tune in to innovation

IMI Fabi Sustainability Report 2024

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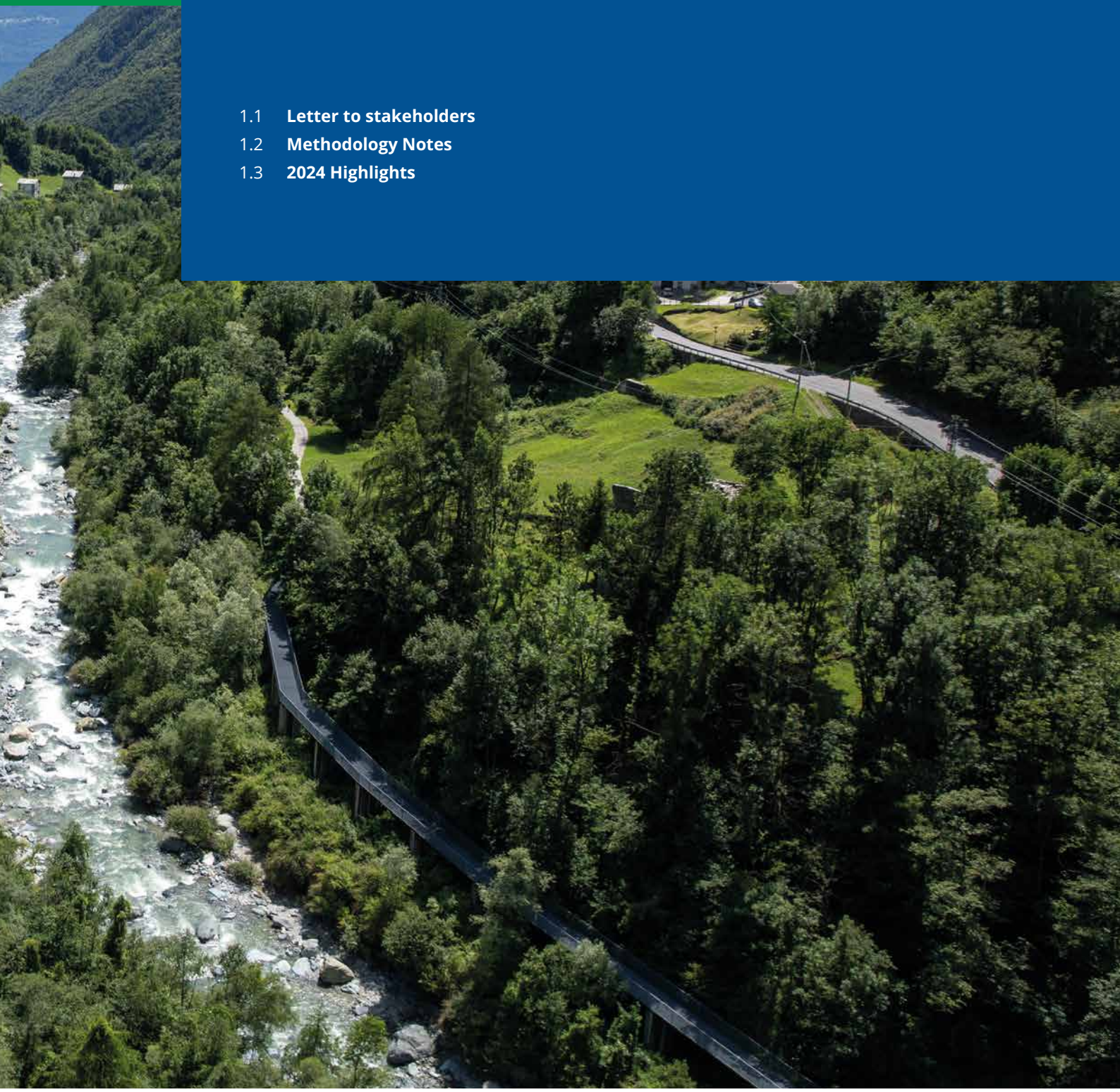
1 Introduction



1.1
LETTER TO STAKEHOLDERS

Dear Stakeholders,
2024 marks Imi Fabi's third voluntary sustainability report. The Group has continued its commitment to creating value for stakeholders following the guidelines laid down by the three major pillars of our Sustainability strategy which also characterise the structure of this report: being a supplier of reference in the talc market, promoting best practices for our staff and local communities and protecting the environment. These pillars, macro areas of great importance for the Group and its stakeholders have steered the production of the 2024 Sustainability Report "Connecting Earth to Industries" which will guide the ESG strategy for the next three years with particular attention dedicated to the topics of cyber security, ESG performance in the supply chain and the Company's Sustainability culture.

The ongoing improvement process in the Brazilian plant continues with the recovery of talc from waste rock thanks to significant investment in innovation in particular with the twin floatation line which aims to ensure a more responsible use of mineral riserves. IMI Fabi's knowhow has enabled us to find the most suitable market placement for each variety of extracted mineral thus avoiding the exclusive use of high purity/whitness of talc.

The Sa Matta mine is now one of the few working white talc deposits in the European Continent and requires ever more careful mine management. The installation of a concrete production plant allowes a signigficant reduction in production cycle time of the cemented tailings backfill as well as a reduction in emissions due to cement transportation.

In 2024 the IMI Fabi Group completed a project of "life cycle assessment impact" (LCA) a methodology to evaluate the environmental impact associated with all the various phases of the life cycle of a product, process or commercial or commercial service.

2024 saw the international scenario, once again challenging, due to global conflicts and a complex financial backdrop.

In terms of sustainability the scenario is ever less certain and this has continued in 2025, linked to the political changes in the US as well as the advent of 'Omnibus' which has put several European regulations concerning sustainability under scrutiny, among which the guidelines on reporting (Corporate Sustainability Reporting Directive).
As from 2026 this envisages mandatory reporting also for large companies including IMI Fabi.
In this context IMI Fabi confirms its own current commitment towards full voluntary disclosure of its sustainability performance and continues on its course of monitoring and structured traceability of its non financial data via digital platforms.

Adding to this complex scenario, in September 2024 the RAC (Risk Evaluation Commettee within the ECHA-European Agency for Chemical Substances) issued a more stringent classification of talc.
The IMI Fabi Group, confident in the integrity of its own product, is carefully following developments of this proposal and is convinced that there is no reason to confirm it.
An indication of our confidence was the conclusion in May 2025 of the acquisition of Elementis Talc, the division dedicated to talc of Elementis.

This operation represents an important step in the growth strategy of our Group and strenghthens our commitment to supply high quality mineral solutions on a global scale and will enable IMI Fabi to serve an increasing number of industrial sectors with talc products caracterized by high performance and low environmental impact thus reinforcing the company's position as a global market leader oriented towards long term innovation.

CEO IMI Fabi Group

1.2
METHODOLOGY NOTES

This document, approved by the IMI Fabi board of directors in August 2025, is the company's third Sustainability Report and has been produced on a strictly voluntary basis as the company is not yet obliged to produce a report on sustainability.

The decision to produce this report voluntarily was taken in order to better communicate with all our stakeholders and to show clearly how environmental, social and governance issues are managed as well as identifying areas of improvement for the future. Each topic is addressed both in qualitative and quantitative terms.

IMI Fabi has produced the Report complying with GRI Standards. The information and data contained in this report refer to the 2024 financial year (Jan 1st – Dec 31st) and, where available, comparative data from 2022 and 2023 has been included. Where data has been estimated this is clearly indicated.

The scope of the Sustainability Report covers all the entities included in the Financial report and refers to the following IMI Fabi sites: Australia, Belgium, Brazil, Sardinia, S.p.A. and the United States. The only entity included in the Financial Report but not in the Sustainability Report is the joint venture in China.
The Sustainability Report will be published on an annual basis.

At the end of the report there is a GRI index to provide an overview of the indicators given and the page reference number. The Key Performance Indicators used are those required by the report standards adopted and are representative of the various areas as well as being coherent with business activities and the impact of the product. This report is not subject to verification by an external auditor.

Below are the contact details for questions on the report and/or information contained therein:

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USA: **Erin Moore**
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1.3

2024 HIGHLIGHTS

SOCIAL

37 hours
of training on average given to each employee globally (+23% compared to 2023)

93%
of the Parent Company's suppliers have signed the Supplier Code of Conduct

48%
ESG rating Key Group suppliers

ENVIRONMENTAL

60%
waste talc recovered in Brazil thanks to investment in innovation

LCA
Life Cycle Assessment evaluation concluded for all Group products and initiatives

Scope 3
Emissions from the value chain of the parent company mapped

GOVERNANCE

68/100
Ecovadis Performance with silver medal

Cybersecurity
investment and new measures implemented to reinforce IT security

Group Ethic Codes
updated in December 2024

2

A History of Innovation

2.1
WHO WE ARE

IMI Fabi : a company firmly orientated towards the international scenario and the only mining group present worldwide entirely dedicated to talc production. On a global scale, IMI Fabi offers a wide range of high quality products at competitive prices.

OUR HISTORY AND IDENTITY

Founded in the 50s in Valmalenco (SO), IMI Fabi has expanded over the last twenty years thanks to a strategic policy of growth and investment. IMI Fabi's operational network produces and distributes high quality industrial talc offering an extensive, reliable service. Our clients operate in various sectors of industry, polymers, paper, paints, plaster, feed industry, pharmaceutics, ceramics and many more.
The Group's success stems from its commitment to creating sustainable value, its policy of strategic investment and a history of providing its clients with innovative industrial solutions.

Quality, innovation, global service, technical assistance, sustainability: these have always been the guidelines for our Group's evolution.

We are committed to creating sustanable value over time for all the communities in which we operate. Through carefully planned expansion abroad we have exported our distinctive know how, developped in Italy, enriching it with the local heritage.
We have invested in production centres close to our markets with the aim of both optimizing transport costs and reducing the ecological footprints of our products.

SINCE 1950 : THE STAGES OF OUR GROWTH

IMI Fabi was founded in 1950 by Carlo Fabi who decided to invest in the mineral sector and, in particular, the mining of talc. In 1984 Carlo's son, Corrado Fabi, inherited the company thus beginning the second generation of the Fabi family in the talc industry.

IMI Fabi's history is deeply rooted in Italy in an area with a long tradition of mining- The Valtellina, a valley in the Province of Sondrio in the Central Alps lying just south of the Swiss border.
In the 90's, IMI Fabi began to expand its operations out of Italy becoming a global talc supplier and a perfect example of an SME in the international marketplace.

Faced with an ever increasingly globally oriented market, over the years the Company's expansion project turned ever more to other countries with a strong mining tradition, Australia and Brazil thus allowing the Company to extract different types of talc and supply a wider range of possible applications.

The acquisitions were carefully planned to allow the Company to create an efficient logistics network on a global scale. At the same time, IMI Fabi has a reange of products avalilable worldwide so that our clients' solutions studied in their research centres may be exported to all their facilities around the world.

The distinctive know-how developed in Italy has been passed on to the other sites around the world who, in turn , have added value to the Company through their experience and local culture.

THE STAGES OF OUR GROWTH

1950

Foundation of **IMI Fabi** and the first mining rights in Valmalenco

1992

Industria Chimica Mineraria Val Malenco
Acquisition

1993

Unitalc S.p.A.
Acquisition

1996

IMI Fabi Australia
Founded. 50% share in the mining rights for Mount Seabrook

1998

IMI Fabi
From a Limited Liability Company IMI Fabi becomes a joint stock company

2001

Acquisition of the Benwood plant and Diana. Founding of **IMI Fabi LLC**

2003

Opening of a Sales & Marketing Office for **Asia** in Singapore

2006

Minerali Aihai IMI Co. Ltd
Joint Venture in China

2008

IMI Fabi Sardegna S.r.l. founded together with the mining rights of Sa' Matta and Su' Venosu and the plant at Monte Nieddu in Italy

2011

acquired 100% of the **Mount Seabrook** mining rights in Australia

2012

IMI OMAR PVT. Ltd.
Joint venture in Pakistan

2016

IMI Fabi Brumado Talc S.A.
Acquisition

IMI Fabi Brasil Participaçôes LTDA
Founded

2017

Sales and Marketing offices opened in San Paolo

Acquisition of the Uikhoven plant and founding of **IMI Fabi Belgium**

Minerali Industriali Lithos Gmbh
Acquisition

2023

Start up of the grinding milling plant in **Pakistan**

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

2025

acquisition of the talc division of **Elementis**

TODAY

The IMI Fabi brand is a strong presence and is recognized all over the world as a symbol of quality and professionality in every market where talc is used.

2.2
PURPOSE AND VALUES

OUR PURPOSE

To bring together the Earth and Industry to foster social evolution and ensure our actions represent a safe alternative both for our people and the communities in which we work.

OUR MISSION

To pursue continued growth of the company in harmony with people's expectations, to foster respect for our planet and ensure a responsible use of available resources.

OUR VISION

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

OUR VALUES

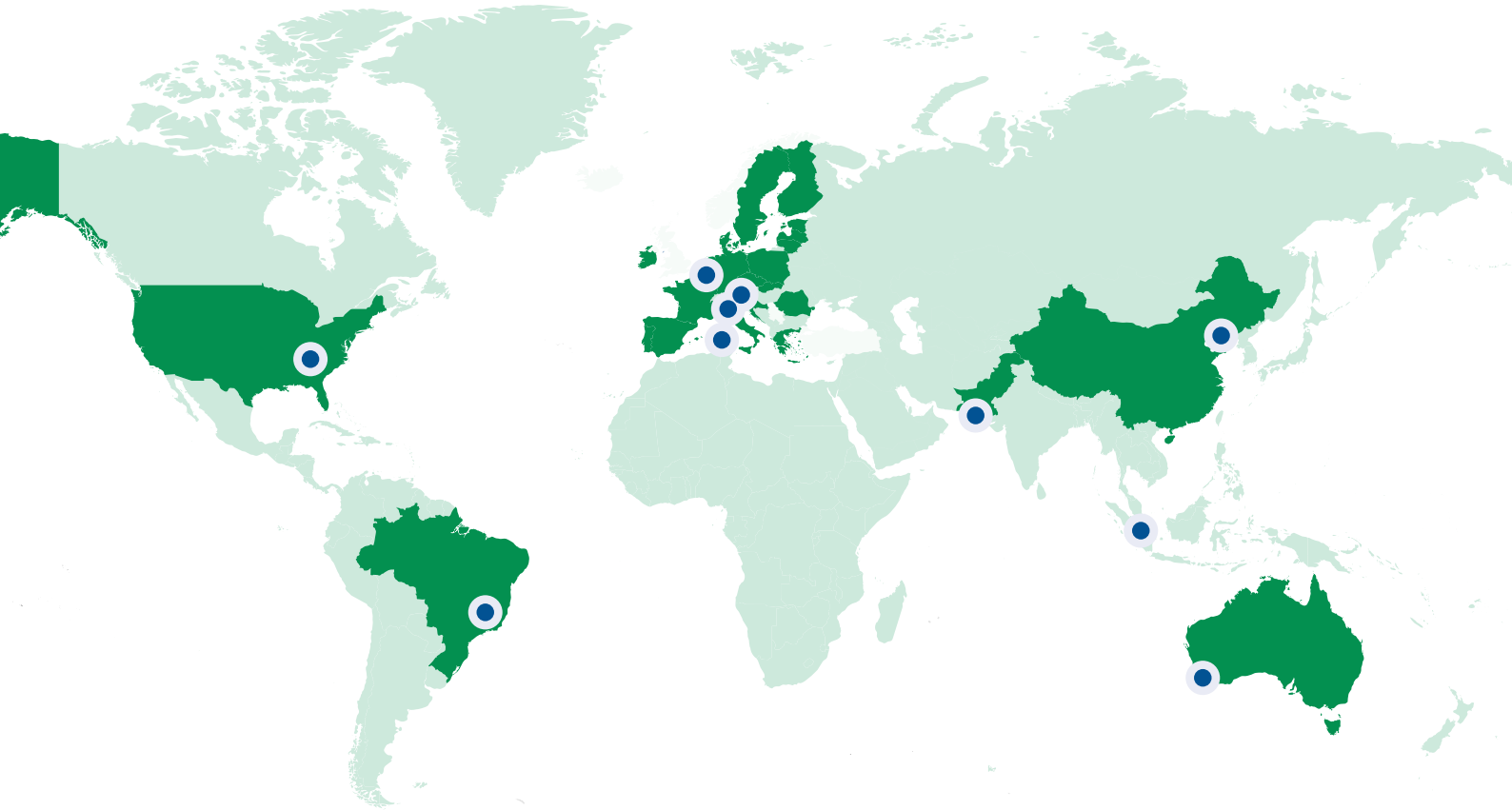
QUALITY
A high performance product at a competitive price

INNOVATION
Research and Development for our clients

SUSTAINABILITY
Strategic decisions are evaluated primarily in terms of sustainability

2.3
THE GROUP IN THE WORLD

Our presence around the world, production and mining sites*



NCSA

USA
IMI Fabi LLC
Benwood WV

Brazil
IMI Fabi Brasil
Brumado, BA

Brazil
IMI Fabi Brasil
Sales and Marketing
office, São Paulo

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

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 map, which refers to the 2024 financial year does not show the recent acquisition of the Elementis talc division.

