithium and precious metals from end-of-life batteries;
- ◊ **NEURRCO:** application of artificial intelligence systems to optimise waste treatment processes;

- ◊ **R-Sand:** recovery of inert materials from demolition and construction waste.

- **PhD in Circular Economy:** in 2023, Ecosistem signed an agreement with the **University of Calabria** to co-fund a scholarship for a PhD in Business and Legal Sciences. This collaboration aims to explore the regulatory aspects of the circular economy and promote local talent, bringing the worlds of industry and research closer together.

## Internal Development Projects

In addition to external partnerships, Ecosistem independently carries out research projects focused on the emerging challenges for ecological transition:

- Recovery of materials from **photovoltaic panels** that are no longer in use;
- Recovery of materials from **wind turbine blades** at the end of their life;
- Development of systems for the production of **green hydrogen** through electrolysis and metal powder oxidation.

These projects confirm Ecosistem's commitment to directing research towards solutions capable of responding to the needs of the sector and the environmental challenges of the coming years.

# Management systems and certifications

Management systems represent a set of rules and procedures, defined by internationally recognised standards, which organisations can adopt on a voluntary basis to effectively manage their processes and achieve specific objectives. The adoption of such systems, and subsequent certification by an independent third party, not only improves internal efficiency, but also communicates to the market a strong commitment to quality, environmental and social sustainability, safety and ethics.



## Ecosystem has obtained the following certifications:



### QUALITY MANAGEMENT SYSTEM

UNI EN ISO 9001:2015

This certification attests to Ecosystem's ability to consistently provide products and services that meet customer requirements and applicable regulatory requirements. The adoption of this standard demonstrates the company's commitment to process optimisation, operational efficiency and continuous improvement, with the ultimate goal of increasing the trust and satisfaction of its business partners.



### QUALITY MANAGEMENT SYSTEM

UNI EN ISO 9001:2015

Through this certification, Ecosystem demonstrates that it actively manages its environmental responsibilities in a systematic manner. The company is committed to preventing pollution, complying with environmental regulations and constantly improving its performance, reducing the impact of its activities on the ecosystem and promoting a more careful and efficient business model.



### HEALTH AND SAFETY MANAGEMENT SYSTEM

UNI EN ISO 45001:2018

The health and safety of our employees and collaborators is a priority for Ecosystem. The ISO 45001 certification provides a framework for identifying risks, eliminating hazards and creating a safe and healthy working environment. This not only prevents work-related accidents and illnesses, but also improves staff well-being and motivation.



### ENERGY MANAGEMENT SYSTEM

UNI EN ISO 5001:2018

With this certification, Ecosystem is committed to a more rational and efficient use of energy. The management system is used to monitor consumption, identify savings opportunities and improve energy performance.



**GHG EMISSION QUANTIFICATION AND REPORTING**

UNI EN ISO 14064:2019

This certification demonstrates Ecosistem's transparent and rigorous approach to measuring its carbon footprint. The GHG emissions inventory is the fundamental starting point for defining effective decarbonisation strategies and credibly communicating the company's commitment to combating climate change.



**ANTI-CORRUPTION MANAGEMENT SYSTEM**

UNI EN ISO 37001:2016

Ecosistem adopts a zero-tolerance approach to corruption. The ISO 37001 certification attests to the implementation of a management system aimed at preventing, detecting and combating corruption, promoting a corporate culture based on integrity, ethics and transparency in all its operations.



**SOCIAL RESPONSIBILITY MANAGEMENT SYSTEM**

SA 8000

This certification highlights Ecosistem's strong ethical and social commitment. The SA 8000 standard guarantees respect for human and workers' rights, the rejection of any form of forced or child labour, and the promotion of fair and safe working conditions throughout the supply chain.



**GENDER EQUALITY MANAGEMENT SYSTEM**

UNI/PdR 125:2022

By adopting this reference practice, Ecosistem is making a concrete commitment to promoting an inclusive workplace and ensuring gender equality. The company uses specific indicators to measure and improve equal career opportunities, pay equity and the well-being of all employees, celebrating diversity as a strategic element of growth.

**Other certifications:**

SDA	Certificate no.: 7208/57/01 Category OG12 Classification IV-bis for works and Iii-bis for design, issued by SOALAGH I, valid from 18/06/2020 to 17/06/2025
ESG	Issued by CERVED on 24/02/2023 with a score of 65/100
REG. EU 333/2011	No. 104267-2011-OTH-ITA-DNV issued by DNV GL BUSINESSAS-SURANCE ITALIA SRL in Vimercate (MB) valid from 14/10/2020 to 13/10/2026
REG. EU 715/2013	No. 159872-2014-E-ITA-DNV issued by DNV GL BUSINESSAS-SURANCE ITALIA SRL in Vimercate (MB) valid from 16/07/2020 to 15/07/2026
Certificate of Conformity of Factory Production Control EN 12620:2002 + AI:2008 and EN 13242:2002 + AI:2007	No. 2309/CPR/0241 issued by AJA Europe Srl Via delle Arti, 123 - 00054 Fiumicino (RM) from 20/09/2022 to 20/09/2024
Second life plastic ISO 14021 and UNI 10667	No. 005/2019 issued by Kiwa Cermet Italia Spa Via Cadriano 23 40057 Granarolo dell'Emilia (BO) until 10/06/2025

# Our approach to environmental sustainability

04



# Highlights



**7488 GJ**  
PHOTOVOLTAIC ELECTRICITY  
(+76% compared to 2023)



**228,599 tonnes**  
WASTE PROCESSED



**39 t CO<sub>2</sub> equivalent**  
EMISSIONS AVOIDED BY THE  
PHOTOVOLTAIC SYSTEM



**42,012 tonnes**  
SECONDARY RAW MATERIAL (SRM)  
PRODUCED



**4,977 t CO<sub>2</sub> equivalent**  
EMISSIONS GENERATED (Scope 1 and 2)



CERTIFICATIONS  
**UNI EN ISO 14001:2015**  
**UNI CEI EN ISO 50001:2018**

# Circular economy as an integral part of the Ecosystem model

Ecosistem's operating model is based on the principles of the circular economy, with the aim of optimising waste management through advanced industrial processes. The company is committed to reducing the amount of waste destined for final disposal and maximising material recovery by reintroducing it into production cycles.

