tune in to innovation

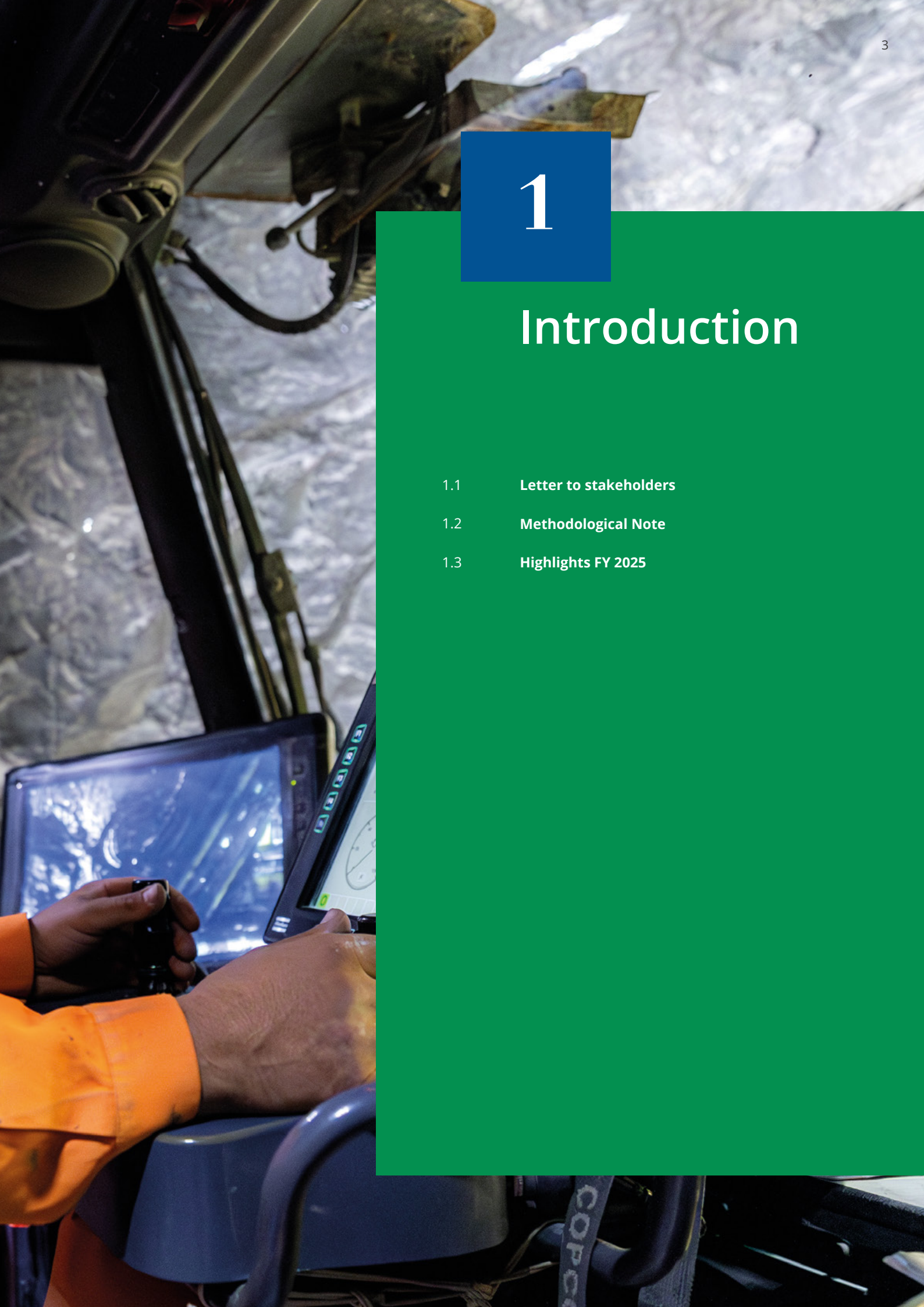
IMI Fabi Sustainability Report 2025



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1

Introduction

1.1 **Letter to stakeholders**

1.2 **Methodological Note**

1.3 **Highlights FY 2025**

1.1 LETTER TO STAKEHOLDERS

Dear Stakeholders,

In 2025, IMI Fabi reaffirmed its commitment to creating sustainable value through a policy of strategic investment and by further expanding its capacity to serve a growing number of industrial sectors with high-performance products that have a low environmental impact.

Despite an international context characterised by high geopolitical uncertainty, the Group successfully completed the acquisition of Elementis' talc division, Elementis Talc – Europe's second-largest talc producer – thereby strengthening its position as a specialised global leader whilst reaffirming its European roots. The transaction helps to increase the Group's mineral reserves under concession, as the Group has always been committed to pursuing maximum optimisation to ensure the efficient and sustainable management of its deposits. Furthermore, by further expanding its capacity to serve a growing number of industrial sectors, broadening its product range and entering new markets, the Group is strengthening its position at the heart of the sustainable transition: talc is a strategic mineral used in numerous industrial sectors, making a tangible contribution to the ecological transition thanks to its essential technical properties – both physical and functional – as, for example, in the plastics and ceramics sectors.

However, a number of systemic risks remain in this context. In particular, the regulatory risk associated with the proposal by the RAC (Risk Assessment Committee operating within ECHA – the European Chemicals Agency) in September 2024 to classify talc as Carc. 1b (probable carcinogen). Although this decision appears to be based on the precautionary principle and is open to question from both a scientific and procedural standpoint, if confirmed by the European Commission, it would give rise to a series of risks relating both to the circular economy of products in which talc is used (for example, the automotive and paper sectors) and to its role as an enabler in the green transition. The Group, confident in the safety of its product, continues to monitor developments regarding this proposal closely and, through the European associations representing the sectors concerned, has called for the utmost scientific rigour in assessing the correct classification, not least in light of recent scientific evidence supporting the product's safety. This is also done whilst taking due account of decisions taken by other non-European authorities, such as the UK's HSE, which rule out the classification of talc as carcinogenic.

Added to this are the tensions in international energy markets and regarding the resilience of global supply chains. Against this backdrop, IMI Fabi has continued on its path of creating value for stakeholders in line with the three pillars of its Sustainability Strategy and Plan, which also underpin the structure of this report: being a leading supplier in the talc market, doing our best for our people and local communities, and caring for the environment.

In particular, the Group has continued to invest in renewable energy, notably in Belgium and Italy. This is also necessary to offset the energy impact of increasingly advanced technologies which, whilst delivering products with superior technical performance, require greater energy consumption. Since 2023, however, thanks to greater use of renewable sources and process optimisation, the Group has managed to reduce its emissions by almost 20% (Scope 1 + Scope 2). In Belgium, the new photovoltaic plant, completed in 2025, will, once fully operational from 2026, generate approximately 255 MWh/year of renewable energy and reduce CO_2 emissions by around 38 tonnes per year.

With regard to the resilience of global supply chains and the management of associated risks, 82 per cent of the Group's critical suppliers have now signed up to our Code of Conduct, and the important work of mapping and assessing the supply chain according to ESG (environmental, social and governance) criteria – and integrating these into supplier evaluations – continues.

Finally, with this fourth sustainability report, the Group reaffirms its commitment to robust, voluntary disclosure of its sustainability performance, despite the definitive removal of the regulatory reporting obligation following the entry into force of the Omnibus Directive in March 2026. In 2025, IMI Fabi continued its approach of structured monitoring and tracking of its non-financial data through the digitalisation and alignment of all its global subsidiaries, and has already consolidated the operations arising from the acquisition of Elementis Talc in this sustainability report.

Corrado Fabi *CEO IMI Fabi Group*

1.2 METHODOLOGICAL NOTE

This document, approved by the CEO of the IMI Fabi Group on 15 June 2026, is IMI Fabi's fourth Sustainability Report and has been produced on a voluntary basis. The Group does not fall within the scope of the statutory requirement for sustainability reporting.

IMI Fabi has decided to prepare and report its Sustainability Report on a voluntary basis in order to communicate more effectively with all its stakeholders and to clearly demonstrate how environmental, social and governance issues are actually managed, as well as identifying areas for improvement in the future. Each issue is addressed from both a qualitative and a quantitative perspective.

This report has been prepared in accordance with the GRI Standards and is published annually. Furthermore, the Group has incorporated the disclosures required by GRI 14 – Mining Sector 2024, which came into force in 2026. The information and data presented in this Sustainability Report relate to the financial year 2025 (1 January – 31 December) and, where available, are provided for the purpose of comparing data and information relating to the years 2024 and 2023. Where estimates are used, this is clearly indicated.

In terms of the scope of reporting, the Sustainability Report covers all entities included in the annual financial statements. The only entity included in the financial statements but not in the Sustainability Report is the joint venture in China. The entities included in the Sustainability Report relate to the following IMI Fabi sites: Australia, Belgium, Brazil, Sardinia, S.p.A. and the United States. From 2025, the sites in Finland and the Netherlands will be added to these following the Group's acquisition of Elementis Talc in May 2025. The figures for the acquired company, now Mondo Minerals, are consolidated within the ESG scope from the start of 2025, in line with the approach taken for the financial statements. Any limitations on the data are described in detail in the notes to each table, in order to ensure transparency and comparability with the previous financial year.

On some occasions, data previously reported in sustainability reports need to be corrected, for example due to the availability of updated data or improvements in methodology and calculation. When this occurs, the figure for the previous financial year will be restated and the change appropriately indicated in a note to the table.

A GRI table of contents is provided at the end of the report to give an overview of the disclosed indicators and page references. The key performance indicators used are those required by the adopted reporting standard; they are representative of the various areas and consistent with the business and the impacts it generates. This report is not subject to independent verification by an external auditor.

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1.3 HIGHLIGHTS FY 2025

SOCIAL



82%
of critical suppliers have signed the **SUPPLIER CODE OF CONDUCT**

51%
of training hours delivered on **HEALTH AND SAFETY**

>1,000
accident-free days at **IMI FABI USA**



ENVIRONMENTAL



-17.6%
compared with 2023 (base year) for **SCOPE 1 + 2** emissions **on a like-for-like basis***

Renewables
New investments in Belgium and Italy

Water
Environmental policy updated

GOVERNANCE

Cybersecurity
ISO/IEC 27001 CERTIFICATION obtained for the Group's entire IT system

+22%
ECOVADIS score over the last four years

New policies
on human rights, sustainable procurement and quality



* Excluding Mondo Minerals


BERNAUER



2

A history of innovation

2.1 Who we are

2.2 Purpose and Values

2.3 The Group in the world

2.4 Strategy and business model

2.5 One mineral, one world of products

2.6 Our Governance

2.7 Risk assessment and internal control system

2.1 WHO WE ARE

We have a strong international outlook and are the only mining group dedicated entirely to talc production anywhere in the world. We offer, on a global scale, a wide range of high quality products at competitive prices

OUR HISTORY AND IDENTITY

Founded in the 1950s in Valmalenco (SO), IMI Fabi has expanded over the last two decades, thanks to strategic decisions aimed at developing a policy of growth and investment. IMI Fabi's operational network manufactures and distributes high-quality talc products, providing a comprehensive and reliable service to a global range of customers across various sectors, including the polymers, paper, paints and fillers, animal feed, pharmaceuticals, ceramics and other industries. In 2025, we reinforced this approach with the acquisition of Elementis Talc, which complements our range of talc-based products and enables the Group to further expand its capacity to serve a growing number of industrial sectors with high-performance, low-environmental-impact products. The transaction strengthens the company's position as a global leader focused on long-term innovation, whilst reaffirming the Group's European roots. Furthermore, it increases the Group's mineral reserves under concession. Following the acquisition, the Group has increased its global workforce by 62 per cent.

The Group's success stems from its commitment to creating sustainable value, its policy of strategic investment and its culture of providing its customers with innovative industrial solutions. Our guiding principles for the Group's development have always been: quality, innovation, global service, technical support and sustainability.

We are committed to creating sustainable value over the long term for all the communities in which we operate. Through targeted international expansion, we have exported the distinctive know-how developed in Italy, enriching it with local cultural heritage. We have invested in production centres close to end-user markets, both to optimise transport costs and to reduce the environmental footprint of our products.

FROM 1950 TO TODAY

IMI Fabi was founded in 1950 by Carlo Fabi, who decided to invest in the industrial minerals sector and, in particular, in talc mining.

In 1984, the business was passed on to his son Corrado Fabi, who represents the second generation of the Fabi family to be active in the talc industry.

IMI Fabi's history is deeply rooted in Italy, in a region with a long-standing mining tradition: Valtellina, a valley in the Central Alps situated just south of the Swiss border, in the province of Sondrio.

From Italy, in the 1990s, IMI Fabi began to expand its reach, eventually becoming a global supplier and a prime example of an Italian SME operating on the international market.

Over the years, as part of its growth strategy – designed to cope with an increasingly globalised world and remain competitive in the market – the company has turned its attention to other countries with a strong mining culture, such as Australia and Brazil, extracting and processing other grades of talc and broadening its range of applications.

Acquisitions have been carefully planned to enable the creation of an efficient logistics network with a global reach. At the same time, IMI Fabi offers product ranges available globally, so that the formulations developed by our customers in their research centres can be supplied to any of their plants, regardless of their geographical location.

The distinctive know-how developed in Italy has thus been transferred to our other sites abroad and, at the same time, has been enriched by the local cultural heritage.

THE STAGES OF OUR GROWTH

1950
Establishment of I**MI Fabi** and first mining concession agreement in Valmalenco

1992
Industria chimica Mineraria Val Malenco Acquisition

1993
Unitalc S.p.A. Acquisition

1996
IMI Fabi Australia Establishment and acquisition of a 50% stake in the Mount Seabrook mining concession

1998
IMI Fabi changes its legal form from a limited liability company to a public limited company

2001
Acquisition of the Benwood and Diana plants and establishment of **IMI Fabi LLC**

2003
Opening of the sales and marketing office for **Asia** and Singapore

2006
Minerali Aihai IMI Co. Ltd joint venture in China

2008
Incorporation of I**MI Fabi Sardegna S.r.l.**, together with the mining concessions for Sa' Matta and Su' Venosu and the Monte Nieddu plant in Italy.

2011
100% ownership of the **Mount Seabrook** mining concession in Australia

2012
IMI OMAR PVT. Ltd. joint venture in Pakistan

2016
IMI Fabi Brumado Talc S.A. Acquisition

IMI Fabi Brasil Participaçôes LTDA Establishment

2017
Opening of the sales and marketing office in São Paulo

Acquisition of the Uikhoven plant and incorporation of **IMI Fabi Belgium NV**

Minerali Industriali Lithos Gmbh Acquisition

2023
Commissioning of the grinding plant in **Pakistan**

Publication of the first **Sustainability Report** and **Sustainability Policy**

2025
Acquisition of **Elementis'** talc division, which completes the product range and reaffirms the Group's European roots

OGGI
The IMI Fabi brand is a strong and recognised presence worldwide, a symbol of quality and professionalism in every market where talc is used.

2.2 PURPOSE AND VALUES

OUR PURPOSE

Connecting the Earth and industries to help society evolve and act in a way that is a safe bet for our people and the communities in which we operate.

OUR MISSION

Pursuing the continuous growth of the company by combining it with people's expectations, respect for the planet and the responsible use of available resources.

OUR VISION

From the mine to the market, the best talc for every use.

OUR VALUES

QUALITY
High-performance product at a competitive price

INNOVATION
Research and development are available to the customer

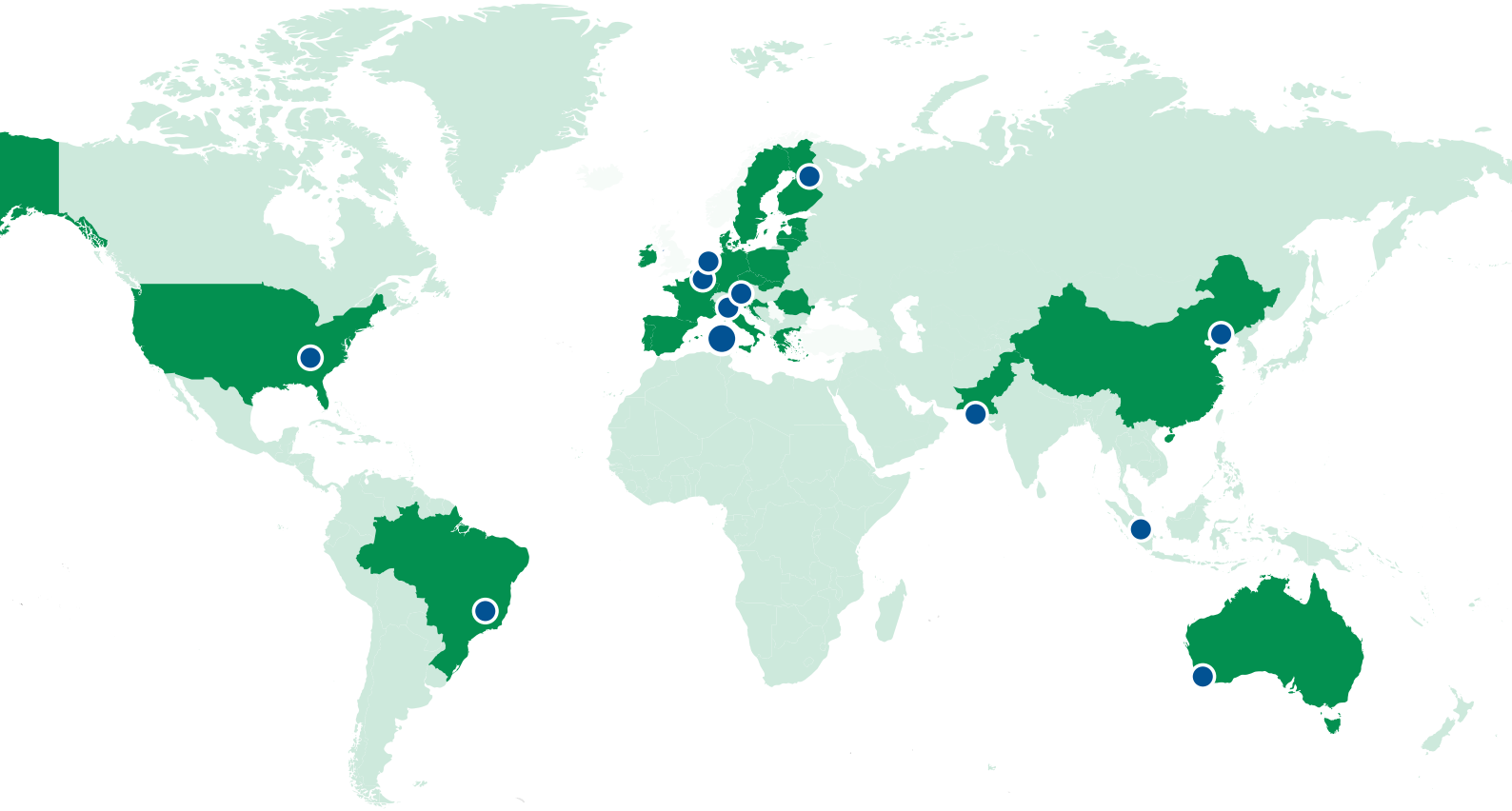
SUSTAINABILITY
Strategic levers are assessed in advance in terms of sustainability


CAT
MB

2.3 THE GROUP IN THE WORLD

Our widespread presence in the world,
in terms of production plants and extraction sites

NCSA	**USA** IMI Fabi LLC Benwood WV	**Brazil** IMI Fabi Brasil Brumado, BA	**Brazil** IMI Fabi Brasil São Paulo Sales and Marketing office
EMEA	**Italy** IMI Fabi S.p.A. Postalesio (SO) **Italy** IMI Fabi Sardegna Srl Orani (NU)	**Belgium** IMI Fabi Belgium NV Uikhoven **Austria** LITHOS Industrial Minerals GmbH	**Netherlands** Mondo Minerals BV **Finland** Mondo Minerals BV Branch Finland
JAPAC	**China** AIHAI IMI Minerals Co. Ltd Haicheng **Singapore** IMI Fabi Asia Sales and Marketing office	**Pakistan** IMI Omar PTV. Ltd Karachi	**Australia** IMI Fabi Australia Pty. Ltd Mount Seabrook



THE GROUP TODAY

Headquarter in
Valtellina, Lombardy

2nd
largest Europe's talc production centre

the 1st
in Italy in terms of volume and turnover

KEY MARKETS

50%
of production is exported, mainly to European Union countries and those in the Mediterranean basin

Major markets in the plastics sector are found in particular in the Middle East, South-East Asia and the Americas

ITALY

Lombardy

IMI Fabi's journey began in the 1950s in Italy, when it was granted its first mining concession in Valmalenco (SO), followed by the subsequent acquisitions of Industria Chimica Mineraria Val Malenco and Unitalc S.p.A.

IMI Fabi has its headquarters in Lombardy and holds several mining concessions in Valmalenco, including the Brusada-Ponticelli-Valbrutta underground mine and two industrial sites (Postalesio and Torre Santa Maria).
The Postalesio plant is used to process high-purity talc sourced from IMI Fabi's mines and those of its suppliers worldwide, whilst the Torre Santa Maria plant is dedicated to processing steatitic talc extracted from the Brusada-Ponticelli-Valbrutta mine.

Number of employees:	Main industries served:
138	**Polymers, paper, animal feed, polyester putties, paints and coatings, ceramics, agriculture**

Sardinia

In 2008, IMI Fabi expanded its operations in Italy by investing in Sardinia, acquiring the two mines at Sa Matta – which produces high-purity white talc – and Su Venosu – which produces chloritic talc – along with the grinding and micronisation plant at Monte Nieddu. This plant processes part of the talc extracted on site, whilst the remainder is sent to other group facilities as a raw material.

Number of employees:	Main industries served:
24	**Paper, paints and plastics, ceramics**

BRAZIL

State of Bahia

Since acquiring Magnesita's talc mining and processing operations in 2016, IMI Fabi has invested in modernising and expanding its production activities.
This approach soon established IMI Fabi as a leader in talc mining in Brazil. In Brumado, Bahia, IMI Fabi operates the Cabeceiras mine, a production plant and a laboratory, which serves as the Group's hub for the Life Sciences market segment.

Number of employees:	Main industries served:
120	**Plastics, life sciences (cosmetics, pharmaceuticals, food), paper, ceramics**

AUSTRALIA

Western Australia

Since 1996, IMI Fabi has expanded its operations by acquiring a 50 per cent stake in a joint venture (JV) holding the Mount Seabrook mining concession. In 2011, the company acquired the remaining stake in the JV and began the mine's revival.
Mount Seabrook is an open-cast mine producing high-purity white talc, situated north of the city of Perth and approximately 700 km from the port of Geraldton. The talc extracted is mainly supplied to IMI Fabi's US plants.

Number of employees:
3

USA

Benwood

IMI Fabi began operations in North America in 1998 through a 40 per cent joint venture. In 2001, it acquired the remaining stake in the joint venture.
The Benwood (WV) plant is the largest in the entire Group and is situated near the River Ohio; it processes talc primarily, though not exclusively, for the plastics sector.

Number of employees:	Main types of industries served:
42	**Polymers, paints, rubber, life sciences (cosmetics, pharmaceuticals, food)**

BELGIUM

Uikhoven

The Uikhoven site, which has been producing industrial minerals since 1950, was acquired by IMI Fabi in 2017. Since then, production has focused solely on talc.
The industrial site is strategically located thanks to its proximity to the River Meuse and its navigable canal, which allows for the direct supply of raw materials by river, thereby reducing the number of vehicles travelling through the nearest urban area. Furthermore, the site is ideally situated to serve our European customers, reducing transport costs and environmental impact.

Number of employees:	Main types of industries served:
16	**Polymers and coatings**

NETHERLANDS

Amsterdam and Katwijk

The Dutch industrial sites became part of the Group in 2025 following the acquisition of Elementis's talc division, which has now reverted to its historic name, Mondo Minerals.
The Amsterdam site benefits from a highly advantageous location from a logistical point of view, situated directly within the port. This enables the optimisation of raw talc transport, allowing ships carrying the raw material to unload directly at the plant. Furthermore, it is situated at the heart of the Central European chemical and manufacturing industry.
Katwijk is a plant dedicated to the production of speciality products for the paper industry.

Number of employees:	Main industries served:
79	**Plastics, paints and coatings, life sciences (cosmetics, pharmaceuticals, food), cordierite ceramics, polyester fillers, paper and cardboard, pulp**

FINLAND

Sotkamo and Vuonos

The Finnish sites and mines became part of the Group in 2025 following the acquisition of Elementis's talc division, which has now reverted to its historic name, Mondo Minerals.
The Sotkamo industrial site comprises the Punasuo mine, located on-site, and the Uutela mine, situated nearby. The Vuonos industrial site comprises the three Polvijärvi mines: Horsmanaho-Pehmytkivi, Karnukka and Lipasvaara.
In addition to talc, the sites produce nickel concentrates, a strategic mineral for new technologies.

Number of employees:	Main types of industries served:
133	**Plastics, paints and coatings, life sciences (cosmetics, pharmaceuticals, food), cordierite ceramics, polyester fillers, paper and cardboard, pulp**

GRI 14.0.1 MINE-SITE DISCLOSURE

Mining site	Country	Geographical coordinates	
Brusada – Ponticelli – Valbrutta	Italy	Lat 46.280378	Lon 9.903170
Sa Matta	Italy	Lat 40.248152	Lon 9.147178
Su Venosu	Italy	Lat 40.273833	Lon 9.086810
Cabeceiras	Brasil	Lat -14.171231	Lon -41.735981
Mount Seabrook	Australia	Lat -25.597968	Lon 117.729862
Sotkamo -Uutela	Finland	Lat 64.11804	Lon 28.06131
Polvijärvi	Finland	Lat 62.83437	Lon 29.24317
Punasuo	Finland	Lat 64.11011	Lon 28.06819

SALES AND MARKETING

The head office is located in Italy, at the Group's headquarters in Postalesio (SO). In 2003, the regional sales office for Asia was opened in Singapore, and in 2017, the regional sales office for South America was opened in São Paulo.

The sales office for North America is based at the Benwood plant.

IMI FABI'S JOINT VENTURES

In 2006, AIHAI IMI MINERALS CO. LTD was established in China, with IMI Fabi and Aihai Talc holding equal shares; the joint venture is dedicated exclusively to the production of micronised talc for the polymers market.
In 2012, a joint venture was established in Pakistan under the name IMI OMAR PVT, a company 70 per cent owned by IMI Fabi, with the remaining 30 per cent held by Omar Minerals Ltd. IMI Omar was set up for the on-site selection and processing of talc. The plant is due to become operational in 2023, primarily to serve the Middle East, African countries and India
Through these joint ventures, the Group has invested in production centres close to the end-user markets, both to optimise transport costs and to reduce the products' environmental footprint by minimising the need for transport.