ITALY

The Group that has its headquarters in Valmalenco, Lombardy is today:

3RD LARGEST EUROPEAN

talc producer

THE 1ST IN ITALY

in terms of volume and turnover

Lombardy

IMI Fabi's Company history began in Italy in the 50s having obtained the first mining rights in Valmalenco, Sondrio and the subsequent acquisition of Industria Chimica Mineraria Valmalenco and Unitalc S.p.A.

IMI Fabi's HQ is based in Lombardy as well as various mining rights in Valmalenco among which an underground mine known as Brusada - Ponticelli – Valbrutta and two industrial plants (Postalesio and Torre Santa Maria).
The Postalesio plant is utilized to process talc of high purity coming from the IMI Fabi mines and its suppliers around the world while the Torre di Santa Maria Plant focuses on the processing of steatific talc extracted from the Brusada Ponticelli mine.

Number of employees:
139

Main industries supplied:
polymers, paper, animal feed, fillers, paints and coatings, ceramics, agriculture

Sardinia

in 2008, IMI Fabi expanded its activities in Italy deciding to invest in Sardinia with the two mines of Sa Matta, extracting exceptionally pure white talc. Su Venosu mine extracts chloritic talc while the Monte Nieddu plant focuses on grinding and micronizing.

This plant allows the processing locally of a part of the talc extracted while the remaining part is sent to other Group plants as raw material.

Number of employees:
23

Main industries suppplied:
paper, paints and plastics, ceramic

BRASIL

Bahia

Since the acquisition in 2016 of the extraction and processing of Magnesita talc MI Fabi has continued significant investment to update and improve the production process.

This strategy has resulted in IMI Fabic becoming market leader in talc extraction in Brasil. In Cabeceiras are a mine, a producion plant and a lab, an important point of reference for the group in the market segment Live Science.

Number of employees:
119

Main industries suppplied:
plastics, life sciences (cosmetic, farmaceuticals, food stuffs), paper, ceramics

AUSTRALIA

Western Australia

In 1996 IMI Fabi widened its horizons with a 50% acquisition of a joint venture of the mining rights in Mount Seabrook. The acquisition of the remaining shares took place in 2011 and mining operations restarted.

Mt. Seabrook is an open mine of high purity white talc north of Perth and approximately 700 km from the port of Geraldton. The talc extracted is mainly destined for the American IMI Fabi plants for processing.

Number of employees:
5

USA

Benwood

IMi Fabi began its activity in North America in 1998, with a 40% share in a joint venture. In 2001 IMI Fabi acquired the remaining shares in the joint venture.

The Benwood plant in West Virginia is the largest in the Group and is situated near the Ohio river. It processes talc, mainly but not exclusively, for the plastic sector.

Number of employees:
42

Main industries supplied:
polymers, paints, rubber, life science (cosmetics, pharmaceuticals, food stuffs)

TARGET MARKETS VARY

50% of the production is destined mainly for export to EU countries and countries around the Mediterranean, however, there are other important markets particularly in the Plastics sector in the Middle East, South East Asia and the American Continent.

BELGIUM

Uikhoven

The Uikhoven plant has been operational since 1950 producing industrial minerals. It was acquired by IMI Fabi in 2017 and since then production has been focused exclusively on talc.

The industrial site is strategic thanks to its proximity to the Mosa river and to the navigable canal which allows supplies of raw material to arrive via river thus reducing the number of vehicles in transit in the nearby urban areas.

The site is also in an excellent position to supply our European clients reducing transport costs and impact on the environment.

Number of employees:
15

Main industries supplied:
polymers and paints

IMI FABI JOINT VENTURES

AIHAI IMI MINERALS CO. LTD was founded in 2006 in China with equal shares between IMI Fabi and Aihai Talc. The joint venture is aimed exclusively at the production of micronized talc for the polymer market.
In 2012 another Joint Venture in Pakistan was created with the name of IMI Omar PVT with IMI Fabi holding 70% controlling interest while the remaining 30% is held by Omar Minerals Ltd. The company was formed in order to select and process talc locally. The plant became operational in 2023 serving principally markets in the Middle East, Africa and India.
The Group's objective in this investment was to create production centres close to its markets both to optimize transport costs and lighten its product's ecological footprint.

SALES AND MARKETING

The Head Office is situated in Italy at the Groups HQ in Postalesio, Sondrio. In 2003 a regional (Asia) sales office was opened in Singapore and in 2017 the South American Regional Sales Office was opened in San Paolo (Brasil). The Administration Centre for North America is located at the Benwood Plant in West Virginia.

2.4
STRATEGY AND BUSINESS MODEL

Talc is not a renewable resource and thus needs to be managed in responsible manner. The Group invests in the latest technologies to increase both the amount of waste material ricovered and the life of the mines.

Since its foundation IMI Fabi has decided to concentrate on the extraction of a single mineral: talc. Over the years this strategic choice has never changed. Year after year IMI Fabi's objective has been to extend and improve its competences in a specific sector perfecting techniques of extraction and increasing the efficiency of the various processes. Today IMI Fabi is recognized as an important reference point for its clients and for many associated industrial sectors being able to supply the best talc for every use (*see section" One mineral, a world of products"*).

IMI Fabi's Purpose outlines clearly the central focus of its strategy and its business model "connect the earth and its industries to facilitate the evolution of society and act in such a way as to represent a safe alternative for both our staff and the local communities in which we operate". In order to reach this objective the company is committed to sustainable growth harmonizing the expectations of our people, respect for the planet and a responsible use of available resources.

IMI Fabi demonstrates this commitment to environmental sustainability by pursuing the best possible optimization of the mines, and, wherever possible, reprocessing waste from the mine in order to achieve efficient management and sustainability of natural resources. Talc is not a renewable resource and thus needs to be managed in responsible manner. The Group invests in the latest technologies in its mines to increase the amount of raw material used. Various techniques are used such as floatation and optical selection to recup raw material from material which once upon a time would have been considered sterile rock. The re-treatment of mining waste is essential if we are to limit the Group's impact on the environment.

At the same time IMI Fabi has committed to investing in the use of renewable energy to compensate for the energy impact these technologies involve.

Our attention to the environment is correlated to a particular attention to both our staff and local communities. In this respect IMI Fabi aims to be a key player with an active role in improving the quality of life both for its own staff and the communities in which our Group operates.

TALC

Talc is a mineral found in Nature with different grades of purity and is often associated with other minerals to form rocks known as talc schists and steatites.

Talc is a magnesium hydrate silicate belonging to the sub-class of phyllosilicates. Its crystals are thin and layered. Talc in dust form is white or grey; in rock form it is found in different colours.

There are different qualities of talc, differing by purity, colour and lamellarity. Its principal characteristics is that it is naturally hydrophobic and lipophilic, it is chemically inert resisting well to acids and bases. It is the softest mineral on the Mohs scale and has good electrical and thermal insolating properties and is neither inflammable nor explosive. Thanks to these characteristics talc is a mineral used in many industrial sectors.

Talc extraction, whether underground or open mine, depending on the conditions of the deposit, needs to be carried out following a careful geologic and structural model which assures responsible and safe management of the mine.
The extracted talc may require selection and purification processes which in the past were carried out essentially manually but which now are performed by advanced technologies which are able to guarantee the high standards of purity and performance required for these products. The mineral subsequently is subject to grinding and micronization in order to preserve its natural lamellar morphology, essential for performance optimization.

The highest quality products are often subjected to processes of compaction and densification to facilitate transport and improve performance when used.

2.5

ONE MINERAL, A WORLD OF PRODUCTS

IMI Fabi offers a wide range of talc grades able to satisfy the majority of the market's needs both at a global and regional level.

The best talc for each use. This has always been our guiding star at IMI Fabi in developing our own business model. Today IMI Fabi is an important reference point for many industries within its activity chain:

THE MINES AND IMI FABI PROCESSING SITES
in Europe, North America and Asia - are able to guarantee long term supplies to clients all over the world.

THE GROUP'S PRODUCTS AND APPLICATION KNOW HOW
allow us to offer the best quality talc for each use.

The Group offers a wide range of products for all applications in which talc is used as a process supporting agent. Our products range from the lesser white to extreme whiteness, from coarse products to ultra micronized fillers offering a choice of the right products for each specific application at an optimum price quality ratio.

IMI Fabi offers a wide range of products available all over the world to support, at a global level, the requirements of the large multinational groups. Other products are available on a regional basis depending on local availability in order to integrate our global product range and offer our clients the widest choice of product possible at highly competitive rates reducing environmental impact due to transport.

THE ROLE OF TALC IN THE ENVIRONMENTAL TRANSITION

Talc is a strategic mineral used in numerous industrial sectors and contributes to the ecological transition thanks to its physical and funtional properties. IMI Fabi supports many industries within its value chain contributing to more efficient and sustainable production processes.

PLASTICS
The use of talc in light plastic materials for the automobile industry allows a reduction in energy consumption contributing to the European environment standards (EU Regulation 2019/631).

CERAMICS
Talc is an essential component in ceramic materials for emission control reducing the temperature during ceramic preparation.

PAINTS AND COVERINGS
Talc improves the durability of covering extending the life of painted surfaces and reducing the need for maintenance. It also improves the cover.

PAPER AND PULP
Treatment with talc reduces waste in paper making process and improves recycling, offering a more ecological alternative to chemical treatment.

FERTILIZERS
Talc coverings protect pellets from humidity facilitating dosage control and efficiency. It is an additive permitted in bio certifications.

2.6
OUR GOVERNANCE

BOARD OF DIRECTORS

President
Marco Confalonieri

CEO
Corrado Fabi

Directors
Patrizia Zuppini **Adriano Propersi**

AUDIT COMMITTEE

President
Giorgio Corti

Statutory auditors
Laura Guazzoni

Filippo Brivio di Carpegna

The corporate governance structure of IMI Fabi is based on the Company Board, a Supervisory Body and an Audit Committee.
The link between the Board of Directors and the group is the CEO reporting to whom are the ESG Director and the Director responsible for Quality, Health and Safety, Environment and Energy.
Moreover an ESG Committee including the CEO and CFO is responsible for decision making and management of the Group's impact on the economy, environment and people (*see section on "our ESG governance"*) and on the sustainability strategies to share with the Board of Directors.
The Board of Directors (25% female members) is composed of two executive members (Corrado Fabi and Patrizia Zuppini) and of two independent members (prof. Adriano Propersi and prof. Marco Confalonieri, who is the President of the Board of Directors).

The members of the Board of Directors, in office for three years, are chosen for their complementary competences in terms of technical, financial and social matters. The Supervisory Body is composed of four members, three of whom are not Group employees and a fourth member, who is the CFO of the Group, Patrizia Zuppini. The members of the Audit Committee are Giorgio Corti, Laura Guazzoni and Filippo Brivio di Carpegna.

The Group ESG Agenda – including updates on objectives, strategies and policies – is shared with the Board of Directors and approved by the ESG Steering Committee based on the ESG Director's proposals. Sustainability projects are presented according to stakeholder interests and relevance to specific categories.
Sustainability project outcomes are shared periodically with the Board of Directors which validates the effectiveness and results achieved, taking into consideration the impact identified and generated on the economy, the environment and the community.
In 2022 a specific ESG governance structure was introduced including the nomination of ESG Director, who reports to the ESG Steering Committee (*see the section "Our ESG Governance"*).
On topics of sustainability the ESG Director and the Director responsible for quality, environment, Health and Safety and Energy report monthly to the CEO and periodically to the Board of Directors.
In order to strengthen the governance of non financial data in 2023 a system of quantitative and qualitative data collection was introduced via digital platform capable of tracing and monitoring all the KPIs necessary for the evaluation of the sustainability strategy.
This platform was further consolidated in 2024 to guarantee the efficiency and integration of Company processes. Contemporarily a structured process was initiated to submit Group's projects and investments to ESG evaluation.

The definition and engagement of stakeholder are carried out within the Group risk and opportunity analysis and in 2022 the Group adopted its first materiality analysis that will be updated periodically.
IMI Fabi is aware of the importance of an effective corporate governance system and is committed to respecting international standards in corporate governance and to act professionally in order to achieve its objectives according to a policy of responsibility.

RISK ASSESSMENT AND INTERNAL CONTROL SYSTEMS

Assuring business continuity and the Company reputation is crucial in guaranteeing the creation of long term value.

IMI Fabi Group ensures a sound management of the Group through an adequate management of the main risks, also in order to identify and fully exploit any opportunities. It aims to ensure compliance with laws, regulations and internal procedures, but also to ensure the protection of corporate assets, the effectiveness and efficiency of operations and the reliability of financial information and a sustainable growth strategy.

In particular for risk assessment a process approach has been adopted utilizing an integrated procedure that evaluates topics concerning the environment, governance and social policy. The integrated management approach (s*ee chapter 4 "becoming a supplier of reference"*) guarantees continuous improvement in performance. In terms of sustainability and process efficiency it contributes to evaluation and company risk management. The procedure refers to all the processes applied by IMI Fabi for the creation of products and related services including support to all the Group sites. The results of the monitoring and risk analysis and opportunities are examined at least annually by senior company management. In order to guarantee a transparent correct business management system and manage risks efficiently the Group has also adopted a series of specific tools.

The parent company has adopted the "organization, management and control model" in accordance with Law 231/2001 (model 231) accompanied by other behavioural regulations and values in line with the Ethics code and Company Policy.

The Group has adopted the following policies:

- **HEALTH AND SAFETY**
- **SUSTAINABILITY**
- **DATA SECURITY**
- **ENVIRONMENT**
- **FOOD**
- **SUPPLIER BEHAVIOUR**
- **LOCAL POLICIES**
  For example the Aborigines heritage policy in Australia

A key element for governance and correct management of the Group is the internal control system which represents an important tool also for safeguarding and guaranteeing alignment with the ethical principles of its code of ethics.
The System is a process which involves, in different ways, the administrative departments, the Board of Auditors and all the employees.

3

Our sustainability Journey

3.1
SUSTAINABILITY STRATEGY IN IMI FABI

In a world in which the demand for minerals is constantly increasing we are committed to connecting The Earth and industry in a responsible way.