The central element of this process consists of **transforming waste into secondary raw materials**. Ecosistem's processes are designed to treat a wide variety of materials, including: paper and cardboard, plastic packaging, agricultural sheeting and mulch, plastic and metal pipes, drums, fruit and vegetable crates, car bumpers and tanks, aluminium and steel from packaging, wood from packaging and furniture, iron, aluminium and copper from electrical and electronic equipment (WEEE), electrical cables, general scrap metal, sand and gravel from contaminated soil, road sweeping and sewer cleaning materials.

Through these operations, Ecosistem contributes to reducing the use of virgin resources and managing waste flows in a controlled manner.

To govern its processes and measure their impact, Ecosistem adopts certified management systems and recognised reporting standards.

In 2024, the company took two significant steps in this direction:

- **Climate Change Emissions Analysis:** The first study of the **Organisation's Carbon Footprint (CFO)** has been completed, based on data collected in 2023. This analysis provided a detailed mapping of direct and indirect greenhouse gas (GHG) emission sources, creating an essential baseline for defining and implementing an emissions reduction strategy.
- **Energy Efficiency:** an **Energy Management System compliant with ISO 50001** has been implemented and certified. This tool enables the structured monitoring of energy consumption, identification of areas for improvement, and planning of measures aimed at optimising the energy performance of plants and processes.

These new initiatives complement the established **Environmental Management System certified to ISO 14001**, which ensures a systematic approach to managing responsibilities and continuously improving the company's environmental performance.

# The core of our corporate activities: waste management

GRI 306-3

Ecosistem's core business is the collection, management and disposal of both hazardous and non-hazardous waste. To guarantee high levels of quality and safety, the company has a state-of-the-art analysis laboratory equipped with advanced instruments and technologies to perform in-depth tests and checks on various types of potentially polluting materials. It employs specialised professionals who are responsible for identifying the correct treatment for the incoming waste and constantly monitoring production processes, ensuring that the waste meets the final approval parameters.

Ecosistem holds the **Integrated Environmental Authorisation** and Single Authorisation issued by the Calabria Region, which allows it to manage authorised EWC waste in an optimal manner using the best available technologies.

The following tables show data relating to waste treated by Ecosistem in 2022-2024. The data presented were taken from the company's internal management systems and the relative Single Environmental Declaration Form (MUD).

In 2024, incoming waste to Ecosistem amounted to **228,598 tonnes (15.4% compared to 2023)**, of which 995 tonnes regarded hazardous waste and 227,604 tonnes regarded non-hazardous waste.

In order to provide as broad and accurate an overview as possible of the various types of waste treated, the table below shows the tonnes of waste received and treated by the company, broken down into

## macro-categories and classes relating to the EWC Code.

The macrocategory 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).

The categorisation into classes is based on the first two digits of the EWC Code, and the related categories are shown in the table below:

MACRO-CATEGORY	CLASS	CATEGORY	tonn 2022	tonn 2023	tonn 2024
WASTE THAT CAN BE IMMEDIATELY ASSOCIATED WITH THE SOURCE GENERATING THE WASTE	01	waste from prospecting, mining, quarrying, physical and chemical processing of minerals.	40	59	298
	02	waste from agriculture, horticulture, aquaculture, forestry, hunting and fishing food processing and preparation.	1,697	628	0
	03	waste from wood processing and the production of panels, furniture, pulp, paper and cardboard.	634	985	0
	04	waste from leather and textile processing.	164	258	6
	05	waste from oil refining, natural gas purification and pyrolytic treatment of coal.	0	0	0
	06	waste from industrial chemical processes.	273	1,063	0
	07	waste from organic chemical processes.	101	222	69
	08	waste from the manufacture, formulation, supply and use of coatings (paints, varnishes and glazes), adhesives, sealants and printing inks.	74	135	26
	09	waste	14	8	
	10	photographic industry waste	36	118	0
	11	waste from thermal processes	17	203	0
	12	waste from chemical surface treatment and coating of metals and other materials; non-ferrous hydrometallurgy.	49	40	7
OILS, SOLVENTS AND PACKAGING	13	waste from physical and mechanical surface treatment and processing of metals and plastics.	2,328	2,283	13
	14	spent oils and liquid fuel residues (except fuel oils and oils in Chapters 05, 12 and 19).	10	11	1
	15	solvents, refrigerants, waste propellants (except 07 and 08).	14,527	28,599	22,054
NOT SPECIFIED	16	packaging waste, absorbents, rags, filter materials and protective clothing (not otherwise specified).	65,023	18,172	29,858

MACRO-CATEGORY	CLASS	CATEGORY	tonn 2022	tonn 2023	tonn 2024
WASTE THAT CAN BE IMMEDIATELY ASSOCIATED WITH THE SOURCE GENERATING THE WASTE	17	waste not otherwise specified in the list.	19,062	21,335	19,362
	19	waste from construction and demolition operations (including soil from contaminated sites).	113,782	165,230	112,807
	20	waste from waste treatment plants, off-site wastewater treatment plants, as well as from the purification of water and its preparation for industrial use.	6,374	30,902	44,097
<b>TOTAL</b>			<b>224,207</b>	<b>270,269</b>	<b>228,598</b>

The following table shows the percentages of waste treated by the company and sent to internal treatment lines, where it undergoes subsequent **recovery** (plastic washing, multi-material sorting, sludge drying, stabilisation line pre-treatment, repackaging) or **disposal** (chemical-physical treatment of liquid waste, stabilisation, sorting of materials containing asbestos).