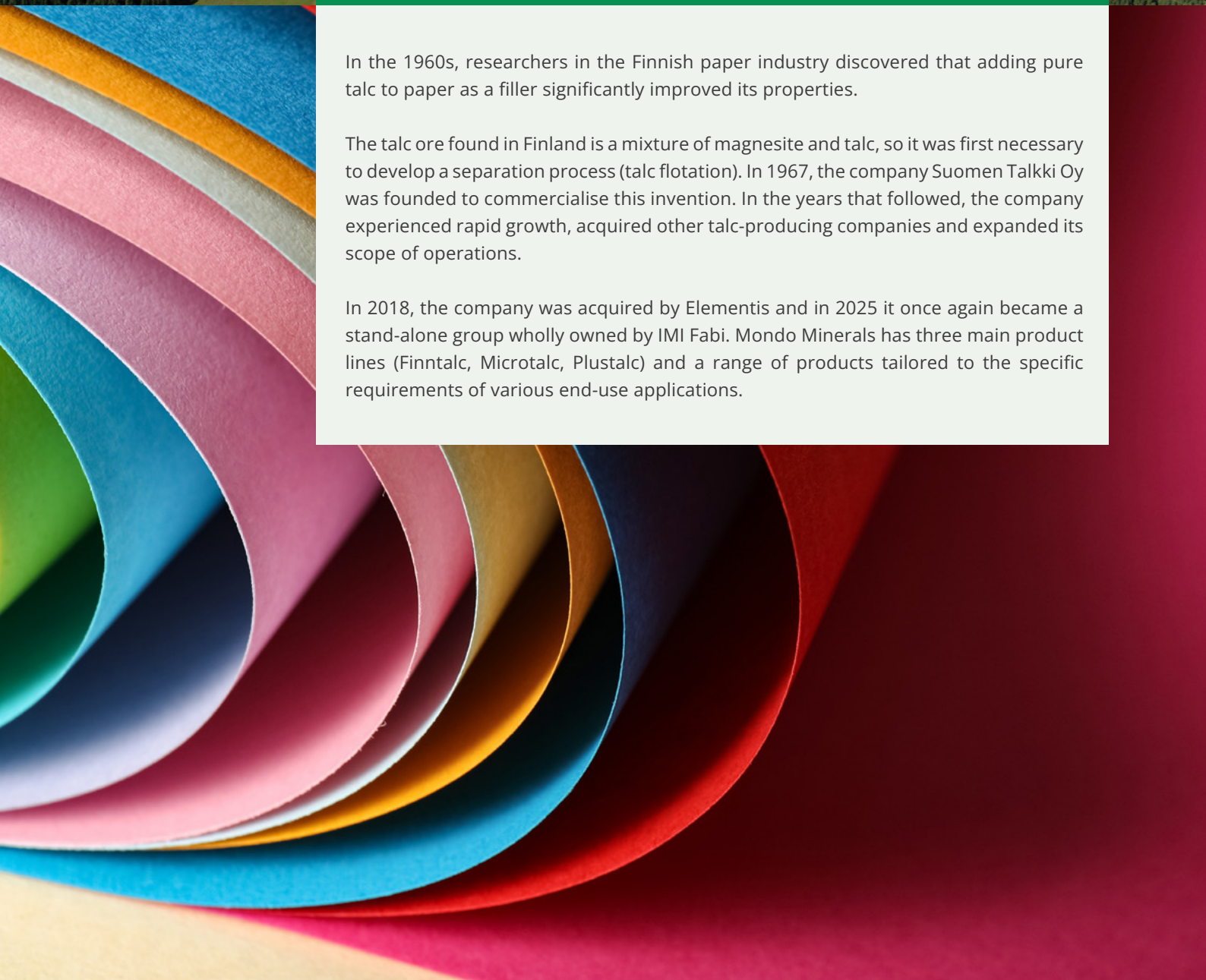


MONDO MINERALS:
the origins of paper innovation

In the 1960s, researchers in the Finnish paper industry discovered that adding pure talc to paper as a filler significantly improved its properties.

The talc ore found in Finland is a mixture of magnesite and talc, so it was first necessary to develop a separation process (talc flotation). In 1967, the company Suomen Talkki Oy was founded to commercialise this invention. In the years that followed, the company experienced rapid growth, acquired other talc-producing companies and expanded its scope of operations.

In 2018, the company was acquired by Elementis and in 2025 it once again became a stand-alone group wholly owned by IMI Fabi. Mondo Minerals has three main product lines (Finntalc, Microtalc, Plustalc) and a range of products tailored to the specific requirements of various end-use applications.



2.4 STRATEGY AND BUSINESS MODEL

Talc is a non-renewable resource that must be managed responsibly. We invest in cutting-edge sorting technologies to increase its recovery rate and mine life

Ever since its inception, IMI Fabi has chosen to focus on the extraction of a single mineral. Over time, this strategic choice has never fundamentally changed: IMI Fabi has sought to expand its knowledge and enhance its expertise in a specific sector, refining extraction techniques and increasing the efficiency of its processes. The recent acquisition of Elementis Talc also confirms this strategic direction: vertical specialisation in talc and the consolidation of product and innovation leadership on a global scale.

Today, IMI Fabi is recognised as a key point of reference for customers and for many industries within its supply chain, capable of supplying the best talc for every application *(see the section 'One mineral, a world of products')*.

IMI Fabi's Purpose clearly explains the core of its strategy and business model: "To connect the Earth and industries to foster the evolution of society and act in a way that represents a safe bet for our people and the communities in which we operate". To achieve this objective, the company is committed to growing sustainably, balancing people's expectations, respect for the planet and the responsible use of available resources.
IMI Fabi demonstrates its commitment to environmental sustainability by optimising mine operations to the fullest extent and reprocessing, where possible, mining waste, in order to ensure the efficient and sustainable management of its deposits. Talc is a non-renewable resource that must be managed responsibly. The Group invests in cutting-edge sorting technologies to increase the recovery rate of the raw material, employing various techniques, such as flotation or optical sorting, to recover the raw material from what was once considered waste rock. The reprocessing of mining waste is essential to ensure sound management of the environment in which it operates. To offset the energy impact of these technologies, IMI Fabi has embarked on a path towards the increasing use of renewable energy in its operations in Italy and abroad.
This focus on the environment goes hand in hand with a strong commitment to people and communities: IMI Fabi is committed to playing an active role in improving people's quality of life, both in terms of the wellbeing of its workers and of the communities in which the Group operates.

TALCUM POWDER

Talc is a mineral that occurs naturally at different degrees of purity, often associated with other minerals to make up rocks called talc schists and steatites.

Talc is a hydrated magnesium silicate, belonging to the subclass of phyllosilicates. Its crystals are lamellar; in powder, it is white or gray; in rock it has different colors.

THE CHARACTERISTICS

Talc is found in various grades, differing in purity, colour and physical characteristics. Its main properties are as follows: it is naturally hydrophobic and lipophilic; it is chemically inert and resistant to acids and bases; it is the softest mineral on the Mohs scale; it is a good electrical and thermal insulator; and it is neither flammable nor explosive. It is a versatile mineral, capable of adding new qualities to products and making processes more efficient. Thanks to these characteristics, talc is used in many industrial sectors, ensuring excellent performance in many everyday products. Talc particles impart mechanical strength to plastics, corrosion resistance to coatings and oxygen barrier properties to food packaging, to name but a few of its many characteristics. The potential applications of talc are virtually endless. Among the newer applications, again in the food packaging sector, talc can partially replace synthetic polymers, thereby helping to conserve resources and reduce carbon dioxide emissions *[see the following paragraph for talc's role in the environmental transition]*.
The same effect can be achieved in PVC and PP products, where mechanical properties are enhanced, allowing for more advanced design. The development of electric cars requires lightweight automotive components. In this case, talc, thanks to its reinforcing properties, helps to reduce the specific weight and wall thickness of components.

WHERE IT IS LOCATED

Talc can form in various geological environments. The two main types of deposits that contribute to global talc production are: talc deposits derived from carbonate protoliths; and talc deposits derived from ultramafic protoliths.
In the first case, talc is formed through the weathering of sedimentary or metamorphic magnesium carbonate rocks (dolomite and magnesite). In the second case, talc deposits result from the metasomatism of magnesium-rich magmatic source rocks (serpentinites).

EXTRACTION AND PROCESSING

The extraction of talc, whether underground or in open-cast mines, depending on the geological conditions of the deposit, must always be carried out on the basis of accurate geological and structural modelling, which ensures the responsible and safe management of the mine.
The extracted talc usually requires sorting and purification techniques, which in the past were carried out mainly by hand, but are now performed using processes that employ advanced technologies, capable of ensuring the high standards of purity required for high-performance products.
The mineral is then subjected to grinding and micronisation processes designed to preserve its natural lamellar structure, which is essential for optimising its performance.
The finest products are often subjected to compaction and densification processes to optimise their transport and improve their performance during use.

2.5 ONE MINERAL, ONE WORLD OF PRODUCTS

IMI Fabi offers a wide range of talc to meet every market need, both globally and regionally

THE BEST TALC FOR EVERY APPLICATION

This is the guiding principle that has shaped IMI Fabi's business model. Today, IMI Fabi is a key partner for many industries within its value chain:

IMI FABI'S MINES AND PRODUCTION SITES – in Europe, North America and the Asia-Pacific region – are able to supply customers on a long-term basis and on a global scale.

THE GROUP'S PRODUCTS AND EXPERTISE enable it to offer the best quality talc for every application.

The Group offers a wide range of products to cater for all applications in which talc is used. The product portfolio ranges from grey products to those with high whiteness, and from coarse-grained products to ultra-micronised fillers, enabling the right product to be selected for each specific application at an optimal value for money.

The key strength of this approach lies in extracting the maximum technical performance from talc and transforming this natural resource into an industrial-grade product meeting rigorous specifications, following the 'from mine to market' model – that is, covering the entire value chain: It is only possible to guarantee the highest performance and quality of talc through complete control of all stages of the chain, from geological research and exploration to purification, the definition of particle size distribution and the selection of the optimal dosage form.

IMI Fabi offers a range of products available worldwide, supporting the global formulations of major multinational groups. Other products are available on a regional basis, depending on local availability, to maximise the competitive offering to customers whilst reducing the environmental footprint caused by transport. The acquisition of Elementis Talc now enables IMI Fabi to further expand its capacity to serve a growing number of industrial sectors, broadening its product range and entering new markets. Furthermore, it increases the Group's mineral reserves under concession.

THE ROLE OF TALC IN THE ENVIRONMENTAL TRANSITION

Talc is a strategic mineral used in numerous industrial sectors, making a tangible contribution to the green transition thanks to its physical and functional properties. IMI Fabi supports a wide range of industries within its value chain, helping to make production processes more efficient and sustainable. In particular:

PLASTICS

The use of talc in lightweight plastic materials for the automotive sector enables a reduction in energy consumption, helping to meet European environmental standards (EU Regulation 2019/631).

CERAMICS

Talc is an essential component in ceramic materials for emissions control, lowering the processing temperatures of ceramic slurries.

PAINTS AND COATINGS

It improves the durability of coatings, extending the service life of painted surfaces and reducing the need for maintenance; it also increases their opacity.

PAPER AND PULP

Treatment with talc reduces waste in the papermaking process and improves recyclability, offering a more environmentally friendly alternative to chemical treatments.

FERTILISERS

Talc-based coatings protect pellets from moisture, improving dosage control and efficiency of use. It is an additive permitted in organic certifications.

2.6 OUR GOVERNANCE

IMI Fabi's corporate governance structure is based on a Board of Directors, a Supervisory Body and a Board of Statutory Auditors. The link between the Board of Directors and the Group is the Chief Executive Officer, to whom both the Group's ESG Director and the Group's Quality, Environment, Safety and Energy Director report.
In addition, an ESG Steering Committee, comprising the Chief Executive Officer and the Chief Financial Officer, is responsible for decisions and for managing the Group's impact on the economy, the environment and people *(see the section 'Our ESG governance')* and for sustainability strategies to be shared with the Board of Directors.
The Board of Directors (25 per cent women) comprises two executive members (Corrado Fabi and Patrizia Zuppini) and two independent members (Professor Adriano Propersi and Professor Marco Confalonieri, who is the Chairman of the Board of Directors).
The Board of Directors serves a three-year term and offers complementary expertise in terms of technical, financial and social skills. The Supervisory Body comprises four members, three of whom are not employees of the Group, whilst the fourth is the Group's Chief Financial Officer, Patrizia Zuppini. The members of the Board of Statutory Auditors are: Giorgio Corti, Laura Guazzoni and Filippo Brivio di Carpegna.

The company monitors potential conflicts of interest on an annual basis in order to prevent them and mitigate any potential impacts.

BOARD OF DIRECTORS		
PRESIDENT	**CEO**	**DIRECTORS**
Marco Confalonieri	Corrado Fabi	Patrizia Zuppini Adriano Propersi

AUDIT COMMITTEE	
PRESIDENT	**STATUTORY AUDITORS**
Giorgio Corti	Laura Guazzoni Filippo Brivio di Carpegna

THE GROUP'S ESG AGENDA

The Group's ESG Agenda – including updates on objectives, strategies and policies – is shared with the Board of Directors and approved by the ESG Steering Committee on the basis of proposals from the ESG Director. Sustainability projects are communicated according to stakeholders' interests and their relevance to a specific category.
The results of sustainability projects are shared periodically with the Board of Directors, which validates their effectiveness and the outcomes achieved, taking into account the identified and generated impacts on the economy, the environment and society.
In 2022, a specific ESG governance structure was established, including the appointment of the ESG Director (see the section 'Our ESG governance'), who reports to the ESG Steering Committee.

On sustainability matters, the ESG Director and the Group Director of Quality, Environment, Safety and Energy report monthly to the Chief Executive Officer and periodically to the Board of Directors.

DATA COLLECTION AND ANALYSIS

To strengthen the governance of non-financial data, a system for collecting quantitative and qualitative data was adopted across the entire Group from 2023, utilising a digital platform capable of tracking and monitoring all the KPIs necessary for sustainability reporting and strategy. This platform was further consolidated in subsequent years to ensure its effectiveness and integration into business processes, through regular monthly monitoring of certain strategic indicators and by also including operational and process efficiency KPIs. In the second half of 2025 and the early months of 2026, the Group worked on integrating the subsidiary Mondo Minerals into its structures and processes, extending the non-financial data consolidation platform, establishing local ESG data governance and providing training for data owners. This work enabled Mondo Minerals to be included within the scope of the sustainability report from the financial year in which the acquisition took place.

RELATIONS WITH STAKEHOLDERS

The identification and engagement of stakeholders are carried out as part of the Group's analysis of risks and opportunities, and in 2022 the Group adopted its first materiality analysis, which will be updated following the integration of the subsidiary Mondo Minerals into the Group's scope and subsequently on a regular basis.

IMI Fabi recognises the importance of a sound corporate governance system and is committed to complying with international standards of corporate governance practice and to acting professionally, ensuring the resources are in place to pursue its objectives in accordance with the principle of accountability.
Key issues are examined annually during the management review with senior management. Depending on their significance, they are addressed and communicated to the relevant stakeholders, where applicable.

2.7 RISK ASSESSMENT AND INTERNAL CONTROL SYSTEM

Safeguarding business continuity and reputation is essential to ensuring the continued creation of long-term value.

The IMI Fabi Group ensures the sound management of its operations through an integrated approach to managing key risks, including with a view to identifying and fully capitalising on any opportunities.

The aim is to ensure compliance with laws, regulations and internal procedures, whilst also safeguarding the company's assets, ensuring the effectiveness and efficiency of operations, the reliability of financial information and a path towards sustainable growth.

In particular, a process-based approach has been adopted for risk assessment through an integrated procedure that evaluates environmental, social and governance issues. The integrated management approach *(see Chapter 4 "Being a leading supplier")* ensures the continuous improvement of performance, with a view to sustainability and process efficiency, and contributes to the assessment and management of business risks.

The procedure applies to all processes implemented by IMI Fabi for the manufacture of products and the provision of related and support services, across all the Group's sites. The results of the monitoring and analysis of risks and opportunities are reviewed by senior management at least once a year.



To ensure sound and transparent business management and to manage risks effectively, the Group has also adopted a set of specific tools. The parent company has adopted the "Organisation, Management and Control Model" pursuant to Legislative Decree No. 231/2001 (Model 231), alongside a set of values and standards of conduct, such as the Code of Ethics and the Group Policies, which were strengthened and supplemented during the financial year just ended. In particular, in 2025 and during the first few months of 2026, the Group adopted the following policies:

QUALITY POLICY	**HUMAN RIGHTS POLICY**	**SUSTAINABLE PROCUREMENT POLICY**

These policies have been added to those already in place:

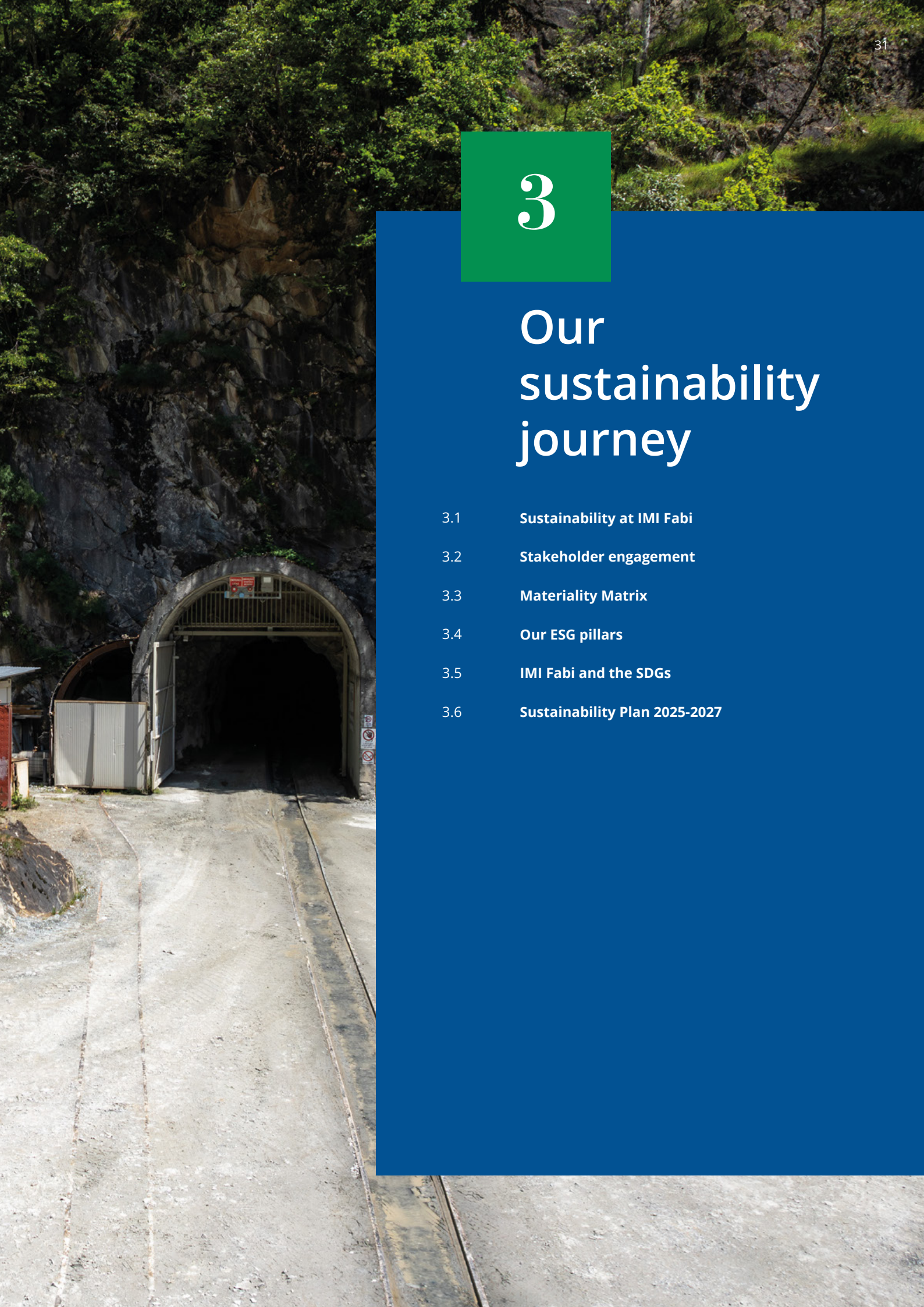
HEALTH AND SAFETY POLICY	**ENVIRONMENTAL POLICY***	**SUSTAINABILITY POLICY**
FOOD POLICY	**DATA SECURITY POLICY**	**SUPPLIER CODE OF CONDUCT**

Finally, there are local policies, such as the Aboriginal Heritage Policy in Australia.

A key element for the Group's governance and sound management is the internal control system, which also serves as an important tool for safeguarding and ensuring alignment with the principles of its Code of Ethics. The internal control system involves, in various capacities, the administrative functions, the Board of Statutory Auditors and all employees.

* Updated in 2025; a specific paragraph on water management has been included.





3

Our sustainability journey

3.1 **Sustainability at IMI Fabi**

3.2 **Stakeholder engagement**

3.3 **Materiality Matrix**

3.4 **Our ESG pillars**

3.5 **IMI Fabi and the SDGs**

3.6 **Sustainability Plan 2025-2027**

3.1 SUSTAINABILITY AT IMI FABI

In a world where demand for minerals is constantly growing, we are committed to connecting Earth and industry responsibly

For us, sustainability is a story of passion, perseverance and reliability. We act with integrity and make choices that look to the future. Today more than ever, in a world where demand for minerals is constantly growing and new technologies require increasingly sophisticated products with very high performance, the IMI Fabi Group can play a key role in addressing the environmental and social challenges posed by economic and industrial development. Our commitment is to meet market needs in a sustainable manner, connecting, as our Purpose states, the Earth and industry in a responsible way.

Starting with sound and forward-looking management of natural resources, sustainability means, first and foremost, adopting a responsible approach to the use of mineral reserves, helping to ensure they remain available for future generations through careful and prudent mining practices.
This would not be possible without a focus on people and care for the environment in which we operate. That is why we continually invest in innovation and technology to optimise health and safety in the workplace and to improve the use of energy, water and land.
Compliance with the law is the minimum standard that all companies must meet, but we know that, to continue creating value in the long term, we must constantly strive to go beyond compliance and make continuous improvements.
Sustainability has always been at the heart of IMI Fabi's conduct and is the lens through which we assess any strategic initiative. As a natural consequence of this approach, from 2024 – in line with the sustainability plan launched that same year – we began formalising the process of assessing all the Group's investments against ESG factors, to better understand the impacts of investment decisions and to ensure the direct involvement of local representatives at the sites concerned.

We recognise that we have a direct responsibility towards our customers, employees, suppliers, local communities and all other stakeholders to run a resilient and sustainable business.



3.2 STAKEHOLDER ENGAGEMENT

Creating long-term, shared and sustainable value means maintaining an ongoing dialogue with stakeholders and building relationships based on trust

The sustainability journey is an ongoing process to be shared with suppliers, partners, employees and the communities in which we operate, through long-term decisions that create value for our stakeholders as well.
From this perspective, active listening and dialogue with our stakeholders have always been fundamental to understanding their needs, interests and expectations.

ENGAGEMENT CHANNELS

Active stakeholder listening takes place on an ongoing basis through engagement channels tailored to each stakeholder group:

Customers Trade fairs, telephone contacts, video conferences, scheduled visits, dedicated customer service, customer satisfaction surveys, complaints channel, involvement in ESG projects (EcoVadis, Sedex, Carbon Footprint, LCA)

Employees Meetings, surveys, individual development plans, training, events such as the celebrations held on 4 December for Saint Barbara, patron saint of miners, firefighters and sailors

Local Communities Mine visits, concerts, sponsorships, preservation of artistic heritage, humanitarian associations, recreational associations, events dedicated to schools and universities, informal relations, establishment of a complaints channel, participation in civil society institutions and associations

Environment Local environmental protection agencies (such as ARPA - Regional Agency for Environmental Protection in Italy)

Suppliers Supplier assessments and audits, sustainable sourcing, supplier policy, meetings, invitations and events

Investors Shareholders' meetings, briefings, dialogue with analysts and investors, events

Public Administration Meetings, events

Partners Meetings, visits, support and training

IMI Fabi is a member of civil society organisations and associations such as Confindustria Lecco Sondrio, Assorisorse, EUROTALC, IMA (Industrial Minerals Association – Europe), EMA (Essential Minerals Association – USA), ASTM (American Society for Testing and Materials), Confindustria Sardegna, SINDIMIBA (Trade Union of the Mining Industries for Metals, Precious and Noble Metals, Precious and Semi-precious Stones, and Magnesite in the State of Bahia), Sociaal Secretariaat Liantis (BE), the Chemical Industry Federation of Finland, and the Finnish Mining Association

3.3 MATERIALITY MATRIX

Our sustainability decisions are guided by a rigorous process for identifying relevant issues and priorities

Stakeholder engagement is a key tool for identifying and prioritising issues relevant to the Group, including through the materiality analysis process – a structured process carried out on a regular basis involving the Group's relevant stakeholders. This process enables the creation of a Materiality Matrix, which allows the Group to focus its attention and resources on the areas of greatest impact, guiding strategic decisions and contributing to the organisation's long-term success.

IMI Fabi carried out its first Materiality Analysis in 2022. In this analysis, the Group identified the ESG issues that:

reflect the most significant economic, social and environmental impacts that the organisation has on people, society and the environment.

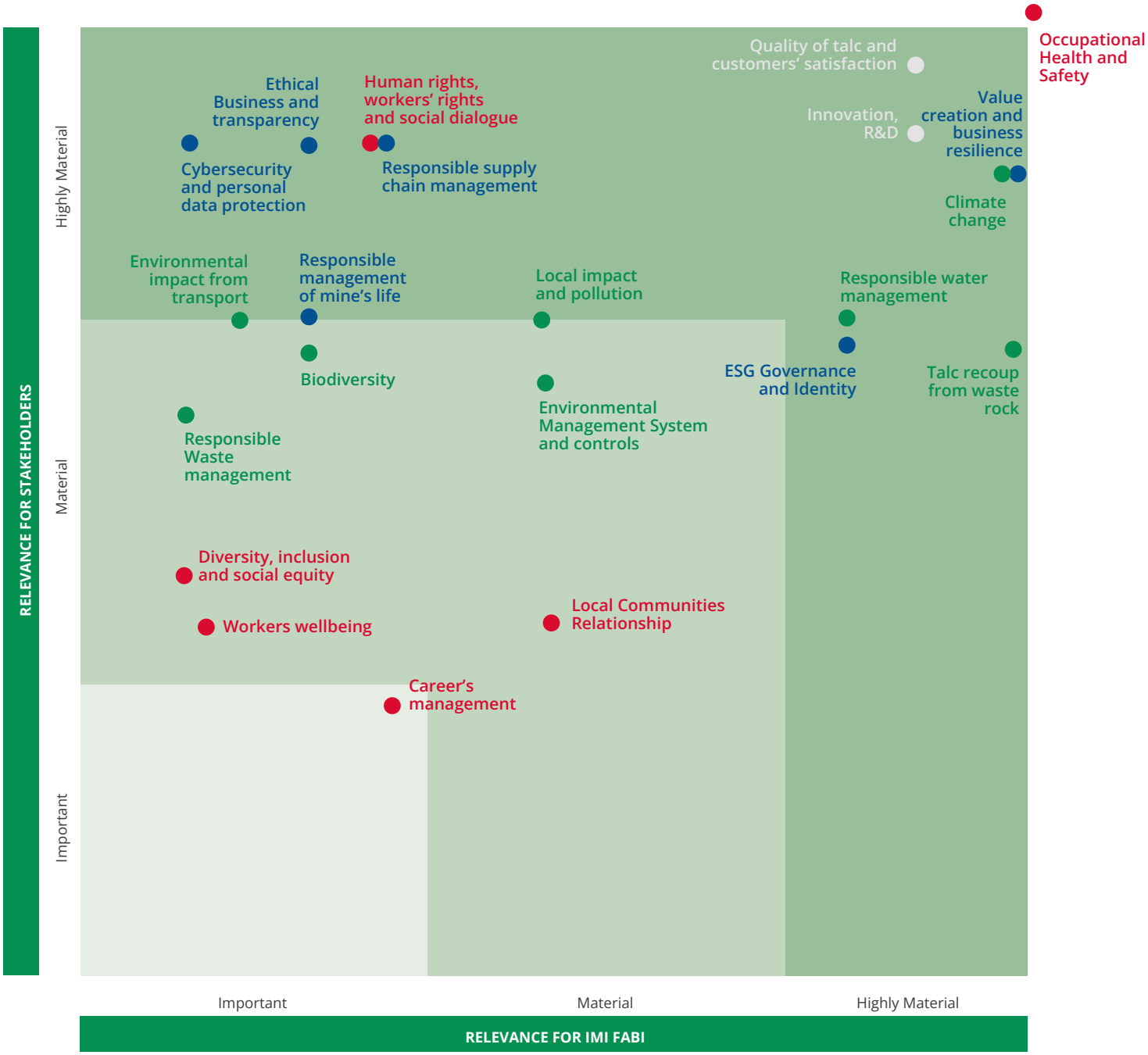
may have an effect on the organisation, creating risks or opportunities for the Group's value.

These issues have been presented in a matrix divided into three sections: 'important', 'material' and 'highly material'. The matrix reflects the perspectives of both stakeholders and the Group.

The issues considered material and highly material are those that have – or may have – a substantial impact on stakeholders and/or on IMI Fabi's economic, social and environmental performance.