Sustainability is, for us, a question of passion, perseverance and trust. We act with integrity and make choices that look to the future. Today more than ever, in a world in which the demand for minerals is constantly growing and new technologies demand ever more sophisticated products with high performance, the IMI Fabi Group can play a key role in addressing environmental and social challenges stemming from economic and industrial development. Our commitment is to satisfy market need in a sustainable manner connecting, as stated in our Purpose, The Earth and Industry in a responsible way.

Beginning with a correct and forward looking management of natural resources sustainability for us means first of all a responsible use of mineral resources, helping to render them available for future generations through careful planning in mining operations.

All this however would not be possible without attention to people and care for the environment in which we operate. For this reason we continue to invest in innovation and technology to improve health and safety in the workplace and to improve the use of energy, water and land.

Compliance with the law is the fundamental level all businesses must achieve, but we know that, to keep creating value in the long term, we must continuously strive beyond compliance and make continuous improvements.

Sustainability has always been at the centre of IMI Fabi conduct and represents a magnifying glass though which to examine any strategic operation. As an actual consequence of this approach, in 2024, in line with the sustainability strategy approved in the same year, the Group investment evaluation process was formalized following ESG factors to better understand the impact of investment choices and to create direct involvement between local representatives and the sites involved.

We are aware that we have a direct responsibility to our clients, employees, suppliers and local communities and all other stakeholders to carry on our business in a resilient and sustainable manner.

3.2

STAKEHOLDER ENGAGEMENT

Creating shared and sustainable value means building a constant dialogue with our stakeholders in order to develop a relationship based on trust.

The sustainability journey has no end and must be shared with suppliers, partners, employers and the communities in which we operate through long term decisions that create value also for our stakeholders.

In this sense, active listening and open dialogue with our stakeholders have always been essential in order to understand their needs, their interests and their expectations.

ENGAGEMENT CHANNELS

Active listening to stakeholders takes place on a continual basis with varying channels of involvement for the stakeholders.

CLIENTS Trade fairs, phone contacts, video conferences, planned visits, dedicated customer service, customer satisfaction, complaints channel, involvment in ESG projects (EcoVadis, Sedex, Carbon Footprint, LCA)

EMPLOYEES Meetings, surveys, individual development plans, training, events such as celebration of Santa Barbara, on December 4th, the Patron Saint of miners, firemen and sailors.

LOCAL COMMUNITIES Mine visits, concerts, sponsorships, artistic heritage preservation, humanitarian associations, recreational associations, dedicated events for schools and universities, informal relationships, complaints channel, participation in civil society institutions and associations.

ENVIRONMENT Local agencies on environmental protection (such as ARPA - Agenzia regionale per la protezione ambientale in Italy)

SUPPLIERS Supplier evaluation and audits, sustainable sourcing, supplier policy, meetings, calls, events

INVESTORS AGM, briefing, communication with analysts and investors, events.

PUBLIC ADMINISTRATION Meetings, events

PARTNERS Meetings, visits, support, training

IMI FABI PARTICIPATES IN CIVIL SOCIETY INSTITUTIONS AND ASSOCIATIONS such as Confindustria Lecco-Sondrio, Assorisorse, EUROTALC, IMA (Industrial Minerals Europe), EMA (Essential Minerals Association USA), ASTM (American Society for Testing and Materials), Confindustria Sardegna, SINDIMIBA (The Syndicate of Extractive Industries for Metals, Precious and Noble Metals, Precious and Semiprecious Stones, and Magnesite in the State of Bahia), Sociaal Secretariaat Liantis (BE).

3.3
MATERIALITY ANALYSIS

Our sustainability decisions are guided by a rigorous procedure that identifies topic relevance and priority.

Stakeholder engagement represents an essential tool for the identification and prioritization of relevant topics for the Group also through a process of material analysis.
This structured process is carried out periodically and involves important group stakeholders. This process allows us to create our materiality analysis in order to focus attention and resources on areas of greater impact thus guiding strategic decisions and contibuting to long term success.

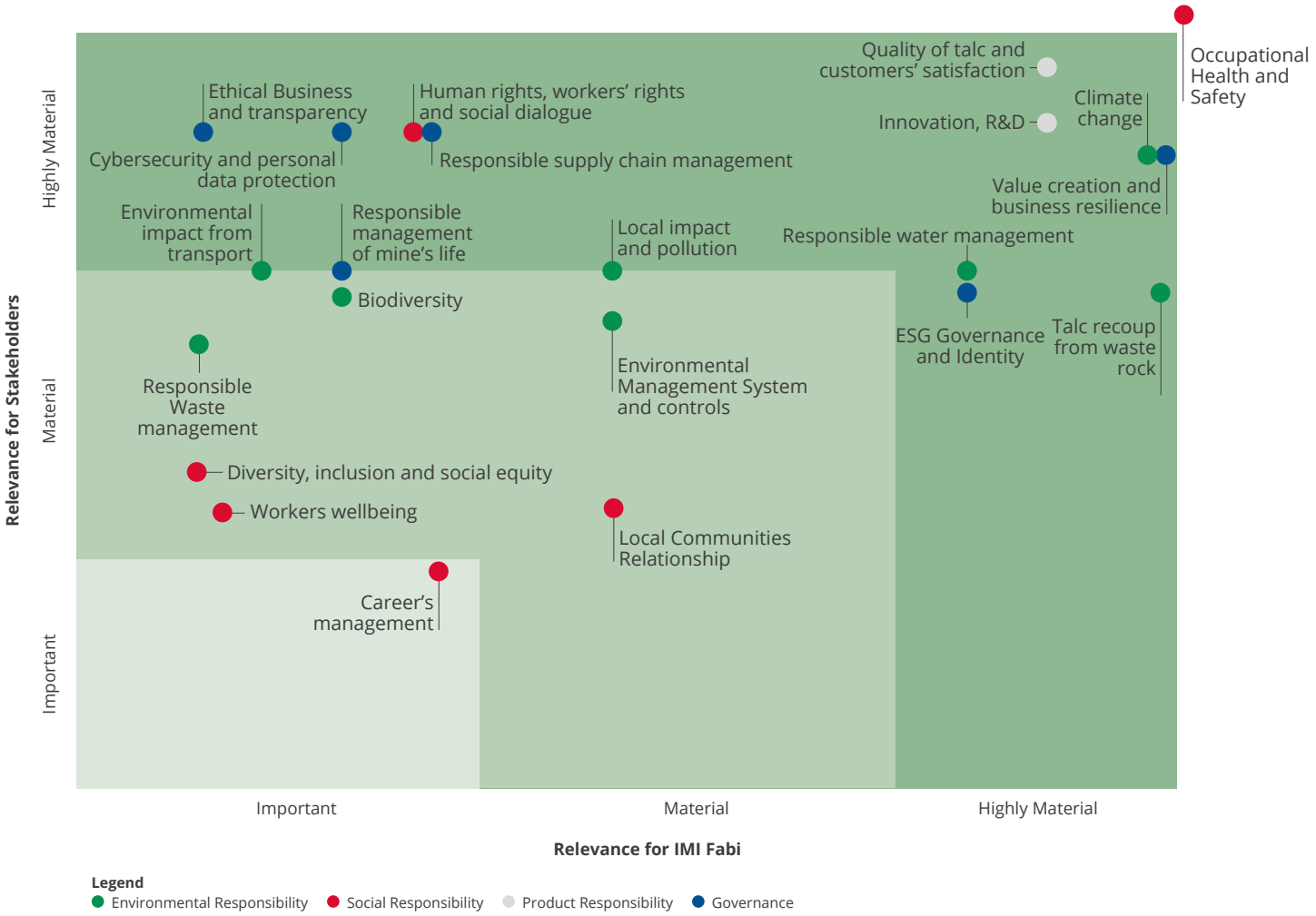
In 2022, IMI Fabi Group conducted its first materiality assessment to identify all ESG topics which:
. reflect the most significant economic, social and environmental impacts that the organisation has on the people, the society and the environment;
. trigger effects on the organisation, generating risks or opportunities that could influence the value of the Group.

These topics have been listed in the Analysis divided in three separate sections: important, material, highly material. The analysis is the result of both the opinions of the stakeholders and the Group.

The aspects which are considered material or highly material are those which have or may have a substantial impact on stakeholders and/or on the economic, social and environmental performance of IMI Fabi.

IMI Fabi is aware that the topics mentioned are all relevant for both the Group and the stakeholders but in different ways. The order of priority supplied by the analysis provides a sense of how urgently these need to be addressed.

The Analysis approved by the Board of Directors is the result of a process (see following page) which analyse a wide range of topics, which has selected 21 potential material subjects which have been subject to the evaluation by stakeholders in order to establish relevance. It was however decided not to include the topic “Health and Safety” among the potential material topics because we consider it a fundamental pre-requisite of our behaviour and, as such, is not subject to prioritization. Therefore, as a predefined setting the topic has been separated and is shown top right in the materiality analysis.


Relevance for Stakeholders
Highly Material
Material
Important
Ethical Business and transparency
Human rights, workers' rights and social dialogue
Cybersecurity and personal data protection
Responsible supply chain management
Quality of talc and customers' satisfaction
Occupational Health and Safety
Innovation, R&D
Climate change
Value creation and business resilience
Environmental impact from transport
Responsible management of mine's life
Local impact and pollution
Responsible water management
Biodiversity
ESG Governance and Identity
Talc recoup from waste rock
Responsible Waste management
Environmental Management System and controls
Diversity, inclusion and social equity
Workers wellbeing
Local Communities Relationship
Career's management
Important
Material
Highly Material
Relevance for IMI Fabi
Legend
Environmental Responsibility
Social Responsibility
Product Responsibility
Governance

DEFINITION OF MATERIALITY ANALYSIS. A THREE-STAGE PROCESS:

1
IDENTIFICATION OF POTENTIALLY RELEVANT TOPICS THROUGH:

peer analysis.

analysis of the sector:
trends and ESG standards.

analysis of in- house documentation.

impacts and risk analysis.

analysis of the industry macro-trends.

governance Interviews.

specific interactive induction sessions with groups of employees on Materiality and Sustainability to validate the list of topics.

2
ASSESSMENT OF THE IMPORTANCE OF IMPACTS LINKED TO THE TOPICS FOR STAKEHOLDERS

for every potentially relevant topic identified a list of specific impacts has been created (potential, effective, positive or negative) for the stakeholders linked to how IMI Fabi manage those issues. At the same time, for each of these topics , the question of whether a topic may trigger a financial risk for IMI Fabi (starting from the consideration of operational, legal, reputational risks) was identified.

A group- wide survey on the possible impact on employees (on a scale 1 to 5) of every topic managed by IMI Fabi was launched in order to understand how urgent employees considered the topic and how it should be prioritized.

3
TOPIC PRIORITIZATION BASED ON IMPACT RELEVANCE:

to build the materiality matrix, the Senior Management was interviewed on how relevant and what impact each topic has for the Group, based on risk evaluation.

in order to include the perspective of clients and suppliers, although not collected directly at this stage, the Senior Management was also asked to answer from the perspective of clients and suppliers in terms of relevance and significance of impacts. These considerations were then added to the ones collected from employees.

all the collected data brought about the definition of the first IMI Fabi Materiality Analysis.

EMPLOYEE PARTICIPATION

About 72% of employees took part to the survey. This was possible also thanks to the decision to use two different contact channels:

. e-mail to the employees with a professional email address (around 30% of the total workforce).
. by a link to be accessed scanning a QrCode posted in each office notice board.

The survey, coordinated by the ESG director, was preceeded by awareness-raising sessions with the local ESG representatives which supported the materiality analysis process providing information and facilitating the survey compilation. The results of the analysis – before being published on the Sustainability Report 2022 – were published in all offices of the Group in order to facilitate discussion and the participation in the sustainability journey.

3.4
OUR ESG PILLARS

In our Materiality Analysis we defined our main ESG pillars, macro-groups of ESG topics that are of crucial importance for the Group and thus at the core of our sustainability strategy.

We have identified three pillars that represent the main focus areas and form the basis for our objectives and action points in our Sustainability Strategy. These pillars also enabled us to draw up our first Sustainability Plan 2024-2027.

	The Strategic Topics of the ESG pillars	The re-classification of the material topics under the three pillars
A supplier of reference	Setting a solid ESG Governance which allows us to keep creating value in the long-term Working to meet our clients' evolving needs through investment in innovation and R&D and actively cooperating with customers in order to create value-added products Taking a customer-centered approach - to provide not only the highest quality talc products, but also the right services to our customers	ESG Governance and Identity Ethical and transparent business management Value creation and company resilience Cybersecurity and personal data protection Innovation, research and development Talc quality and customer satisfaction Responsible management of the mine life-cycle
Doing our best for our staff and the Local Communities	Health and safety for our employees comes always first Ensuring and promoting the respect for human rights, within our operations as well as across our supply chain Establishing harmonious and constructive relationships with the local communities in which we operate	Health and safety in the workplace Social equality, diversity and inclusion Relationship with local communities Human rights, workers rights and social dialogue Workers well-being Career management Responsible management of the supply chain
Safeguarding the Environment	Guaranteeing sustainable management and an efficient use of natural resources through the recoup of talc from waste rock Mitigating the environmental impact of our operations as well as of our value chain Taking responsibility for our footprint, always striving to safeguard biodiversity and minimizing the impact of industrial activities on the surrounding environment	Energy efficiency and emissions (GHG) & physical impact of climate change Environmental impacts from transportation Recoup of talc from waste rock Responsible management of water resources Pollution and local impact Protection of local biodiversity and of the surrounding area Environmental Management and Control Systems Responsible Waste management

3.5
IMI FABI AND SDGS

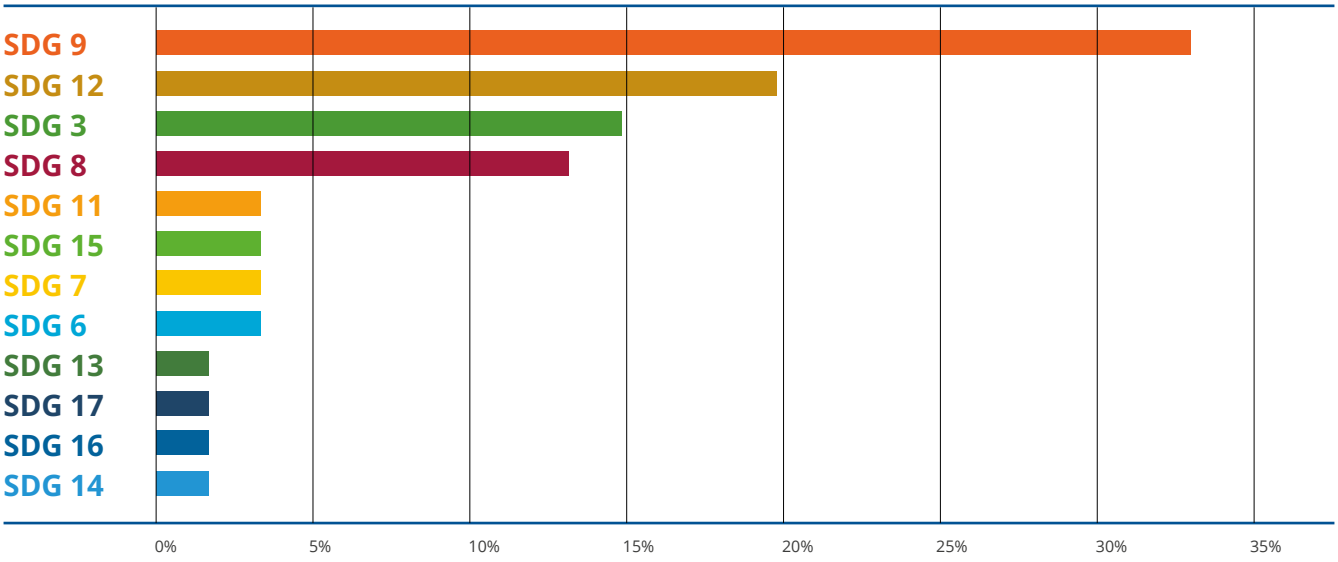
IMI Fabi commitments to sustainability aim at aligning the actions of the Group to global priorities and therefore contribute to the Sustainable Development Goals (SDGs), defined by the United Nations in the 2030 Agenda for Sustainable Development.