To provide as complete a picture as possible, the quantities of **secondary raw materials (SRM)** are also reported, i.e. materials produced from waste recovery activities and destined for the market. These include, for example, granules from the shredding, washing and granulation of low-density blow-moulded or injection-moulded plastic, polyethylene or polypropylene flakes, and recycled/artificial sand.

INDICATOR	2022	2023	2024
<b>Waste sent for disposal/incoming waste</b>	36.8%	18.3%	12.04
<b>SRM produced</b>	23,237 t	26,625 t	42,012 t

# Energy management

At Ecosistem, energy management is a crucial element for environmental protection. The company is committed to optimising consumption, reducing its emissions and promoting efficiency policies through a systematic and certified approach.

## The UNI CEI EN ISO 50001:2018 energy management system

Ecosistem's commitment to ever-increasing energy efficiency is formalised and guided by the **Energy Management System (EMS)**, which obtained **UNI CEI EN ISO 50001:2018** certification in 2024. This international standard provides a structured framework for managing the company's energy performance and promoting continuous improvement.

The system enables the company to:

- **Improve energy performance** by implementing measures aimed at reducing consumption and promoting efficient energy use in all company activities.
- **Identify and monitor significant energy consumption**, mapping areas of highest consumption in order to plan efficiency measures.
- **Define energy objectives and targets**, with specific and measurable targets relating to consumption and associated emissions.

- **Promote the purchase of energy-efficient products and services**, integrating efficiency criteria into procurement decisions.
- **Engage and raise awareness among staff** by disseminating best practices and strengthening the culture of energy efficiency.

# Energy consumption

GRI 302-1 | GRI 2-4

Ecosistem uses different energy vectors such as electricity, natural gas and diesel to carry out its business activities<sup>1</sup>.

In 2024, Ecosistem's total energy consumption increased by 13.9%, reaching **71,292 GJ<sup>2</sup>** compared to 62,569 GJ in 2023. This increase is mainly attributable to higher demand for electricity, supported by a significant increase in production from renewable sources.

A more detailed analysis of energy sources supports this trend:

### Electricity:

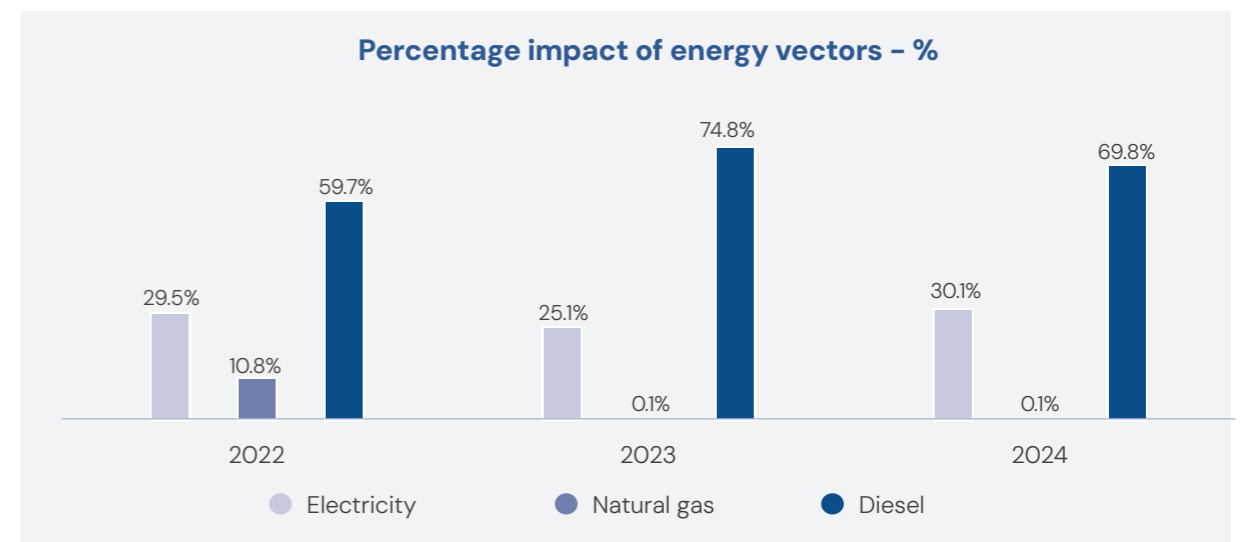
Total electricity demand grew substantially, rising from 15,709 GJ in 2023 to **21,472 GJ** in 2024 (+36.7%). The photovoltaic plant contributed significantly to meeting this increased demand, with production rising by

75.7% to reach **7,488 GJ**. Of this production, the share of **self-consumed energy grew by 81.6%**, rising from 2,866 GJ to **5,204 GJ**. The energy purchased from the grid amounted to 16,256 GJ.

### Diesel:

Diesel consumption increased by 6.4%, reaching 49,781 GJ. Although it remains the main source of energy, its share of the total mix has decreased from 74.8% to 69.8%, indicating a relative and partial transition towards electrification.

Gas consumption remains at residual levels, with only **38.9 GJ** consumed in the year, confirming the strategy of gradually phasing out this source.



<sup>1</sup> In 2024, the conversion and emission factors were updated.

<sup>2</sup> For further details, please refer to the chapter entitled "Reporting Package".

In conclusion, the increase in total consumption in 2024 is a direct consequence of growing energy demand, particularly for electricity. This growth has been strategically managed by increasing the company's capacity for self-production

from photovoltaic sources, demonstrating how the company is supporting its operational needs with a growing use of renewable energy.