IMI Fabi recognises that the issues identified are all relevant to the Group and to stakeholders to varying degrees. The order of priority provided by the matrix conveys the sense of urgency required to address them.

The matrix, approved by the Chief Executive Officer, is the result of a process which, by analysing a wide range of issues, led to the selection of 21 potential material topics that were submitted to stakeholders for assessment to determine their relevance. However, it was decided not to include the issue of 'Health and Safety' amongst the potential material topics because we consider it a fundamental prerequisite for the way we operate and, as such, not subject to prioritisation. Therefore, by default, this issue is positioned outside the materiality matrix, in the top right-hand corner.



Legend
Environmental Responsibility · Social Responsibility · Product Responsibility · Governance

THE DEFINITION OF THE MATERIALITY MATRIX

The three-step process

IDENTIFICATION OF ALL POTENTIALLY RELEVANT TOPICS THROUGH

Peer analysis

Industry analysis: ESG trends and standards

Analysis of internal documentation

Impact and risk analysis

Analysis of macro-trends in the sector

Governance interviews

Specific induction sessions with groups of employees on materiality and sustainability with interactive moments, to validate the list of topics

ASSESSMENT OF THE SIGNIFICANCE OF THE IMPACTS RELATED TO THE ISSUES FOR STAKEHOLDERS

For each topic identified as potentially relevant, a list of specific impacts (potential, actual, positive or negative) on stakeholders related to the way IMI Fabi manages these issues was defined. At the same time, for each of these topics, it was also analysed whether there were any aspects capable of triggering financial risks for the Group (starting with the consideration of operational, legal and reputational risks).

A group-wide survey was launched to ask for each topic whether, based on IMI Fabi's handling of the topic, there might be an impact on employees and what kind (on a scale of 1 to 5), and to understand how much the topic is felt by employees as urgent and a priority.

PRIORITIZATION OF TOPICS BASED ON THE RELEVANCE OF IMPACTS

For the construction of the materiality matrix, Top Management was interviewed about the relevance and impact on the Group of each topic based on risk considerations.
To also include the point of view of customers and suppliers, which at this stage was not directly collected, the Top Management was asked to respond also from the point of view of these stakeholders in terms of the relevance and significance of the impacts. These considerations were added to those collected from employees.
All the data collected led to the definition of the first IMI Fabi materiality matrix.

EMPLOYEE PARTICIPATION

~72% of the total employees participated in the survey

This result was also possible thanks to the choice to conduct the analysis through a double contact channel:

- Email employees with a professional email address (about 30% of the total workforce)
- Links to be accessed by scanning a QR Code posted on each bulletin board in the office, to allow everyone to access the survey.

The survey, coordinated by the ESG Director, was preceded by awareness-raising sessions with local ESG representatives who supported the process by providing information and facilitating the compilation of the survey. Following the analysis, the results – even before the publication of the 2022 Sustainability Report – were shared in all Group offices to encourage discussion and participation in the sustainability journey.



3.4 OUR ESG PILLARS

Based on the materiality assessment, we have defined macro-groups of ESG issues that are highly relevant for the Group and our stakeholders, and therefore at the heart of our sustainability strategy

We have identified 3 ESG pillars that represent our main areas of commitment and the framework for the actions and objectives of our sustainability path. In fact, the development of our first 2024-2027 Sustainability Plan also started from these pillars.



	Strategic themes	Reclassification of material topics
TO BE A LEADING SUPPLIER	**Continue to create long-term value through robust ESG governance** **Meeting the ever-changing needs of our customers by investing in innovation and R&D and actively collaborating with customers to create value-added products** **Adopt a customer-centric approach – to provide not only quality talcum powder but also the right services**	**ESG Identity and Governance** **Ethical and transparent business management** **Value creation and business resilience** **Cybersecurity and personal data protection** **Innovation, research and development** **Talc quality and customer satisfaction** **Responsible management of mine life**
DOING THE BEST FOR OUR PEOPLE AND LOCAL COMMUNITIES	**Putting the health and safety of our employees first at all times** **Promote and ensure respect for human rights, both within our operations and in our supply chain** **Establish harmonious and constructive relationships with the local communities in which we operate**	**Occupational health and safety** **Social equity, diversity and inclusion** **Relations with local communities** **Human rights, workers' rights and social dialogue** **Worker well-being** **Career Management** **Responsible supply chain management**
CARING FOR THE ENVIRONMENT	**Ensure sustainable management and efficient use of natural resources through the recovery of talc from barren rock** **Mitigate the environmental impacts of our operations and value chain** **Taking responsibility for our footprint, always striving to safeguard biodiversity and minimise the impact of industrial activities on the surrounding environment**	**Energy efficiency and emissions (GHG); impacts of climate change** **Environmental impacts of transport** **Recovery of talc from sterile rock** **Responsible water management** **Local impact and pollution** **Protection of biodiversity and the local territory** **Environmental control and management systems** **Responsible waste management**

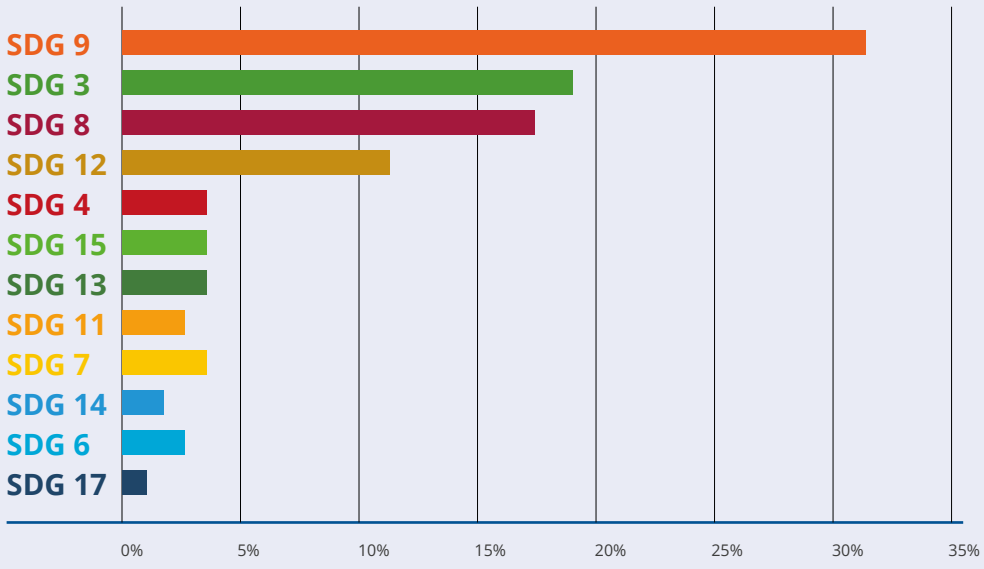
3.5 IMI FABI AND THE SDGS

Our sustainability commitments aim to align our actions with global priorities and thus contribute to the Sustainable Development Goals (SDGs), defined by the United Nations as part of the 2030 Agenda for Sustainable Development

The Group's concrete contribution to the SDGs is monitored using a two-pronged approach. At a strategic level, the Group, through its sustainability plan, focuses on 13 of the 17 Sustainable Development Goals. At an operational level, each project carried out during the year is then linked to one or more Sustainable Development Goals to which it can contribute, with the impact to be monitored in 2024 for 12 of the 17 SDGs, but with a focus on four of them.

In 2025, 40* projects were completed that contributed to at least one of the Sustainable Development Goals (SDGs). The chart below shows the percentage breakdown of projects carried out by IMI Fabi in 2025 in relation to the Sustainable Development Goals (SDGs). Eighty per cent of the projects focused on four key SDGs: SDG 9 – Industry, innovation and infrastructure (over 30 per cent), SDG 3 – Good health and well-being and SDG 8 – Decent work and economic growth (both just under 20 per cent), and SDG 12 – Responsible consumption and production (11 per cent). They also made a more limited contribution to SDGs: 4 (Quality, equitable and inclusive education), 6 (Clean water and sanitation), 7 (Affordable and clean energy), 11 (Sustainable cities and communities), 13 (Climate action), 14 (Life below water) 15 (Life on Land), and 17 (Partnerships for the Goals).

BREAKDOWN OF COMPLETED PROJECTS BY SDG



* The figure does not include Mondo Minerals projects.

This highlights the Group's strong commitment to developing more sustainable production processes, people's well-being and the improvement of working conditions. The other SDGs are still given attention, albeit with a lower quantitative impact, confirming a strategic focus on certain key areas for the company's impact.

40* PROJECTS COMPLETED IN 2025

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	3 GOOD HEALTH AND WELL-BEING	8 DECENT WORK AND ECONOMIC GROWTH	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
>30%	~20%	~20%	11%

In addition, starting from 2024, the investment analysis has been updated by systematically integrating sustainability factors with measurable data and with a mandatory classification according to the SDGs, avoiding generic improvement objectives and defining, where possible, numerical monitoring KPIs. This approach allows for a more detailed and objective analysis of investments and projects, while also measuring sustainability factors in a structured way.

THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030, all people enjoy peace and prosperity. The 17 SDGs are integrated, as they recognize that action in one area affects outcomes in other areas, and that development must strike a balance between social, economic, and environmental sustainability.



3.6 SUSTAINABILITY PLAN 2025-2027

Connecting Earth to industries is our three-year sustainability roadmap, in line with our Purpose and Materiality Analysis

The roadmap sets out our objectives and actions over a three-year period, in strong synergy with our business model.

Starting from the three ESG Pillars identified and the related material issues, we have identified the themes and KPIs to be developed over the next three years in our sustainability path, which focuses on 10 of the material issues identified in the Group.

Based on the plan, In terms of corporate governance and identity, the Group will continue to work on improving ethical and transparent corporate management. In particular, as early as 2025, an improvement in the Ecovadis rating was achieved (see chapter 4. Being a reference supplier) and cybersecurity was strengthened , with the achievement of ISO/IEC 27001 which covers the Group's entire IT process.

On the social front, the plan provides for a process of monitoring and raising awareness of its supply chain through a structured approach, with the continuation of the dissemination of the Supplier Code to all the Group's subsidiaries and with the implementation to an increasing number of strategic suppliers of a system for screening and assessing ESG risks in the supply chain through a third-party platform. Furthermore, it is an ongoing objective to ensure high standards of safety and wellbeing for workers and to embed the corporate and sustainability culture amongst all Group employees.

In terms of the environment, the Group will continue to optimise the responsible use of its mineral reserves to reduce waste and extend the life of mines, and to reduce its water use with particular attention to areas at risk. In 2025, in particular, in compliance with the sustainability plan, it integrated its environmental policy with a policy for the management of water resources. The already high level of attention to biodiversity issues through initiatives developed at all Group sites will result in an organic approach and the definition of an action plan over the course of the plan. On the emissions front, the Group has started mapping and monitoring Scope 3 emissions through a pilot project that first involved the parent company and is now being extended to the Group's European companies.




ARGON
BIOFIL
BIOFIL



4

To be a leading supplier

4.1 Our ESG governance

4.2 Responsible mine life cycle

4.3 Innovation and R&D

4.4 Customer centricity

4.5 Ethical and transparent business management

4.6 Integrated management systems

4.7 Cybersecurity and personal data

4.8 ESG Performance

4.1 OUR ESG GOVERNANCE

We are determined to strengthen our ESG governance in favor of ethical and transparent management and the creation of long-term value for stakeholders

We are a group on a human scale with a strong connection to our homeland. Dedication, tradition, responsibility and passion are our unique blend of success.

We want to continue the tradition, transferring our founding values to the new generations, which are both a cultural heritage and a future, for the Group and for the sector. To do this, we are aware that we must be far-sighted in our choices and in our way of acting, in order to remain competitive on the market as the best choice for the needs of our customers.

At the same time, we have a responsibility to take into account the environmental and social impacts we may have on our stakeholders. Therefore, we have built an ESG governance structure capable of adequately addressing and managing issues relevant to the Group and our stakeholders, which allows us to mitigate risks and make the most of all opportunities. This process also includes the strengthening of the controls for the monitoring and reporting of Key Performance Indicators. We have implemented a digital platform to optimize the collection and monitoring of Sustainability data (quantitative and qualitative), while ensuring greater accuracy and traceability, strengthening the involvement of all local ESG representatives. The platform is operational at all Group sites (Italy, Lombardy and Sardinia, Belgium, Austria, United States, Brazil, Australia, Netherlands, Finland) and its implementation has been accompanied by training sessions for the local representatives involved.

IMI Fabi's ESG structure is divided into three distinct governance bodies at Group level and a team of local representatives in the company's various sites of activity. The decision-making function is the responsibility of the Management Committee, which approves the Sustainability Agenda on the proposal of the ESG Director, who is entrusted with a coordinating role. It is supported by the Operational Committee, with a strategic support function. Furthermore, there is a team of local representatives, who report to the Director.

GROUP			SITES
THE ESG STEERING COMMITTEE Decision making and ESG strategy function	**ESG DIRECTOR** Coordinating role	**ESG OPERATIONAL COMMITTEE** Strategic support function	**LOCAL INTERFUNCTIONAL ESG TEAM**

This governance structure also oversees the implementation of the three-year sustainability plan. Each corporate body implements its responsibilities (decision-making, coordination, strategic support, engagement) within the plan, integrating specific responsibilities for achieving the objectives. The progress of the quarterly plan is monitored by the ESG Steering Committee.

THE ESG STEERING COMMITTEE
Decision-making function

Composed of CEOs, CFOs and ESG Directors, responsible for sustainability decisions and strategies, and periodically expanded to the Head of ISO Systems (Quality, Environment, Safety, Energy).

ESG DIRECTOR
Coordination

The ESG director implements the decisions of the Steering Committee, transferring them to the Operational Committee. He coordinates the local cross-functional teams, ensuring the exchange of information; he verifies the development of local sustainability plans, periodically reporting to the Steering Committee. He follows the evolution of sustainability regulations and represents the company in the working groups that deal with sustainability.

THE ESG OPERATIONAL COMMITTEE
Strategic Support

He deals with:

support the ESG Steering Committee and the ESG Director in planning and strategy, strengthening and implementing the integration of sustainability into the Group's activities;

collaborate in the assessment of environmental and social impact to identify sustainability projects, initiatives and actions to be implemented;

support the ESG Director in ad hoc projects;

actively promote a culture of sustainability within the Group.

LOCAL ESG CROSS-FUNCTIONAL TEAMS
A team of local ESG representatives with support, engagement and active leadership functions.

SUPPORT

Be the first local contact for sustainability-related issues – in case of questions, doubts, clarifications and necessary information about sustainability activities and projects.

Support the ESG Director in all initiatives related to sustainability reporting, in particular the collection of ESG information and key performance indicators (KPIs).

Actively promote the culture of sustainability within the Group, at a local level.

ENGAGEMENT

To be the first contact for the ESG Director in the involvement of the site on sustainability issues, projects and initiatives and in creating awareness of IMI Fabi's sustainability path, based on the information and tools provided by the ESG Director and the ESG Operating Committee.

Supervise the engagement activities of local stakeholders on sustainability issues.

ACTIVE LEADERSHIP

Identify activities, projects, margins for improvement at local level on sustainability issues by proactively bringing them to the attention of the ESG Director.

Actively participate in ESG meetings, sharing experiences, practices and ideas as well as incorporate practices applicable to local sites.

4.2 RESPONSIBLE MINE LIFE CYCLE

Responsible mine management passes through responsible ore extraction and the simultaneous management of the environmental trade-off

The intrinsic nature of IMI Fabi's activity is based on the extraction of a non-renewable resource, talc. To be sustainable, in terms of business and environment, it is essential for us to implement the best possible management of the deposits. Therefore, all our choices are made with a view to maximizing the duration of the mines and ensuring the responsible extraction of the mineral.

Mining projects are carefully designed for this purpose, in particular to increase the percentage of talc recovery from the encasing rock. Therefore, each mine has its own mining method optimized to the type of deposit *(see also chapter 6 "Taking care of the environment", paragraph "Talc recovery")*.

The responsible management of mines also brings with it one of the compromises that the sector is facing: on the one hand, the necessary choice to make the extraction of the mineral as efficient as possible, and on the other hand, the resulting impact in terms of CO_2 emissions due to increasingly technological and, consequently, energy-intensive approaches (the second significant compromise concerns energy consumption related to the production of higher-performance products, *see chapter 6 "Taking care of the environment"*).



TALC
A TRADE OFF IN NATURE

THE SA MATTA CASE

The case of the Sa Matta mine, in Sardinia, is an example of the trade-off between efficiency and emissions. The mine is cultivated with the "cemented filling" method, which allows the total extraction of the talc mineralized body. Concrete is used to fill the voids generated by talc extraction. This is a technique that has made it possible to extend the cultivation of a mine destined to be decommissioned that today operates with the highest technological and safety standards.

The introduction of this technique is indicative of the existence of the trade-off between the sustainable use of a non-renewable raw material and its carbon footprint. In fact, to increase the efficiency of the mining activity, and increase the life of the mine, the goal is to extract all the talc available. However, the use of concrete has a very significant impact in terms of CO_2 emissions.

In 2023, investments were made to reduce the impact of the cultivation technique, through the construction of a concrete batching plant on site. Thanks to this, it was possible to use the rock extracted for the preparation of service tunnels as an aggregate for the preparation of concrete and to eliminate the transit of concrete mixers, which were necessary when the concrete was mixed elsewhere.

In 2024, the concrete batching plant was put into operation, allowing a significant reduction in the execution time of the cemented filling and emissions due to the transport of concrete. At the same time, an underground traffic regulation system was implemented and an advanced system for locating vehicles and personnel was put into operation, with the aim of further increasing operational efficiency and ensuring higher safety standards in the mining context.



4.3 INNOVATION AND R&D

We constantly invest in R&D to meet customers' evolving needs and seize new opportunities

Talc has characteristics that allow it to be used in a variety of ways. Innovation and Research and Development (R&D) are therefore central both to discovering new uses and to meeting the specific needs of customers. This is the basis of our corporate strategy, which aims to offer the best talc for every use *(see chapter 2 "A history of innovation", paragraph "Strategy and business model")*. Research and development covers all stages of talc production.

THE IMI FABI GROUP:

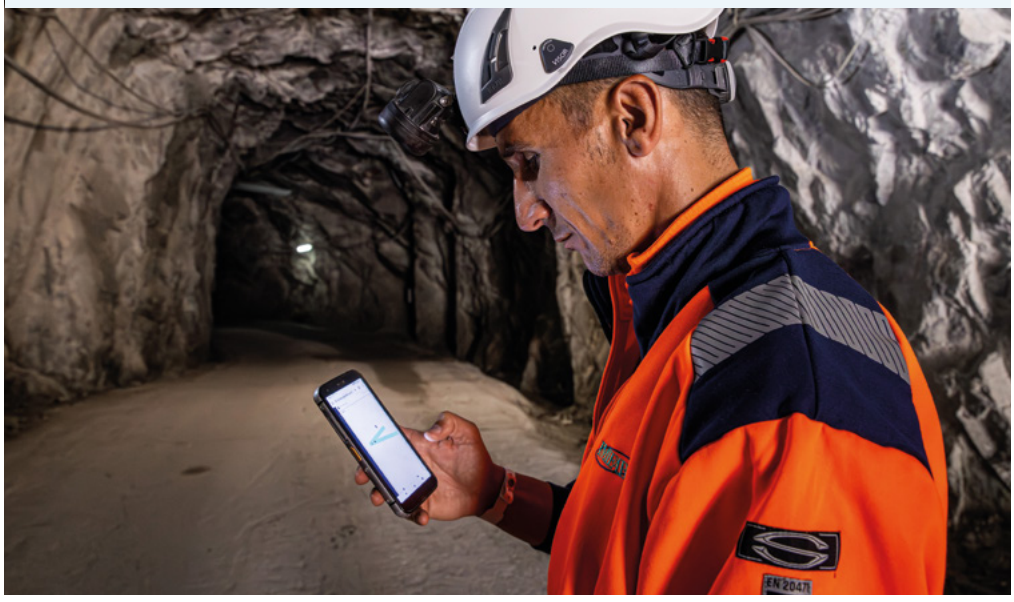
It invests in the most up-to-date technologies to deliver the best product performance.

Actively collaborate with customers to create value-added products

It works to obtain high-performance products, which allow the desired properties to be obtained with less use of mineral products, thus optimizing the use of a non-renewable material such as talc.

It is constantly updating its production technologies to achieve the best product performance, combining them with environmentally friendly solutions.

It constantly analyzes production processes with the aim of optimizing their technical-economic management.





IMI Fabi's experienced R&D team follows the different technical activities and maximizes the innovation process. Technicians from different disciplines collaborate to develop new products, processes and applications. The R&D team is always active to be able to respond to customer requests, to be compliant with regulatory changes and to create products that meet the needs of different markets.

THE KEY DRIVERS FOR R&D AND PRODUCT DEVELOPMENT ARE:

Customer requests and needs, with the possibility of customizing the product.

Disruptive innovations

Environmental regulations that affect the value chain.

In this perspective, regulatory and environmental developments are creating opportunities in new sectors where, in relation to the processes used, talc can represent a mineral with a lower environmental impact. *(See the paragraph "The role of talc in the environmental transition" in chapter 2)*. This is the case, for example, of the development of the application of talc in biodegradable food packaging, which can be obtained thanks to highly advanced production and purification processes.

4.4 CUSTOMER CENTRICITY

We provide not only quality talc products, but also the right services to work alongside our customers in achieving their goals

High quality products, supported by effective services for our customers. This is the Group's main strategic objective, which translates into: the search for innovative products, guaranteeing a global and timely service and offering suitable technical support.
A customer-centric approach that is also a crucial part of our sustainability, given the vital role minerals play in driving the clean energy transition.

Our team, dedicated to improving the product portfolio, is constantly working with customers to: expand the opportunities for new applications, customize talc types to offer specific technical advantages, anticipate future market needs and thus gain a perspective and vision on what is needed for our value chain in the transition to a more sustainable world.
The group works closely with many leading brands, but also with smaller, highly specialized companies.

THE PRINCIPLES THAT GUIDE US IN THE RELATIONSHIP WITH CUSTOMERS

Clear and open communication and exchanges
The transparent and correct management of business relationships is the basis of our action. Our Customer Service is available to the customer's needs, with a problem-oriented approach.

Responsiveness
We are committed to responding as quickly as possible, even when it comes to complaints – in these cases, we have specific procedures to conduct investigations, implement the necessary corrective actions and follow up with customers. More generally, IMI Fabi's commitment is to be responsive and present for the customer, at all times. An online technical assistance service is also active through the Group's website.

Proactivity
IMI Fabi continuously tries to anticipate demand, to always be able to satisfy its customers and guarantee products with a clear added value. Thanks to specific tools and processes, the Sales and Marketing department collects information from the market that is shared with other departments such as Logistics, Research and Development, Sustainability, which together analyze trends to understand how the market moves. This allows us to always offer the best talc for every use, responding to the constantly evolving needs of our customers and society.



THE STRENGTHS IN CUSTOMER RELATIONS

Proximity

Historically, IMI Fabi has always been a company close to its customers, a Group on a human scale whose people are present whenever the customer needs them and able to act quickly to respond to their needs. In addition, as part of IMI Fabi's strategy, we are also close to our customers in terms of territorial presence, thanks to strategic plants that allow us to optimize transport.

Tailor-made solutions

IMI Fabi's goal is to give products added value that can be clearly perceived by customers. This includes the possibility of customizing the product according to the customer's needs over time. Suitable equipment and flexibility in the design process are key to doing this. At IMI Fabi we pay great attention to proposing the product at the best cost-performance ratio, providing the appropriate follow-up and ensuring all the necessary resources, from technical-analytical capacity to the availability of our experts. We provide flexibility in design, programming and production according to customer needs.

Know-how and experience

IMI Fabi's success is also based on technical cooperation with customers, aimed at product development. This is why the Group was created and determines the basis for its future. Talc has always been IMI Fabi's product, we have a high level of know-how, expertise and experience on its properties and applications and we try to transfer this know-how to our customers. In its laboratories, the Group is able to carry out extensive tests and to accurately reproduce numerous customer production and application processes. It also collaborates closely with external universities and research institutes. This commitment significantly reduces the development and modification costs borne by customers and allows them to start production much earlier than would otherwise be possible.

4.5 ETHICAL AND TRANSPARENT BUSINESS MANAGEMENT

We act according to the principles of legality, loyalty, transparency and independence, in relations with all stakeholders, both in internal and external relations

The principles that guide the conduct of the Group and its employees are collected in the Code of Ethics which was published for the first time in 2011, updated more recently in December 2024. The Document is accessible on the company website.
The Code of Ethics applies to members of the corporate bodies, employees and/or collaborators and in general to all those who act in the interest of the Group. All recipients of the Code are required to comply with the law, company rules and procedures. In their relations with the outside world, they will act fairly and avoid disclosing false information; they will not carry out any activity on their own initiative or on behalf of third parties by exploiting their position within the Group; they will fully comply with the company's rules of integrity and transparency. Gifts and hospitality are permitted only if they are of modest value and if they fall within the normal parameters of corporate courtesy.
Any behavior/act that brings a personal advantage or that influences the decisions of the external party/trade unions/public administration for one's own personal advantage is strictly prohibited.

The Group undertakes to maintain strict control over any behaviour that tends to corruption, fraud, money laundering, anti-competitive practices and false commercial claims, reporting any unlawful behaviour to the Authorities. Corruption and bribery are risks assessed by IMI Fabi for all its operations.
The importance of these values is emphasized not only in the Code of Ethics, but also in the Supplier's Code of Conduct. IMI Fabi did not incur financial or non-monetary penalties, nor legal proceedings. In addition, there were no ethics-related incidents in 2025.

As of 17 December 2023, the Whistleblowing platform has been activated in compliance with EU Directive 2019/1937 whistleblowing (transposed into the Italian legal system with Legislative Decree no. 24/2023), concerning "the protection of persons who report breaches of Union law and laying down provisions concerning the protection of persons who report breaches of national regulatory provisions". The term whistleblowing refers to the spontaneous disclosure by an individual, called a "whistleblower" of an offence or irregularity committed within the entity, of which he or she has witnessed in the exercise of his or her duties. The whistleblower is often an employee but can also be a third party, for example a supplier or a customer. In 2025, no reports were recorded through this channel.

4.6 INTEGRATED MANAGEMENT SYSTEMS

We pay constant attention to customer satisfaction, respect for the environment, energy efficiency, safety and health of workers

The Group has adopted an integrated management approach through ISO management systems on Quality, Health and Safety at Work, Environment and Energy. Production processes are developed according to a policy of continuous improvement and maximization of efficiency, always in full respect of the environment and safety. Quality is ensured by constant control of the entire process.

IMI FABI S.P.A. IMPLEMENTS AND MAINTAINS THE FOLLOWING MANAGEMENT SYSTEMS:	
ISO 9001:2015	**Quality**
ISO 45001:2023	**Occupational health and safety**
ISO 14001:2015	**Environment**
ISO 50001:2018	**Energy**
ISO/IEC 27001-2022	**Information Security**

Below is a breakdown of ISO certifications by site and type of certifications

Site	Activity	ISO 9001 -2015	ISO 14001 -2015	ISO 45001 -2023	ISO 50001 -2018	ISO 22000 -2018	ISO/IEC 27001 -2022
IMI Fabi S.p.A.	Mining & processing	●	●	●	●	X	
IMI Fabi Sardegna	Mining & processing	●	●	●	●	X	
IMI Fabi Belgio	Processing	●	●	Ongoing	X	X	
IMI Fabi USA	Processing	●	●	●	X	X	
IMI Fabi Brasile	Mining & processing	●	●	X	X	●	●
IMI Fabi Australia	Mining	●	●	X	X	X	
Mondo Minerals Paesi Bassi	Processing	●	●	X	Ongoing	●	
Mondo Minerals Finlandia	Mining & processing	●	●	●	X	X	

4.7 CYBERSECURITY AND PERSONAL DATA

We have strengthened the security infrastructure, protecting data and systems and ultimately mitigating related risks

Technological developments, new infrastructures and an increasingly interconnected world via the internet bring new risks and opportunities for companies. Stricter laws on privacy and data protection of users, employees, suppliers and customers guarantee the required levels of privacy through ad hoc policies and processes. Conversely, the growing cybersecurity risks, due to cyberattacks, not only put privacy protection at risk, but could also lead to the disruption of machinery and information systems and pose a threat to general security.