The effective contribution to the SDGs is monitored using a dual appoach. At a strategic level, via its Sustainability Plan, the Group focuses on 13 of the 17 SDGs. At an operational level each project created during the year is subsequently linked to one or more of the SDGs to which it may contribute with an impact monitored in 2024 for 12 of the 17 SDGs but with focus on 4 of these.

In 2024, a total of 26 projects contributed to at least one SDG. The projects made a major contribution to SDG 3 (Good Health and Well-being), 8 (Decent Work and Economic Growth), 9 (Industry, Innovation and Infrastructure), 12 (Responsible Consumption and Production) and some contribution to SDG 6 (Clean Water and Sanitation), 7 (Affordable and Clean Energy), 11 (sustainable towns and communities), 13 (Climate Action), 15 (Life on Land) 14 (underwater life) and 15 (Life on Earth), 16 (Peace, Justice and Institutions), 17 Partership for the Goals.

The table below shows the percentage distribution of the projects created by IMI Fabi in 2024 concerning the SDGs.

Project distribution /SDG



81% of the projects are concentrated on 4 main SDGs: SDG 9 Industry, Innovation and Infrastructure (over 30%), SDG 12 Consumption and responsible production (20%), SDG 3 Health and Wellbeing and SDG 8 Dignified Work and Economic Growth (both around 15%). This underlines the strong commitment of the Group towards the development of more sustainable production processes, staff wellbeing and the improvement of working conditions.

The remaining SDGs have also been considered but with lessere importance in quantitative terms confirming our strategic focus on certain key areas for the impact on the company.

26 projects completed in 2024

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE **30%**

12 RESPONSIBLE CONSUMPTION AND PRODUCTION **20%**

3 GOOD HEALTH AND WELL-BEING **30%**

8 DECENT WORK AND ECONOMIC GROWTH **~15%**

Moreover, starting from 2024 the investment analysis has been updated integrating sistematically the sustainability factors with measurable data as well as a mandatory classification based on SDGs thus avoiding generalized objectives of improvement and defining, where possible, numerically monitored KPIs. This approach allows a more detailed and objective analysis of investments and projects measuring sustainability factors in a structured manner.

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—they recognize that action in one area will affect outcomes in others, and that development must find balance social, economic and environmental sustainability.

3.6
SUSTAINABILITY PLAN 2025-2027

Connecting the Earth to Industries is our roadmap for our three year sustaibnability strategy in line with our Purpose and Materiality Analysis.

The roadmap fixes our goals and our actions over a timespan of three years closely linked to our business model. Starting from the identification of the three ESG pillars and relevant materials we have identified the topics and KPIs to be devolped over th e next three years of our sustainability journey which focuses on ten of the material topics identified in the Group.

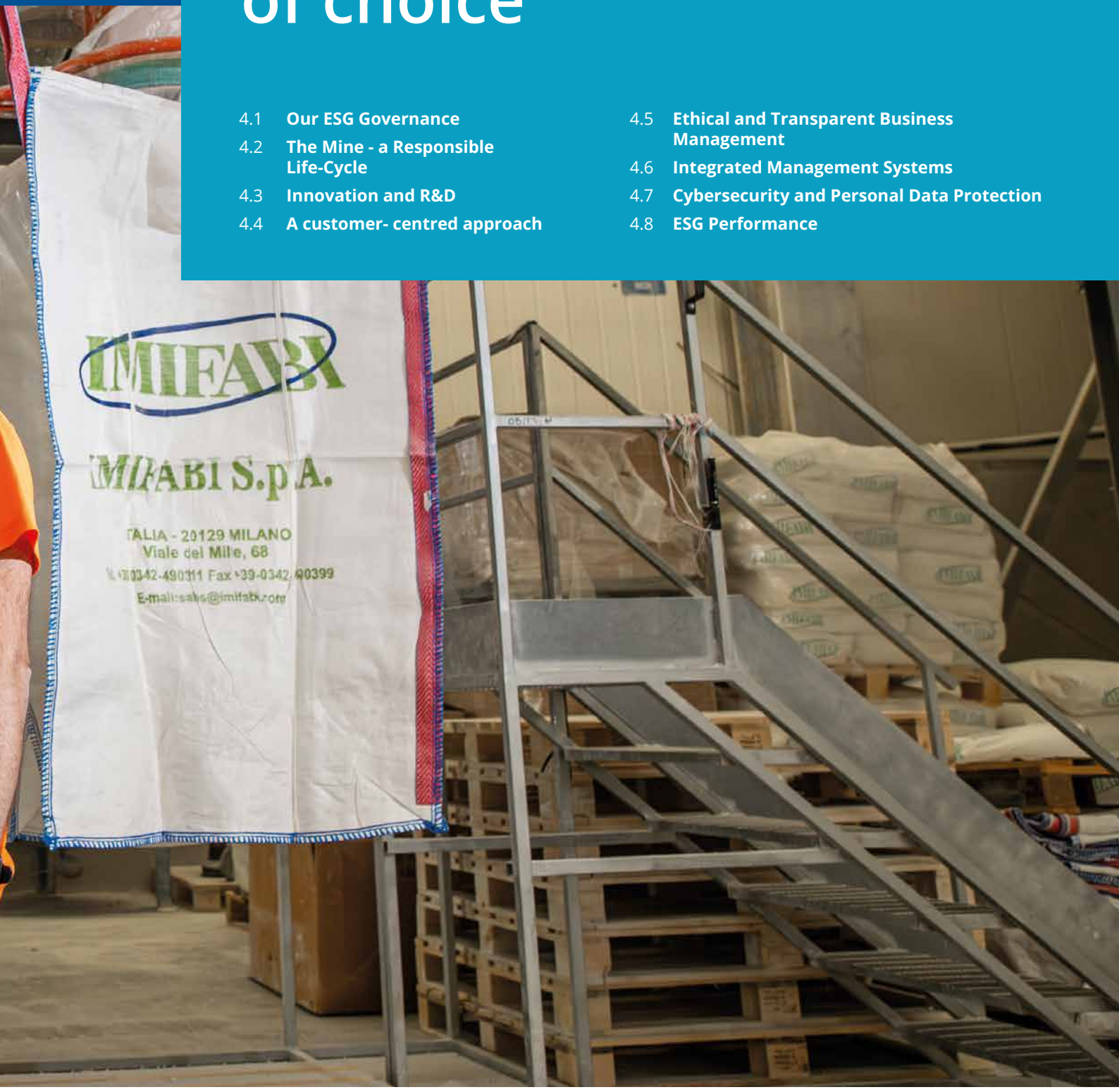
At the basis of the plan in terms of governance and corporate identity the Group will continue to work on an improved company management both ethical and transparent. It will give major support to topics of cybersecurity and the mapping procedure of ESG impact of our investments during the initial screening phase.

On the social front the Company has begun monitoring and awareness of its own supply chain through a structured approach, it has renewed its commitment towards high standards of worker safety and wellbeing and has fixed targets to consolidate a company sustainability culture for all the Group employees.

In environmental terms the Group is committed to optimizing a responsible use of its own mineral resources in order to reduce waste and extend the life of the mines, to reduce its water consumption in particular in areas at risk.

The strong focus on biodiversity topics through various initiatives developed in all Group sites will result in an organic approach and in finalization of an action plan. Finally, the Group has begun the mapping and monitoring of Scope 3 emissions with the aim of fixing targets to reduce its emissions.

4 Being a Supplier of choice



4.1
OUR ESG GOVERNANCE

We are determined to strengthen our ESG Governance to achieve Company Management that is both ethical and transparent as well as creating long term value for our stakeholders.

We want to continue this tradition, handing down to future generations our founding values which for the Group and the Industry are, at the same time, both our heritage and our future.

To do so, we are aware we must be forward-looking in our choices and in the way we act if we are to remain competitive on the market as the best choice for our clients' needs. At the same time, we have the responsibility to carefully consider and act on the environmental and social impacts we may have on our stakeholders.

THE ESG GOVERNANCE OF IMI FABI GROUP

THE ESG STEERING COMMITTEE
Decision-making role

It includes the IMI Fabi CEO and CFO, in charge of ESG decisions and strategies, and periodically includes the ISO Systems Manager (Quality, Environment, Health and Safety, Energy).

ESG DIRECTOR
Coordinator role

The ESG Director actions the decisions taken by the ESG Steering Committee and passes these on to the ESG Operations Committee, liaisoning with the local interfunctional teams to ensure information sharing. The ESG Director monitors the development of the local sustainability plans, reports back periodically to the ESG Steering Committee, monitors development in legislation linked to sustainability and represents the Group in work-groups involved in sustainability.

THE ESG OPERATIONS COMMITTEE
Strategic Support

The ESG Operations Committee deals with:

Supporting the ESG Steering Committee and the ESG Director in ESG planning and strategy while strengthening and facilitating the integration of sustainability within the Group's activities.

Cooperating with the assessment of environmental and social impacts in order to identify sustainability projects, initiatives and subsequent actions to be put in place.

Supporting the ESG Director on ad hoc ESG projects.

Actively fostering a sustainability culture within the Group.

Therefore, we are building an ESG Governance structure able to properly address and manage ESG issues, relevant to the Group and to our Stakeholders and that allows us to mitigate ESG related risks and enhance all ESG related opportunities. This strategy will also include the strengthening of KPI monitoring, control and reporting functions. We have implemented a digital platform to optimise the monitoring and collection of ESG data (quantitative and qualitative) thus ensuring better precision and traceability as well as encouraging the participation of all the local ESG representatives.
The platform is operational in all the Group sites(Spa, Sardinia, Belgium, Austria, United States, Brazil, Australia) and was accompanied by training sessions for all the local ESG representatives involved.

The IMI Fabi ESG structure is organised around three distinct Group governing bodies and a team of local representatives in the various company sites. Final decisions are taken by the Steering Committee which approves the ESG agenda proposed by the ESG Director who is responsible for coordination. The Director is assisted by an ESG Operations Committee which offers strategic support. Finally, a team of local ESG representatives report directly to the ESG Director.
This governance structure also oversees the actioning of the three year sustainability plan. Each company department has its own responsibilities (decision making, coordination, strategic support, engagement). Regarding the Plan integrating specific responsibilities for reaching the goals. A three-month progress check is envisaged for the Plan by the ESG steering Committee.

LOCAL INTERFUNCTIONAL ESG TEAMS

A Team of local ESG representatives with the function of providing support, engagement and active leadership.

Support

Is the primary local contact for involvement in sustainability topics and, in the event of questions or doubts provide clarification on sustainability activities and projects.

Supports the ESG Director in all the activities associated with sustainability reporting in particular the collection of ESG data and KPIs.

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

Engagement

Is the primary contact for the ESG Director for involvement in sustainability topics, initiatives and projects. The Team fosters awareness on sustainability issues utilizing tools and information supplied by the ESG Director and the ESG Steering Committee. Local stakeholder engagement in ESG topics is also carefully monitored.

Supervises local stakeholder ESG engagement activities.

Active Leadership

Identifies activities, projects and local improvement margins on sustainability topics and is proactive in bringing these to the attention of the ESG Director.

Participates actively in ESG meetings sharing experience, best practices and ideas and, in turn, receive applicable practices for local sites.

4.2
THE MINE - A RESPONSIBLE LIFE-CYCLE

The responsible management of the mine meansresponsible extraction of the mineral while at the same time managing environmental trade-off.

The intrinsic nature of IMI Fabi's business is based on the extraction of talc, a non-renewable resource. In order to be sustainable, both for the business and for the environment, we aim to ensure the best possible responsible management of talc deposits. All our strategic decisions are taken with a view to extending the life-cycle of the mine and guaranteeing responsible extraction of the mineral.
Our mining extraction projects are carefully studied to this end, in particular to increase the percentage of talc that can be used of the total amount of mineral extracted. Therefore, each mine has its own extraction method that aims to optimize talc recovery. (*see also chapter 6 "Safeguarding our Environment", paragraph "Recoup of Talc from Waste Rock"*).
The responsible management of the talc mines involves facing one of the compromises that the sector faces. On the one hand the need to make the extraction process as efficient as possible and on the other the need to face the consequential environmental impact in terms of CO_2 emissions (the second crucial compromise involves energy consumption deriving from the production of higher quality products.), (*see Chapter 6 "Safeguarding the Environment"*).

TALC – A TRADE OFF WITH NATURE

The Sa Matta story

The Sa Matta mine in Sardinia is a case in point: the mine extraction process has the feature of having a cemented tailing backfill that allows the total extraction of talc from the mineralized body. Concrete is used to fill the empty spaces generated as a direct consequence of talc extraction. This technique has allowed us to extend the life of the mine which had been destined for closure and which today still operates with the highest standards in terms of technology and safety.
The introduction of this technique underlines the presence of a trade-off between the sustainable use of a non- renewable raw material and its carbon footprint.
In order to boost the efficiency of the extraction activity, the goal is to extract all talc available inside the mine. However, the use of concrete leads to a higher impact in terms of CO_2- emissions.
In 2023 investment was made to reduce the impact of this process by creating a concrete production plant nearby. Thanks to the creation of this plant it has been possible to use the inert rock extracted to produce cement for the service tunnels thus eliminating the need to transport the concrete from other sites.
In 2024 the concrete making plant became operational allowing a significant reduction in preparation time of the concrete backfill as well as reducing emissions due to the transportation of the cement.
At the same time a new system of underground traffic regulation was implemented as well as a complex system of localization of vehicles and personnel in order to further increase operational efficiency and guarantee higher health and safety standards in the mining contexts.

4.3
INNOVATION AND R&D

We are constantly investing in Research and Development in order to satisfy our clients' everchanging needs and to embrace new opportunities.

Innovation and R&D are at the basis of our corporate strategy that aims to provide the best talc for every use (*see chapter 2 "A history of innovation" par. "Strategy and business model"*) . We must therefore bolster our R&D activities in order to cover all the phases of talc production if we are to meet our client's requirements.

The IMI Fabi group:

Invests in the latest technologies, to be able to offer the best product performance

Actively cooperates with customers in order to create value added products.

Strives to obtain high-performance in its products. This enables us to identify the required properties reducing to the minimum the use of other minerals optimizing how we use a non-renewable material such as talc

Constantly updates its production technologies in order to achieve the best performance of its products and combine this with safeguarding the natural environment

Constantly analyses the production processes in order to optimize its technical-economic management.

IMI Fabi's expert R&D team follows the various technical processes and enhances innovation. Technical staff from different fields work together to develop new products, new processes and new applications. Our R&D Team is always at hand to answer our clients' requests, to be compliant with legislative changes and to create products that meet the needs of the various markets.

The key drivers for R&D and Product Development are:

Client's requirements and needs: we are able to customize the product

Disruptive Innovations

Environmental legislation which influences the value chain.

In this context legislation and environmental changes are creating opportunities in new sectors where, compared to processes currently adopted, talc can represent a solution with a lower environmental impact (*see paragraph "The role of talc in the environmental transition" in Chapter 2*).

4.4
A CUSTOMER- CENTRED APPROACH

We supply not only high quality talc products but also the right services to work side by side with our customers to reach their goals.