# GHG emissions

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

Ecosistem is actively committed to protecting the environment through an integrated air, water and soil management system. The air is purified thanks to extraction and pollutant emission abatement systems, while the impermeable flooring, rainwater treatment and geomembrane on which the industrial warehouse stands protect the soil and water resources. Piezometers constantly monitor groundwater quality to prevent any form of pollution.

Ecosistem measures and monitors its greenhouse gas (GHG) emissions to assess the environmental impact of its activities. In 2024, referring to the year 2023, emissions were quantified on the basis of data from the **Organisational Carbon Footprint (CFO) study**. For the following year, the data for 2024 were processed using the **Energy Management System**, certified according to the **ISO 50001 standard**. To ensure full comparability across multiple years, the **emission**

**factors have been updated and applied retroactively** to data from previous years, thus ensuring consistency in the analysis.

The analysis is conducted considering **Scope 1** (direct emissions) and **Scope 2** (indirect emissions from purchased electricity).

In 2024, **Ecosistem's total emissions (Scope 1 + Scope 2)** stood at **4,977 tCO<sub>2</sub>eq<sup>3</sup>**, recording an increase of 10.2% compared to 4,516 tCO<sub>2</sub>eq, in 2023.

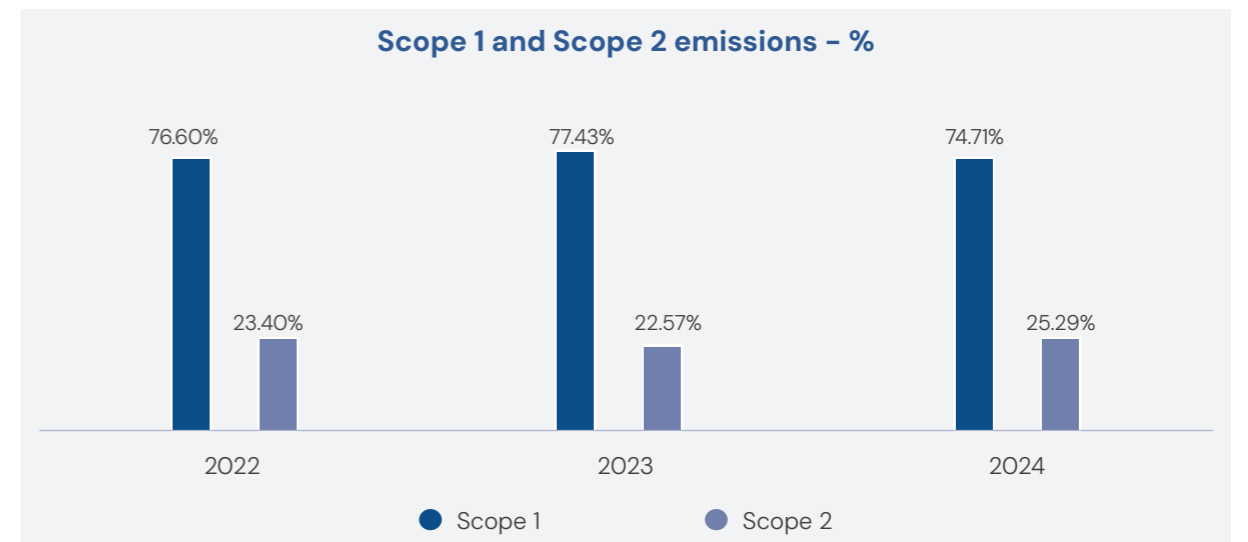
<sup>3</sup> For further details, please refer to the chapter entitled "Reporting Package".



An analysis of the individual components highlights the following trends:

**Scope 1 emissions:** represent **74.71% of the total** and derive mainly from the consumption of diesel and methane gas. In 2024, they reached 3,718 tCO<sub>2</sub>eq, an increase of 6.3% compared to the **3,497 tCO<sub>2</sub>eq** of the previous year.

**Scope 2 emissions:** indirect emissions linked to electricity consumption, which account for **25.29% of the total**. In 2024, these amounted to **1,259 tCO<sub>2</sub>eq**, marking a **significant increase of 23.6%** compared to 1,019 tCO<sub>2</sub>eq in 2023. This increase is directly related to the higher demand for electricity recorded during the year.



# Emissions reduction and efficiency indices

GRI 302-3

The installation of the photovoltaic system at Ecosistem has led to a significant reduction in CO<sub>2</sub> emissions, especially in 2024. The internal production of clean energy has enabled the company to reduce its dependence on fossil fuels, resulting in a **saving of 403 tonnes of CO<sub>2</sub>**.

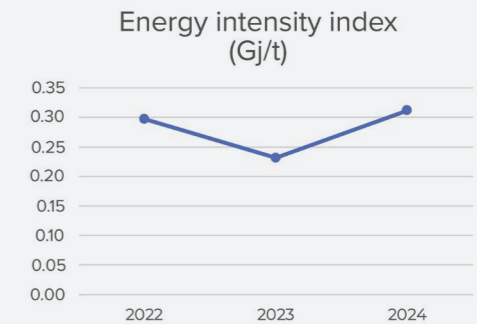
The environmental benefit extends beyond the company's boundaries: feeding excess energy produced by the plant into the grid has **prevented an additional 170 tonnes of CO<sub>2</sub> emissions**, actively contributing to the spread of clean energy.

To assess Ecosistem's energy efficiency and environmental impact in greater depth, energy intensity and emissions indices were calculated. These indices provide a more comprehensive view of the company's performance, relating energy consumption and CO<sub>2</sub> emissions to the amount of incoming waste.