IMI Fabi is committed to acting in line with all data protection laws and to putting in place all the necessary procedures to ensure the protection of personal data and to mitigate risks and impacts related to cybersecurity.

In particular, IMI Fabi's IT system obtained ISO/IEC 27001 certification in 2025, which covers the Group's entire IT process. This is a globally recognized standard for the Information Security Management System (ISMS). This milestone represents a further consolidation of IMI Fabi's commitment to cyber risk management and data protection.

Compliance with ISO/IEC 27001 means that an organization or company has put in place a system to manage risks related to the security of data owned or managed by the company and that this system complies with all the best practices and principles enshrined in this international standard. IMI Fabi is committed to acting in line with all data protection laws and to putting in place all necessary procedures to ensure the protection of personal data and for the mitigation of risks and impacts related to cybersecurity.

In the last two years, the company has made important progress in this area, both on the organizational and infrastructural fronts. The Manual and the general procedures of the system have been updated and a series of specific procedures have been defined aimed at regulating key aspects of IT security. In parallel, several strategic investments have been completed to strengthen the Group's IT infrastructure, including the renewal of the company's hardware and software and the strengthening of access management. Data lines have also been improved, the backup system has been strengthened and recovery systems have been tested to cope with any data loss, in favor of business continuity.


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4.8 PERFORMANCE ESG

ECOVADIS



IMI Fabi is dedicated to maintaining business conduct in line with best practices, ensuring ethical behavior and correct operating procedures in all Group activities. In pursuit of continuous improvement, IMI Fabi annually reviews its sustainability policies, actions and results through a comprehensive assessment on EcoVadis, a platform that allows companies to monitor sustainability performance in four key areas: environment, labor and human rights, ethics and sustainable procurement. EcoVadis' assessment is based on international sustainability standards such as the Global Compact Principles, International Labor Organization (ILO) conventions, the Global Reporting Initiative (GRI) standard, the ISO26000 standard and the CERES principles.

In 2025, the Group confirmed the "Silver" medal for the seventh consecutive year (it was awarded in 2019), obtaining a score of 72/100. The company ranks in the top 7% of companies evaluated by EcoVadis in the "Other mining and quarrying activities n.e.c." sector and in the top 13% of all companies evaluated at the time of publication of the scorecard for IMI Fabi.

ECOVADIS ASSESSMENT RESULTS BY SUBSIDIARY

Score
72/100

+22%
performance
in the last four years

IMI Fabi
top 13%
of all companies evaluated at the time
of publication of the scorecard



IMI Fabi USA | IMI Fabi Belgium | IMI Fabi Sardinia | IMI Fabi Brazil | Mondo Minerals Netherland | Mondo Minerals Finland

IMI Fabi has been assessed annually by EcoVadis since 2017, showing a consistently positive trend in terms of performance. The company is committed to maintaining its growth trajectory, having recorded an overall score increase of 22% over the last four years (2021-2025), and continues to work on areas for improvement to strengthen its ESG performance.

In 2024, the EcoVadis assessment was also extended to some of the Group's subsidiaries: IMI Fabi Belgium, IMI Fabi Brazil and IMI Fabi Sardinia. IMI Fabi USA, on the other hand, has been filling out the EcoVadis questionnaire since 2017. In addition, following the acquisition of Elementis Talc, the EcoVadis assessment has also been extended to the Dutch and Finnish subsidiaries, Mondo Minerals BV and Mondo Minerals BV Branch Finland, with dedicated training and alignment activities with the Group's performance. The extension of the EcoVadis assessment to subsidiaries represents a significant step in the process of consolidating the Group's ESG strategy, with the aim of promoting a shared culture of sustainability and ensuring widespread monitoring of ethical, environmental and social performance. This expansion makes it possible to monitor the alignment of international operating sites with the Group's principles and standards with greater consistency and transparency, while also strengthening reporting activities.

TOGETHER FOR SUSTAINABILITY (TFS)

In 2023, Together for Sustainability (TfS), a global non-profit association dedicated to promoting and coordinating the measurement of the sustainability performance of chemical companies and their suppliers, successfully carried out an audit at IMI Fabi S.p.A. Thanks to TfS, the results of sustainability assessments are shared with all members of the association, fostering industry-wide collaboration and continuous improvement. Sustainability performance is verified against a defined set of audit criteria covering different areas: management, environment, health and safety, labor and human rights, and governance.

Specifically, our on-site audit was conducted in October 2023 by the auditing firm SGS, approved by TfS, and covered all activities in Valtellina (the Brusada-Ponticelli-Valbrutta mine, the Torre Santa Maria and Postalesio industrial sites and the offices).


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IMIFABI



5

Doing the best for our People and local communities

5.1 **Our people – Health and safety**

5.2 **Our people - Human and workers' rights**

5.3 **Our People – Career Management, Worker Wellbeing, Diversity & Inclusion**

5.4 **Our local communities**

5.5 **Our suppliers**

5.1 Our people
HEALTH AND SAFETY

We foster a strong health and safety culture so that all our employees around the world are held to the same standards

Safety is of paramount importance to the IMI Fabi Group. It is a priority, which must be pursued without compromise both in relation to employees and other stakeholders, and an essential prerequisite for our workers and our products. Therefore, the Group is committed to promoting a solid culture of safety in all areas of operation: the work environment must be a place where everyone can operate safely.

The IMI Fabi Group operates in line with the requirements of Sustainable Development Goal number 3 - Good health and well-being and following the principles set out in the Group Safety Policy, updated in 2022. The presence of a Group safety policy, approved by the General Management and periodically reviewed, underlines the importance of continuous improvement in product safety and health and in the well-being of workers and the working environment.
In particular, the Group:

Considers that ensuring the mental and physical health, safety and well-being of its employees is of the utmost importance;

Is committed to promoting a strong safety culture within its operations worldwide, regardless of the country in which it operates, so that everyone is guaranteed the same standards;

Is committed to adopting the most advanced technological solutions to minimize potential risks during the daily work of employees, ensuring adequate investments in research and development and technological updates.

IMI Fabi has set itself the goal of eliminating accidents at work and is ISO 45001 certified to always have safe and healthy workplaces, prevent accidents and occupational diseases, and continuously improve health and safety performance.

The Group's commitment is to constantly implement best practices. All the Group's main sites have adopted health and safety management systems. The ISO 45001:2018 certification has been achieved by IMI Fabi S.p.A., IMI Fabi Sardinia, IMI Fabi USA and Mondo Minerals Finland while it is in the process of being achieved for IMI Fabi Belgium *(see also the table in chapter 4, paragraph "Integrated management systems")*. Mondo Minerals Netherlands has an occupational health and safety management system in place based both on the legal requirements of the "Arbowet" or "Working Conditions Act" (which regulates the health, safety and well-being of workers in the Netherlands), and on knowledge of the various risks present on site and the activities carried out there. IMI Fabi Brazil has adopted a management system in accordance with the regulatory standards of the Brazilian Ministry of Labor and Employment (*SESMT, see in-depth study*).

The services are periodically monitored through special indicators, which constitute the quantitative elements of entry to the Management Review.

IMI Fabi guarantees health surveillance to all its employees, in order to prevent and better protect the right to health. In collaboration with the appointed competent doctor, IMI Fabi has drawn up a three-year health surveillance plan (currently valid for the three-year period 2024-2026) which covers all employees and defines the frequency and type of mandatory medical checks based on the activities. This is done through preventive medicine programs and constant checks on the suitability of workers to perform the tasks, both for new hires and for those who change positions within the company. Clothing must be consistent with the standards of the company environment and appropriate to the type of work performed. Employees must use Personal Protective Equipment provided by the Company and suitable for the performance of the assigned task. The specific requirements are contained in the Conduct Manual that all IMI Fabi employees are required to sign. For laboratories and processing plants, the Group has specific procedures for the handling of chemicals by those suitable for the use of these agents. All health and safety documents and procedures are available in the local language of employees.

RISK ASSESSMENT AND AUDIT

In line with the law, IMI Fabi carries out assessments of potential risks to health and safety and produces assessment documents describing the risks and prevention measures for health and safety in the workplace. Through this assessment, the Group analyses, assesses and prevents dangerous situations for workers. The risks assessed include any potential hazard related to:

The working environment (e.g. noise, dust, air and water quality, radon concentration and exposure to electromagnetic fields, etc.);

The type of activity carried out by the employees, the equipment and machines used - subject to periodic inspections;

The way in which the Group organizes its activities;

Emerging risks, for example sources of stress that may be work-related.

Following the risk assessment, a precise improvement plan is implemented with the aim of reducing the likelihood of dangerous situations and mitigating risks, such as noise and stress. In addition, personal protective equipment is defined based on the activity carried out and the risks associated with it. Every year, each ISO certified Group company 450001 undergoes at least two structured H&S (health and safety) audits – one internal and one external.

HEALTH PROMOTION PROGRAMS

IMI Fabi encourages the adoption of a healthy lifestyle, prohibiting smoking in all areas, with the exception of those open specifically prepared; the intake of alcohol and drugs is prohibited in all areas. Entry is not allowed to people in an evident state of psychophysical alteration. In addition, the Group's main sites have launched promotion and prevention programs for the health of employees.

Employees who are most exposed to noise are offered periodic hearing tests and GMP (Good Manufacturing Practice) training. Courses such as first aid, cardiopulmonary resuscitation and the recognition of risks in the use of chemicals at home are promoted. All employees are offered health insurance coverage for different types of medical services. In addition, at the local level, specific prevention initiatives and meetings are carried out in which health and safety issues are addressed, or sports are encouraged (through the organization or access to sports initiatives) or the health of specific categories such as women's, men's and mental health. In Brazil, for example, the Wellhub plan (formerly known as Gympass) was implemented between 2025 and 2026, focusing on offering employees easier access to physical activities in general. The program guarantees savings of 60% or more to those who use these facilities, encouraging regular physical activity and promoting employee well-being. IMI Fabi subsidizes part of the cost, making access more democratic and inclusive.

EMPLOYEE PARTICIPATION AND H&S COMMITTEES

Workers' participation and consultation on the development, implementation and evaluation of the occupational health and safety (H&D) management system take place in different ways depending on local specificities, i.e. through formally recognised workers' representatives or through committees, dedicated events, interactive training sessions or through specific procedures.

H&S GOVERNANCE IN BRAZIL

IMI Fabi Brazil has two specific health and safety committees:

CIPAMIN (Internal Commission for the Prevention of Accidents in the Mining Industry):
Formal Joint Workers-Management Commission consisting of 6 members (4 members elected by the workers and 2 selected by IMI Fabi). The CIPAMIN is in office for a one-year term. Any worker may stand for election. The Committee is assigned the task of discussing and evaluating issues related to safety, health and working conditions at the IMI Fabi Brazil site, acting as a "works council". The Committee meets regularly each month to discuss issues reported during inspections or by any worker. If necessary, CIPAMIN also organizes extraordinary meetings to address accident investigations. In addition, management review sessions are held to:

Analyze and discuss occupational accidents and diseases that have occurred, proposing and requesting measures to prevent similar events from occurring and guiding other workers in terms of prevention;

Participate in periodic inspections of the work environments scheduled by the company or by the SESMT;

Organize annually the Internal Week for the Prevention of Accidents in Mining Workplaces (SIPATMIN), with the dissemination of the results of the actions implemented by CIPAMIN. The week has reached its ninth edition in 2025.

SESMT (Service Specialized in Safety Engineering and Occupational Medicine):
commission composed of 4 members (1 safety engineer, 2 safety technicians and 1 doctor) whose purpose is to promote health and safety in the workplace. The SESMT is established in accordance with the regulatory standards of the Ministry of Labor and Employment of Brazil and is periodically audited internally through scheduled and unscheduled inspections and by inspectors from the Ministry of Labor and Employment. The system is based on the PGR (Risk Management Program) which aims to implement actions that promote the protection and integrity of employees: anticipating, identifying and assessing risk factors; establishing priorities, objectives and a timetable; following up on the control measures implemented and monitoring exposure to risk factors, thus complying with the provisions of the NR-01 Regulatory Standard and No. 22 of Ordinance 3214/78 of the Ministry of Labor. The environmental risks (Physical, Chemical, Biological, Ergonomic and Accidental) identified in the PGR (Risk Management Program) are the basis of the PCMSO (Occupational Health Medical Control Program) which establishes which medical examinations must be carried out for each type of work and how often. In the event of accidents (personal or material), the SESMT convenes a meeting to investigate the incident. Those directly affected, superiors and a workers' representative (CIPAMIN) are summoned. Tools such as the Ishikawa diagram and the 5 Whys methodology are used to identify the root cause and establish an action plan to eliminate the symptoms and treat the root cause. The investigation of the accident, with the lessons learned, is then disseminated to everyone and in a CIPAMIN meeting.

MONTHLY MEETINGS IN THE USA

In the United States, as in Europe, monthly meetings are held with workers' representatives to discuss safety issues. Issues are listed with progress and posted on communication boards in the plant office and common areas. The TQM (Total Quality Manager) and the Workers' Representative meet monthly to discuss safety issues and address them. Meeting notes are shared with top management and employees, and assistance from all management, such as production, maintenance, and DIG (General Management) approval, is requested. Employees are protected by the Miner's Act of 1977 and are encouraged to report any safety concerns. A Miner's Right contact number is available in common areas to report unsafe working conditions: 1-800-746-1553.

REGULAR UPDATES FROM THE NETHERLANDS AND FINLAND

In Amsterdam, the Occupational Safety and Health (HSE) Committee meets every month to discuss the latest month's news, major accidents and projects. The committee is made up of staff from all departments (e.g. manufacturing, logistics, maintenance, engineering). The presentation and report of the meeting are sent to colleagues to keep them up to date on occupational safety and health issues, and anyone can ask questions or comment on the news. In Finland, formal structures for worker participation have been set up through Occupational Safety and Health Committees, which meet at least four times a year and represent all employees. The committees play an advisory role in the decision-making process on occupational safety and health. The final decision-making power lies with management, while workers' representatives actively contribute to discussions and improvement initiatives. In addition, Safety Moments are held every week to discuss current issues related to occupational health and safety, and changes in operations. Safety-relevant aspects are addressed through training and communication activities. Employees who report safety-related observations automatically receive feedback via email once the report has been processed and corrective actions have been completed.

TRAINING COURSES

IMI Fabi promotes education and training on health and safety for its employees and organizes, both for the latter and for external workers, specific moments of sharing and discussion of best practices through workshops and meetings with workers' representatives. The training courses, aimed at everyone, cover the fundamentals of health and safety as well as the specific risks related to the sector of activity. In 2025, 5,134 hours of training were carried out at Group level on these topics (including the new Mondo Minerals sites) which represent 51% of the total training hours.

In Brazil, every worker who joins the Group must undergo intensive training in occupational health and safety. The training lasts 24 hours (3 days with 8-hour sessions). This training is mandatory for anyone who has been hired. Every two years this training session must be repeated. Specific training (e.g. for work at height, for work in confined spaces) is given to workers responsible for these specific activities (every year or every 2 years, depending on the criticality of the activity).

There are also 2 specific training sessions performed annually:

Training of CIPAMIN (Safety Commission) members - 40 hours of training (annual) for elected and selected members of CIPAMIN on occupational safety and health issues, risk identification and management, accident investigations.

Firefighter Training - 16 hours of training (8 hours for retraining) per year for members of the Fire Department (21 members).

In the United States, all plant personnel working in or moving around the plant – operators, shift supervisor, QA (Quality Assurance) – have received Mine Safety and Health Administration (MSHA) safety training and specific job training, which also extends to contractors and visitors. Site permits and change management forms are completed for the various activities in the plant, to identify safety hazards, ensure that instructions and Personal Protective Equipment are provided, and that ongoing activities are reported. All employees are trained to recognize hazards in the workplace. Three pre-shift inspections are carried out in accordance with the MSHA to determine any safety violations or hazards. Safety interviews are held each month during the presentation of safety awards.

H&S DIALOGUE IN BRAZIL

IMI Fabi Brazil complies with Brazilian safety regulations (regulatory standards of the Brazilian Ministry of Labor and Employment) and adopts different approaches to facilitate worker participation. Formal dialogues are implemented at different levels:

Daily safety dialogs (DDS) where workers are invited to discuss safety and health issues before the start of each shift;

Formal monthly safety inspections by the team of the Specialised Services for Safety Engineering and Occupational Health (SESMT) and the Internal Commission for the Prevention of Accidents in Mines (CIPAMIN);

Conferences or other monthly events organized by SESMT and CIPAMIN to raise awareness of health issues among the corporate population, following the calendar of the World Health Organization (WHO) and the Brazilian Ministry of Health;

The Safety Week (Internal Week for the Prevention of Accidents in Mines - SIPATMIN) on an annual basis. The event includes lessons on safety and health at work, first aid, awareness of harassment at work. Activities are also planned to integrate workers in the different areas.

IMI FABI USA
Company recognition for the lowest accident rate

IMI Fabi USA has earned a major recognition for its dedication and safety achievements. A member of the Essential Minerals Association (EMA), on September 18, 2025, in Washington DC, IMI Fabi received the "2024 Company Safety Achievement for Lowest All Injury Rate" award in the small business category. IMI Fabi USA recorded 95,687 hours of employee work, without injuries, with an overall injury rate of 0.00 per 200,000 hours of work. The award was presented by the president of the Essential Minerals Association, Chris Greissing.

This recognition is a testament to IMI Fabi's and employees' dedication and commitment to occupational safety through ISO 45001:2015 standards, compliance with MSHA regulations and controls, FDA compliance, continuous training, employee communication, and continuous capital investment, all of which are significant factors in improving safety.





5.2 Our People
HUMAN & WORKERS' RIGHTS

We ensure and promote respect for human rights both within our operations around the world and in our supply chain

The IMI Fabi Group recognises as a corporate responsibility respect for human rights and workers' rights and full respect and compliance with all laws and regulations.
The IMI Fabi Group operates in line with:

ITS OWN CODE OF ETHICS

The Group is committed to ensuring the health and safety of workers, the prevention of occupational diseases, gender equality, diversity and non-discrimination in the workplace, zero tolerance for any form of child labour and forced labour, including at suppliers.

COLLECTIVE LABOUR AGREEMENTS ACTIVE IN THE COUNTRIES IN WHICH IT OPERATES

All employees are covered by collective labour agreements or by contracts whose working conditions refer to those of collective agreements.
For Italian activities, the Group applies the "CCNL Miniere" in all its aspects, and this concerns, among other things: working hours and shifts, holidays and paid and unpaid leave, working conditions, training, wages, salaries and benefits for extra working hours, procedures relating to hiring and termination of employment, profiles and classification of workers, promotions and professional developments, trade union and workers' representations, diversity and non-discrimination in the workplace and all other relevant aspects relating to employment relationships.

For Brazilian operations, IMI Fabi operates in line with the CLT – Brazilian Consolidation of Labor Laws. The site also has a Collective Agreement, in which wage adjustments and benefits are negotiated annually with the workers' union (SINDMINE). In the United States, the site follows federal and state guidelines, including those of the Mine Safety and Health Administration, and acts in line with union agreements. In Belgium, all blue-collar workers are covered by two-year company collective agreements, while all white-collar workers have an individual contract but also benefit from additional working conditions agreed upon in the company's collective agreements.

All rights and employment-related matters are communicated to each employee at the beginning of employment.

TRADE UNION RELATIONS

The IMI Fabi Group recognises the importance of social dialogue with its employees and their representatives and respects and guarantees freedom of association and the right to collective bargaining at all its sites. Workers' representatives are elected at all IMI Fabi Group sites.

5.3 Our People
CAREER MANAGEMENT, WORKER WELLBEING, DIVERSITY & INCLUSION

We do not tolerate discrimination and pursue gender equality

CAREER MANAGEMENT

We make sure that all staff, internal and external, are professionally qualified to do the job for which they have been hired. At the same time, we are committed to providing specific training courses aimed at improving the professional development of our employees.

IMI Fabi ensures that all its processes, from recruitment to hiring, from promotion to dismissal, are transparent and adequately communicated to employees.

WE PURSUE:

Talent attraction
Through benefits, a good work environment and growth opportunities;

Well-defined career plans
Structured work and salary plans, as well as the requirements for each job position;

Role switching system
Changes are based on meritocracy and industry needs. We evaluate employee performance for possible promotions and changes;

Training
Based on the needs expressed by employees, the Group carries out a wide range of training programs in the fields of health and safety, energy saving, quality and the environment.

Generational transition and internal growth
On the occasion of retirements, the company activates a structured process of reorganization of roles. This provides opportunities for professional growth for employees already in the workforce, supported by specific training plans, with the aim of filling the functions left vacant. At the same time, the entry of young workers is encouraged, encouraging generational turnover and an expansion of the workforce.

ORIENTATION AND TRAINING

All new employees receive an orientation session that reviews general policies, procedures, and operations, and provides management's expectations of behavior. In addition, a copy of the Employee Guidelines of Conduct is given and is required to sign for receipt, so that everyone has read them. In addition to initial training, periodic training courses are provided, both in relation to regulatory and management issues as well as in relation to corporate ethics and culture, internal values and organizational aspects. The company also provides external training courses to ensure that skills are updated and acquired in specific areas such

as safety, environment, energy, and quality. Finally, targeted training courses are offered on international standards such as ISO certifications, or on other topics relevant to the job held by each employee.

IN 2025, EMPLOYEES RECEIVED:

9,455 hours
of skills training, with an average of 20 hours per employee

601 hours
on environment and energy

305 hours
on ethics (including cybersecurity)

The averages of training hours for the 2025 financial year were calculated excluding Mondo Minerals Netherlands, as the training data were not available with the level of detail required by gender and professional category. The company is currently engaged in a process of aligning data collection and reporting methodologies with Group standards.

DIVERSITY AND INCLUSION

IMI Fabi does not tolerate racial, religious or political discrimination; it pursues gender equality in the workplace, condemning any type of harassment. The Group promotes equal pay and policies in favor of gender equality and to allow spaces for inclusion for women. We therefore condemn any mobbing and/or stalking behavior towards our employees and collaborators. This includes, for example, but not exclusively, any behavior aimed at deliberately obtaining favors or establishing non-consensual or inappropriate interpersonal relationships. Each employee is made aware of the Group's principles on diversity and discrimination upon joining the company and signs the Code of Ethics. Likewise, acts of harassment and violence are not tolerated. Managers or employees who engage in harassing or violent activities will be subject to disciplinary measures, which may include dismissal, removal from the board of directors or committees and possibly criminal charges.

ETHICS AND LOCAL COMMITTEES

The IMI Fabi Group has established Local Ethics Committees, each composed of three members (usually the CEO, a man and a woman from management), with the overall objective of guiding and supporting IMI Fabi's corporate social responsibility strategy on ESG issues, including through awareness-raising initiatives on issues such as diversity and inclusion.

IMI FABI BRAZIL

Human capital

In 2025, a new edition of the Young Apprentices Program was carried out, an initiative aimed at promoting the inclusion and integration of young people into the world of work.
The project, which is repeated every year, is divided into two phases. At the end of the selection process, six young apprentices are hired, who follow an intense six-month training course. At the end of this phase, they begin their professional career within IMI Fabi. The program has been active for seven years.
In addition, in continuity with previous years, the 2025 projects included:

Versatility Matrix, a tool aimed at identifying the skills and qualifications required for each role and defining the path necessary to acquire them. The Matrix was used for all company departments and the results of the analysis formed the basis for the preparation of the Training Plan for the following year.

Coffee with HR, meetings that brought together employees from the different departments and the Human Resources team in an informal context to discuss the evolution of the company and collect proposals for improvement.



Gender Diversity

IMI Fabi Brazil can count on a significant female presence, which contributes every day to the growth of the company. Women work in all major business areas, including administration, quality control, health and safety, logistics and operational activities.
IMI Fabi Brazil has a predominantly female mining management team and the role of mining engineer is held by a female professional; while there is still work to be done on the gender diversity journey in a predominantly male environment, this is a good example of the importance that IMI Fabi places on the principles of gender equality.

In 2025, SIPATMIN (Occupational Safety Week) confirmed, for the third consecutive year, the inclusion of the prevention and fight against sexual harassment and any other form of violence in the workplace among the topics addressed.



5.4 OUR LOCAL COMMUNITIES

We want to strengthen the link with local communities and promote the harmonious development of our business, which is an integral part of the social context in which we operate

Local communities are one of IMI Fabi's main stakeholders. We know we have a great responsibility: based on the way we work, we can have a significant impact on the local communities we are part of, both positive and negative.

For this reason, at all our sites, we strive to establish and maintain harmonious and constructive relationships with our communities at all times, ensuring active listening and open communication, as well as formal and informal relationships that last over time and are built on trust, respect and transparency. We always seek to act in a way that ensures that local communities are informed about our activities and any changes that may impact them; we strive to actively listen to and resolve concerns and issues that affect them. In 2025, mining sites recorded no complaints from local communities. We also seek to find possible synergies with our activities.

The enhancement and economic support provided to projects related to education, recreational associations, humanitarian and social associations, and the conservation of the artistic-local heritage complete the picture regarding the company's ability to meet the legitimate expectations of stakeholders.

In every IMI Fabi mining site, we have always been committed to making local communities part of our realities. Through cultural events, visits to the mine by schools and individuals, as well as partnerships with municipalities for specific activities, the company demonstrates that the responsible management of mineral resources can become a strength for collective well-being and for the enhancement of the territories. Examples of the initiatives organized in recent years are the "Readings in the mine" in September 2022 and the Cava Day in 2017, an event promoted by "Confindustria Lecco e Sondrio", which opened the Brusada-Ponticelli-Valbrutta mine to 40 young students (ITIS Mattei Sondrio). The program allowed the students to learn about the most advanced technologies currently used in the mining industry.

Some initiatives take place periodically, involving the social context and cooperation with schools and authorities, on the occasion of: the feast of Santa Barbara, patron saint of miners; the European Day of Minerals; the National Day of Mines (see further information). In addition to these, there is support for local amateur sports associations, the involvement of schools and community associations, and support for local heritage restoration initiatives (for example, in 2025 the funding of the Church of Sant'Andrea di Orani, in Sardinia).

IMI FABI BRAZIL
The “Community Fruit” and the “Learning together Program”

IMI Fabi Brazil works every day to have an open and regular dialogue with the communities. Many of the workers live in local communities and this represents an immediate channel of communication. The goal is to make the community feel engaged, listened to and always welcome. For this reason, we have activated a telephone number available to the community to report any complaints or communications.

Support for the local community also passes through social and cultural initiatives, with a focus on children and young people. The main objective of IMI Fabi’s social initiatives is to contribute actively and meaningfully to local communities. Through projects focused in particular on children, community support actions and the promotion of sport, the company aims to create opportunities, foster integration and enhance emerging talents.

In 2025, IMI Fabi Brazil developed the “Friendly Community Program”, a project designed to strengthen the bond between the local community and IMI Fabi employees, promoting an environment that values local products and talents. In 2025, the program focused on promoting fruit pulps produced by a community factory. Previously little known, these pulps were purchased, distributed and evaluated by employees, thus helping to support the local economy and foster the development of local businesses. The program also promoted local craftsmanship, offering artisans the opportunity to exhibit and sell their products.

With the “Learning Together Program” project in partnership with IFBA – Federal Institute of Bahia, IMI Fabi offered students practical experiences, creating a direct link between the academic and business worlds. During the seminars, a space dedicated to virtual reality was set up that allowed students to experience an underground mine and to learn about talc extraction techniques up close.
The project led to an intense exchange of knowledge, through presentations of production processes and moments of discussion between employees and students. As part of the initiative, selection processes were also organized that led to the hiring of two IFBA students, confirming the company’s commitment to the enhancement of young talents.
Finally, IMI Fabi Brazil follows a sponsorship policy in favor of children and community infrastructure. Among the initiatives for 2025, the support of the América Futebol Clube through sponsorship and assistance to the team in competitions.







MINERALS DAY

The IMI Fabi Group participates in the European Minerals Days, a pan-European awareness initiative of the European mining sector and related organizations. The European Days have been recognized by the European Commission as a communication channel in support of the European Raw Materials Initiative, the European Innovation Partnership on Raw Materials and the European Biodiversity Strategy.