High quality products together with efficient service for our clients is the main strategic objective for the Group and involves the research for innovative products to ensure rapid global service with qualified technical support.

A Customer centred approach, which is also a crucial element for our sustainability policy, bearing in mind the important role that minerals play in the transition towards clean energy.

Our product improvement team works constantly with our clients seeking to widen the opportunities for new applications and identify the future needs of the market. In this way we achieve perspective and vision of what our value chain requires in the transition towards a more sustainable world.

THE PRINCIPLES BEHIND OUR CUSTOMER RELATIONS GUIDELINES ARE:

Clear and Open information exchange

A correct and transparent management in our business relations forms the basis of our policy. Our Customer Service staff is at our clients' disposal in order to solve issues that may arise.

Responsiveness

We are committed to responding as soon as possible, even in the event of complaints. in these cases, we have specific procedures to conduct investigations, implement any corrective actions needed, and follow up with clients. IMI Fabi's commitment is to be responsive and there for the customer, at all times. We have an online technical customer service on the Group's website.

Proactivity

IMI Fabi continually strives to foresee customer requirements and therefore provide products with a clear added value. Thanks to specific tools and processes, the Sales and Marketing department gathers information from the market which is shared with other departments such as Logistics, R&D and Sustainability that together analyse the trends in order to understand how the market is evolving. This allows us to constantly offer the best talc for every use, meeting the ever-changing needs of our clients and of the society.

OUR STRENGTHS IN CUSTOMER RELATIONS ARE:

Presence

Historically IMI Fabi is a company that has always been there for its customers, a group with a human dimension whose staff are there when the client needs us and is able to act quickly to answer their needs. In terms of strategy IMI Fabi is close to its clients also in a terrritorial sense, thanks to strategically placed sites that allow us to optimize transport.

Made-to-measure solutions

IMI Fabi's goal is to provide products with added value which can be easily identified by our clients. This includes the possibility of customizing the product based on the customer's needs over time. Suitable tools and flexibility in the project stage are fundamental to reach this goal. IMI Fabi strives to offer the best product in terms of cost and performance. Our experts supply adequate follow up support with all necessary technical and analytic resources available. We offer flexibility in project development, programming and production based on the clients' needs.

Know-how and experience

IMI Fabi success is also based on technical collaboration with its clients in terms of product development. This is why the Group was founded and forms the basis of its future. Talc has always been IMI Fabi's only product allowing us to possess extensive know-how competence and experience in talc characteristics and application and we try to pass on this know-how to our clients.

4.5

ETHICAL AND TRANSPARENT BUSINESS MANAGEMENT

In its relationship with its stakeholders, the Group acts in accordance with the principles of legitimacy, loyalty, transparency and independence both in internal relations and external relations.

Our Code of Ethics, published for the first time in 2011, outlines the principles guiding the Group's behaviour and that of its employees.This document was updated in December 2024 and is available on the Group's website.
The Code of Ethics applies not only to the members of the corporate bodies but also to employees, and/or collaborating personnel and all those who act in the interests of the Group.
Consequently, all the recipients of the Code shall be required to respect the law, the rules and the company procedures. In their relations with external parties, they shall act correctly and shall avoid the disclosure of false information; they will not carry out any activity on their own initiative or on behalf of anyone using their position within the Group; they will fully respect the company's integrity and transparency rules. Gifts and hospitality are only allowed if of modest value and within the normal acceptable parameters of corporate courtesy.
Any behaviour/act that will bring personal advantage or that will influence the external party's/the Unions'/ the public administration's decisions to his/her personal advantage is strictly prohibited.

The Group is committed to maintaining strict control over any behaviour tending towards corruption, fraud, money laundering, anti-competitive practices and trade descriptions, reporting any illicit behaviour to the Authorities. Corruption and bribery are risks assessed by IMI Fabi for all its operations.
The importance of these values is underlined not only in the Code of Ethics but also in the Supplier's Code of Conduct. IMI Fabi has not incurred in any pecuniary or non-pecuniary penalties, or legal proceedings. In addition, no ethics-related incidents took place in 2024.

WHISTLEBLOWING

On December 17th, 2023 the Company's new Whistleblowing platform was activated. The EU directive was subsequently integrated into Italian legislation(D.L.24/2023) and refers to " the protection of persons reporting violations of EU Rights and contains provisions regarding the protection of persons reporting violations of national law".
The term 'whistleblowing' refers to the spontaneous reporting of an illegal act or irregularity committed within a company. The person reporting the act ('The Whistleblower') personally witnessed the event in the course of his/her duties. The Whistleblower is often an employee yet may also be a third party, for example a supplier or a client.

The law covers inappropriate behaviour or failure to act in the public interest to the detriment of the public interest, public administration or private entity and include:

- civil or criminal administrative, financial and accounting irregularities;
- unlawful behaviour (DL 231/2001), or violation of management and/or organisational procedures therein provided
- illegal actions that contravene EU or national legislation regarding public tenders, financial markets,services and products,
- prevention of money laundering and financing terrorism, product safety and compliance, transport safety, environmental safeguards, nuclear/radiation protection,food and animal feed integrity, animal well-being and health, public health and consumer protection, safeguard of private life, personal data protection and Internet/I.T. systems
- wrongful acts or omissions that damage the financial interests of the EU
- wrongful acts or omissions that affect the domestic market
- actions or behaviour that render ineffective the aims of the EU legislation.

4.6
INTEGRATED MANAGEMENT SYSTEMS

Constant attention to customer satisfaction, respect for the environment and energy efficiency, safety and workers' health are the primary commitments for IMI Fabi.

The Group has adopted an integrated management approach through ISO Management Systems for Quality, Health and Safety, Environment and Energy. Production processes are developed according to a policy of continuous improvement and maximized efficiency always with full respect for the environment and safety. Quality is assured through the 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
Health and Safety in the workplace

ISO 14001:2015
Environment

ISO 50001:2018
Energy

More specifically, IMI Fabi S.p.A, has initiated the process of ISO/IEC 27001, a standard recognised the world over for the management of information security systems (ISMS). The table below shows the ISO certifications by site and type:

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.	Extraction & processing	●	●	●	●	X	ongoing
IMI Fabi Sardinia	Extraction & processing	●	●	●	●	X	X
IMI Fabi Belgium	Processing	●	●	X	X	X	X
IMI Fabi USA	Processing	●	●	●	X	X	X
IMI Fabi Brasil	Extraction & processing	●	●	X	X	●	X
IMI Fabi Australia	Extraction	●	●	X	X	X	X

4.7

CYBERSECURITY AND PERSONAL DATA PROTECTION

We are in the process of strengthening our security infrastructure, protecting data and systems, and ultimately mitigating related risks.

Technological developments, new infrastructure and the interconnection on the web all bring new risks and opportunities for companies. On the one hand, stricter laws on privacy and data protection of users, employees, suppliers and customers ensure the required levels of privacy through ad hoc policies and processes. On the other hand, the increasing cybersecurity risks, due to cyber-attacks, not only put at risk privacy protection but could also lead to the breakdown of machinery and information systems and risk being a threat to general security.
IMI Fabi is committed to act in line with all the relevant laws in terms of data protection and to put in place all the necessary procedures to ensure the protection of personal data and the mitigation of cybersecurity risks and impacts.
In particular, the parent company IMI Fabi SpA has initiated certification process ISO/IEC 27001, a standard that is recognized worldwide for security of data management systems (ISMS).

ISO/IEC 27001 means that a company or organisation has put in place a system for managing the risks associated with the security of data managed by or in the possession of the company. The standard also means that the system follows the best practice guidelines and underlying principles laid down by this international regulation.

IMI Fabi is committed to conduct its business in conformity to all legislation relating to data protection and to activate all necessary procedures to guarantee the protection of personal data and to mitigate risks and related impacts on cyber security.

In 2024 the company made significant progress in this area both in terms of organization and infrastructure. The Manual and General System procedures were updated and a series of specific procedures created aimed at regulating key elements of IT security. At the same time other strategic investments were made and mostly completed to strengthen the Group IT infrastructure. Among these investments was the updating of the Company IT hardware equipment as well as updated software and improvement of access management. In 2025 the Company is planning to continue with the certification process ISO-IEC 27001 through a series of audits and checks with the aim of obtaining certification by the end of the year. This objective is another example of IMI Fabi's commitment in IT risk management and data protection.

4.8
ESG PERFORMANCE

Top 9%
Other Mining and Extraction activities N.C.A.

Top 12%
All companies evaluated at the time of publication of this scorecard

IMI Fabi is committed to following ethical best practices in its corporate behaviour and ensuring ethically sound procedures and behaviour in all the Group's activities. In an effort to achieve constant improvement, year by year IMI Fabi analyses its policies and activities regarding sustainability using a thorough evaluation via Eco Vadis, a platform that allows companies to monitor their sustainability performance in four key areas: environment, work and human rights, ethics and sustainable supply. The Ecovadis evaluation is based on international sustainability standards such as Global Compact principles, O.I.L. conventions, the Global Reporting Initiative standard (GRI) ISO26000 and CERES principles.
In 2024 the Group obtained 'Silver Medal' status for the sixth year running (first achieved in 2019 with a points total of 68/100. IMI Fabi is now in the top 9% of the companies evaluated by Ecovadis in the "Other Mining and Extraction activities N.C.A." and in the top 12% of all evaluated companies at the time of publication of the IMI Fabi scorecard.
IMI Fabi has been constantly monitored by Ecovadis since 2017 and has shown a positive trend in terms of performance. The company is committed to maintaining this upward trend having recorded an overall increase of 15% over the last four years and continues to focus on areas of improvement to strengthen its ESG performance.
At the end of 2024 the Ecovadis assessment was extended also to some of the Group subsidiaries: IMI Fabi Belgiu, IMI Fabi Brazil and IMI Fabi Sardinia. IMI Fabi USA, on the other hand, has been completing the Ecovadis questionnaire since 2017. The extension of the Ecovadis Assessment to the subsidiary companies represents an important step forward in consolidating the ESG Group strategy. The aim is to encourage a shared sustainability culture and guarantee widespread observation of ethic, environment and social performance. This extension also allows better monitoring with greater coherence and transparency, bringing into line the sites operating abroad with the principles and standards of the Group as well as reinforcing reporting activities.

TOGETHER FOR SUSTAINABILITY

Together for Sustainability (TFS), is a global no-profit association that promotes and co-ordinates the measurement of chemical companies' sustainability performance as well as that of their suppliers. In 2023 TfS carried out an audit on IMI Fabi S.p.A..

Thanks to TfS the results of the audit are made available to all members of the association thus fostering a spirit of collaboration within the sector and constant improvement. Sustainability performance topics are evaluated based on a series of audit criteria covering various areas: management, environment, health and safety, human rights and finally, governance.

Specifically, our on-site audit was carried out in October 2023 by the auditing firm SGS and approved by TfS. The audit included all the activities in Valtellina (The Brusada-Ponticelli-Valbrutta mine, the processing plants of Torre di Santa Maria and Postalesio and our offices).

5

Doing well by Local Communities

5.1

Our People

HEALTH AND SAFETY

IMI Fabi fosters a solid culture on Health and Safety so that all its employees are covered by the same standards no matter which country they operate in.

Safety is of paramount importance for the Group as it affects both employees and stakeholders and is an essential prerequisite for both IMI Fabi workers and products, therefore this must be achieved without compromise. IMI Fabi is committed to promote a solid safety culture within its operations worldwide: the workplace must be a place where everyone can carry out their work safely.

IMI Fabi Group operates in line with what is required by the Sustainable Development Goal number 3 – Good health and Well-being. The group's guiding principles on Health and Safety are those outlined in the Group Safety Policy updated in 2022. The mere existence of a Group Safety Policy approved by Senior Management and periodically reviewed, underlines the importanceof continuouris improvement in Health and Safety of its products, workers' well-being and working conditions.

The Group in particular:

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

Is committed to promote a solid safety culture within its operations worldwide, regardless of the country of operation, so that all IMI Fabi employees are covered by the same health and safety standards;

Is committed to adopt the most advanced technological solutions to minimise potential Health and Safety risks during the employees' daily work activity and ensures proper investments in R&D and technology upgrades.

IMI Fabi set the target of zero injuries in the workplace and is certified ISO 45001 in order to always provide safe and healthy workplaces, prevent work-related injury and ill health, and continually improve health and safety performance. The Group is committed to constantly adopting best practices in order to ensure maximum levels of health and safety. All the major sites have adopted a Health and Safety Management System: S.p.A., Sardinia, USA and Australia ISO 45001:2028 while Brazil has adopted a management system which conforms to the standards laid down by the Ministry of Labour and Employment (*SESMT-see details below*).

Safety performance is monitored periodically using specific indicators which provide the data for re-evaluation by senior management. IMI Fabi guarantees health monitoring for all its employees to aid prevention and the right to health care.

Alongside the designated specialised doctor, IMI Fabi has drawn up a three year (currently valid for 2024-2026) health surveillance protocol that covers all employees and defines the frequency and the typology of mandatory medical checks for each employee based on their activity. This is carried out through a preventive medicine protocol and regular fitness checks for the specific position (both for new employees and those with re-assigned roles within the company). Clothing must be appropriate to the working environment and the work carried out. Employees must use Personal Protection Equipment supplied by the company for the assigned tasks. The specific requirements are laid down in the Code of Conduct Manual with which all IMI Fabi employees are required to comply.

For the laboratories and processing plants the IMI Fabi Group has put in place specific procedures for the handling of chemical substances by specifically qualified employees. All documentation and Health and Safety procedures are available to staff in their own language.

RISK EVALUATION AND AUDIT

In accordance with the law, IMI Fabi conducts risk assessments on potential health and safety risks and produces risk assessment documents where it describes risks and prevention measures for health and safety in the workplace. Through this assessment, the Group analyses, evaluates and aims to prevent dangerous situations for workers. Risks assessed includes any potential risk related to the work environment (for instance noise, dust, air and water quality, radon concentration and exposure to electromagnetic fields), the kind of activities employees do, the equipment and machines used, which are subjected to regular inspections, the way the Group organises its activities, as well as emerging risks such as sources of stress that can be work-related.

Following the risk assessment, a precise improvement plan is implemented with the aim of eliminating or reducing the likelihood of dangerous situations and to mitigate risks, such as noise and stress. In addition, personal protection equipment is defined and is constantly provided to each employee, based on their activity and the associated risks. Internal and external H&S audits are conducted every year. In 2024, 6 audits were conducted.

HEALTH PROMOTION PROGRAMMES

IMI Fabi encourages a healthy life style and smoking is prohibited in all areas except those designated. The consumption of alcohol and narcotic substances is also prohibited on the premises. Anyone who appears to be under the influence of alcohol or drugs will be refused entry to the premises. The main company sites have initiated a programme of preventive medicine and health care for their employees.

IMI Fabi provides annual hearing testing to all those employees who are more exposed to noise, GMP (Good Manufacturing Practice). Personal well-being courses are also encouraged such as First Aid, cardiopulmonary resuscitation and the risks associated with the use of household chemical substances. Health insurance policies with extended cover for various activities are available for employees and all employees are offered Health Cover for various kinds of medical treatment. Meetings are organised locally to discuss everyday health and safety topics. Sport is encouraged as well as prevention awareness for specific categories such as Men's/Women's Health and Mental Health.

WORKERS PARTICIPATION AND HEALTH AND SAFETY COMMITTEES

Worker participation and consultation regarding the development, setting up and evaluation of the H&S Management system is assured in various ways depending on local situations. These include formally recognised worker representatives or through committees, dedicated events, interactive training sessions or through specific procedures.