## Energy intensity index:

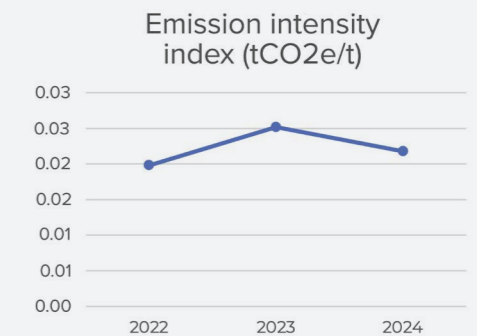
This indicates the average amount of energy consumed per unit of waste treated. A lower value indicates greater energy efficiency in the waste management process.



## Emission intensity index:

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

Calculating these indices enables Ecosistem to monitor and improve its environmental performance over time, identifying areas where energy consumption and CO<sub>2</sub> emissions can be further reduced.



Energy efficiency index	2021	2022	2023	2024
Energy consumption (GJ)	70,574	66,737	62,569	71,292
Total volume of waste (t)	168,487	224,207	270,269	228,598
<b>Energy intensity index (GJ/t)</b>	<b>0.42</b>	<b>0.30</b>	<b>0.23</b>	<b>0.31</b>

Emission intensity index	2021	2022	2023	2024
Scope 1 and 2 GHG Emissions – tCO <sub>2</sub> e	4,345	4,440	4,516	4,977
Total volume of waste (t)	168,487	224,207	179,303	228,598
<b>Emission intensity index (tCO<sub>2</sub>e/t)</b>	<b>0.03</b>	<b>0.02</b>	<b>0.03</b>	<b>0.02</b>

# Water efficiency and recirculation systems

GRI 305-1

Ecosistem adopts a careful and structured approach to water resource management, with the aim of reducing consumption and promoting reuse within its production processes.

All plants that use water in washing and/or cooling processes are equipped with purification systems that allow for its continuous recirculation.

In fact, the company has installed purification systems that link to the washing and regeneration of plastic waste and the washing of contaminated soil. This process goes beyond reuse as the water is

purified after each wash cycle to restore it before it is used again.

This model, known as a closed circuit, means only water required to restore the plant units to their minimum levels after physiological water losses through evaporation is used.

The water consumed by the company (17.6 megalitres in total) is divided into mains water and industrial water; consumption for the period 2022-2024 is shown in the table below:

	2022	2023	2024
Mains water	3.4	2.5	2.9
Industrial water	15.4	14.0	14.7
<b>Total water consumption in megalitres</b>	<b>18.8</b>	<b>16.5</b>	<b>17.6</b>



**People, region  
and community:  
commitment  
and policies**

05



# Highlights



**188**

EMPLOYEES AS AT 31.12.2024

**98%**  
FULL-TIME EMPLOYEES



**432**  
HOURS OF OCCUPATIONAL HEALTH  
AND SAFETY TRAINING



**44%**

FEMALE EMPLOYEES



**92%**

EMPLOYEES ON OPEN-ENDED CONTRACTS



CERTIFICATIONS  
**UNI EN ISO 45001:2018**  
**SA8000:2014**  
**UNI/PdR 125:2022**



# Development and wellbeing: a business created by people

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

Ecosistem promotes a growth model based on principles of fairness, inclusion and focus on people. The company considers the wellbeing of its employees and the promotion of diversity to be essential factors in fostering the development of a collaborative and innovative working environment.

## Diversity and inclusion

Ecosistem's commitment is formalised in a **Diversity and Inclusion (D&I) Policy**, which guides the company's strategies and operational practices. The policy is based on an integrated management system that complies with the guidelines of the **ISO 30415:2021** standard and the **UNI/PdR 125:2022** reference practice. By adopting an impartial approach, the company does not tolerate any form of discrimination, whether direct or indirect, based on gender, age, sexual orientation, disability, ethnic origin, nationality, political opinions or religious beliefs.

The company policy reaffirms its commitment to complying with the principles enshrined in international standards, including the 2030 Agenda for Sustainable Development, the United Nations Global Compact and the fundamental conventions of the International Labour Organisation (ILO).

To ensure the effective implementation of these principles, a participatory governance structure has been established.

**Social Performance Team:** composed of both employees and management representatives, its objective is to promote open dialogue between the parties, monitor the application of ethical and social standards, and promptly address any critical issues.

**D&I Committee:** a dedicated committee has been set up, comprising the General Manager, the Head of Human Resources and the Head of the Quality Management System (RSGQ), to actively monitor issues relating to diversity and gender equality.

This commitment was further strengthened in **January 2024** with the attainment of **UNI/PdR 125:2022** certification, which attests to the management system's compliance with gender equality requirements.

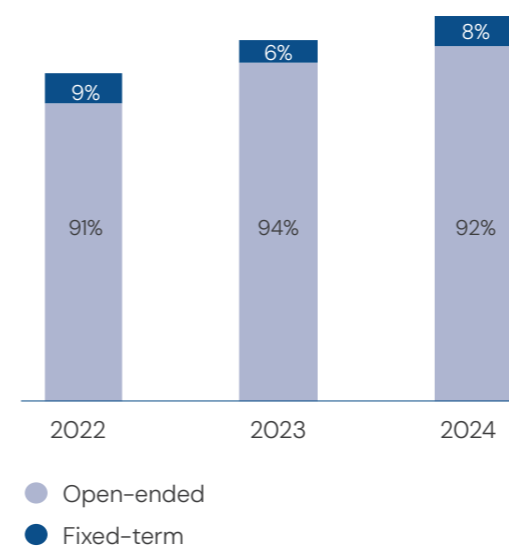
# The workforce: characteristics and composition

As at 31 December 2024, the company had **188 employees**, representing a **6.8% increase in staff** compared to last year (**176 in 2023**), all regularly employed under the **CISAL National Collective Agreement for Services, Environmental Hygiene, Private Construction and Freight Forwarding and Transport (CCNL)**.