It is one of the most important events in the mining sector, promoted by numerous associations and companies. On this occasion, interested parties have the opportunity to consolidate the dialogue on the best practices adopted in the sector, thanks also to the consistent participation of visitors.

SANTA BARBARA

On December 4th, it is an ancient tradition of miners to commemorate their patron saint, St. Barbara, and thank her for the protection received during the year. IMI Fabi celebrates this anniversary in the small church carved into the rock inside the Brusada-Ponticelli-Valbrutta mine in Lanzada (SO). It is dedicated to miners who died on the job and is adorned with a soapstone statue of St. Barbara. The chapel also hosts special events such as concerts and cultural gatherings. The ceremony is usually interspersed with beautiful musical moments, which end with refreshments in the mine.

Santa Barbara is also celebrated with enthusiasm at the Sardinian site of IMI Fabi. The day includes not only a procession with the statue of the Martyr along the streets of the village of Orani (NU), near the Sa' Matta mine, but also various meetings with members of the local community, which end with a reception. Santa Barbara is a special occasion for all IMI Fabi employees and in particular for miners, a day in which you are grateful to be able to share with your colleagues a moment of leisure and joy for having received support during your work.

FROM THE HEART OF THE ALPS TO THE SARDINIAN OPEN COURTS

In the heart of the Alps and Barbagia, the initiatives promoted by IMI Fabi in recent years show a model of sustainable development that integrates the environment, culture and the active participation of local communities. Through events, openings to the public and territorial collaborations, the company demonstrates that the responsible management of mineral resources can become a strength for collective well-being and for the enhancement of territories. During National Mining Day 2025, Valmalenco welcomed visitors of all ages by offering tours of historical and active mining sites, creative workshops and cultural activities that relate geology, artisan traditions and the memory of the territory. The day made it possible to show how modern mining management can dialogue with the environment, preserving its history and supporting its conscious use.

An even more concrete example of the combination of sustainability and social involvement is represented by the "Tours 2025" in the Brusada-Ponticelli-Valbrutta Mine, where the company opened the operational spaces to students, citizens and stakeholders. Visitors were able to observe not only the extraction techniques and technological innovations, but also the initiatives dedicated to the protection of biodiversity, the efficient management of resources and the reduction of environmental impacts. These meetings strengthened corporate transparency, highlighting an ESG (environmental, social, governance) approach that integrates economic performance, environmental protection and responsibility towards the local community, in close collaboration with the Municipality of Lanzada.

Still in the same mine, the "Flying Notes in the mine 2025" event gave rise to an innovative form of cultural and environmental enhancement: a concert by pianist Alex de Simoni in the depths of the mountain. The notes transformed the mine into a symbolic place, where art and nature meet, generating an emotional experience capable of raising public awareness of the importance of respecting natural spaces and the possibility of reinterpreting industrial places as cultural resources. This approach strengthens the sense of belonging to the territory and promotes slow and sustainable tourism, transforming the mine into a living and inclusive place.

The link between natural resources, traditions and communities also emerges in the "Cortes Apertas 2025" event in Orani, Sardinia. Among local arts, crafts and gastronomy, one of the most significant moments was the guided tour of the Sa Matta Talc Mine, historically relevant for the community. The initiative made it possible to highlight how the mining presence has influenced the cultural and artisanal development of the territory, integrating into a model of sustainability that combines local identity, creativity and responsible management of resources. The event underlined the importance of the community as a custodian of tangible and intangible heritage, confirming the value of mines not only as production sites, but as fundamental elements of the social fabric.





5.5 OUR SUPPLIERS

We know we have a responsibility to assess our suppliers' ESG risks and practices and ensure they operate in line with our sustainability principles

A company's responsibility for sustainability does not end at its gate, but extends to the entire supply chain. We are aware of the risks to which our industry is exposed that are related to supplier practices. These are issues such as potential supply chain disruptions, reputational damage in the event of accidents, issues related to working conditions, corrupt practices, armed groups or those involved in illegal activities, human rights violations, protests by local communities, or even lawsuits if suppliers fail to comply with social and environmental regulations. Therefore, we know that we have a responsibility to assess the ESG risks and practices of our suppliers and to ensure that they operate in line with our sustainability principles, in order to mitigate related risks and promote growth opportunities for both suppliers and their local communities.

In 2025, the Group continued its activity to raise awareness of sustainability among suppliers with the invitation to adhere to the IMI Fabi Supplier Code of Conduct published in 2022. Today, this process has led to the signing of the Code by 86% of the Group's critical suppliers, a significant increase compared to 41% in 2024.

The Supplier Code of Conduct details the expectations we have of our suppliers and is drafted in accordance with the main international standards: the Ten Principles of the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, the United Nations Universal Declaration of Human Rights, the International Labour Organization Conventions and the OECD Guidelines for Responsible Business Conduct.

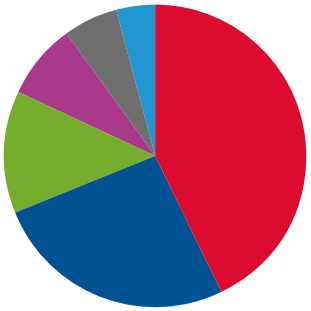
The IMI Fabi Group always acts in compliance with the principles of legality, loyalty, integrity and transparency; its objective is to pursue a level of performance that is highly satisfactory for its stakeholders.
This is also done through the continuous search for quality and growth through technologies that respect the environment and put safety first.
We expect each IMI Fabi supplier to comply with the Code of Conduct and any additional requirements agreed in separate contracts. In addition, Contractors and External Personnel working within IMI Fabi are required to take note of IMI Fabi's safety and health practices and apply them accurately and rigorously. Adequacy to IMI Fabi's safety standards is a key criterion for the selection of suppliers.

SUPPLIER EVALUATION

The IMI Fabi Group has adopted a supplier performance evaluation process, which defines the responsibilities, actions and operating methods to be implemented for the initial and periodic evaluation of suppliers. For the qualification of new suppliers of products or services, the Purchasing/Logistics function selects the supplier on the basis of criteria of quality and convenience of the product/service, as well as their respect for the environment, safety conditions and energy savings. In addition, the IMI Fabi Supplier Code of Conduct requires the supplier to ensure that all its subcontractors recognize and comply with the requirements of the Code of Conduct. The supplier must be able to trace the goods obtained from the subcontractors from their origin, ensuring that the principles set out in the Code of Conduct have been respected during all stages of production. The products supplied must meet all the quality and safety criteria specified in the relevant contracts (e.g., product specifications) and in all relevant legislative requirements.

In 2025, the process of assessing suppliers according to environmental, social and governance (ESG) criteria was integrated with the ESG assessment of country and sector risk and with the administration of questionnaires addressed to all Group suppliers, via a third-party platform. This process of raising awareness and assessing the supply chain continued in the first months of 2026, with the extension of the project to all global sites, with the aim of obtaining an assessment for all Group suppliers. As a result of this engagement, 30% of the Group's critical suppliers have an ESG assessment. At the same time, the ESG assessment has become one of the criteria taken into account for the performance review of suppliers and the Group's first ESG Procurement Policy has been adopted.
The largest share of critical suppliers with ESG ratings is in the transportation and supply sectors (which includes explosives, packaging materials, plastic films, filter bags, pallets, laboratory equipment and IT hardware.

CRITICAL SUPPLIERS WITH AN ESG RATING AS A PROPORTION OF THE TOTAL NUMBER OF CRITICAL SUPPLIERS, BROKEN DOWN BY TYPE



- 43% Transport
- 26% Supplies
- 13% Services
- 8% Raw materials
- 6% Contractors
- 4% Maintenance

CONTRACTORS AND SUBCONTRACTORS

Contractors and subcontractors operating within the scope of IMI Fabi's activities are required to follow specific procedures according to IMI Fabi's indications, with particular regard to health and safety and the environment. All are required to apply the requirements accurately and precisely.
In line with all applicable laws, IMI Fabi provides its contractors and subcontractors with the necessary information and training on health and safety, the environment and any potential risks arising from the activity at IMI Fabi sites.

IMI FABI GROUP SUPPLIER REQUIREMENTS

IMI Fabi requires its suppliers from critical countries to sign and apply the IMI Fabi Supplier Code of Conduct, which includes requirements relating to:

- LAWS AND REGULATIONS
- CORRUPTION AND BRIBERY
- HUMAN AND LABOUR RIGHTS
- HEALTH AND SAFETY
- ENVIRONMENTAL IMPACT
- SUPPLIER SUPPLY CHAIN

In addition, it requires the following ISO certifications according to two priority levels:

TOP PRIORITY REQUIREMENTS

ISO 9001:2015
Quality

SA8000:2014
Social Responsibility

IMPORTANT REQUIREMENTS

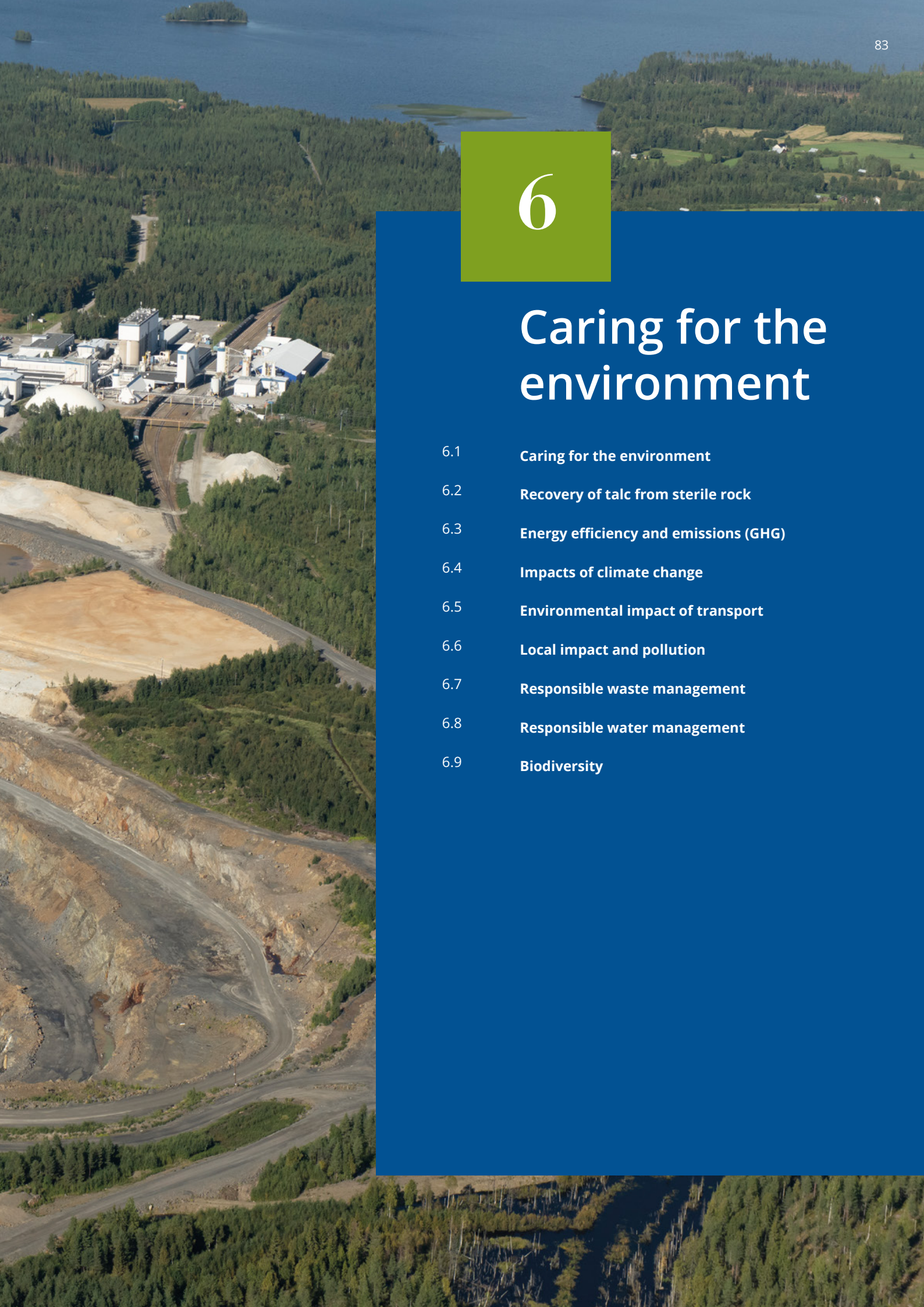
ISO 37001:2016
Anti-corruption management system

ISO 14001: 2015
Environmental Management Systems

ISO 45001:2023
Occupational Health and Safety Management Systems







6

Caring for the environment

6.1 Caring for the environment

6.2 Recovery of talc from sterile rock

6.3 Energy efficiency and emissions (GHG)

6.4 Impacts of climate change

6.5 Environmental impact of transport

6.6 Local impact and pollution

6.7 Responsible waste management

6.8 Responsible water management

6.9 Biodiversity

6.1 CARING FOR THE ENVIRONMENT

Our primary objective is a responsible use of talc, to ensure the best possible management of the deposits, prolonging their life

The intrinsic nature of IMI Fabi's business is based on the extraction of talc, a non-renewable resource. The primary objective is therefore a responsible use of the mineral, in order to ensure the best possible management of the deposits, extending their life. This goal is in line with SDG 12 – Responsible Production and Consumption.
The IMI Fabi Group's strategy to achieve this goal has been developed in several directions:

Recovery and reuse of mineral landfill material: thanks to the advancement of certain technologies, such as flotation and optical separators, it is now possible to reprocess what was previously considered sterile rock and obtain high-purity talc.

Development of high-performance products: this is about increasing the effectiveness of the finished product, achieving performance similar to that achievable with traditional products but with lower quantities of talc. This clearly has a number of positive consequences on the responsible exploitation of natural resources.

Prioritise underground mining to help safeguard the landscape, thus minimising negative effects on other local economic activities such as tourism and ensuring sound and efficient management of resources, including by exploiting technologies such as cemented filling.

Use of the entire extracted product: analyzing the possible industrial uses of the by-products obtained during the extraction and enrichment process.

The Group believes that the pursuit of excellence in environmental sustainability translates into a competitive advantage. Specifically, the aptitude for innovation and the ability to anticipate the needs of the market characterizing the Group's identity lead to the constant pursuit of plant and energy efficiency, ensuring responsible exploitation of raw materials, and continuous improvement of quality for its customers and all stakeholders.

GROUP ENVIRONMENTAL POLICY

Environmental issues have always been at the heart of IMI Fabi's strategic planning, not only to ensure a responsible use of natural resources (see previous paragraph), but also to minimize the impact, promote harmonious integration into the surrounding environment and close collaboration with local communities.
To consolidate this commitment, IMI Fabi has adopted a Group Environmental Policy, signed in 2022 and updated in 2025 with the inclusion of a paragraph dedicated to water.
The Group's Environmental Policy deals with relevant issues such as energy, emissions and climate change, waste and packaging, and biodiversity, providing general guidelines at Group level. In particular, IMI Fabi promotes responsible habits and procedures to reduce energy waste, waste and optimize the use of packaging, favoring, where possible, the delivery of the bulk product and joining recycling consortia. Finally, IMI Fabi actively collaborates with local authorities, universities and communities to develop and continuously update environmental and biodiversity protection plans.

6.2 RECOVERY OF TALC FROM STERILE ROCK

The reuse of the mineral considered waste and the ability to find the most suitable application for each existing purity level are crucial factors in reducing environmental impact and developing new sustainable business models

Thanks to advances in technologies such as flotation and optical separators, we work to recover talc from sterile rock and reprocess what was once considered mining waste. Technological improvements make it possible to recover raw materials from mineral landfill material, transforming it into reusable resources

A strategic use of resources makes it possible to extend the life cycle of mines, maximizing the benefits for the Group and local communities. For this reason, IMI Fabi constantly invests in advanced sorting technologies. In particular, optical separators are installed at Mount Seabrook, Australia, and Pakistan, and in Brazil there is a double flotation line. Other IMI Fabi sites have benefited from room for improvement thanks to new technologies, which further contribute to sustainability and operational efficiency. Imi Fabi's know-how has made it possible to find the most suitable place on the market for each variety of mineral extracted, avoiding using only the best talc in terms of purity or degree of whiteness. Optimizing the life of a deposit means finding the most suitable application for each variety of talc present in the deposit; on the contrary, using only the purest fractions involves sending a lot of mineral waste with a drastic reduction in the useful life of the deposit.

THE OPTICAL SEPARATION PLANT IN AUSTRALIA

In the past, talc was selected manually in its coarsest fractions; this type of traditional selection was replaced in the early 2000s by an optical visible light sorting plant. To increase the efficiency of the sorting process, IMI Fabi has therefore invested in a state-of-the-art sorting plant for its Australian site (Mount Seabrook). The new plant, being able to work on fractions of even a few millimeters, allows even the finest material to be effectively reprocessed, without resorting to technologies, such as flotation, which in a desert environment would be difficult to implement, due to the lack of water. The selector also operates both in the visible light range (color-based selection) and in the "near-infrared" range (selection based on mineralogical composition). The installation of the selector has made it possible to reprocess all the material present in landfills accumulated during mining activities. In line with the commitment to responsibly manage the life cycle of the mines, the plant has allowed the recovery of high-purity talc, with an annual production capacity of about 100,000 tons. This plant allows greater efficiency: higher percentage of talc recovery and drastic reduction of material sent to waste.

THE TALC FLOTATION TECHNIQUE IN BRAZIL

The use of the talc flotation technique - a wet selection process that exploits the difference in the surface chemical-physical characteristics of the particles - brings great benefits in terms of improving product quality and optimizing the production chain in full compliance with environmental sustainability, when carried out with correct water resources management criteria.
The acquisition of the Cabeceiras mine and the Catiboaba plant in Brazil has allowed IMI Fabi to preside over a strategic hub that, in addition to its excellent geographical position, stands out for the quantity and quality of its resources. During the market and deposit study phase, the IMI Fabi Group identified flotation as a fundamental strategy to ensure high-quality control of the mineral. The study phase was followed by careful planning aimed at improving the existing facilities and enhancing the Catiboaba plant with cutting-edge technologies. The plant was completely redesigned with careful planning of new implementations so as to never interrupt production continuity and guarantee supplies to customers during the transition phase.

The modernization included the installation of a new flotation line and new flotation cells for the first refining phase upstream of the current plant. The existing flotation cells were maintained and used for optimal recovery of the ore. The talc is separated from other rocks and impurities using water and air bubbles; the talc particles attach to the air bubbles and float to the surface, where they are collected together with the foam. The purified product from the flotation phases then moves on to the concentration phase and removal of excess water. In particular, the latter takes place in a newly designed plant, with a plate filter press which, thanks to innovative technology, improves the mineral filtration process by drastically reducing residual water. This makes it possible to optimize water recovery and reduce energy requirements for the final drying of the product. In addition, the water treatment and recovery plant has been carefully sized and studied in eco-design, completely avoiding the use of chemical additives.
The eco-design of the plant allows for cost advantages in full compliance with the principles of environmental sustainability. More specifically, the investment allows:

The possibility of treating all the different talc lithotypes present in the deposit;

The reuse of the heaps stored in the mine of less noble products;

The reduction of the impact on the management of processing waste;

Reduced energy consumption, thanks to new technologies, which reduce drying costs and fuel consumption, with a consequent reduction in the carbon footprint;

The reduction of water consumption. In particular, the new water treatment plant has been designed and sized to treat water without the need for additives and flocculants.



MINING RECYCLING IN BRAZIL

Over 65,000 t
of reprocessed mining waste in 2025

Over the past few years, IMI Fabi has achieved remarkable results in achieving the goal of reprocessing waste ore deposits accumulated over decades. While in Australia in 2023 the reprocessing of ore that had previously been sent to waste was concluded, in Brazil this activity continued in 2025 with a talc recovery rate - which was previously considered as waste - at 18.5% with over 65 thousand tons of mining waste reprocessed.

Thanks to the huge investments in innovation of the flotation process in Brazil, specifically designed to obtain high purity and whiteness from minerals previously considered of no value, today our Brazilian products have recorded a significant increase in the ore recovered from sterile rock in finished products, with the fraction of ore from recycled from 20% to about 60% per unit of product, demonstrating the effectiveness of our technical solutions and our dedication to sustainability. In addition, the process has been made less impactful on the environment thanks to the reduction of water consumption and emissions into the atmosphere, further consolidating our commitment to sustainable and ecosystem-friendly industrial practices.

RECOVERY OF REJECTED TALC – BRAZIL	u.m.	2025	2024	2023
Percentage of talc recovered that was previously considered waste	%	18.5	25.0	42.1
Tonnes of reprocessed mining waste	t	65,799	86,547	103,401

6.3 ENERGY EFFICIENCY AND EMISSIONS (GHG)

The extraction and processing process is an energy-intensive activity. We have a responsibility to ensure efficient use of energy, invest in up-to-date solutions and monitor our emissions

The mining process is an energy-intensive activity, and energy consumption is expected to increase in both extraction and production in the future.
We therefore know that we have a responsibility to ensure efficient use of energy, to invest in energy efficiency solutions to reduce consumption and related emissions, to ensure that equipment is updated and to monitor direct and indirect emissions.

IMI Fabi is ISO 14001 certified for the environmental management system at all its sites. It has obtained ISO 50001 for energy management systems at IMI Fabi S.p.A. and Sardinia while Mondo Minerals Netherlands is in the process of certification. In addition, the Group monitors its Scope 1 and Scope 2 emissions at all its sites and starting from 2024 it has started mapping Scope 3 emissions data through a pilot project for the IMI Fabi S.p.A. site.

An energy efficiency strategy is in fact essential to mitigate the impact on the environment and reduce the costs related to energy use, reducing compliance risks, allowing you to become strategically more competitive in the long term and attracting new investments.
Our commitment over the years has been realized through the development of a strategy to improve the identification of long-term projects and the management of their progress, therefore through investments in new technologies with less energy intensity, as well as through attention to the ecological footprint of business processes and final products. Each strategic choice in terms of projects and objectives to be set is based on the set of KPIs relating to energy and emissions that IMI Fabi monitors for each site.



IMPACT OF PRODUCT LIFE CYCLE ANALYSIS

In 2024, the IMI Fabi Group completed a Life Cycle Assessment Impact (LCA) project, a methodology for assessing the environmental impact associated with all phases of the life cycle of a commercial product, process or service. For example, in the case of a manufactured product, the environmental impacts are assessed starting from the extraction and processing of raw materials, through the manufacture, distribution and use of the product, up to the recycling or final disposal of the materials that compose it.

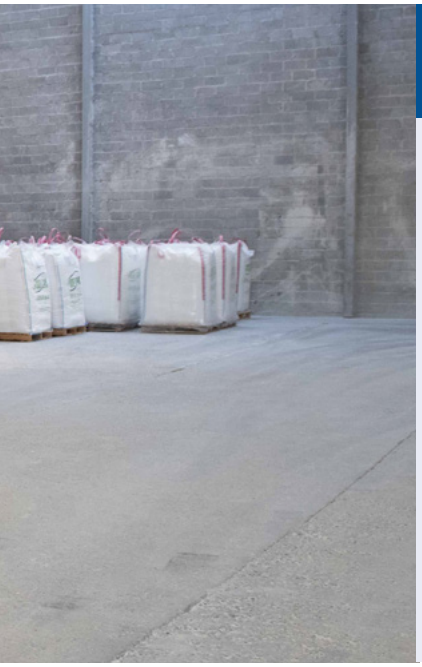
This project has made it possible to achieve several objectives:

A comprehensive LCI mapping of products and activities

A determination of the carbon footprint of products

Creating a basis for calculating Scope 3 emissions

A solid starting point for the definition of IMI Fabi's path aimed at its emissions



A COMPROMISE BETWEEN PRODUCT AND CO_2

A solid and effective energy efficiency strategy is crucial for the IMI Fabi Group also in light of the trade-off that the mining industry is experiencing: to offer a mineral that meets customer needs, supporting energy transitions and reducing the impact of the final products, the mineral itself must undergo more complex and, therefore, more energy-intensive processing, consequently generating higher emissions.

Investments in R&D and state-of-the-art equipment, access to clean energy and partnerships with customers are therefore crucial for the future.

ELECTRIFICATION OF UNDERGROUND MINES

The mine electrification project was launched in 2021 with the purchase of the first electric loader for loading, transporting and unloading material within the Brusada-Ponticelli-Valbrutta underground mine. IMI Fabi has in fact decided to gradually minimize the use of fossil fuels in underground mines, introducing automation and electrification of processes. Subsequently, a second electric loader and a new low-emission dumper were adopted. These investments have allowed the company to optimize transport activities and reduce diesel particulate matter in the air, thus achieving an improvement in the healthiness of the working environment.

Epiroc's new Scooptram ST14 Battery electric loaders, with a maximum capacity of 14 MT, implement electromobility within the mine and are among the first vehicles powered by electric batteries active in underground mining operations in Europe. The ST14B has been designed to optimize production, as its state-of-the-art technology is performing, safe, quiet, comfortable and zero-emission. In addition, its electric regeneration limits energy consumption, especially on slopes.

The new Epiroc ST14 electric loaders represent a fundamental first step towards zero emissions of CO2 and other pollutants within the mine.
The Project has positive impacts in terms of health and safety, thanks to:



Reduction of diesel particulate matter;

Improvement of air quality;

Noise reduction;

Better operating comfort.

ENERGY EFFICIENCY:

IMI FABI S.P.A.

The IMI Fabi production plant in Postalesio (SO) specializes in the production of high quality talc, characterized by innovative properties, a high degree of whiteness and high purity. Most of the production consists of micronized talc, which requires energy-intensive processes. IMI Fabi has invested over the years in the optimization of the plant, to reduce its energy costs and enhance the performance of the finished products.

The Group has invested, among other things, in:
. a new pelletizing line;
. the replacement of all old motors with high-efficiency motors (IE3);
. the on-site introduction in 2014 of a cogenerator (2 MWh) which, using incoming natural gas, is able to produce both electricity and heat.

IMI FABI SARDINIA

~40% of the energy supplied by the photovoltaic system in summer

The Monte Nieddu plant is powered by electricity as its main energy carrier.
In 2022, a photovoltaic system with a power of 495 kWh was installed. During the summer, solar panels are able to cover about 40% of the energy required by the system; obviously, this percentage decreases during the winter, due to reduced solar radiation. To achieve greater energy efficiency, the plant has always adopted approaches that optimize the use of self-produced energy.

For example, activities are planned taking into account the demand for energy on the market and the optimization of the use of solar energy, with milling activities taking place early in the morning and in the hours away from peak demand. Generation through solar panels can be developed in the coming years, considering the particularly favorable solar radiation and the large spaces available.

IMI FABI BELGIUM

-38 tonnes of CO_2 emitted per year

In recent years, the IMI Fabi plant in Belgium has undergone a modernization process that has made it possible to optimize energy consumption and improve the productivity of the site In particular, a major reclamation of the warehouse roofs has been launched with the replacement of about 3,370 m^2 of old panels with new aluminum composite panels, capable of guaranteeing better thermal and acoustic insulation. The intervention was completed in early 2025 with the installation of fall arrest systems and the start-up of a photovoltaic system.

This plant has a total power of 269 kWp (460 panels of 585 W each), in the South configuration, which since June 2025 has generated 123.6 MWh and when fully operational it is estimated that it will generate about 255 MWh/year of renewable energy and reduce CO_2 emissions by about 38 tons per year.

IMI FABI USA

For IMI Fabi USA, the main sources of energy consumption are electricity and natural gas. With regard to the latter, the site has significantly improved its energy efficiency in recent years in order to reduce the amount of natural gas used.

IMI FABI BRAZIL

IMI Fabi's site in Brazil receives energy from the electricity grid. Thanks to the country's energy mix, 70% of the energy received comes from renewable sources. In addition, the Brazilian site has benefited from savings in energy consumption thanks to the optimization of vertical mills; this has been accompanied by the improvement of the efficiency of mechanical removal of water from flotated products, before drying. In addition, in past years, specific investments have been made to increase efficiency by reducing energy and water consumption.