The Committees in IMI Fabi Brazil

IMI Fabi Brazil has two specific health and safety committees:

CIPAMIN (Internal Commission for the Prevention of Accidents in the Mining Industry)

Which is one formal joint management-worker health and safety committee composed of 6 members (4 workers elected by the workers and 2 workers selected by IMI Fabi). The CIPAMIN is elected for a 1-year term. Any worker can apply to be elected.

The Committee has the task of discussing and assessing health and safety issues at IMI Fabi BRAZIL site, acting as the "works council" regarding occupational health, safety and working conditions.

The Committee conducts regular monthly meetings to discuss occupational health and safety issues pointed out during inspections or by any worker. If necessary, CIPAMIN also holds extraordinary meetings to deal with accident investigations.

There are also management review sessions to:

Analyse and discuss the work, review accidents and any occupational illness that may have occurred, proposing and requesting measures to prevent similar occurrences and guiding the other workers in terms of prevention.

Participate in the periodic inspections of the working environment scheduled by the company or SESMT.

Annually hold the Internal Week for Prevention of Accidents in the Mining Workplace (SIPATMIN), with disclosure of the result of the actions implemented by the CIPAMIN. 2024 saw the eigth SIPATMIN edition.

SESMT (Specialized Service in Safety Engineering and Occupational Medicine)

The commission is comprised of 4 members (1 safety engineer, 2 safety technicians and 1 physician) whose purpose is to promote health and safety in the workplace. The SESMT commission was set up in accordance with the Ministry of Labour and Employment regulatory standards and is periodically internally monitored through both scheduled inspections and spot checks also by the Ministry inspectors.

The system is based on the PGR (Risk Management Programme) and aims to establishing best practices that safeguard employees by identifying and evaluating potential risk factors, establishing priority and scheduling the implementation of control measures. Exposure to risk factors is closely monitored in accordance with the requirements of the Ministry of Labour legislation Standard NR-01 and n. 22 3214/78).

The environmental risks (Physical, Chemical, Biological, Ergonomical, and Injury) as laid down in the PGR (Risk Management Programme) form the basis of the PCMSO (Occupational Health Monitoring Programme) that establishes which medical examinations need to be had for each type of work and how often these need to be done. In the event of an accident occurring (personal or material injury or damage) the SESMT holds a meeting to investigate the incident with the people directly involved in the incident, supervisors and the CIPAMIN representative.

Various techniques are used to identify the principle cause (5M and Ishikawa diagram) and an action plan is drawn up to remedy the effects and combat the cause. The findings of the investigation and lessons learned are divulged to all staff in a follow-up CIPAMIN meeting.

Monthly meetings in the USA

In the USA, monthly Health & Safety Meetings are held with workers' representatives to discuss safety concerns. Items are listed with progress and posted on the notice boards in the plant office and canteen. The TQM (Total Quality Manager) and the Workers' Representative meet monthly to discuss safety concerns and to address them. The meeting notes are shared with top management and employees and all management departments (Production, Maintenance and General Management) are invited to give input and approval. According the MSHA guidelines (Mine Safety and Health Administration), any worker has the right to leave an area where danger is perceived -this is provided for under mining legislation and employees are also protected by the 1977 Miner's Act and are encourage any safety issues.On the canteen notice board employees can find a direct number to the legislative authorities (1-800-746-1553) in order to be able to report any health hazard.

TRAINING

IMI Fabi promotes health and safety education and training for its employees and organises specific moments of best practices sharing and discussion for employees and external workers, through workshops and meetings with employee representatives. Health and safety training sessions are provided for all IMI Fabi Group employees to cover the fundamentals of health and safety in the workplace as well as specific risks related to the particular sector of activity. In 2024 at a Group level a total of 4453 hours of training was carried out on these topics and this figure represents 35% of total training hours.

In Brazil, every worker that joins IMI Fabi has to undergo intensive training in occupational health and safety. The training session lasts for 24 hours (3 days with 8 hour sessions). This training is mandatory for anyone who has been hired. Every two years this training session has to be repeated. Specific training (for example for work at heights, or work in confined spaces) is given to the workers who are responsible for these specific activities (it occurs yearly or every 2 years depending on the critical nature of the activity) .

There are also 2 specific training sessions carried out yearly:

Training for members of CIPAMIN

(Safety Commission) - 40 hours of training (yearly) for the elected and selected members of the CIPAMIN on Occupational Health and Safety issues, risk identification and management, accident investigation.

Fire Fighting training

16 hours a year of training (8 hours for re-training) for the members of the Fire Fighter (21 members).

In the USA, all plant personnel who work or travel into the plant, Operators, Shift Supervisor, QA (Quality Assurance) are all MSHA (Mine Safety and Health Administration) safety trained as well as specific task trained. This also extends to contractors and visitors. Worksite Permits are completed and Change Management Forms for various activities in the plant to identify safety risks and ensure all precautions and PPE are provided as well as adequate communication of the tasks. All employees are trained to recognize hazards in the workplace. 3 Pre-shift inspections are made in compliance with MSHA to determine any safety violations or hazards. Monthly safety toolbox talks are held with all employees during the Safety Award monetary payout.

BRASILE H&S

IMI Fabi Brazil complies with the Brazilian Safety Regulations (Regulatory Standards of the Brazilian Ministry of Labour and Employment), and it also adopts different approaches to facilitate worker participation. IMI Fabi implements formal dialogues with its workers at different levels:

There are daily safety discussions (DDS) where the workers are invited to discuss safety and health issues right before the beginning of each shift.

Monthly there are lectures or other events planned by the SESMT and CIPAMIN to raise awareness of health issues following the WHO and Brazilian Health Ministry Calendar

Monthly there are formal safety inspections performed by the Specialized Services in Safety Engineering and Occupational Medicine team (SESMT) and by the Internal Commission for the Prevention of Mining Accidents (CIPAMIN).

Annually there is a Safety Week (Internal Week for the Prevention of Accidents in Mining – SIPATMIN). The event includes lectures on safety and occupational health, first aid, awareness about harassment at work. It also includes activities to integrate workers from different areas

HEALTH & SAFETY RECOGNITION AWARD IMI FABI USA

On the 17th of October 2024 IMI Fabi USA received the H&S Recongnition award from Cintas, a supplier of individual protection equipment and first Aid training. This recognition highlights the constant commitment of the USA site in promoting a safety culture that is both structured and shared. Cintas supports IMI Fabi employees with first aid and CPR training courses every two years and as well as guaranteeing the supply and regular maintenance of personal protection equipment for hearing and respiratory tract it also supplies first aid posts. The prize underlines the everyday focus on prevention and safeguarding the health of people in the workplace.

5.2

Our People

HUMAN AND WORKERS RIGHTS

We ensure and encourage the respect for human rights in our activities worldwide as well as across our supply chain.

IMI Fabi Group recognizes as a corporate responsibility to respect human rights and labour rights, and – at a minimum – fully respecting and complying with all applicable laws and regulations.
IMI Fabi Group operates in line with:

OUR OWN CODE OF ETHICS

The Group is committed to guaranteeing the Health and Safety of his workers, prevention prevention of occupational illness, gender equality, diversity and non-discrimination in the workplace, zero tolerance for any form of child labour and forced labour. This applies also to our suppliers' operations.

COLLECTIVE LABOUR AGREEMENTS IN FORCE IN THE COUNTRIES IN WHICH WE OPERATE

100%
of our employees are covered by collective Labour agreements.

All workers rights and information regarding his/her particular role are explained to each employee at the beginning of the working relationship

For the Italian sites, the Group applies the 'CCNL Miniere' (Mines Collective Labour Agreement) in its entirety. This includes working hours and shifts, paid and unpaid holiday and leave of absence, working conditions, training, wages and salaries, overtime arrangements, hiring and termination conditions, worker classification and profiles, diversity and non-discrimination in the workplace and all other relevant aspects of the working relationship.

For the Brazilian entities, IMI Fabi operates under the CLT (Consolidated Labour Legislation in Brazil). The website also has the collective labour agreement which reports any adjustments made through annual negotiation with the Mining Trade Union SINDMINE. In the United States, the site follows the federal and national guidelines laid down including those of Mine Safety and Health Administration and operates according to the trade union contracts in force. As regards Belgium, all manual workers are covered by two-year collective labour agreements while office staff have individual contracts but also benefit from all workers' rights in the two year collective agreement.

LABOUR RELATIONS

IMI Fabi recognizes the relevance of social dialogue with its employees and employees' representatives and respects and ensures its employees' freedom of association and the right to collective bargaining in all its sites.

5.3

Our People

CAREER MANAGEMENT, WORKERS' WELL-BEING, DIVERSITY AND INCLUSION

We do not tolerate any discrimination; we believe in gender equality

CAREER MANAGEMENT

We ensure that all our staff, internal and external, are professionally qualified to do the job they have been employed for. The Group, for its part, will provide specific training courses aimed at improving their employees' professional development. IMI Fabi guarantees that all the processes of recruitment, employment, promotion and contract termination are clear and adequately communicated to all employees.

IMI Fabi Objectives:

Attract talent
By offering good salaries, a sound working environment and opportunities for professional development

Clearly defined career paths
Structured salary and job descriptions as well as clearly defined requisites for the post

Role- changing system
Role -changes are based on merit and on company requirements. Individual performance is evaluated for potential promotion and role-change.

Training
Based on employee requests. The Group is involved in carrying out a wide range of training sessions in various fields: health and safety, energy saving, quality control and safeguarding the environment.

Generational transition and internal development
On retirement of staff the company activates a structured process of re-organization of roles. This involves the opportunity for professional growth for emplyees already working with the company with specific training plans in order to cover the roles made available by retiring personnel. At the same time the entry of young workers is encouraged facilitating a generational turnover and growth in the labour force.

ORIENTATION AND TRAINING

All new employees receive an orientation session that outlines the Group policies, procedures and general operations as well as information regarding the expectations of the company in terms of behaviour. Each new employee is given a copy of the Code of Behaviour and, with their signature, they are asked to acknowledge receipt and consultation of the Code. Employees are offered various training courses both relating to Company Ethics and Management Topics or professional development in order to be able to better perform their duties. As well as initial training periodic training courses are organized for employees relating both to legal aspects and management topics as well as themes relating to ethics and company culture, internal values and organizational aspects. The company also organizes external training to guarantee the updates and skills acquisition in specific areas such as safety, environment, energy and quality. Finally, courses are also offered aimed at preparation for international standards, such as ISO certification, or other suitable topics depending on the role covered by each employee.

In 2024 our staff (all sites) received:

12,665
hours of competency training with an average of 37 hours per employee

2,536
hours on subjects relating to environment and energy

377
hours relating to ethics (including cybersecurity)

DIVERSITY AND INCLUSION

IMI Fabi does not tolerate racial, religious, or political discrimination; it will pursue gender equality at work, condemning any kind of harassment. The Group promotes equal pay and policies aiming at gender equality to open up opportunities for women. The Group therefore condemns any behaviour such as mobbing and/or stalking of its employees and collaborators. This includes for example, but not exclusively, any behaviour aimed deliberately at obtaining favours or establishing non-consensual or inappropriate interpersonal relationships. Each employee is made aware of the Group's principles on diversity and discrimination when they join the company and signs the Code of Ethics. IMI Fabi do not tolerate acts of harassment and violence. Management, or Employees engaging in either harassing or violent activities will be subject to disciplinary measures, which may include termination of employment, removal from Boards or committees and possibly criminal charges.

IMI FABI ETHICAL COMMITTEES

IMI Fabri Group has in place local Ethical Committees, each one composed of three members (usually the CEO and one man and one woman from management) with the general aim to guide an strategically support IMI Fabi corporate social responsibility strategy on ESG matters. This is achieved by raising awareness on themes such as diversity and inclusion.

HUMAN CAPITAL IN IMI FABI BRAZIL

2024 saw the latest edition of the "Programma per giovani apprendisti in atto", Action plan for new apprentices, which was set up to help introduce and integrate young people into the labour market. This annual project is divided into two phases. Once the selection process is completed, 6 young apprentices are hired and subjected to an intense 6 month formal training session. At the end of this period they begin to work in their roles with IMI Fabi. The project has now been in force for seven years. New projects for 2024 include:

Creation of a Versatility Matrix
To identify the qualifications and skills required for each position and a plan as to how this is to be achieved. The results formed the basis for the following year's Training Programme.

Coffee with the HR department
Once a month, the workers from each sector meet up with the HR people in an informal setting in order to discuss changing scenarios and proposals for change.

GENDER DIVERSITY IMI FABI BRAZIL

IMI Fabi Brazil is fortunate to be able to count on a strong female presence which contributes daily to company growth. Women work in all the various sectors of the company: administration, quality control, health and safety, logistics and operations.
IMI Fabi Brazil has a team of Mining Managers made up predominantly of women and today the site manager is a woman. While there is still much to be done in terms of gender diversity, in an environment composed predominantly of men, this provides a good example of the importance that IMI Fabi attributes to gender equality.
In 2024 SIPATMIN (Work Safety Week) confirmed that for the second year running the topics on the agenda included the prevention of and fight against sexual harassment and other forms of violence in the workplace.

5.4

OUR LOCAL COMMUNITIES

We strive to establish harmonious and constructive relationships with the local communities in which we operate.

Local communities represent one of IMI Fabi's main stakeholders. We know we have a great responsibility towards the local communities we are part of as, based on our way of working, we can have a significant impact on them, either positive or negative.

This is why, in all our sites, we strive to always establish and keep harmonious and constructive relationships with our communities, ensuring active listening and open communication, as well as formal and informal relationships that last in time and that are built on trust, respect and transparency. We always try to act in a way to ensure our local communities are informed on our operations and on any change to our activities that could have an impact on them. We also try to find possible synergies between our activities and the local communities' business and activities so that they can benefit from our business.

The commitment and economic support given to projects associated with education, to recreational association, to humanitarian and social groups, to the preservation of local artistic heritage all complete a picture showing how the Company aimes to satisfy the legitimate expectations of its stakeholders.

In each IMI Fabi mining site we are committed to opening our doors to the local community sharing our reality through cultural events, school and private visits to the mine as well as partnerships with local administrations for specific events. Examples of these initiatives are 'Reading in the mine event' in September 2022 and the 'Cava Day' in 2017 which was promoted by "Lecco and Sondrio Confindustria" which opened the Brusada-Ponticell-Valbrutta Mine to 40 young students from the Itis Mattei Sondrio. The event allowed the students to discover the latest technologies currently being used in the mining industry.

As regards activities within a social context and cooperation with schools and local authorities there are several regular events: Santa Barbara, the European Minerals Day and the support given to local amateur sporting associations and the involvment of schools and associations from the local community.

IMI Fabi Sardegna took part in the regional event "Cortes apertas Orani" (a regional event to to raise awarness of the local territory and its characteristics) with guided tours of the Sa Matta mine organized on the 28th and 29thh of September 2024. For the first time since 2011 visitors were welcomed in the historic centre of Orani, a short distance from the Nivola museum. This offered a unique experience which was greatly appreciated by the participants and highlighted the importance of the mining tradition in the local area.

IMI FABI BRAZIL AND THE LOCAL COMMUNITIES

At IMI Fabi Brazil we work every day to have open and regular dialogue with the communities. Since a large number of our workers live on the local communities, we have a quick communication channel with them. Our objective is to make the community feel engaged, heard and always welcomed. For this reason we have created a designated telephone number which is available to the local community to advise us of any complaints or communications.

Support for the local community is also achieved through social and cultural events with particular attention to children and young people. In 2024 IMI Fabi Brazil supported the restructuring of the Santa Barbara Church situated in the rural area of Pedra Preta, contributing with a donation of the necessary building materials.