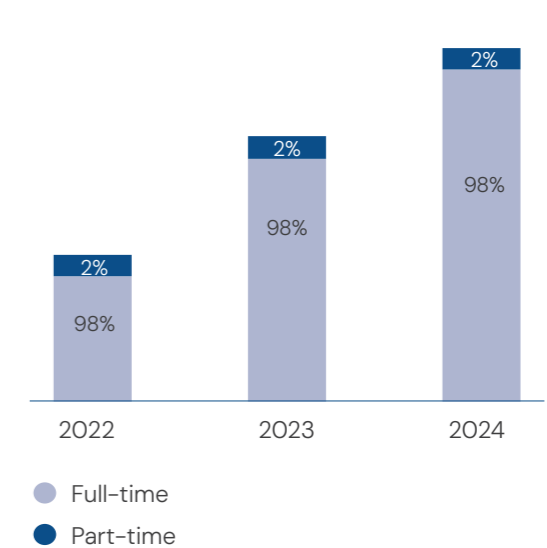
Ecosistem cares about its employees and aims to instil stability and trust,

which is why **almost all employees, approximately 92%, are employed on open-ended contracts**. Furthermore, **98% of staff are employed on a full-time basis**. The presence of part-time contracts in the company (3 in total, including 2 women and 1 man) is designed to offer flexibility and promote a positive work-life balance.

Employment stability



Employment types





# Training and new skills: optimising human capital

Ecosistem considers it essential that its employees feel valued, motivated and an integral part of the organisation. For this reason, **the company is committed to providing tools and opportunities for continuous training**, promoting the professional and personal development of each individual. The objective is not only individual growth, but also collective growth, as shared skills and knowledge generate value for the entire group. In this context, actively listening to employees plays a central role, allowing us to identify areas for improvement and potential opportunities to be developed.

The company promotes a comprehensive training programme that includes courses and refresher activities developed in collaboration with a team of industry experts, covering a wide range of skills, from soft skills to specialist technical skills in the waste management sector.

Employees who feels valued by their company will have greater personal and professional satisfaction, developing a stronger sense of belonging and a consequent propensity for collaboration.

Another aspect that should not be underestimated is collaboration and knowledge sharing among colleagues. Ecosistem encourages dialogue and

openness at every level of the company, creating spaces and opportunities for cohesion within the company which allow everyone to actively contribute to collective success.

In recent years, Ecosistem has developed an increasingly comprehensive training programme dedicated to the development of soft skills, digitalisation, communication and sustainability issues, with specific courses on sustainable innovation, renewable energy, eco-friendly packaging and impact finance.

In 2024, training activities focused mainly on participation in conferences, seminars and workshops, involving almost all office staff for a total of **235 hours**. Among the most significant initiatives, we would like to highlight our participation in the **WOBI – World Business Forum in Milan**, held on 13 and 14 November 2024.

Investment in training is a strategic pillar for Ecosistem. This commitment reflects the desire to promote a stimulating work environment, focused on professional and personal growth.

In line with the desire to promote local resources, **all of the company's employees come from the Calabria region**, where the company operates.

The workforce consists of **11 women and 177 men**. This ratio reflects the nature of a sector historically characterised by a strong male workforce.

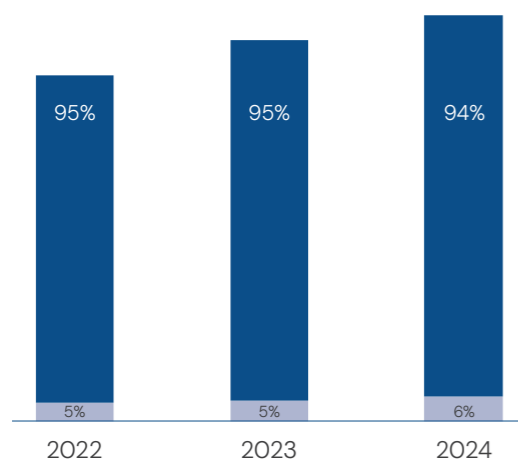
However, it should be noted that in clerical roles, **44% of employees are women**. The employment structure is dominated by blue-collar workers, who account for around 80% of the total workforce.

To actively address gender imbalance, the company's Articles of Association were revised in 2023 and specific policies were adopted to promote a workplace with equal opportunities for all, as formalised in the D&I Policy.

In 2024, in accordance with Law 68/99, the workforce includes **7 employees belonging to protected categories**. Of these, two hold white-collar positions and five work as blue-collar workers.

The company's commitment also extends to the supply chain, favouring commercial relationships with partners who are equally committed to diversity and inclusion.

Ecosistem's resources



● Women  
● Men

# Occupational health and safety: an absolute priority

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

Ecosistem is committed to ensuring that its employees work in safe and hygienic workplaces and that the necessary personal protective measures are taken. As confirmation of its constant attention and commitment to the health and safety of its people, the company has obtained **UNI EN ISO 45001 certification**, which complies with international standards on occupational health and safety.



In addition, Ecosistem has established a **Health and Safety Committee**, composed of representatives from management and employees. This committee, whose members are regularly updated so that they always have the necessary skills, aims to promote dialogue, monitoring and continuous improvement of safety conditions in the workplace. The goal is to prevent accidents, improve working conditions and ensure compliance with

regulations. The Committee has initiated a consultation process aimed at planning, implementing and evaluating performance and actions to improve the health and safety of workers.

As required by the Consolidated Law on health and safety protection of employees in the workplace (Legislative Decree 81/2008 and subsequent amendments), the company ensures that everyone working within it has the right technical

and professional skills and is aware of any risks associated with their work and the environment in which they operate. Every worker must be aware of the procedures to be followed in the event of an emergency or danger; valuable hours of training, both general and specific, are provided to prepare for these eventualities. In addition, the company is responsible for distributing the Risk Assessment Document to all levels of the organisation.