IMI FABI AUSTRALIA: OFF-GRID MANAGEMENT

Managing the energy needs of an off-grid plant requires a good strategy and detailed organization. This is the case of IMI Fabi Australia where, since 2019, a strategy aimed at reducing energy consumption has been in place.

Production activities follow a cycle organization: the plant works for 12 consecutive days, followed by 9 days off. A tank is periodically filled with diesel, transported by truck. In addition, high-efficiency generators have been installed for the production of electricity.

MONDO MINERALS FINLAND

The Finnish branch of Mondo Minerals has signed energy efficiency agreements. These agreements are a means of increasing energy efficiency in Finland and are key to fulfilling the binding obligations of the European Energy Efficiency Directive. In the period 2017-2025, four energy efficiency agreements were in place in Finland: one for the business sector, one for real estate, one for the municipal sector and one for the distribution of heating fuels. The voluntary energy efficiency agreements signed for the period 2017-2025 involved 780 companies and over 7,600 of their locations, as well as over 160 municipalities and consortia of municipalities.

The energy consumption of the sectors adhering to the agreements covered about 60% of Finland's total consumption. Three energy efficiency agreements were launched in early 2026, with the aim of guiding industry, the energy and service sectors, the real estate sector and the public sector towards a more efficient use of energy in the period 2026-2035.The implementation of the agreements started on 1 January 2026 and will continue until the end of 2035.

6.4 IMPACTS OF CLIMATE CHANGE

We have started to integrate risks related to the potential impacts of climate change into our risk analysis, implementing all the necessary actions to prevent and manage them

Aware of the growing importance of the risks arising from climate change, IMI Fabi is committed to promoting careful planning of activities in order to prevent and mitigate any potential risk and avoid threatening business activities.

We have begun to integrate the risks related to the potential impacts of climate change into our analysis, delving into the potential risks site by site and implementing all the necessary actions to prevent and manage them.
Among the consequences of climate change is a drastic change in rainfall intensity that represents an operational risk for IMI Fabi, particularly for underground mines where increasing amounts of water must be properly managed to ensure the safety of people and equipment. Conversely, long periods of drought can lead to river logistics problems and water scarcity for industrial operations.

At the Sa Matta mine, IMI Fabi has implemented adaptation measures such as investments in slope profiling and the restoration of green areas. These actions have made it possible to reduce the speed of water flows to the ground, ensuring better absorption of water by the soil.

The impacts of climate change have also been felt in the United States. Here it has been observed how the water level of the Ohio River, on whose banks the industrial site stands, has changed over the years and how dangerous the force of rainfall can be. Flooding in the area is not uncommon, therefore, the IMI Fabi site has emergency plans. On the other hand, the level of the Mississippi-Ohio river system falls dramatically thus preventing the supply of raw material by barges. In this case, an emergency road transport system is activated.

The potential negative impacts from heavy and frequent rainfall can also affect transport activities. This may be the case at IMI Fabi Australia, where there is a risk that the main road leading to the site will be interrupted from December to February. Here, it has been observed that the number of days this road is closed annually is increasing every year, as are off-season closures. A preventive approach has been taken to address this issue, increasing the days of ore handling during periods with less likely heavy rainfall. Health and safety procedures are also in place at the site in the event of extreme weather conditions.



6.5 ENVIRONMENTAL IMPACT OF TRANSPORT

We establish long-term relationships with our carriers and work on different levels for efficient logistics that reduce emissions

Mining and industrial operations involve moving materials from the mine to the processing site, and then transporting them to customers, by land, sea and rail.
We know that to reduce emissions from our operations and to advance our industry's sustainability journey, we have a responsibility to monitor the impact of transportation to mitigate it and enable more efficient logistics.

To promote this goal, IMI Fabi has always worked at different levels:

Optimisation of logistics services through the choice of the most efficient means of transport whenever possible - for example, road transport is limited and combined with rail, river or maritime services;

Strategic selection of production sites around the world to optimize the movement of products to industrial sites to our customers;

Implementation of transport with the maximum load allowed by the Highway Code.

In particular, for the Brazilian site, IMI Fabi has asked its suppliers to use new vehicles with greater load capacity, in order to reduce the number of vehicles needed per day. While in Europe, the use of the intermodal approach makes it possible to mitigate environmental impacts.

As far as maritime transport is concerned, 100% of the transport of raw talc is entrusted to fleets that do not use naval scrubbers, i.e. devices - now controversial - that filter the exhaust gases of ships with seawater, which thus reduce their emissions of pollutants into the air. However, the water that collects heavy metals, sulphur and other pollutants contained in the fumes is then discharged into the sea, with a harmful impact on marine ecosystems. Our transporters, on the other hand, use hydrocarbons that do not require the use of scrubbers.

Finally, the Group cultivates long-lasting relationships with its suppliers, accompanying and supporting them in their sustainability efforts, for example in the transition to low-impact and more energy-efficient fleets and in terms of overall ESG performance. All IMI Fabi suppliers, including transporters, must sign the IMI Fabi Supplier Code of Conduct *(see chapter 5 "Doing the best for our people and local communities", paragraph "Our suppliers")*.
Around 31% of critical suppliers in the transport sector have undergone an Ecovadis assessment and the sector represents the largest share of critical suppliers with an ESG assessment out of the total number of suppliers *(see chapter 5 "Doing the best for our people and local communities")*.

6.6 LOCAL IMPACT AND POLLUTION

We are constantly working to mitigate all impacts related to mining activities, implementing actions that go beyond compliance, listening to the concerns of local communities and responding to their needs

Mining and industrial operations can be a source of friction with local communities and a nuisance to surrounding wildlife, with a negative impact in terms of noise, road traffic, vibrations. In all its sites, IMI Fabi acts in compliance with current laws, rules and regulations on dust and noise emissions, with the aim of continuous improvement aimed at reducing local pollution. In addition, we are constantly working to mitigate all impacts related to mining activities, implementing actions that go beyond compliance, listening to the concerns of local communities and responding to their needs so as to be able to avoid potential future crises.

The main pollutant in talc processing is atmospheric particulate matter (PM). Particulate matter is emitted by drilling, blasting, crushing, screening, grinding, drying, classification, material handling, transfer, packaging and storage operations. The Group follows every law, rule and regulation regarding dust and noise emissions, with a view to reducing or eliminating excess emissions.

In the context of mining activities, noise pollution is also a common source of concern for local communities around the areas of activity, considering that many activities are in a continuous cycle. Specifically, potentially significant sources of noise and vibration related to the production of industrial minerals, include the operation of mills and compressors, drilling, blasting, loading and unloading of rock, transport of finished products.

The IMI Fabi Group has adopted an Environmental Emergency Plan to communicate, inform and instruct its employees on the operating procedures to be adopted in the event of an environmental emergency. In particular, procedures are defined to manage cases of accidental spillage of oil or battery acid and product leakage from the silos or plants of IMI Fabi plants, understood as minor accidents that cannot in any way contaminate the water network, groundwater or air. It also provides for the management of major emergencies, for which coordination with any external intervention and communication to the competent bodies is necessary.

From 2019 to 2025

no environmental accidents

were recorded

LOCAL IMPACT MANAGEMENT

IMI FABI S.P.A.

The IMI Fabi talc mine in Brusada-Ponticelli-Valbrutta, in Valmalenco, is a perfect example of a talc mine with a very limited impact on the surrounding environment. In fact, it is developed as an underground mine, thanks to IMI Fabi's use of the most innovative technologies for talc extraction, there is no storage of materials outside the mine and no consequent impact on the surrounding natural landscape.

Over time, specific choices have been implemented aimed at reducing the visual impact of the site. In particular, there has been a careful selection of both materials and colors. The underground mine is therefore well integrated into the environmental context and no complaints have ever been recorded regarding the visual impact. Any potential complaint or report received from the local community is treated with the utmost attention following specific standard procedures, in line with ISO requirements. An open dialogue with the community and timely follow-up actions are key for IMI Fabi to ensure that any potential impact is managed appropriately.

IMI FABI BELGIUM

The IMI Fabi plant in Belgium is located near the village of Uikhoven. However, given the characteristics of the territory, the presence of the plant is not a problem from the point of view of visual impact. To further reduce the impact of the industrial plants compared to the surrounding area, a green screen consisting of trees and bushes distributed along the perimeter of the area adjacent to the external road is being installed. Opposite of the canal is the village of Rekem, that is part of the community of Lanaken.

A dialogue was initiated with this local community to collect reports on the noise generated by the plant, to inform about the actions taken to reduce its impact and to communicate any improvements recorded. In addition, other specific interventions were carried out. After a direct study of the noise sources, the silencers on the top of the silos were replaced and oriented in a different direction; an additional insulating panel was mounted on the wall facing the village; an external box containing a compressor was removed and installed inside the plant. Finally, most noisy equipment cannot be used during the night hours.

As a main result, a significant reduction in noise was observed recorded at the point closest to the town. In addition, specific water cannons and physical barriers (screens) were installed to prevent the development of dust towards the nearby village and in the surrounding area, when there are major movements of ore or operations that can generate dust blowing beyond the site perimeter. The system adopted has proven its effectiveness, even in windy conditions.

IMI FABI BRAZIL

The site where the Brumado plant is located is purely industrial, so it is not particularly sensitive to noise pollution. Despite this, the noise and dust containment standards are identical to those of the other IMI Fabi sites. IMI Fabi Brazil has established a committee, the CTGA (Environmental Assurance Technical Committee), composed of a representative from each sector of IMI Fabi Brazil, whose objective is to discuss and evaluate environmental issues at the site.

IMI FABI AUSTRALIA

Noise is regularly monitored on site to keep it under control even during the night hours. For the management of dust during transport activities, an agreement has been concluded with the county of Meekatharra. The aim is to prevent and manage complaints that may come from the local population, as well as to jointly manage the restoration of roads, particularly after the rainy season.

IMI FABI SARDINIA

The Sa Matta mine is located 2 km away from the nearest village, while the Su Venosu mine and the Monte Nieddu plant are located 4 km from the nearest inhabited area. Thanks to these characteristics and the constant environmental restoration projects, no complaints from stakeholders have been recorded over the years regarding visual and acoustic impacts. In 2023, investments were made in the Sa Matta mine *(see also in-depth analysis in chapter 4 "The Sa Matta case")* to reduce the impact of the preparation of the concrete used in the cemented filling method. An on-site concrete batching plant was built and put into operation in 2024, allowing the use of the rock moved during mining operations as an aggregate for concrete production. This has eliminated the need to prepare the concrete outside the site and transport it by truck-concrete mixers, thus reducing traffic and environmental impact. The main source of vibrations is linked to the use of explosives in the mine. Blasts are carried out with techniques that minimize the propagation of vibrations. The effectiveness is demonstrated by instrumental surveys. During talc extraction, dust is generated due to the very nature of the activity. To adequately manage this impact, there are several practices in place: humidification of slopes and yards; covering of ore storages.

IMI FABI USA

In terms of noise management, IMI Fabi USA has taken a noise reading beyond compliance to address complaints from the surrounding local community. In addition, a silencer has been installed on the equipment to reduce noise as much as possible and avoid impact on the local community. Noise is regularly monitored inside and outside the plant. The plant's dust emissions are also monitored. Storage spaces and roads are humidified via fog cannons and tankers.

6.7 RESPONSIBLE WASTE MANAGEMENT

We are committed to reducing all forms of waste, trying to promote a system of reduction of packaging, chemicals and any other non-essential product in the production and sales chain

With regard to waste management, the IMI Fabi Group complies with all applicable laws and regulations, both nationally and internationally. The type of disposal carried out, the type of recycling and collection are defined locally. In general, the Group gives priority to the delivery of bulk products, where possible, minimizing packaging materials. A certain part, however, is delivered packaged and to optimize the reuse of these materials the Group is part of several packaging recycling consortia.

In addition, constant monitoring of the quantities and methods of waste storage is carried out, through periodic inspections and systematic checks of the order and cleanliness of the dedicated areas.
This activity allows you to ensure:

The timely updating of waste loading and unloading registers and the timely activation of the companies in charge of the disposal service;

The verification of the validity of the transport and disposal/recovery authorizations by the authorized plants involved;

The preventive performance of laboratory analyses for the characterisation of hazardous and non-hazardous waste, where required by current legislation.

These actions are part of an integrated approach to environmental management, aimed at ensuring transparency, traceability and regulatory compliance throughout the disposal chain.
In Italy, in February 2025, the RENTRI portal, the National Electronic Register for Waste Traceability, came into operation, which allows the traceability of all waste present, allows monitoring of the quantities stored and monitors its unloading movements, the quantities destined for disposal and/or recovery. Whenever a large amount of waste is produced, once it has been identified and stored, it is necessary to notify the Waste Management Manager of its existence and proceed with its inclusion in the RENTRI operating system.

All products purchased are accompanied by technical and/or safety data sheets, to ensure their correct disposal. Production does not generate waste, so there is no industrial waste. The entire process is designed to fully use the raw material in the creation of finished products of various degrees of purity and different applications. The only waste produced comes from maintenance activities and packaging waste. For maintenance, the company has replaced, where possible, industrial oils with non-toxic alternatives to reduce the environmental impact of the waste generated. On each transport document, where plastic material such as packaging film and the stability of the pallets is used for loading, the amount of plastic used is reported, and its consumption is monitored.

Waste management suppliers are assessed annually through a standardised business process. Documentation proving authorisation status is regularly reviewed according to a set schedule. In addition, this documentation is accessible to staff who manage supplier relationships.

None of the talc production processes involve hazardous waste. However, laboratories and maintenance activities can generate waste that is considered hazardous and is treated according to local laws (e.g., used lubricants, managed by a consortium specialized in oil recovery). All hazardous waste produced and subsequently disposed of, whether transported in bulk or in packages, is treated in accordance with local laws. In addition, such waste is tracked through an internal waste register, which accurately monitors its quantities and movements.

RECYCLING AND REUSE

The actions taken by IMI Fabi to minimise the amount of waste produced concern, where possible, a recycling system. For example, in the case of wooden pallets, stored in a special area and unsuitable for internal shipments, the company uses an external service that takes care of their collection, washing and reuse on the market. In addition, the raw materials purchased for packaging and shipping are carefully chosen with biodegradable materials. During 2024, an initiative at IMI Fabi Brazil became fully operational, aimed at promoting the reuse of materials previously destined for disposal, with the aim of significantly reducing the amount of waste generated. In addition, mechanisms have been introduced to optimize the use of packaging for the transport of talc to the logistics operator in São Paulo.

6.8 RESPONSIBLE WATER MANAGEMENT

We operate globally, including in countries with water-stressed areas. We monitor the impacts on local water resources, investing in systems and solutions to mitigate them and ensuring proper and efficient management of this resource

The main sources of water withdrawal are industrial water wells, the public water network and other sources of surface water. At the production sites of the IMI Fabi Group, water is mainly used for cooling the plants. Another important use is in the production cycle of compacted products.

To optimize water and energy consumption, closed-loop cooling systems are installed on industrial sites, resulting in significantly reduced water withdrawals.
Discharge can take place directly into surface water or introduced into the sewer system. The water used for the production processes, on the other hand, is released into the atmosphere in the form of water vapour. Water volumes are routinely monitored in the plants at country/region level and reported at Group level. Both withdrawal points and discharges are monitored from a chemical and microbiological point of view at a defined frequency according to a monitoring plan periodically reviewed internally by IMI Fabi, by accredited external laboratories.

Although each mine is unique and has its own specificities, all IMI Fabi mines have a system to optimize water management, preserving it from possible pollutants. This is followed by the example of the water cycle system of the Brusada Ponticelli mine.



BRUSADA-PONTICELLI-VALBRUTTA MINE
Water cycle system

1 PERCOLATION WATER (SELF-CAPTURE SYSTEM)

The percolation water, resulting from the infiltration of rainwater and surface runoff water into the rock mass, is captured in the mine through a network of drainage holes to regulate its inflow into the construction sites. Through the drainage holes, the percolation water is conveyed to areas distant from the sites and directed towards the outlet channel. The return of the percolation water to the ground then takes place through the channeling. The channeled water is periodically analyzed to verify the absence of pollutants. The chemical-physical characterization of the percolation water is evaluated through samples taken at the drip points.

2 DRILLING WATER MANAGEMENT SYSTEM

The hydraulic circuit that feeds the drilling rigs consists of four tanks located on different levels, each equipped with a pumping station. These tanks supply water to the rock drilling sites on the different levels of the mine. The water is used for cooling the drill pipes and for removing the “cutting” from the hole. The drilling water, cloudy due to the rock particles due to drilling, is sucked in by a pump and sent through the respective hydraulic circuit into the mining chambers filled with sterile rock, where, by gravity, during the movement through the filling of the chamber, the filtration and sedimentation of the solid fraction present in the water takes place. The water thus clarified, through appropriate drainage holes, is directed to tanks at different levels, while the excess fraction is conveyed to the drainage channel for return to the environment. The purification process of drilling water is, therefore, exclusively mechanical and natural, imitating what commonly occurs in nature. The water is subjected to chemical-physical analysis every six months; the analysis is aimed at verifying the absence of pollutants.

3 WASTEWATER (GENERAL USE)

The work facilities are equipped with toilets located in the changing rooms of the workers, whose waste, when there is no connection to a sewage system, is collected in a septic tank. In the tunnel, there are toilets equipped with a wastewater collection tank. The disposal of all wastewater is carried out by an authorized company. The wastewater collection, conveyance, treatment and discharge system complies with the requirements of all applicable standards and regulations and IMI Fabi is careful to promote the quality and safety of the territory in which it operates.

WATER MANAGEMENT

IMI FABI S.P.A.

Water for civil/sanitary use is taken from the aqueduct and counted by the meter. Water for industrial use, the main use, is taken from the well, and this consumption is also monitored by a meter. The Postalesio plant is the one that records the highest water consumption linked to the type of machines in use that require the withdrawal of large quantities of water; for this reason, an additional daily control of consumption has been set up with the preparation of a report shared with all operators who have the right to intervene in the event of anomalous data being returned. This document is generated by drawing data from consumption readings connected to automation/supervision software.

Over the years, the company has always been committed to interventions aimed at reducing environmental impact, integrating sustainability strategies and technological innovation. A continuous plant adaptation, aimed at production efficiency, has also made it possible to optimize water consumption, with targeted interventions.

As of 2020, all investments and change analyses have been prepared in accordance with the Management Procedure QP-03-A2 and the Operating Procedure GQA-02-A1, taking into account the 17 UN Sustainable Development Goals (SDGs), with a focus on points 6 (Clean water and sanitation), 14 (Life below water) and 15 (Life on land). Several practices are in place, such as:

. regular maintenance of drainage and wastewater and rainwater treatment systems;
. adequate cleaning of outdoor areas affected by rainfall;
. periodic maintenance and cleaning operations necessary for the correct functioning of the exhaust system;
. periodic control of the waste water to verify its quality.

IMI FABI AUSTRALIA

The water needed for the Mount Seabrook talc mine is drawn from two main sources: from a well, which provides fresh water, and from a lake that fills a mining excavation, which provides brackish water. After being used in screening processes, the water is recovered through a filtration dam and subsequently recycled throughout the plant or used for dust suppression via sprayers and tankers. There is no interaction with surface water at any stage of the process, and the only discharge classified as an emission point is the main decanter. Water losses are mainly attributable to natural evaporation and septic tank discharge.

In recent years, groundwater usage for the field and office has been significantly reduced through a number of improvements aimed at preventing leaks and leaks.
These include:
. the installation of a tank and a water system dedicated to the field, which helped to reduce leaks and dispersions;
. the creation and supply of a water area available for livestock from neighbouring farms.

IMI FABI BRAZIL

In the Cabeceiras mine, water is taken from the Pirajá stream and used in the sorting plant and mining operations, while in the Catiboaba plant and office, water is supplied by third parties, with most of it recirculated in the production process. The water used in the flotation process is recovered by press-filtration and reused; residual water is eliminated by evaporation.

Investments have been made in a new filter press to further increase the percentage of process water recirculation and, consequently, decrease energy consumption for the evaporation of residual water. In the offices, wastewater is treated in a septic tank and the resulting water is used to irrigate the gardens overlooking the offices.

In the mine, part of the water is used for road humidification to avoid the generation of dust due to the transit of heavy vehicles.

IMI Fabi Brazil recycles about 90% of the water it uses

To further reduce water withdrawal, chillers have been installed for cooling the compressors.

IMI FABI USA

-88,500 m³
of water used annually

-50%
of chemical additives for the protection of cooling systems

The water is used for various production processes in the plant, including the cooling of the compressors via cooling towers, and other uses in the production cycle. The cooling towers are fed with water taken from the well, while mains water is used for the other processes. At the US plant in Benwood, a new cooling system was installed, capable of operating in dry mode (air cooling) during the winter months, without the use of water. To enable dry mode operation and prevent the accumulation of mineral deposits in the circuits, an advanced chemical treatment program developed in collaboration with Veolia Water Technologies was introduced. The adoption of this solution has made it possible to keep the heat exchangers clean and avoid the continuous use of water even in the coldest months.
Thanks to this intervention, the plant has achieved an annual reduction of about 88,500 m^3 and a 50% reduction in the chemical additives necessary for the protection of the cooling circuits. In addition, significant benefits have been achieved in terms of operational efficiency and containment of operating and maintenance costs.

For technical excellence and positive impact on the environment and safety, IMI Fabi LLC received two prestigious awards from Veolia Water Technologies in 2024:

The **"Return on Environment"** award, for the installation of the new cooling tower system that has allowed significant reductions in water consumption, operating costs and the use of chemical additives;

The **"Safety Star"** award, for the improvements made to chemical tanks which, through a "hands-free" management system, have reduced exposure to chemicals for employees and external suppliers.

These awards represent a concrete demonstration of IMI Fabi's commitment to its ESG pillars, promoting solutions that improve environmental performance and strengthen the protection of the health and safety of workers and local communities.

IMI FABI BELGIUM

Water is drawn from the municipal mains supply for drinking, personal hygiene and laboratory use. The used water is discharged into the municipal sewage treatment plant. Water for dust control is drawn from the canal on whose banks the plant is situated, via sprinklers; the used water, having been properly separated from the solid fraction collected in settling tanks, is discharged back into the canal. Rainwater runoff is also treated via the settling tanks. The settling tanks are regularly inspected and emptied. The surface water collection system has recently been upgraded to ensure more effective removal of suspended solids. An investment plan is currently underway for the construction of a collection/sedimentation tank for rainwater runoff, to which all existing tanks will be connected.

MONDO MINERALS NETHERLANDS

Mondo Minerals' Dutch plants use drinking water from the mains, as well as for consumption and sanitation, in the process phase for the compaction line, where water is added to the product, leading to the production of wet granulates. Subsequently, the percentage of moisture is regulated through a drying process, which evaporates the water, which is returned to the outside. This process evaporates about 90% of the purchased water. The rest of the water is consumed or returned to the sewer system.

MONDO MINERALS FINLAND

In the operational areas of the Finnish sites, water scarcity is not a problem. Rather, the focus is on managing surplus water. Water is used, in addition to sanitation (to a lesser extent), mainly in the production process, both in the water-demanding enrichment process and because some products are pre-dispersed in water. However, most of the water used in production is recycled process water, which accounts for more than 95% of total consumption. Fresh water can be withdrawn from nearby open reservoirs. Water for civil use is supplied through the municipal network. Excess water is discharged into receiving water bodies in accordance with permits.

Water use has a lower environmental impact and does not significantly affect other users. The main potential impact is related to wastewater. Water usage is continuously monitored via flow measurements. Water efficiency is improved by increasing water recycling in the process.

Over 95% of total consumption is recycled process water

6.9 BIODIVERSITY

We take responsibility for our footprint, always striving to safeguard biodiversity and minimize the impact of industrial activities on the surrounding environment

Mining activities can have direct and indirect impacts that, if not properly managed, can damage biodiversity. We know that we have a responsibility to mitigate the negative impacts of our activities on biodiversity and to invest in reducing or eliminating them, in order to protect and preserve the environment and local communities. IMI Fabi expresses its commitment by promoting codes of conduct compatible with sustainable development policies and supporting various programs aimed at the conservation of biodiversity in the territory.

Thanks to the creation of a nature trail, an educational laboratory and an experimental site in the area surrounding the Brusada-Ponticelli-Valbrutta mine, the project for the protection of some rare native species was carried out, which was able to highlight the most interesting aspects of the vegetation and local morphology. IMI Fabi thus aims to spread a sustainable culture that is able to reach all the stakeholders involved in the production process and to raise their awareness of biodiversity conservation.

IMI FABI S.P.A.

To understand the impact of underground mining activities on flora and fauna, measurements of the vibrations generated from inside the mine were carried out. The result of this analysis is that there are no negative impacts on the surrounding biodiversity. Detailed phytosociological research has made it possible to select four interesting species: Armeria alpina, Carex bicolor, Saxifraga rotundifolia and Sanguisorba dodecandra. The seeds of these species were then collected and germinated in a laboratory of a specialized nursery. Following and after germination, the species thus obtained were replanted to ensure the conservation of their genetic heritage in the nursery located near Brusada-Ponticelli and subsequently transferred to a natural environment within the area.

During the summer, in collaboration with the Municipality of Lanzada (SO), IMI Fabi organizes further guided tours of the Brusada-Ponticelli-Valbrutta mine. During these events, many people have the opportunity to access the underground of the mine. In addition to learning about the production process, visitors can explore the “Miner’s Path”, an educational path dedicated to the biodiversity of the area. They can also observe that the typical appearance of the alpine environment has been maintained around the mine, thanks to the use of the area for the grazing of some donkeys in the periods of April / June and end of August / September; the presence of donkeys allows, in fact, a perfect maintenance of the turf which no longer requires mowing operations. In addition, 24 native plants have been relocated in the aforementioned area: 12 birches, 8 white alders and 4 larches, typical of the area, in order to obtain a harmonious visual impact with the surrounding environment.

BEES

The Brusada-Ponticelli mine is home to ten families of bees, extraordinary social insects who play an indispensable role in ecosystems. In the mining context, bees can be useful for monitoring the air quality at the exit of the mine, since, in the event of a potential deterioration in air quality, with an increase in dust, for example, the number of bees would be affected, acting as a clear signal of an environmental problem.

Bees are also indispensable for the project of reintroducing the alpine plant species present in the nursery. Thanks to this project, IMI Fabi is also able to produce honey. The honey produced is produced every year and subsequently given as a gift to employees at Christmas and to customers during trade fairs.

IMI FABI SARDINIA

A nature trail with educational features has been created at the Sa Matta site. The path is articulated near the small body of water, near the mine sites, in an area of transition between mining activities and the natural ecosystem. A careful recognition of the landscape aspects, flora and fauna, has allowed the census of the most widespread native species and the creation of illustrative panels indicating the salient characteristics of this environment, thus enhancing its natural resources.

In 2015, on the occasion of the renewal of the mining license by the Sardinia Region, an environmental restoration project was approved in Sa Matta, which provides for the rehabilitation of the site of open-cast excavations and storage areas. Four areas of intervention have been identified, with particular attention to the area with the greatest visual impact, with specific actions for the drainage of water and the creation of green areas, the sowing and planting of new trees.

In Su Venosu, the environmental restoration project was approved in 2006 and confirmed in 2021 on the occasion of the renewal of the mining concession by the Sardinia Region. An area of the pit has been rehabilitated by recovering plots of land, sowing and planting new trees, while in the main storage area sowing, planting new trees and creating green areas are underway.



AMONG THE SPECIES THAT IMI FABI HAS PLANTED IN SARDINIA:

HELYCRISUM ITALICUM	OLEA EUROPEA
JUNPERIUS OXICEDRUS	ILEX AQUIFOLIUM
MIRTUS COMMUNIS	CORBEZZOLO UNEDO

IMI FABI BRAZIL

Brazil has a specific national plan that focuses on the regeneration of areas degraded by mining operations. This plan describes all revegetation procedures, including native flora that must be reintroduced into the area to recover and preserve local biodiversity.

MT. SEABROOK MINE – AUSTRALIA

To ensure the preservation of local biodiversity and maximum safety for employees and people on the site, IMI Fabi Mt Seabrook has adopted a specific procedure for environmental protection, which provides information on the safe and correct method of treating the native flora and fauna species present at Mt Seabrook. This includes scrub cleaning operations, rehabilitation trials, wildlife protection and the treatment of dangerous and poisonous species.