We also assisted with student transport for the America Soccer School allowing them to take part in a sporting event in another city. During the Christmas festivities IMI Fabi Brazil gave presents to the Vila de Catiboaba Association for children in the community.

MINERAL DAYS

The IMI Fabi Group takes part in the European Mineral Days events aimed at raising awareness of the mining sector at pan European level also of associated industrial activities. These days were recognized by the European Commission as a means of communication to support the European Raw Materials Initiative, the European Innovation Partnership on Raw Materials and the EU Biodiversity Strategy.

Held every two years, the European Mineral Days allow members of the public to explore the world of minerals. The latest event was held in September 2023 and involved three different sites. Activities were scheduled in Lanzada (Sondrio) at Brusada Ponticelli Valbrutta mine, in Orani (NU) at the Sa' Matta mine and in Uikhoven in Belgium at the processing plant.

The Mineral Days represent one of the most important events in the mining industry supported by numerous companies and associations.
This is an occasion for interested parties to focus on best practices adopted in the industry thanks also to the high number of visitors taking part. "Pepitus goes green" is the title of the event dedicated to schools . In particular the primary schools of Chiesa in Valmalenco (SO), Colorina (SO), Caiolo (SO) and Montagna Piano (SO). The children had the opportunity to take part in workshops focusing on the production process and the ESG policy of the Group.

NATIONAL MINING DAY

The 16th edition of the National Mining Day took place in May 2024. The aim of the event is to promote values and cultural heritage in geological tourism which is attracting more and more attention recently all over the country. The event was sponsored by the National Geologists' Council, EuroGeoSurveys and the 'La primavera della dolce mobilià 2024' Association and highlighted the economic and cultural resources of different valleys together with their mining heritage.

Lanzada town council also supported the event, organizing various activities around to showcase the wealth of mineral and mineralogic resources. Also included in the program of events were various activities and workshops dedicated to the ancient art of soapstone and serpentine sculpture as well as guided visits to quarries, mines and museums.

The disused mine of Bagnada was opened especially for an event "An afternoon in retirement" organized and dedicated to the elderly. Visitors could also choose to explore the digital museum.

IMI Fabi supported the event opening the Brusada-Ponticelli-Valbrutta main for serveral visits, especially aimed at primary school children. The company also organized a concert dedicated to famous singers such as Edith Piaf and Leo Ferré, with a special tribute to Adriano Celentano, well known Italian pop singer.

SANTA BARBARA

On December the 4th it is an ancient tradition among miners to commemorate their patron Saint, St Barbara, and to thank her for the protection received throughout the year. IMI Fabi celebrates this anniversary in the little chapel carved out of the rock inside the Brusada-Ponticelli-Valbrutta mine in Lanzada (SO). It is dedicated to the miners who died at work and is adorned with a soapstone statue of St Barbara. The chapel also hosts special events such as concerts and cultural meetings. The ceremony is usually interspersed with splendid musical moments, ending with the customary refreshments in the mine.

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

5.5

OUR SUPPLIERS

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

A company's responsibility on sustainability issues does not end at its gates but extends to the whole supply chain. We acknowledge the risks that our industry is exposed to and that are linked to suppliers' practices, such as potential supply chain disruptions, reputational damage in cases of incidents, issues related to labour conditions, corruption practices, armed groups or groups involved in illegal activities, human rights' violations, protests by local communities or even lawsuits in case of suppliers' non-conformity with social and environmental regulations. Therefore, we know we have a responsibility to assess ESG risks and practices of our suppliers and ensure that they operate in line with our sustainability principles, in order to mitigate related risks and foster growth opportunities for both suppliers and their local communities.

In 2024 the Group continued its program of raising supplier awareness on sustainability and invited them to participate in the Supplier Code of Conduct published in 2022. Now more than half (41%) of the Group suppliers and 93% of the parent company suppliers have signed the Code. This figure has now been calculated following the re-classification of key suppliers in some of the Group's sites and is in line with our policy of placing greater focus on the supply chain.

The Supplier's Code of Conduct which details the expectations we have towards our suppliers, drafted in accordance with international regulations such as the ten principles of the United Nations Global Compact Initiative, the UN Guiding Principles on Business and Human Rights, the UN Universal Declaration of Human Rights, the International Labour Organization Conventions and the OECD Guidelines for Responsible Business Conduct.

IMI Fabi Group always acts in accordance with the principles of legality, loyalty, integrity and transparency; its aim is to pursue a highly satisfactory level of performance for its stakeholders.

This is attained also through continuous research into quality and growth through technologies that both respect the environment as well as considering the vital aspect of safety.

We expect each IMI Fabi Supplier to comply with the Code of Conduct and any additional requirements agreed in separate contracts. Contractors and outside personnel working on IMI Fabi premises are required to accept IMI Fabi policy in terms of Health and Safety and follow these carefully. Meeting the appropriate standards of safety is a fundamental criteria in supplier selection.

The Code of Conduct was signed by:

41%
of the Group's significant suppliers

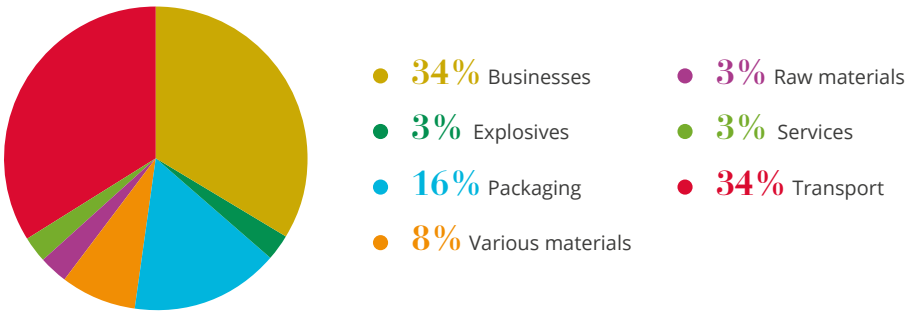
93%
of the significant suppliers of the parent company

EVALUATION OF SUPPLIERS

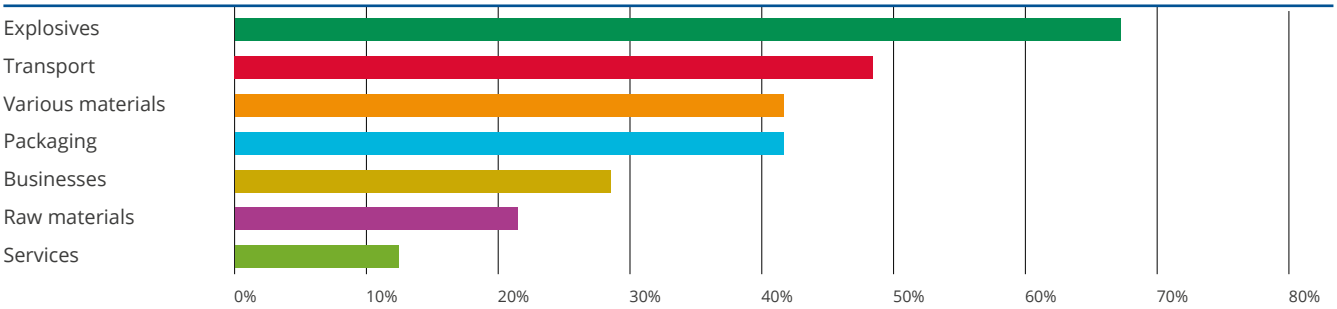
The IMI Fabi Group has a process to evaluate suppliers' performance, which defines the responsibilities, actions and operational mode to be implemented for the initial and periodic evaluation of suppliers. For the qualification of new suppliers of products or services, the function Purchasing/Logistics selects the supplier on the basis of product cost/quality criteria as well as on their respect for the environment, safety conditions and energy saving. Furthermore, IMI Fabi Supplier's code of conduct requires the supplier to ensure that all its sub-suppliers recognize and respect the requirements of the Code of Conduct. The supplier must be able to track the goods obtained from the sub-suppliers from its origin, making sure that the principles reported in the Code of Conduct have been respected during all production stages. The supplied products must meet all the quality and safety criteria specified in the relevant contracts (e.g. product specifications) and in all relevant legislative requirements.

In 2024 the evaluation process of key suppliers in terms of environmental social and governance ESG criteria was integrated into the Group's Sustainability Plan and included 36% of suppliers considered 'key'. This figure reflects the evolution of our criteria for classification and evaluation adopted in different countries and includes also an important revision of the process in Brazil, which has led to an update of the key suppliers.
The most significant part of the ESG evaluation refers to transport and businesses.

Total of Key suppliers by category and key suppliers with ESG evaluation



Percentage of key suppliers with ESG evaluation by sector



CONTRACTORS AND SUB-CONTRACTORS

the contractors ans sub contractors involved in IMI Fabi's activities are required to follow specific procedures laid down by IMI Fabi with particular reference to H&S and the environment. They are required to follow these requirements precisely.

In accordance with legislation IMI Fabi supplies its contaractors and sub-contractors with all the information and training necessary in terms of H&S, environment and any potential risks deriving on any activities carried out on IMI Fabi's premises.

IMI Fabi Group's supplier requirements

IMI Fabi requires its suppliers from key nations to sign and apply IMI Fabi Suppliers' Code of Conduct, which includes:

- LEGISLATION AND REGULATIONS
- CORRUPTION AND BRIBERY
- HUMAN AND LABOUR RIGHTS
- HEALTH AND SAFETY
- ENVIRONMENT
- SUPPLIER'S SUPPLY CHAIN

IMI Fabi also requires the following ISO certification according to two priority levels:

TOP PRIORITY REQUIREMENTS

ISO 9001:2015
Quality

SA8000:2014
Social Accountability

IMPORTANT REQUIREMENTS

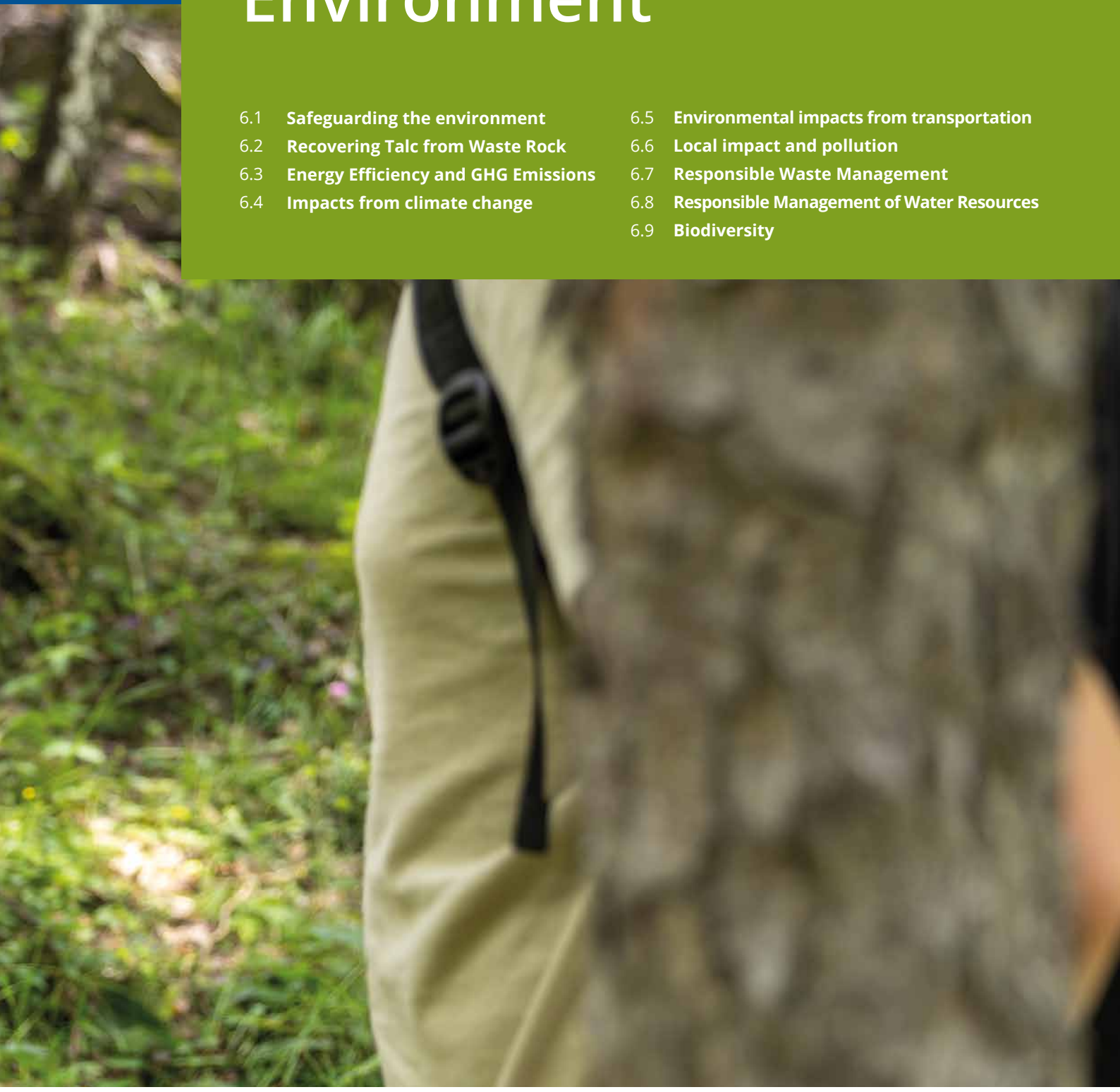
ISO 37001:2016
Anti-Bribery management system

ISO 14001: 2015
Environmental management systems

ISO 45001:2023
Occupational health and safety management systems


Animali e tracce di animali
1 Civetta nana (Glaucidium passerinum)
È un uccello rapace che fa il nido nelle cavità dei tronchi. I piccoli nascono a fine maggio. Si ciba di piccoli mammiferi, che caccia durante la notte.
2 Volpe (Vulpes vulpes)
È un mammifero della famiglia dei canidi, con orecchie triangolari e lunga e folta coda; si ciba prevalentemente di piccoli mammiferi, ma anche di insetti o radici. Dà alla luce i cuccioli in una tana sotterranea e li allatta fino all'estate
3 Cincia bigia alpestre (Parus montanus)
È un piccolo uccello molto attivo con la testa nera che si ciba di bruchi e altre larve, insetti, ragni, chiocciole, semi e bacche. Fa il nido scavando una cavità in un ceppo o in un ramo in putrefazione; la femmina la tapezza con fibre vegetali, muschio e piume. A volte il nido può essere fatto nella cavità abbandonata da un picchio
4 Cincia dal ciuffo (Parus cristatus)
È un piccolo uccello con il capo grigio con piccoli
il caratteristico ciuffo (o cresta) di piume, dal quale
il nome, è grigio scuro e ben sollevato. Si nutre prevalen
insetti, ragni, larve e lombrichi che scova nei ceppi
ginosi che vengono estratti dalle pigne. È un
raro per la ricerca del cibo. Costruisce il nido in cavità
5 Cincia mora (Parus ater)
Piccolo uccello che ha la testa nera con guance bianche
prevalentemente di insetti e ragni, larve e lombrichi e semi
Durante la ricerca del cibo a volte si appende al contrario a
basso. Fa il nido in cavità dei tronchi e solo raramente sul terreno
6 Francolino di monte (Bonasia bonasia)
Si ciba di infiorescenze di betulacee, gemme di sorbi, germogli di
mirtillo in inverno, gemme e fiori in primavera, frutti in autunno;
giovani si alimentano con invertebrati beccati al suolo. Il nido è una
piccola conca del terreno rivestita di materiale e ben nascosta alla
vista. I giovani completano lo sviluppo e lasciano i genitori dopo la
fine di agosto
7 Picchio rosso maggiore
8 Scoiattolo
9 Moscardino
12
SENTIERO NATURALISTICO DEL MINATORE
LA BIODIVERSITÀ NELL'AREA DELLA MINIERA BRUSADA PONTICELLI
IMIFABI

6 Caring for the Environment



6.1
SAFEGUARDING THE ENVIRONMENT

IMI Fabi's main goal is responsible use of talc in order to ensure the best management possible of the talc deposits and to extend the lifetime of talc mines.