Investments in training are mainly geared towards managing risks that may arise from

operational activities. All employees and contractors receive mandatory training at the start of their employment, with a particular focus on health and safety at work and the correct use of tools and machinery. **Training** is constantly updated, also in relation to the **type of waste treated** and the **specific risks** associated with it.

A total of **432 hours of health and safety training** were provided in 2024, involving 58 workers.



Type of training	2022		2023		2024	
	No. of training hours	No. of employees involved	No. of training hours	No. of employees involved	No. of training hours	No. of employees involved
Health and safety – general training	292	73	52	13	116	29
Health and safety – specific training	876	nd	1210	72	316	29
<b>Total</b>	<b>1168</b>	<b>73</b>	<b>1262</b>	<b>85</b>	<b>432</b>	<b>58</b>

The company has provided employees with an anonymous questionnaire to complete, in which they can report any hazards in the workplace or breaches of safety regulations. The decision to guarantee anonymity is intended to protect those who decide to make a report.

Service (RSPP) and the Employer, based on the assessment of specific risks related to company tasks.

In 2024, there were four work-related accidents, three of which were caused by falls and slips, one by a blow or impact, and none of which were serious or fatal. No work-related illnesses were recorded.

### Occupational health services

In accordance with current legislation, Ecosistem has identified and appointed a Company Doctor, who actively contributed to the drafting of the Risk Assessment Document. The Company Doctor is responsible for carrying out periodic medical examinations and inspections in the workplace, the results of which are presented at the annual meeting, which is also attended by the Workers' Safety Representative (RLS). All health activities are defined and reported in a Health Protocol, drawn up in agreement with the Head of the Prevention and Protection



# Community relations and local development

Given its role in the local area, Ecosistem works to consolidate and strengthen relations with the local community, promoting initiatives dedicated to training, environmental education, social inclusion and local development. These areas have always been an essential part of the company's vision and activities.

A concrete example is the **"Open Doors"** initiative, which since 2016 has enabled over two thousand students to visit Ecosistem's industrial facilities and learn first-hand about waste management and the principles of the circular economy. The company also participates in the **"Alternanza scuola lavoro"** project, a school-work programme that offers young people the opportunity to gain educational and professional experience in the sector.

Ecosistem actively supports **local sport, promoting culture, inclusion and dialogue with the local community** by organising workshops and seminars to

spread awareness about environmental protection and participating in conferences on the circular economy. It supports various projects, including **Ecosistem Lamezia Soccer**, an amateur sports association involved in the Serie B five-a-side football league, the regional amateur league, the junior league (under 19) and Panarea Ecosistem Catanzaro.

The company has always been attentive to the health of its employees, with **prevention and control initiatives**, including blood donation days and campaigns in collaboration with Avis.

*Ecosistem has introduced an innovative new project aimed at further improving the health and wellbeing of its employees. The initiative, which is also financed with public funds, aims to promote healthy lifestyles that include physical activity and regular health monitoring in addition to medical examinations, with a view to creating a healthier and more productive working environment.*

# #CONCILIAMO PALESTRA 2.0

This project, presented during a press conference attended by local authorities and company representatives, once again demonstrates Ecosistem's commitment to actively promoting well-being, both inside and outside the company. In the presentation, Ecosistem showed how investing in people and the local area is a winning strategy for long-term business success,



while local authorities and company representatives emphasised the expected benefits for both workers and the company itself. These include a series of activities aimed at improving the physical and mental health of employees, including specialist medical examinations, gym activities, use of a dedicated web app and health monitoring services for family members.

The multidisciplinary approach to the project, which involved experts from various fields, demonstrates Ecosistem's commitment to promoting an integrated vision of wellbeing, aimed at caring for people as a whole, including both mental and physical health.

# Methodological note

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

## REPORTING BOUNDARY

### Company name

Ecosistem S.r.l.

### Nature of ownership

Private

### Legal form

Limited liability company

### Location of head office and operational offices

Registered office: Lamezia Terme (CZ)

This document is the **third Sustainability Report** of Ecosistem S.r.l. (“Ecosistem” and “the company”). The information in this document has been collected and processed to provide an understanding of Ecosistem's activities, performance, results and impact. The reporting boundary used in this document includes information on the activities carried out by: Ecosistem S.r.l.

Ecosistem's registered office and one of its operational sites are located in Lamezia Terme, covering an area of over 120,000 square metres, of which approximately 45,000 is protected by roofing. Not far away, there is secondary site dedicated to the treatment of Waste Electrical and Electronic Equipment (WEEE), while another operational site is located in Lenza-Viscardi.

This document has been prepared on a voluntary basis and does not constitute a Sustainability Declaration within the meaning of the (EU) 2022/2464 – Corporate Sustainability Reporting

Directive (CSRD) transposed in Italy by Legislative Decree no. 125 of 6 September 2024, as the company, at the date of publication, is not subject to the obligations laid down in the legislation.

The Sustainability Report considers 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.

A thorough analysis of the company's activities and their impact has informed the selection of performance indicators that are appropriate for measuring the level of sustainability. At the same time, the material topics for the company and the reference sector were analysed, as described in the Materiality Analysis section. This analysis is part of a broader path towards sustainability and involved senior management in an activity to assess the issues and consequently assign a score on two different aspects: importance and priority for the company

The analysis will be further developed and deepened in subsequent reporting, by conducting one or more stakeholder engagement activities and reporting on the company's contribution to achieving the defined targets.

The general principles applied in drawing up the Sustainability Report are those established by the GRI Standards, namely:

materiality, inclusiveness, sustainability context, completeness, balance between positive and negative aspects, comparability, accuracy, timeliness, reliability, and clarity.