A flora and fauna survey was conducted to census all the species present in the sites, identifying a potentially protected species of flora and the presence of the peregrine falcon on the fauna side. At the construction site there is a need to manage weeds, which invade areas where the original vegetation is no longer present. In particular, 6 different types of grasses have been identified that need to be treated appropriately. Restoration plans are underway with the aim of reintroducing pre-existing vegetation on site. Dust emissions are contained and managed through effective suppression measures. Transporting talc to the port could result in dust emissions and potential negative interference with wildlife. To mitigate the risk, specific measures are in place, such as regular road maintenance, dust suppression, speed limitation and the enforcement of general traffic rules. These actions help to minimise environmental impact and preserve local biodiversity.

MONDO MINERALS NETHERLANDS

The sites in the Netherlands are located near three protected areas that are part of Natura 2000, a network created by the European Union that concerns sites of community interest (SCI) and special protection areas (SPAs). It is therefore a network that involves areas considered of great value by virtue of the exceptional specimens of fauna and flora hosted.

As for the Amsterdam site, there are two areas within a radius of 5 km: Polder Westzaan, Ilperveld, Varkensland. In Katwijk there is one: Sint Jansberg.





7

Appendix

7.1 **Social GRI Indicators Tables**

7.2 **Environmental GRI Indicators Tables**

7.3 **Connection Matrix between material topics and ESG risks**

7.4 **GRI Content Index**

7.1 SOCIAL GRI INDICATORS TABLES

According to our reporting methodology, geographical area = site. The numbers are reported at the end of the reporting period (31 December 2025), following a headcount approach.

Starting from fiscal year 2023, IMI Fabi implemented a digital platform to optimize the collection and monitoring of sustainability data, while ensuring greater accuracy and traceability. The introduction of this system resulted in the revision of certain calculation methods used in previous years.

Following the acquisition of Elementis Talc (now Mondo Minerals) in May 2025, the Group's consolidation scope has undergone a significant change, affecting the trends and comparability of social data compared with previous reporting periods. Mondo Minerals includes sites located in the Netherlands and Finland.

To facilitate the correct interpretation of data trends over time, specific methodological notes have been included in certain tables to highlight the effects of the expanded reporting scope, thereby enabling better comparability with previous reporting periods.

Employees (GRI 2-7)

In addition to the figures reported, which refer exclusively to employees, 243 non-employee workers were active during the reporting period (GRI 2-8).

	2025			2024			2023		
Total number of employees by gender	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Total workforce	**472**	**83**	**555**	**298**	**45**	**343**	**293**	**45**	**338**
Percentage of total	**85%**	**15%**		**87%**	**13%**		**87%**	**13%**	

Total number of employees by geographical area	**2025**	**2024**	**2023**
IMI Fabi Australia	3	5	5
IMI Fabi Belgium	16	15	15
IMI Fabi Brasil	120	119	125
IMI Fabi USA - LLC	42	42	38
IMI Fabi Sardegna	24	23	22
IMI Fabi S.p.A	138	139	133
Mondo Minerals BV - Branch Finland	133		
Mondo Minerals BV	79		

The increase in the workforce in 2025 is mainly due to the inclusion of Mondo Minerals in the Group reporting scope. At the same time, the percentage of women among total employees increased from 13% to 15%, reflecting an increase in the female workforce.

	2025			2024			2023		
Total number of employees by employment contract type, gender and region**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Number of employees – of which full-time	**460**	**71**	**531**	**296**	**35**	**331**	**292**	**35**	**327**
IMI Fabi Australia	2	1	3	4	1	5	4	1	5
IMI Fabi Belgium	14	1	15	13	1	14	13	1	14
IMI Fabi Brasil	109	11	120	108	11	119	113	12	125
IMI Fabi USA - LLC	35	7	42	35	7	42	30	8	38
IMI Fabi Sardegna	23	0	23	22	0	22	21	0	21
IMI Fabi S.p.A	112	16	128	114	15	129	111	13	124
Mondo Minerals BV - Branch Finland	109	22	131						
Mondo Minerals BV	56	13	69						
Number of employees – of which part-time	**12**	**12**	**24**	**10**	**2**	**12**	**1**	**10**	**11**
IMI Fabi Australia	0	0	0	0	0	0	0	0	0
IMI Fabi Belgium	0	1	1	0	1	1	0	1	1
IMI Fabi Brasil	0	0	0	0	0	0	0	0	0
IMI Fabi USA - LLC	0	0	0	0	0	0	0	0	0
IMI Fabi Sardegna	1	0	1	1	0	1	1	0	1
IMI Fabi S.p.A	1	9	10	9	1	10	0	9	9
Mondo Minerals BV - Branch Finland	2	0	2						
Mondo Minerals BV	8	2	10						
Number of permanent employees	**403**	**64**	**467**	**289**	**43**	**332**	**284**	**43**	**327**
IMI Fabi Australia	2	1	3	4	1	5	4	1	5
IMI Fabi Belgium	14	2	16	13	2	15	13	2	15
IMI Fabi Brasil	109	11	120	108	11	119	113	12	125
IMI Fabi USA - LLC	35	7	42	35	7	42	30	8	38
IMI Fabi Sardegna	23	0	23	23	0	23	21	0	21
IMI Fabi S.p.A	109	23	132	106	22	128	103	20	123
Mondo Minerals BV - Branch Finland	111	20	131						
Mondo Minerals BV	0	0	0						
Number of temporary employees (fixed-term)	**5**	**4**	**9**	**9**	**2**	**11**	**9**	**2**	**11**
IMI Fabi Australia	0	0	0	0	0	0	0	0	0
IMI Fabi Belgium	0	0	0	0	0	0	0	0	0
IMI Fabi Brasil	0	0	0	0	0	0	0	0	0
IMI Fabi USA - LLC	0	0	0	0	0	0	0	0	0
IMI Fabi Sardegna	1	0	1	0	0	0	1	0	1
IMI Fabi S.p.A	4	2	6	9	2	11	8	2	10
Mondo Minerals BV - Branch Finland	0	2	2						
Mondo Minerals BV	0	0	0						
Number of employees with non-guaranteed hours	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

** The categories “Other” and “Not stated” are not reported in the table because their values are zero for all years considered.

New employee hires and turnover (GRI 401-1)

		2025			2024			2023		
Employees hired and leaving during the year by age group and gender	**u.m.**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Employees hired	**n**	**18**	**7**	**25**	**27**	**4**	**31**	**20**	**5**	**25**
Employees hired <30	n	10	2	12	14	2	16	8	4	12
Employees hired 30–50	n	7	4	11	12	2	14	11	1	12
Employees hired >50	n	1	1	2	1	0	1	1	0	1
Employees terminated	**n**	**24**	**9**	**33**	**26**	**4**	**30**	**18**	**3**	**21**
Employees terminated <30	n	8	0	8	5	1	6	4	0	4
Employees terminated 30–50	n	10	6	16	11	3	14	8	3	11
Employees terminated >50	n	6	3	9	10	0	10	6	0	6

		2025			2024			2023		
Turnover rate by gender	**u.m.**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Employees hired	n	18	7	25	27	4	31	20	5	25
Employees as of 31 December	n	472	83	555	298	45	343	293	45	338
Positive turnover rate*	**%**	**3.8**	**8.4**	**4.5**	**9.1**	**8.9**	**9.0**	**6.8**	**11.1**	**7.4**
Employees terminated	n	24	9	33	26	4	30	18	3	21
Employees as of 31 December	n	472	83	555	298	45	343	293	45	338
Negative turnover rate*	**%**	**5.1**	**10.8**	**5.9**	**8.7**	**8.9**	**8.7**	**6.1**	**6.7**	**6.2**

		2025				2024				2023**			
Turnover rate by age group	**u.m.**	**<30**	**30-50**	**>50**	**Total**	**<30**	**30-50**	**>50**	**Total**	**<30**	**30-50**	**>50**	**Total**
Employees hired	n	12	11	2	25	16	14	1	31	12	12	1	25
Employees as of 31 December	n	54	281	220	555	80	173	92	345	147	130	61	338
Positive turnover rate*	**%**	**22.2**	**3.9**	**0.9**	**4.5**	**20.0**	**8.1**	**1.1**	**9.0**	**8.2**	**9.2**	**1.6**	**7.4**
Employees terminated	n	8	16	9	33	6	14	10	30	4	11	6	21
Employees as of 31 December	n	54	281	220	555	80	173	92	345	147	130	61	338
Negative turnover rate*	**%**	**14.8**	**5.7**	**4.1**	**5.9**	**7.5**	**8.1**	**10.9**	**8.7**	**2.7**	**8.5**	**9.8**	**6.2**

* The calculation used to determine the new hire rate and negative turnover rate is based on the total number of employees at the end of the reporting period.

** Following a review of historical data, the values relating to the breakdown of employees by age group and the corresponding turnover rates reported for 2023 have been updated. The overall figures have not changed.

Parental leave (GRI 401-3)

Parental leave	Men	Women	Total
Employees entitled to parental leave	n.d.	n.d.	n.d.
Employees who took parental leave	16	4	20
Employees who returned to work after parental leave	15	4	19
Employees still employed 12 months after returning to work	15	4	19
Return-to-work rate (%)	94%	100%	95%
Retention rate (%)	100%	100%	100%

Worker training on occupational health and safety (GRI 403-5)

Occupational health and safety training	u.m.	2025*	2024	2023
Occupational health and safety training	h	5,134	4,453	5,174
Total training hours	h	10,054	12,665	10,321
Percentage of total training hours devoted to occupational health and safety	%	51.1	35.2	50.1

Workers covered by an occupational health and safety management system (GRI 403-8)

Workers covered by an occupational health and safety management system	u.m.	2025	2024	2023
Employees covered	n	555	343	338
Total employees	n	555	343	338
Percentage of employees covered	%	100	100	100

Workers covered by an occupational health and safety management system SUBJECT TO INTERNAL AUDIT	u.m.	2025	2024	2023
Employees covered	n	555	343	338
Total employees	n	555	343	338
Percentage of employees covered	%	100	100	100

Workers covered by an occupational health and safety management system CERTIFIED BY AN EXTERNAL AUDIT	u.m.	2025	2024	2023
Employees covered	n	435	224	208
Total employees	n	555	343	338
Percentage of employees covered	%	78	65	62

* The Mondo Minerals BV data was calculated using methodologies applied prior to the process of alignment with Group standards.

Occupational injuries (GRI 403-9)

Employees				
Injuries	**u.m.**	**2025**	**2024**	**2023**
Recordable work-related injuries (including fatalities)	n	2	7	8
of which work-related injuries with serious consequences (>6 months of absence), excluding fatalities	n	0	0	1
of which fatalities	n	0	0	0
of which commuting accidents	n	1	5	0

Hours worked	**u.m.**	**2025**	**2024**	**2023**
Total hours worked	h	978,620	612,083	643,345

Injury rates (frequency rates) - 200,000 hours*	**u.m.**	**2025**	**2024**	**2023**
Recordable work-related injuries (including fatalities)	%	0.4	2.3	2.5
of which work-related injuries with serious consequences (>6 months of absence), excluding fatalities	%	0	0	0.3
of which fatalities	%	0	0	0
of which commuting accidents	%	0.2	1.6	0

Injury rates (frequency rates) - 1,000,000 hours**	**u.m.**	**2025**	**2024**	**2023**
Recordable work-related injuries (including fatalities)	%	2	11.4	12.4
of which work-related injuries with serious consequences (>6 months of absence), excluding fatalities	%	0	0	1.6
of which fatalities	%	0	0	0
of which commuting accidents	%	1	8.2	0

Injury-related indicators	**u.m.**	**2025**	**2024**	**2023**
Number of injuries (excluding commuting accidents)	n	2	3	8
Severity rate (days of absence due to injury per thousand hours worked)	days/h	0.1	0	2.5
Frequency rate (number of injuries per thousand hours worked)	n/h	2	4.9	12.4
Average duration of injuries in days	days	2	5	n.d.
Lost-time rate (hours lost due to injury per thousand hours worked)	h	0.1	0.1	n.d.
Injuries per 100 workers	%	0	0	12.3

* The injury rate was calculated as the ratio of the total number of injuries to total hours worked, using a multiplier factor of 200,000.
** The injury rate was calculated as the ratio of the total number of injuries to total hours worked, using a multiplier factor of 1,000,000.

Not-Employees
Workers who are not employees but whose work and/or workplace is controlled by the organization

Work-related injuries	u.m.	2025	2024	2023
Recordable work-related injuries (including fatalities)	n	1	0	2
of which work-related injuries with serious consequences (>6 months of absence), excluding fatalities	n	0	0	0
of which fatalities	n	0	0	0
of which commuting accidents	n	0	0	0

Hours worked	u.m.	2025	2024	2023
Total hours worked	h	260,720	125,612	268,190

Injury rates (frequency rates) - 200,000 hours*	u.m.	2025	2024	2023
Recordable work-related injuries (including fatalities)	%	0.8	0	1.5
of which work-related injuries with serious consequences (>6 months of absence), excluding fatalities	%	0	0	0
of which fatalities	%	0	0	0
of which commuting accidents	%	0	0	0

Injury rates (frequency rates) - 1,000,000 hours**	u.m.	2025	2024	2023
Recordable work-related injuries (including fatalities)	%	3.8	0	7.5
of which work-related injuries with serious consequences (>6 months of absence), excluding fatalities	%	0	0	0
of which fatalities	%	0	0	0
of which commuting accidents	%	0	0	0

Injury-related indicators	u.m.	2025	2024	2023
Number of injuries (excluding commuting accidents)	n	1	0	2
Severity rate (days of absence due to injury per thousand hours worked)	days/h	0	0	2
Frequency rate (number of injuries per thousand hours worked)	n/h	3.8	0	7.5
Average duration of injuries in days	days	0	0	0
Lost-time rate (hours lost due to injury per thousand hours worked)	h	0	0	0
Injuries per 100 workers	%	1	0	3.1

* The injury rate was calculated as the ratio of the total number of injuries to total hours worked, using a multiplier factor of 200,000.
** The injury rate was calculated as the ratio of the total number of injuries to total hours worked, using a multiplier factor of 1,000,000.

Occupational illnesses (GRI 403-10)

Employees				
Occupational illnesses	**u.m.**	**2025**	**2024**	**2023**
Number of fatalities due to occupational illnesses	n	0	0	0
Number of recordable cases of occupational illnesses	n	0	0	0

Not-Employees Workers who are not employees but whose work and/or workplace is controlled by the organization				
Occupational illnesses	**u.m.**	**2025**	**2024**	**2023**
Number of fatalities due to occupational illnesses	n	0	0	0
Number of recordable cases of occupational illnesses	n	0	0	0

Average hours of training per year per employee (GRI 404-1)

Total training hours provided to employees by gender	u.m.	2025	2024	2023
Men	h	8,031.78	10,907	9,055.3
Women	h	1,422.8	1,758	1,266.0
Total	**h**	**9,455**	**12,665**	**10,321.3**

Average training hours provided to employees by gender	u.m.	2025*	2024	2023
Men	h/n	19.7	36.6	30.9
Women	h/n	20.9	39.3	28.1
Total	**h/n**	**19.9**	**36.9**	**30.5**

Total training hours provided to employees by category	u.m.	2025	2024	2023
Administration	h	1,734	1,960	808
Sales and Customer Service	h	225	582	89
Industrial Operations	h	4,102	4,793	4,546
Mining Operations	h	1,353	2,994	2,870
Technical Services	h	2,041	2,336	2,009
Total	**h**	**9,455**	**12,665**	**10,321**

Average number of training hours provided to employees by category	u.m.	2025*	2024	2023
Administration	h/n	37.7	53.0	22.4
Sales and Customer Service	h/n	7.2	27.7	5.6
Industrial Operations	h/n	17.5	30.9	28.6
Mining Operations	h/n	20.2	48.3	44.2
Technical Services	h/n	21	34.4	32.4
Total	**h/n**	**19.9**	**36.9**	**30.5**

Total training hours provided to employees by topic	u.m.	2025	2024	2023
Environment	h	601	2,536	2,665
Health and Safety	h	4,734	4,453	5,174
Quality	h	3,814	5,299	2,401
Ethics (including cybersecurity)	h	305	377	81
Total	**h**	**9,455**	**12,665**	**10,321**

* The average training hours for 2025 were calculated excluding Mondo Minerals BV employees, as training data were not available at the level of detail required by gender and employee category. Mondo Minerals BV is currently engaged in a process of aligning its data collection and reporting methodologies with Group standards.

Diversity of governance bodies and employees (GRI 405-1)

	2025			2024			2023		
Number of employees by category and gender	Men	Women	Total	Men	Women	Total	Men	Women	Total
Administration	27	26	53	21	16	37	20	16	36
Sales and Customer Service	20	21	41	9	12	21	5	11	16
Industrial Operations	267	26	293	146	9	155	152	7	159
Mining Operations	64	3	67	60	2	62	61	4	65
Technical Services	94	7	101	63	5	68	55	7	62
Total	**472**	**83**	**555**	**299**	**44**	**343**	**293**	**45**	**338**

Percentage of employees by category and gender	Men	Women	Total	Men	Women	Total	Men	Women	Total
Administration	5.7	31.3	9.5	7.0	36.4	10.8	6.8	35.6	10.7
Sales and Customer Service	4.2	25.3	7.4	3.0	27.3	6.1	1.7	24.4	4.7
Industrial Operations	56.6	31.3	52.8	48.8	20.5	45.2	51.9	15.6	47.0
Mining Operations	13.6	3.6	12.1	20.1	4.5	18.1	20.8	8.9	19.2
Technical Services	19.9	8.4	18.2	21.1	11.4	19.8	18.8	15.6	18.3

	2025				2024				2023			
Number of employees by category and age group	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Administration	6	23	24	53	5	18	14	37	5	21	10	36
Sales and Customer Service	3	18	20	41	4	7	10	21	2	7	7	16
Industrial Operations	23	166	104	293	20	91	44	155	17	94	48	159
Mining Operations	12	37	18	67	14	35	13	62	13	33	19	65
Technical Services	16	44	41	101	14	31	23	68	11	38	13	62
Total	**60**	**288**	**207**	**555**	**57**	**182**	**104**	**343**	**48**	**193**	**97**	**338**

Percentage of employees by category and age group	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Administration	10	8	11.6	9.5	8.8	9.9	13.5	10.8	10.4	10.9	10.3	10.7
Sales and Customer Service	5	6.3	9.7	7.4	7.0	3.8	9.6	6.1	4.2	3.6	7.2	4.7
Industrial Operations	38.3	57.6	50.2	52.8	35.1	50.0	42.3	45.2	35.4	48.7	49.5	47.0
Mining Operations	20	12.8	8.7	12.1	24.6	19.2	12.5	18.1	27.1	17.1	19.6	19.2
Technical Services	26.7	15.3	19.8	18.2	24.6	17.0	22.1	19.8	22.9	19.7	13.4	18.3

Other diversity indicators						
Number and percentage of employees by other diversity indicators	2025		2024		2023	
	n	%	n	%	n	%
Ethnic minority across the organization	2	0.4	2	0.6	2	0.6
Ethnic minority in senior management positions (excluding boards of directors)	0	0	0	0.0	0	0.0
Employees with disabilities	10	1.8	8	2.3	9	2.7

Incidents of discrimination and corrective actions taken (GRI 406-1)

Complaints received and handled	u.m.	2025	2024	2023
Human rights	n	0	0	0
Discrimination	n	0	0	0

Operations with local community engagement, impact assessments and development programs (GRI 413-1)

Number of activities involving local community engagement, impact assessments and/or development programs		u.m.	2025	2024	2023
I	Social impact assessments, including gender impact assessments, based on participatory processes	n	0	0	1
II	Environmental impact assessments and ongoing monitoring	n	7	7	7
III	Public disclosure of the results of environmental and social impact assessments	n	3	5	5
IV	Local community development programs based on the needs of local communities	n	4	3	2
V	Stakeholder engagement plans based on stakeholder mapping	n	6	4	2
VI	Consultation committees open to the local community and processes involving vulnerable groups	n	2	0	0
VII	Company committees, occupational health and safety committees and other employee representative bodies addressing impacts	n	2	2	2
VIII	Formal grievance processes for local communities	n	3	3	2
Total		n	31	24	21


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7.2 ENVIRONMENTAL GRI INDICATORS TABLES

Starting from fiscal year 2023, IMI Fabi implemented a digital platform to optimize the collection and monitoring of sustainability data, while ensuring greater accuracy and traceability. The introduction of this system resulted in the revision of certain calculation methods used in previous years.

Following the acquisition of Elementis Talc (now Mondo Minerals) in May 2025, the Group's consolidation scope has undergone a significant change, affecting the trends and comparability of environmental data compared with previous reporting periods. Mondo Minerals includes sites located in the Netherlands and Finland.

To ensure a more accurate interpretation of data trends, certain tables report both the aggregated 2025 data, including Mondo Minerals, and the data on a constant-scope basis, calculated excluding the contribution of the newly acquired company, thereby enabling consistent comparison with previous years.

Energy consumed within the organization (GRI 302-1)

Fuel consumption within the organization from non-renewable sources by fuel type	u.m.	2025 Group Total	2025 Constant Scope*	2024	2023
Natural gas	Sm^3	8,036,392	6,737,945	7,254,872	7,066,543
Diesel	t	1,017	980	1,141	1,139
Gasoline	kg	9,421	9,421	6,842	7,354
GPL	t	1,587	832	799	847
Explosive	Kg	134,850	134,850	113,650	122,775

Fuel consumption within the organization from renewable sources by fuel type	u.m.	2025	2024	2023
Biocombustibili	t	0	0.5	0
Biomassa	t	0	0	0

Consumption from purchase	u.m.	2025 Group Total	2025 Constant Scope*	2024	2023
Electricity consumption	kWh	227,586,640	81,016,060	84,122,696	83,447,783
from renewable sources	kWh	63,219,346	29,965,606	29,623,414	27,688,872
from non-renewable sources	kWh	164,367,294	51,050,454	54,499,282	55,758,911
Heating consumption	J	0	0	0	0
Cooling consumption	J	0	0	0	0

Consumption from self-production**	u.m.	2025	2024	2023
Electricity consumption	kWh	12,763,718	13,409,803	19,342,748
from renewable sources	kWh	697,600	453,320	445,024
from non-renewable sources	kWh	12,066,119	12,956,483	18,897,724
Heating consumption	J	0	0	0
Cooling consumption	J	0	0	0

* Data calculated on constant-scope basis, excluding Mondo Minerals for comparability with previous reporting periods.
** For this indicator, the breakdown between the Group reporting boundary and the constant-scope basis reporting boundary is not provided, as Mondo Minerals does not have self-generated electricity consumption.

Energy intensity (GRI 302-3)

Energy intensity	u.m.	2025 Constant Scope*
	GJ/t product	1.9
	GJ/€ million turnover	3587.4

Reduction of energy consumption (GRI 302-4)

Reduction of energy consumption	u.m.	2025**	2024***	2023****
Achieved as a direct result of energy savings	MJ/ton	32	4.6	1.8
Achieved through efficiency initiatives	MJ/ton	128	103.1	520.9
Total	**MJ/ton**	**160**	**107.7**	**522.7**

* Data calculated on constant-scope basis, excluding Mondo Minerals for comparability with previous reporting periods.
** The KPI reflects the initiatives implemented by Mondo Minerals Netherlands and Mondo Minerals Finland. The reduction is calculated compared with the previous year.
*** The KPI reflects the initiatives implemented by IMI Fabi S.p.A. and IMI Fabi Brasil. The reduction is calculated compared with the previous year.
**** The KPI reflects the initiatives implemented by IMI Fabi S.p.A. and IMI Fabi Australia. The reduction is calculated compared with the previous year.

Water withdrawal (GRI 303-3)

		2025 Group Total		2025 Constant Scope*		2024		2023	
Water withdrawal by source	**u.m.**	**All areas**	**Water stressed areas**	**All areas**	**Water stressed areas****	**All areas**	**Water stressed areas**	**All areas**	**Water stressed areas**
Surface water (total)	m³ x 1000	3377.4	0	25.9	0	24.6	0	23.7	0
Freshwater (≤ 1.000 mg/l total dissolved solids)	m³ x 1000	3377.4	0	25.9	0	24.6	0	23.7	0
Other water (> 1.000 mg/l total dissolved solids)	m³ x 1000	0	0	0	0	0	0	0	0
Groundwater (total)	m³ x 1000	50.2	2.35	50.2	2.4	76	0	96	0
Freshwater (≤ 1.000 mg/l total dissolved solids)	m³ x 1000	50.2	2.35	50.2	2	76	0	86.5	0
Other water (> 1.000 mg/l total dissolved solids)	m³ x 1000	0	0	0	0	0	0	9.5	0
Seawater (total)	m³ x 1000	0	0	0	0	0	0	0	0
Freshwater (≤ 1.000 mg/l total dissolved solids)	m³ x 1000	0	0	0	0	0	0	0	0
Other water (> 1.000 mg/l total dissolved solids)	m³ x 1000	0	0	0	0	0	0	0	0
Produced water (total)	m³ x 1000	0	0	0	0	0	0	0	0
Freshwater (≤ 1.000 mg/l total dissolved solids)	m³ x 1000	0	0	0	0	0	0	0	0
Other water (>1.000 mg/l total dissolved solids)	m³ x 1000	0	0	0	0	0	0	0	0
Third-party water (total)	m³ x 1000	93.9	0.29	71	0.3	42.1	0	50.1	0.4
Freshwater (≤ 1.000 mg/l total dissolved solids)	m³ x 1000	93.9	0.29	71	0	42.1	0	50.1	0.4
Other water (>1.000 mg/l total dissolved solids)	m³ x 1000	0	0	0	0	0	0	0	0
Total water withdrawal	**m³ x 1000**	**3521.4**	**2.6**	**147**	**2.6**	**142.8**	**0**	**169.8**	**0.4**

Water intensity	**m³ /t product**	**0.4**
Water intensity	**m³ /€ million turnover**	**796**

* Data calculated on constant-scope basis, excluding Mondo Minerals for comparability with previous reporting periods.
** From 2025, to identify areas subject to water stress, the Group refers to the analysis provided by the World Resources Institute (WRI) Aqueduct Water Risk Atlas tool, recommended by GRI, with the aim of improving the accuracy and consistency of reporting.

Water discharge (GRI 303-4)

		2025 Group Total		2025 Constant Scope*		2024		2023	
Scarico idrico per destinazione	**u.m.**	**All areas**	**Water stressed areas**	**All areas**	**Water stressed areas****	**All areas**	**Water stressed areas**	**All areas**	**Water stressed areas**
Surface water (total)	m³ x 1000	3072.2	1.2	0	1.2	3.3	0	2.7	0
Freshwater (≤ 1,000 mg/l total dissolved solids)	m³ x 1000	3072.2	1.2	0	1.2	3.3	0	2.7	0
Other water (> 1,000 mg/l total dissolved solids)	m³ x 1000	0	0	0	0	0	0	0	0
Groundwater (total)	m³ x 1000	2.9	0	2.9	0	2.9	0	2.6	0
Freshwater (≤ 1,000 mg/l total dissolved solids)	m³ x 1000	2.9	0	2.9	0	2.9	0	2.6	0
Other water (> 1,000 mg/l total dissolved solids)	m³ x 1000	0	0	0	0	0	0	0	0
Seawater (total)	m³ x 1000	0	0	0	0	0	0	0	0
Freshwater (≤ 1,000 mg/l total dissolved solids)	m³ x 1000	0	0	0	0	0	0	0	0
Other water (> 1,000 mg/l total dissolved solids)	m³ x 1000	0	0	0	0	0	0	0	0
Third-party water (total)	m³ x 1000	4	0.6	3	0.6	3.9	0	4.0	0
Freshwater (≤ 1,000 mg/l total dissolved solids)	m³ x 1000	4	0.6	3	0.6	3.9	0	4.0	0
Other water (>1,000 mg/l total dissolved solids)	m³ x 1000	0	0	0	0	0	0	0	0
Third-party water sent to other organizations	**m³ x 1000**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Total water discharge	**m³ x 1000**	**3079.1**	**2**	**5.7**	**2**	**10.1**	**0**	**9.4**	**0**

* Dati calcolati a perimetro costante, escludendo Mondo Minerals per finalità di comparabilità con gli esercizi precedenti.
** Dal 2025, per l'identificazione delle aree soggette a stress idrico, il Gruppo fa riferimento all'analisi fornita dal tool Aqueduct Water Risk Atlas del World Resources Institute (WRI), raccomandato dal GRI, con l'obiettivo di migliorare l'accuratezza e la coerenza della rendicontazione.

Water consumption (GRI 303-5)

Starting from 2024, in line with GRI guidance, water consumption is calculated as the difference between the water withdrawn and the water discharged (automatic withdrawal–discharge subtraction). This methodological update resulted in a revision of the 2023 data to ensure comparability with the 2024 data.

		2025 Group Total		2025 Constant Scope*		2024		2023	
Water consumption	**u.m.**	**All areas**	**Water stressed areas**	**All areas**	**Water stressed areas****	**All areas**	**Water stressed areas**	**All areas**	**Water stressed areas**
Total water withdrawal	m^3 x 1000	3521.4	2.6	147.0	2.6	142.8	0	169.8	0.4
Total water discharge	m^3 x 1000	3079.1	2	5.7	2	10.1	0	9.4	0
Total water consumption	**m^3 x 1000**	**442.4**	**0.84**	**141.3**	**0.84**	**132.6**	**0**	**160.4**	**0.4**
Of which evaporated water	m^3 x 1000	169.9	0	141.2	0	120.1	0	140.8	0

Direct GHG emissions (Scope 1) (GRI 305-1)

The Group Carbon Footprint (Scope 1+2) is calculated in accordance with UNI ISO 14064-1.
The 2025 conversion factors are aligned with the Ispra and Ecoinvent 3.11 databases.
For 2024 and 2023, Defra and IPCC factors are also used.

Direct emissions (Scope 1)	**u.m.**	**2025 Group Total**	**2025 Constant Scope*****	**2024**	**2023**
Natural gas	tCO2eq	15,912.1	13,341.1	14,622.5	14,118.1
Diesel (electricity generation + transportation + heating)	tCO2eq	3,215.2	3,098.3	3,699.8	3,801.5
Gasoline (company cars)	tCO2eq	29.7	29.7	34.6	23.0
GPL (company cars)	tCO2eq	4,809.4	2,521.8	2,388.2	2,606.4
Explosive	tCO2eq	23.9	23.9	20.1	21.8
Total - Scope 1	**tCO2eq**	**23,990.3**	**19,014.8**	**20,765.2**	**20,570.8**

* Data calculated on constant-scope basis, excluding Mondo Minerals for comparability with previous reporting periods.
** From 2025, to identify areas subject to water stress, the Group refers to the analysis provided by the World Resources Institute (WRI) Aqueduct Water Risk Atlas tool, recommended by GRI, with the aim of improving the accuracy and consistency of reporting.
***Data calculated on a on constant-scope basis, excluding Mondo Minerals for comparability with previous reporting periods.

Energy indirect GHG emissions - Scope 2 (GRI 305-2)

The Group Carbon Footprint (Scope 1+2) is calculated in accordance with UNI ISO 14064-1. The conversion factor was defined consistently with the values reported by the European Commission – Joint Research Centre (JRC), "GHG Emission Factors for Electricity Consumption", using the life-cycle approach. For 2024 and 2023, the conversion factor is aligned with the Ecoinvent 3.10 database.

Indirect emissions from imported energy (Scope 2)	u.m.	2025 Group Total	2025 Constant Scope*	2024	2023
Electricity from the grid - location-based	tCO2eq	42,991	18,357.8	20,662.7	24,756

Total GHG emissions Scope 1 + Scope 2

Total GHG Emissions	u.m.	2025 Group Total	2025 Constant Scope*	2024	2023
Total emissions (Scope 1 + Scope 2)	tCO2eq	66,981	37,373	41,428	45,326
Reduction in emissions vs. 2023 (baseline)	tCO2eq		-17.6%	-8.6%	
GHG emissions intensity (GRI 305-4)	tCO2e/t product		0.1		
GHG emissions intensity (GRI 305-4)	tCO2e/€ million turnover		198.7		

* Data calculated on constant-scope basis, excluding Mondo Minerals for comparability with previous reporting periods.

Waste generated (GRI 306-3)

	2025 Group Total		2025 Constant Scope*		2024		2023	
Waste composition	**tons generated**	**%**	**tons generated**	**%**	**tons generated**	**%**	**tons generated**	**%**
Paper/Cardboard	46	3.4	16.6	2.5	2.3	0.4	4.2	0.6
Metal	292.1	21.5	192.1	29.2	102	16	166.9	25
Plastic	23.5	1.7	6.5	1.0	10.5	2	13.4	2
Used oil	40.9	3	30.8	4.7	30.6	4.8	11.5	1.7
Wood	110.8	8.2	52.5	8.0	51	8	10	1.5
Glass	0	0	0	0.0	0	0	0.6	0.1
Other waste	778.2	57.3	350.4	53.3	427.1	67.5	456.7	68.3
Hazardous waste (batteries, used LEDs, etc.)	67	5	9	1.4	9.7	1.5	5.1	0.8
Total waste generated	**1,358**	**100**	**657.9**	**100**	**632.8**	**100**	**668.3**	**100**

* Data calculated on a on constant-scope basis, excluding Mondo Minerals for comparability with previous reporting periods.

Waste diverted from disposal and directed to recovery (GRI 306-4)

Waste composition	u.m.	2025 Group Total	2025 Constant Scope*	2024	2023
Paper/Cardboard	t	46	16.6	2.2	4.2
Metal	t	292.1	192.1	101.9	164.9
Plastic	t	40.9	30.8	30.5	13.4
Used oil	t	22.9	5.9	9.9	9.7
Wood	t	66	48	24	10
Glass	t	0	0	0	0.6
Other waste	t	338.7	84.4	74.2	84.9
Hazardous waste (batteries. used LEDs. etc.)	t	5.3	5.1	3.9	3.7
Total waste directed to recovery	**t**	**812**	**382.8**	**246.9**	**291.4**

		2025			2024			2023		
Hazardous waste by recovery operation	u.m.	On-site	Off-site	Total	On-site	Off-site	Total	On-site	Off-site	Total
Reuse	t	0	6	6	0	0.4	0.4	0.8	0.8	1.6
Recycling	t	0	11.9	11.9	0	7.5	7.5	0	8.8	8.8
Composting	t	0	0	0	0	0	0	0	0	0
Recovery, including energy recovery	t	0	7	7	0	4.7	4.7	0	0	0
Total weight	**t**	**0**	**24.9**	**24.9**	**0**	**12.7**	**12.7**	**0.8**	**9.6**	**10.4**

Non-hazardous waste by recovery operation	u.m.	On-site	Off-site	Total	On-site	Off-site	Total	On-site	Off-site	Total
Reuse	t	0	1.8	1.8	16.2	0	16.2	29	31.9	60.9
Recycling	t	77.4	523.4	600.8	30.7	91.1	121.8	0	237.8	237.8
Composting	t	0	0	0	0	0	0	0	0	0
Recovery, including energy recovery	t	0	184.5	184.5	0	71	71	0	0	0
Total weight	**t**	**77.4**	**709.7**	**787.1**	**46.9**	**162.1**	**209**	**29**	**269.7**	**298.7**

* Data calculated on constant-scope basis, excluding Mondo Minerals for comparability with previous reporting periods.

Waste directed to disposal (GRI 306-5)

Waste composition*	u.m.	2025 Group Total	2025 Constant Scope**	2024	2023
Paper/Cardboard	t	0	0	0	n.d.
Metal	t	0	0	0	n.d.
Plastic	t	0	0	0	n.d.
Used oil	t	0.4	0.4	0.3	n.d.
Wood	t	44.5	4.5	26	n.d.
Glass	t	0	0	0	n.d.
Other waste	t	438.5	343.5	352.9	n.d.
Hazardous waste (batteries, used LEDs, etc.)	t	61.2	58.2	5.7	n.d.
Total waste directed to disposal	**t**	**544.7**	**406.7**	**385.4**	**374.1**

		2025			2024			2023		
Waste directed to disposal by disposal method***	u.m.	Hazardous waste	Non-hazardous waste	Total	Hazardous waste	Non-hazardous waste	Total	Hazardous waste	Non-hazardous waste	Total
Entrusted to authorized third-party treatment operators	t	62.2	482.5	544.7	6	379.3	385.4	2.2	371.9	374

EM-MM-120a.1. | Air emissions of pollutants (SASB)

Air emissions of pollutants	u.m.	2025	2024
PM10	t	39.5	18.3
Dust	mg/Nm3	137.1	85.8

* The categories relating to waste composition were added for FY 2024 reporting.
** Data calculated on constant-scope basis, excluding Mondo Minerals for comparability with previous reporting periods.
***Waste disposal is carried out by authorized third-party operators in accordance with applicable regulations. This item includes different types of treatment (e.g. incineration, landfill).

7.3 CONNECTION MATRIX BETWEEN MATERIAL TOPICS AND ESG RISKS

Material topic	ESG risks	Impacted Stakeholders
Talc recovery from sterile rock	- Operational risk	- Clients - Local Communities - Employees - Environment
Energy efficiency and emissions (GHG) & physical impacts of climate change	- Operational risk - Human capital risk	- Environment - Local Communities - Employees - Clients
Responsible management of water resources	- Operational risk - Legal risk	- Environment - Local Communities
Local impact and pollution	- Operational risk - Legal risk	- Environment - Local Communities
Environmental impact from transportation	- Operational risk - Reputational risk	- Environment
Protection of local biodiversity and local territory	- Operational risk - Reputational risk - Legal risk	- Environment - Local Communities
Responsible waste management	- Reputational risk - Legal risk	- Environment - Local Communities
Systems of environmental control and management	- Operational risk - Legal risk	- Environment
Occupational Health and Safety	Human capital risk - Legal risk - Reputational risk	- Employees and external workers
Social Equity, diversity and inclusion	- Human capital risk - Legal risk - Reputational risk	- Employees and external workers - Local Communities
Carreers management	- Human capital risk - Operational risk	- Employees and external workers - Clients
Human rights, workers' rights and social dialogue	- Human capital risk - Legal risk - Reputational risk	- Employees and external workers - Local Communities
Workers' wellbeing	- Human capital risk	- Employees and external workers
Relationship with the local communities	- Operational risk - Legal risk - Reputational risk	- Local Communities

Material topic	ESG risks	Impacted Stakeholders
Responsible management of Mine's life	- Operational Risk - Legal risk	- Employees and external workers - Local communities
Value creation and company resilience	- Human capital risk - Operational Risk - Reputational risk	- Employees - Clients - Suppliers - Local communities - Environment
Ethical and transparent business management	- Operational Risk - Legal risk - Reputational risk	- Local communities - Clients - Suppliers - Employees
ESG Governance and Identity	- Operational Risk - Reputational risk	- All
Responsible management of the supply chain	- Operational Risk - Reputational risk - Legal risk	- Suppliers - Clients
Cybersecurity and personal data protection	- Human capital risk - Operational Risk - Reputational risk	- Employees - Suppliers - Clients
Quality of talc and customer satisfaction	- Operational Risk - Reputational risk - Legal risk	- Clients - End users
Innovation, research and development	- Operational Risk - Legal risk	- Clients - Employees - End users

- Environmental Responsibility
- Social Responsibility
- Product Responsibility
- Governance



7.4 GRI CONTENT INDEX

Statement of use	**IMI Fabi has reported in accordance with the GRI Standards for the period 1 January 2025 - 31 December 2025**
GRI 1 used	**GRI 1 - Reporting principles 2021**
Applicable GRI Sector Standards	**GRI 14: Mining Sector 2024**

GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION			SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General Disclosures						
GRI 14: Mining Sector 2024	Disclosures on mining sites	2. A history of innovation: the Group in the world				14.0.1
GRI 2: General Disclosures 2021	**1. The Organization and its Reporting Practices**					
	2-1 Organizational details	1. Introduction: Methodological Notes / 2. A history of innovation: the Group in the world				
	2-2 Entities included in the organization's sustainability reporting	1. Introduction: Methodological Note				
	2-3 Reporting period, frequency and contact point	1. Introduction: Methodological Note				
	2-4 Restatements of information	7. Appendix				
	2-5 External assurance	1. Introduction: Methodological Note				
	2. Activities and Workers					
	2-6 Activities, value chain and other business relationships	2. A history of innovation: Strategy and business model/ One mineral, a world of products /5.Doing the best for our People and Local Communities: Our suppliers				
	2-7 Employees	7. Appendix				
	2-8 Workers who are not employees	7. Appendix				

Statement of use	**IMI Fabi has reported in accordance with the GRI Standards for the period 1 January 2025 - 31 December 2025**
GRI 1 used	**GRI 1 - Reporting principles 2021**
Applicable GRI Sector Standards	**GRI 14: Mining Sector 2024**

GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION			SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General Disclosures						
	3. Governance					
	2-9 Governance structure and composition	2. A history of innovation: Our governance				
	2-10 Nomination and selection of the highest governance body	/	All 2 - 10	Information unavailable	The company has chosen to focus on the disclosure of other KPIs	
	2-11 Chair of the highest governance body	2. A history of innovation: Our governance				
	2-12 Role of the highest governance body in overseeing the management of impacts	2. A history of innovation: Our governance				
	2-13 Delegation of responsibility for managing impacts	2. A history of innovation: Our governance				
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	2. A history of innovation: Our governance				
	2-15 Conflicts of interest	2. A history of innovation: Our governance				
	2-16 Communication of critical concerns	2. A history of innovation: Our governance				
	2-17 Collective knowledge of the highest governance body	2. A history of innovation: Our governance				
	2-18 Evaluation of the performance of the highest governance body	/	All 2 - 18	Information unavailable		

Statement of use	**IMI Fabi has reported in accordance with the GRI Standards for the period 1 January 2025 - 31 December 2025**
GRI 1 used	**GRI 1 - Reporting principles 2021**
Applicable GRI Sector Standards	**GRI 14: Mining Sector 2024**

GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION			SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General Disclosures						
	3. Governance					
	2-19 Remuneration policies	/	All 2-19	Information unavailable	The company has chosen to focus on the disclosure of other KPIs	
	2-20 Process for determining remuneration	/	All 2-20	Information unavailable	The company has chosen to focus on the disclosure of other KPIs	
	2-21 Annual total compensation ratio	/	All 2-21	Information unavailable		
	4.Strategy, Policies and Practices					
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	2. A history of innovation: Who we are - our history and identity/ Purpose and Values/ Strategy and business model				
	2-23 Policy commitments	2. A history of innovation: Our governance/ 4. Being a supplier of choice				
	2-24 Embedding policy commitments	2. A history of innovation: Our governance/ 4. Being a supplier of choice				
	2-25 Processes to remediate negative impacts	4. Being a supplier of choice/ 5. Doing the best for our People and Local Communities				

Statement of use	**IMI Fabi has reported in accordance with the GRI Standards for the period 1 January 2025 - 31 December 2025**
GRI 1 used	**GRI 1 - Reporting principles 2021**
Applicable GRI Sector Standards	**GRI 14: Mining Sector 2024**

GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION			SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General Disclosures						
	4.Strategy, Policies and Practices					
	2-26 Mechanisms for seeking advice and raising concerns	4. Being a supplier of choice: Ethical and transparent business management/ 5. Doing the best for our People and Local Communities				
	2-27 Compliance with laws and regulations	4. Being a supplier of choice: Ethical and transparent business management				
GRI 2: General Disclosures 2021	2-28 Membership associations	3. Our sustainability journey: Stakeholder Engagement				
	5. Stakeholder Engagement					
	2-29 Approach to stakeholder engagement	3. Our sustainability journey: Stakeholder Engagement				
	2-30 Collective bargaining agreements	5. Doing the best for our People and Local Communities: Our People - Human and workers' rights				
Material Topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	3. Our sustainability journey: Materiality matrix				
	3-2 List of material topics	3. Our sustainability journey: Materiality matrix				
Recupero del talco dagli scarti minerari						
GRI 3: Material Topics 2021	3-3 Management of material topics	6. Caring for the environment: Recovering Talc from Waste Rock + Appendix				

Statement of use	**IMI Fabi has reported in accordance with the GRI Standards for the period 1 January 2025 - 31 December 2025**
GRI 1 used	**GRI 1 - Reporting principles 2021**
Applicable GRI Sector Standards	**GRI 14: Mining Sector 2024**

GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION			SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Energy efficiency and emissions (GHG) and climate change impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	6. Caring for the environment: Energy Efficiency and GHG Emissions				14.1.1
GRI 302: Energy 2016	302-1 Energy consumption within the organization	6. Caring for the environment: Energy Efficiency and GHG Emissions + Appendix				14.1.2
	302-2 Energy consumption outside the organization	/	All 302-2	Incomplete information	Information collected only for the parent company. Plans are in place to extend the scope of application to the rest of the Group	14.1.3
	302-3 Energy Intensity	7. Appendix				14.1.4
	302-4 Reduction of energy consumption	6. Caring for the environment: Energy Efficiency and GHG Emissions + Appendix				
GRI 305: Emissions 2016	305-1 Direct GHG emissions (Scope 1)	6. Caring for the environment: Energy Efficiency and GHG Emissions + Appendix				14.1.5
	305-2 Energy indirect GHG emissions (Scope 2)	6. Caring for the environment: Energy Efficiency and GHG Emissions + Appendix				14.1.6
	305-3 Other indirect GHG emissions (Scope 3)	/	All 305-3	Incomplete information	Information collected only for the parent company. Plans are in place to extend the scope of application to the rest of the Group	14.1.7
	305-4 GHG emissions intensity	7. Appendix				14.1.8
	305-5 Reduction of GHG emissions	6. Caring for the environment: Energy Efficiency and GHG Emissions + Appendix				14.1.9

Statement of use	**IMI Fabi has reported in accordance with the GRI Standards for the period 1 January 2025 - 31 December 2025**
GRI 1 used	**GRI 1 - Reporting principles 2021**
Applicable GRI Sector Standards	**GRI 14: Mining Sector 2024**

GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION			SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Environmental impacts of transportation						
GRI 3: Material Topics 2021	3-3 Management of material topics	6. Caring for the environment: Caring for the environment / Environmental impact of transportation				
Responsible water resource management						
GRI 3: Material Topics 2021	3-3 Management of material topics	6. Caring for the environment: Responsible water resource management				14.7.1
GRI 303: Acqua e scarichi idrici 2018	303-1 Interactions with water as a shared resource	6. Caring for the environment: Responsible water resource management				14.7.2
	303-2 Management of water discharge-related impacts	6. Caring for the environment: Responsible water resource management				14.7.3
	303-3 Water withdrawal	6. Caring for the environment: Responsible water resource management + Appendix				14.7.4
	303-4 Water discharge	6. Caring for the environment: Responsible water resource management + Appendix				14.7.5
	303-5 Water consumption	6. Caring for the environment: Responsible water resource management + Appendix				14.7.6
Local impact and pollution						
GRI 3: Material Topics 2021	3-3 Management of material topics	6. Caring for the environment: Local impact and pollution				14.3.1
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	7. Appendix				14.3.2

Statement of use	**IMI Fabi has reported in accordance with the GRI Standards for the period 1 January 2025 - 31 December 2025**
GRI 1 used	**GRI 1 - Reporting principles 2021**
Applicable GRI Sector Standards	**GRI 14: Mining Sector 2024**

GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION			SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Tutela della biodiversità e del territorio locale						
GRI 3: Material Topics 2021	3-3 Management of material topics	6. Caring for the environment: Biodiversity				14.4.1
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	/	In 2025, biodiversity reporting was developed in continuity with GRI 304: Biodiversity 2016. The Company will begin a process of alignment with the new GRI 101: Biodiversity 2024 standard, with implementation starting from the 2026 Sustainability Report.			14.4.2
	101-2 Management of biodiversity impacts					14.4.3
	101-4 Identification of biodiversity impacts					14.4.4
	101-5 Locations with biodiversity impacts					
	101-6 Direct drivers of biodiversity loss					14.4.6
	101-7 Changes in the state of biodiversity					14.4.7
	101-8 Ecosystem services					
Environmental management and control systems						
GRI 3: Material Topics 2021	3-3 Management of material topics	4. Being a supplier of choice: IMI Fabi integrated management systems				
Gestione responsabile dei rifiuti						
GRI 3: Material Topics 2021	3-3 Management of material topics	6. Caring for the environment: Responsible waste management				14.5.1

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Applicable GRI Sector Standards	**GRI 14: Mining Sector 2024**

GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION			SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Gestione responsabile dei rifiuti						
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	6. Caring for the environment: Responsible waste management + Appendix				14.5.2
	306-2 Management of significant waste-related impacts	6. Caring for the environment: Responsible waste management + Appendix				14.5.3
	306-3 Rifiuti prodotti	6. Caring for the environment: Responsible waste management + Appendix				14.5.4
	306-4 Waste diverted from disposal	7. Appendix				14.5.5
	306-5 Waste directed to disposal	7. Appendix				14.5.6
Social equity, diversity and inclusion						
GRI 3: Material Topics 2021	3-3 Management of material topics	5. Doing the best for our People and Local Communities: Our People – Career management, Employee well-being, Diversity and inclusion				14.21.1
GRI 2: General Disclosures 2021	2-7 Employees	7.Appendix				
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender to the local minimum wage local minimum wage	/	All 202-1	Information unavailable	Information not collected	14.21.2
GRI 401: Employment 2016	401-3 Parental Leave	7.Appendix				14.21.3
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	7.Appendix				14.21.4

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			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Social equity, diversity and inclusion						
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2. A history of innovation: Our governance + Appendix				14.21.5
	405-2 Ratio of basic salary and remuneration of women to men	/	All 405-2	Information unavailable	Information not collected	14.21.6
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	5. Doing the best for our People and Local Communities: Our People - Career management, Employee well-being, Diversity and inclusion + Appendix				14.21.7
Local Communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	5. Doing the best for our People and Local Communities: Our local communities				14.10.1
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	5. Doing the best for our People and Local Communities: Our local communities + Appendix				14.10.2
	413-2 Operations with significant actual and potential negative impacts on local communities	5. Doing the best for our People and Local Communities: Our local communities				14.10.3
GRI 14: Mining Sector 2024	14.10.4 Grievances from local communities	5. Doing the best for our People and Local Communities: Our local communities				14.10.4

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GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION			SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Human rights, workers' rights and social dialogue						
GRI 3: Material Topics 2021	3-3 Management of material topics	5. Doing the best for our People and Local Communities: Our People - Human and workers' rights				
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	5. Doing the best for our People and Local Communities: Our People - Human and workers' rights				
Career management						
GRI 3: Material Topics 2021	3-3 Management of material topics	5. Doing the best for our People and Local Communities: Our People - Career management, Employee well-being, Diversity and inclusion				14.17.1
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender to the local minimum wage local minimum wage	/	All 202-1	Information unavailable	Information not collected	14.17.2
GRI 401: Employment 2016	401-1 New employee hires and employee	7. Appendix				14.17.3
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5. Doing the best for our People and Local Communities: Our People – Career management, Employee well-being, Diversity and inclusion				14.17.4
	401-3 Parental Leave	7. Appendix				14.17.5
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	5. Doing the best for our People and Local Communities: Our People - Career management, Employee well-being, Diversity and inclusion				14.17.6

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			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Career management						
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	7. Appendix				14.17.7
	404-2 Programs for upgrading employee skills and transition assistance programs	5.Doing the best for our People and Local Communities: Our People - Career management, Employee well-being, Diversity and inclusion				14.17.8
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	5. Doing the best for our People and Local Communities: Our suppliers	414-1	Information unavailable	The Group describes the supplier assessment process and integration of ESG criteria, but does not currently collect data on new suppliers because this category does not materially affect supplier numbers or spending levels.	14.17.9
	414-2 Negative social impacts in the supply chain and actions taken	5. Doing the best for our People and Local Communities: Our suppliers	414-2 (b) - (c) - (d) - (e)	Information unavailable	The Group describes its approach to preventing and managing social risks in the supply chain, but does not yet report on identified negative social impacts and related actions in accordance with GRI 414-2.	14.17.10
Occupational Health and Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	5.Doing the best for our People and Local Communities: Our People - Health and Safety				14.16.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	5.Doing the best for our People and Local Communities: Our People - Health and Safety				14.16.2
	403-2 Hazard identification, risk assessment, and incident investigation	5.Doing the best for our People and Local Communities: Our People - Health and Safety				14.16.3

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GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION			SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Occupational Health and Safety						
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	5.Doing the best for our People and Local Communities: Our People - Health and Safety				14.16.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.Doing the best for our People and Local Communities: Our People - Health and Safety				14.16.5
GRI 403: Salute e sicurezza sul lavoro 2018	403-5 Worker training on occupational health and safety	5.Doing the best for our People and Local Communities: Our People - Health and Safety + Appendix				14.16.6
	403-6 Promotion of worker health	5.Doing the best for our People and Local Communities: Our People - Health and Safety				14.16.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.Doing the best for our People and Local Communities: Our People - Health and Safety				14.16.8
	403-8 Workers covered by an occupational health and safety management system	5.Doing the best for our People and Local Communities: Our People - Health and Safety + Appendix				14.16.9
	403-9 Work-related injuries	7. Appendix				14.16.10
	403-10 Work-related ill health	7. Appendix				14.16.11
Employee well-being						
GRI 3: Material Topics 2021	3-3 Management of material topics	5.Doing the best for our People and Local Communities: Our People – Career management, Employee well-being, Diversity and inclusion				

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			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Employee well-being						
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.Doing the best for our People and Local Communities: Our People – Career management, Employee well-being, Diversity and inclusion				14.17.4
Ethical and transparent business						
GRI 3: Material Topics 2021	3-3 Management of material topics	4. Being a supplier of choice: Ethical and transparent business management				14.22.1
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	4. Being a supplier of choice: Ethical and transparent business management				14.22.2
	205-2 Communication and training about anti-corruption policies and procedures	/	All 205 - 2	Information unavailable/ incomplete	The company is working on developing this topic	14.22.3
	205-3 Confirmed incidents of corruption and actions taken	4. Being a supplier of choice: Ethical and transparent business management				14.22.4
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	4. Being a supplier of choice: Ethical and transparent business management				
GRI 14: Mining Sector 2024	14.22.5 Contract transparency	/	All 14.22.5	Information unavailable		14.22.5
	14.22.6 Beneficial ownership	/	All 14.22.6	Information unavailable		14.22.6
Responsible mine life-cycle management						
GRI 3: Material Topics 2021	3-3 Management of material topics	4. Being a supplier of choice: Responsible mine life cycle				

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			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
ESG Identity and Governance						
GRI 3: Material Topics 2021	3-3 Management of material topics	4. Being a supplier of choice: Our ESG governance				
GRI 2: General Disclosures 2021	3. Governance	4. Being a supplier of choice: Our ESG governance				
	4. Strategy, Policies and Practices	4. Being a supplier of choice: Our ESG governance				
Responsible supply chain management						
GRI 3: Material Topics 2021	3-3 Management of material topics	5. Doing the best for our People and Local Communities: Our suppliers				
GRI 2: General Disclosures 2021	2. Activities and Workers	2. An innovation story: Strategy and business model/ One mineral, a world of products/ 5. Doing the best for our People and Local Communities: Our suppliers				
Value creation and business resilience						
GRI 3: Material Topics 2021	3-3 Management of material topics	3. Our sustainability journey: Who we are - our history and identity/ Purpose and Values				
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	3. Our sustainability journey				
	2-27 Compliance with laws and regulations	3. Our sustainability journey				

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Cybersecurity and personal data protection						
GRI 3: Material Topics 2021	3-3 Management of material topics	4. Being a supplier of choice: Cybersecurity and personal data protection				
Innovation, research and development						
GRI 3: Material Topics 2021	3-3 Management of material topics	4. Being a supplier of choice: Innovation and R&D				
GRI 302: Energy 2016	302-4 Reduction of energy consumption	7. Appendix				
Talc quality and customer satisfaction						
GRI 3: Material Topics 2021	3-3 Management of material topics	4. Being a supplier of choice: Customer centricity				

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