The Sustainability Report is drawn up annually. 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 2022–2024 are presented for comparative purposes.

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

For more information on the contents of this document, please write to the following email address: [info@ecosistem.it](mailto:info@ecosistem.it)



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GRI SUSTAINABILITY REPORTING STANDARD 2021		REFERENCES CHAPTER
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2-3	Reporting period, periodicity of reporting and contact details to request information about the report	Methodological Note
2-6	Activities, value chain and other business relationships	The business model
2-7	Employees	Development and wellbeing: a business created by people
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418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Anti-corruption and regulatory compliance
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305-2	305-2 Indirect GHG emissions from energy consumption (Scope 2)	Greenhouse Gas (GHG) emissions
306	WASTE	
306-3	Waste generated	The core of our corporate activities: waste management
GRI 400	SOCIAL ISSUES	
403	OCCUPATIONAL HEALTH AND SAFETY - 2018	
403-1	Occupational health and safety management system	Occupational health and safety: an absolute priority
403-2	Hazard identification, risk assessment, and incident investigation	Occupational health and safety: an absolute priority
403-3	Occupational health services	Occupational health and safety: an absolute priority
403-4	Worker participation and consultation and communication on occupational health and safety	Occupational health and safety: an absolute priority
403-5	Occupational health and safety training for workers	Occupational health and safety: an absolute priority
403-8	Workers covered by an occupational health and safety management system	Occupational health and safety: an absolute priority
403-9	Work-related accidents	Occupational health and safety: an absolute priority
403-10	Work-related ill-health	Occupational health and safety: an absolute priority



# Reporting package

## Social data

Employees by gender	2022	2023	2024
Women	8	9	11
Men	152	167	177
<b>Grand total</b>	<b>160</b>	<b>176</b>	<b>188</b>

Employees by professional figure and gender	2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
White-collar workers	8	22	30	9	26	35	11	25	36
Blue-collar workers	0	130	130	0	141	141	0	152	152
<b>Total</b>	<b>8</b>	<b>152</b>	<b>160</b>	<b>9</b>	<b>167</b>	<b>176</b>	<b>11</b>	<b>177</b>	<b>188</b>

Employees by contract type and gender	2022	2023	2024
<b>Open-ended</b>	<b>145</b>	<b>165</b>	<b>173</b>
Women	8	8	10
Men	137	157	163
<b>Fixed-term</b>	<b>15</b>	<b>11</b>	<b>15</b>
Women		1	1
Men	15	10	14
<b>Grand total</b>	<b>160</b>	<b>176</b>	<b>188</b>

Employees by employment type and gender	2022	2023	2024
<b>Full-time</b>	<b>157</b>	<b>173</b>	<b>185</b>
Women	5	7	9
Men	152	166	176
<b>Part-time</b>	<b>3</b>	<b>3</b>	<b>3</b>
Women	3	2	2
Men	0	1	1
<b>Grand total</b>	<b>160</b>	<b>176</b>	<b>188</b>

## Environmental data

ENERGY CONSUMPTION – GJ <sup>4</sup>	2022	2023	2024
<b>Fuel</b>			
Diesel fuel for internal logistics.	39,862	46,779	49,781
<b>Total Fuel (GJ)</b>	<b>39,862</b>	<b>46,779</b>	<b>49,781</b>

Natural gas	2022	2023	2024
For industrial uses	7,177	81.5	38.9
<b>Total Natural Gas (GJ)</b>	<b>7,177</b>	<b>81.5</b>	<b>38.9</b>

Electricity (Gj)	2022	2023	2024
Electricity purchased from NON-renewable sources	13,414	13,160	16,256
Electricity produced by photovoltaic plant – renewable source	5,362	4,262	7,488
Electricity produced by co-generator – renewable source	2,871	28	13
Total electricity sold to the grid	1,949	1,397	2,128
Total electricity self-consumed by photovoltaic plant	3,413	2,866	5,208
Total electricity self-consumed by cogenerator	2,871	28	13
<b>Total electricity consumed</b>	<b>19,698</b>	<b>15,709</b>	<b>21,472</b>
<b>TOTAL ENERGY CONSUMPTION WITHIN THE ORGANISATION</b>	<b>66,737</b>	<b>62,569</b>	<b>71,292</b>

GHG Emissions Scope 1 – tCO <sub>2</sub> eq <sup>5</sup>	2022	2023	2024
Natural gas	426	4.8	2.3
Diesel fuel	2976	3492	3,716
<b>Total Scope 1</b>	<b>3,401</b>	<b>3,497</b>	<b>3,718</b>

GHG Emissions Scope 2 – tCO <sub>2</sub> eq <sup>6</sup>	2022	2023	2024
Purchased electricity	1,039	1,019	1,259
<b>Total Scope 2</b>	<b>1,039</b>	<b>1,019</b>	<b>1,259</b>

<sup>4</sup> Source of conversion factors:  
 • Natural gas: IPCC 2021 GWP 100 Vers.1.02  
 • Electricity: IPCC 2021 GWP 100 Vers.1.01  
 • Diesel: IPCC 2021 GWP 100 Vers.1.03

<sup>5</sup> Source of Scope 1 emission factors:  
 • Natural gas: DEFRA 2024 Fuels – Gaseous fuels – Natural gas [cubic metres]  
 • Diesel: DEFRA 2024 – Fuels – Liquid fuels – Diesel (100% mineral diesel) [litres]

<sup>6</sup> Source of Scope 2 emission factors:  
 • Electricity: Ecoinvent 3.11 – market for electricity, medium voltage (Electricity emission factors – scope 2 – 3 in ecoinvent v3.10.xlsx)





**...and everything  
changes**

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[ecosistem.it](http://ecosistem.it)