Environmental issues have always been at the forefront of IMI Fabi's strategy planning both in terms of minimising the impact on the environment as well as to ensure a responsible use of natural resources and a harmonious integration into the surroundings, encouraging close collaboration with local communities.
The intrinsic nature of IMI Fabi's business is based on the extraction of talc, a non-renewable resource. Our primary objective is therefore a responsible exploitation of the mineral in order to ensure the best management possible of the talc deposits and to extend the lifetime of talc mines. This objective is in line with SDG number 12 – Responsible Production and Consumption.

IMI Fabi Group's strategy to achieve this aim has been developed in several directions:

Recovery and re-use of waste material from the mine: Thanks to new technologies such as floatation, optical and electrostatic sorting, etc. it is now possible to reprocess material that in the past was considered waste rock now obtaining high purity talc.

High-performing product development : this involves boosting the efficiency of the end product thus obtaining similar performance to traditional product buyt using lower quantities of talc. This has clearly a number of positive consequences on the responsible exploitation of natural resources.-

Prioritise underground mining to help safeguard the landscape thus minimizing the negative effects on other local economic activities such as tourism and ensuring a sound and efficient resource management by taking advantage of new processes like cemented tailings backfill.

Maximum use of the extracted materials: by analysing any possible industrial uses for waste materials produced during the extraction and enrichment process.

The Group believs that the pursuit of excellence in ESG areas leads to a competitive advantage that creates greater value for all stakeholders. The innovative attitude and the distinguishing ability to anticipate market needs brings IMI Fabi Group to continuously pursue plant and energy efficiency ensuring responsible exploitation of raw materials and the continuous improvement of quality for its clients as well as for all stakeholders.

THE GROUP ENVIRONMENTAL POLICY

IMI Fabi's environmental policy was signed in 2022 and consolidated the company's long-term commitment to working in harmony with both the environment and the local community with a two-fold objective of minimizing the impact on the environment and assuring a responsible use of natural resources.

The Group Environmental Policy embraces crucial topics such as energy and emissions, climate change, waste, packaging and biodiversity laying down guidelines for all the Group. Imi Fabi particularly strives to encourage responsible behaviour and optimized procedures to reduce energy waste. The Group adopts strategies to reduce waste and optimize the use of packaging prioritising, where possible, the delivery of bulk product and joining recycling associations. The Group collaborates actively with local authorities, universities and local communities to develop and continually update its plans for safeguarding the environment and biodiversity.

6.2

RECOVERING TALC FROM WASTE ROCK

The reprocessing of mineral waste product and the ability to find the most suitable application for each existing grade of purity represents crucial factors in reducing the impact on the environment and developing new sustaibnable business models.

Thanks to new technologies such as floatation, optical and electrostatic sorting, etc, we work to recover raw material and reprocess what was once considered mining waste.

Technological improvements allow reprocessing raw material from what was previously considered waste transforming it into a re-usable resource. A strategic use of the resources which benefits the environment and the life of the mines maximizing the benefits both for the Grooup and the Local communities. For this reason IMI Fabi makes constant investment in advanced selection technologies.

In particular, optical separators have been installed in Mount Seabrook in Australia and in Pakistan and the floatation line in Brazil has doubled in size. Other IMI Fabi sites have also taken advantage of new technologies and achieved significant improvement margins which all contribute to operational efficiency and sustainability.

IMI Fabi's know how has allowed us to find the most suitable market placement for each variety of material extracted thus avoiding the exclusive use of top quality talc in terms of purity and whiteness.

Optimizing the life-cycle of talc deposits involves finding the most suitable application for each grade of purity present in the product. Otherwise, using just the purest part would mean wasting large quantities of the mineral and drastically reducing the life-cycle of the deposits.

THE OPTICAL SORTING PLANT IN AUSTRALIA

In the past, the larger pieces of talc were sorted manually; this type of traditional selection was replaced at the beginning of 2000 by an optical sorting plant. In order to increase the efficiency of the selection process IMI Fabi has invested in a new selection plant for its Australian site (Mount Seabrook).

This new plant, using the latest technology, is able to work on very fine limits (a few millimetres). The new plant allows us to efficently reprocess even the finest material withour having to depend on technologies such as floatation, which in a desert environment would be difficult to realize, given the shortage of water.
The selector operates on two levels: the visible light range (based on colour) as well as the close-infrared range (based on the mineralogical composition). The installation of the new optical selector means that all the material, accumulated over time from mining operations and present in the waste area, can now be reprocessed.

In line with the Group's commitment to manage the mine's life-cycle responsibly, the new plant has enabled us to recoup high purity talc with an annual production capacity of 100,000 tons/year. The new plant provides better efficiency, a higher percentage of material recoup and a huge reduction in waste material.

TALC FLOTATION TECHNIQUE IN BRAZIL

The use of the talc flotation technique, a wet selection process that exploits the difference in the chemical-physical surface characteristics of the particles, brings widespread benefits in terms of improving product quality and optimizing the production chain in full respect of environmental sustainability, when carried out with the correct management critera of water reserves.

The acquisition of the Cabeceiras mine and the Catiboaba plant have allowed IMI Fabi to preside over a strategic pole that, in addition to its excellent geographical location, stands out for the quantity and quality of its resources. During the study phase of the market and of the deposit, IMI Fabi Group identified floatation as a fundamental strategy to guarantee a high-quality control of the mineral. The study phase was followed by careful planning aimed at improving the existing structures and upgrading the Catiboaba plant with cutting-edge technology. The plant has been completely redesigned with careful planning of the new implementations so as to never interrupt production continuity and guarantee supplies to customers during the transitional phase.

The modernization process included the installation, up-stream of the existing plant, of a new floatation line and new floatation cells for the first refining stage. The existing floatation cells were kept and reused to optimize the recoup of the material. The purified product is then passed onto the concentration and excess water removal phase. This phase is managed by a newly developed technology using a plate filter press which optimizes the mineral filtration process drastically reducing the residual water. This in turn means better optimization of water recycling as well as reducing the energy required for the final product drying stage. The water treatment and recycling plant is also specially designed to avoid the necessity of adding chemical products.

This eco-friendly design will result in cost savings as well as being in line with environmental sustainability principles. In particular the investment consists of:

The possibility of treating all classes of product in the mine.

The re-use of heaps stored in the mine of less noble product.

The reduced impact on the management of processing waste and rejects.

A reduced energy consumption, thanks to new technologies, that reduce water consumption and cuts drying costs and CO_2 emissions

The reduction in water consumption. In particular, the new water treatment plant, designed and sized to process all water without the need for additives and flocculants.

2024 60% RECYCLING IN BRAZIL

In recent years IMI Fabi has achieved significant results in reaching its target of reprocessing the waste mineral deposits from the mine accumulated over time. If in Australia in 2023 the mineral reprocessing activity was concluded, in Brazil this activity continues with a talc recovery percentage in 2024 of 25%, 86,547 tons of mineral waste reprocessed.

The group made substantial investment in the innovation of the floatation plant in Brazil. The new plant was specifically designed to obtain a high level of purity and whiteness in material that had previously been considered waste product. Our Brazilian products have shown a significant increase in the amount of material recouped from waste rock contained in the finished product. The percentage of reprocessed material rose from 20% to 60% per product unit. This clearly demonstrates the effectiveness of our technological solutions and our commitment to sustainability. The process also has the added advantage of having a lower impact on the environment thanks to the reduction in water consumption and atmospheric emissions – all of which underline once again our commitment to sustainable industrial best practices that safeguard the eco-system.

86,000 t
OF MINERAL WASTE REPROCESSED IN 2024

FROM 20% TO 60%
THE FRACTION OF MINERAL ORIGINATING FROM RECYCLING PER PRODUCT UNIT

Recovery of waste talc – Brazil	u.m.	2024	2023	2022
% talc recovered which was previously considered waste	%	25.0	42.1	17.6*
Tons of waste materials reprocessed	t	86,547	103,401	44,539*

* This figure differs from the figure reported in the 2022 Sustainability Report following an update in the calculation method

6.3
ENERGY EFFICIENCY AND GHG EMISSIONS

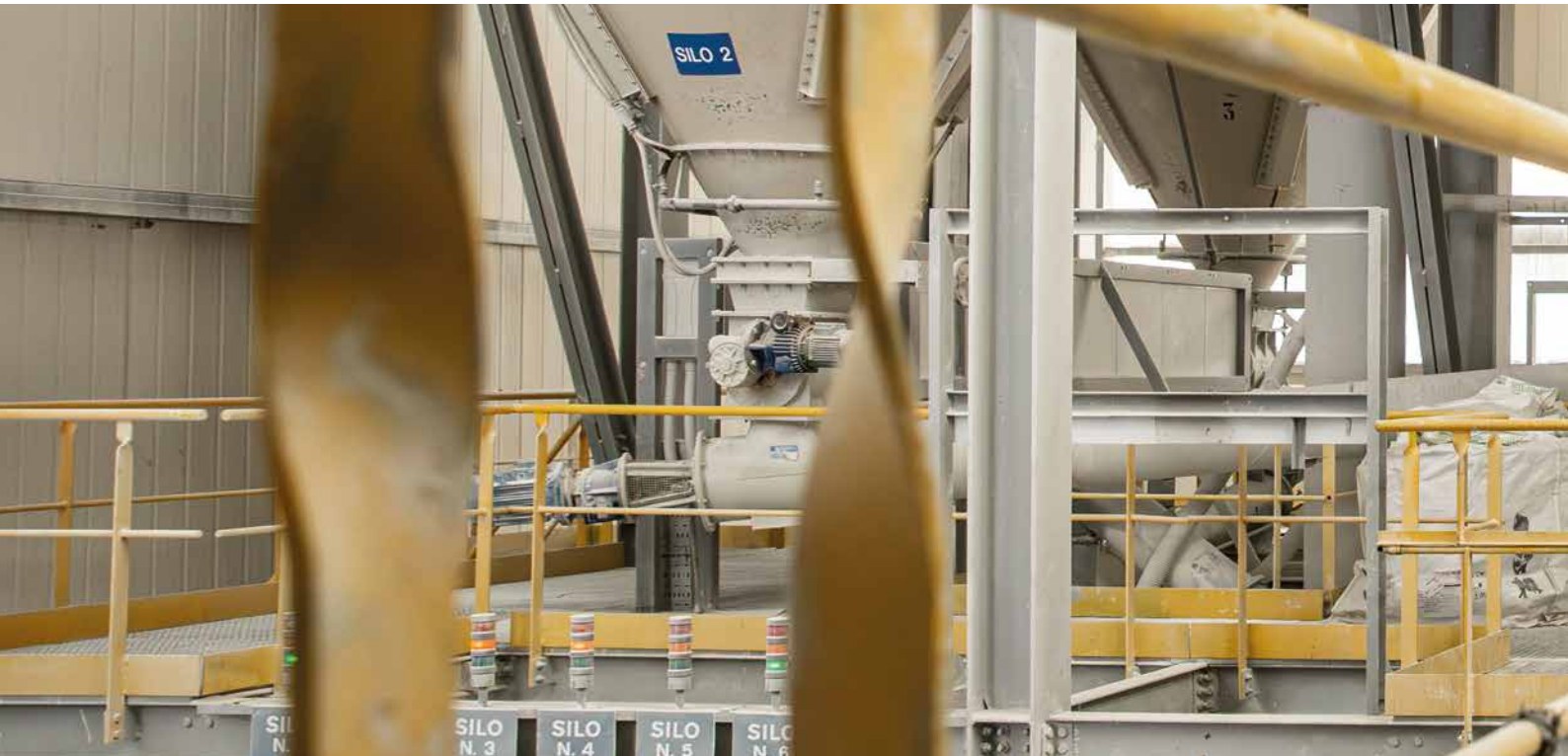
Mining extraction is an energy intensive activity. It is our responsibility to guarantee efficient energy use, to invest in new solutions and monitor our emissions.

Mining is an energy-intensive undertaking, and future energy consumption is predicted to increase both at extraction and at production level. We therefore know we have the responsibility to ensure an efficient use of energy, to invest in energy efficiency solutions to cut energy use and related emissions, to ensure equipment upgrades and to monitor direct and indirect emissions.

IMI Fabi is 14001 ISO certified in all its sites and has obtained ISO 50001 at IMI Fabi spa and Sardinia. IMI Fabi Group monitors its Scope 1 and Scope 2 emissions across all its sites and starting from 2024 has initiated a data mappping relating to scope 3 emissions for the parent company site.

An energy efficiency strategy in fact is key for us to mitigate the impacts on the environment as well as reducing costs related to energy use, decreasing compliance risks, allowing us to becoome strategically more competitive in the long run and attract new investments.

Our commitment over the years has been developed through a strategy to better identify long-term project and better management of their progress and thus through investments in new, less energy intensive technologies and through focusing on the ecological footprint of the processes of activities and end products. Each strategical choice, in terms of projects and targets, is based on the set of energy and emissions related KPIs that IMI Fabi monitors per site.



PRODUCT LIFE-CYCLE ASSESSMENT IMPACT

In 2024, IMI Fabi Group completed a project on Life Cycle Assessment Impact (LCA), a methodology for assessing environmental impact associated with all the stages of the life cycle of a commercial product, process, or service. For instance, in the case of a manufactured product, environmental impacts are assessed from raw material extraction and processing (cradle), through the product's manufacture, distribution and use, to the recycling or final disposal of the materials it is composed of.

This project has enabled us to reach various goals:

A comprehensive LCI mapping of products and activities.

The creation of a basis for calculating s cope 3 emissions.

A calculation of the carbon footprint for its products.

A precise starting point to define IMI Fabi's way forward in terms of its own emission.

A TRADE - OFF BETWEEN PRODUCT AND CO_2

A solid and effective energy efficiency strategy is crucial for IMI Fabi Group also in the light of a trade off the mineral industry is experiencing – to offer a mineral that meets the need of clients, supporting the energy transitions and reducing the impact of the final products, the mineral itself must undergo more energy-intensive processing, thus generating more emissions. Investments in R&D and in the latest equipment, access to clean energy as well as partnerships with clients is therefore key for the future.

IMI FABI GOES ELECTRIC UNDERGROUND

The project for the electrification of the mines which began in 2021 with the acquisition of the first electric transporter to be used for loading, unloading and the transportation of material underground in the Brusada-Ponticelli-Valbrutta mine. IMI Fabi has in fact decided to gradually reduce the use of combustible fuels for its equipment in the underground mines introducing gradually automation and electrification of the process. Subsequently a second electric vehicle and a new low emission dumper truck were introduced. This investment has allowed the company to optimize transport activities and to reduce diesel particulates in the air thus achieving a positive result for the health of the employees.

The new Scooptram ST14 Battery Epiroc Electric Loader, with a maximum capacity of 14 MT, implements electro-mobility inside the mine and is among the first vehicles powered by electric batteries active in underground mining operations in Europe. The ST14B is designed to optimize the production, since its cutting-edge technology is performing, safe, silent, comfortable and with zero-emissions. Furthermore, its electric regeneration and powertrain limits energy consumption especially in presence of slopes.

The new Epiroc ST14 loader represents an essential first step towards zero CO_2 and other pollutants emissions inside the mine.

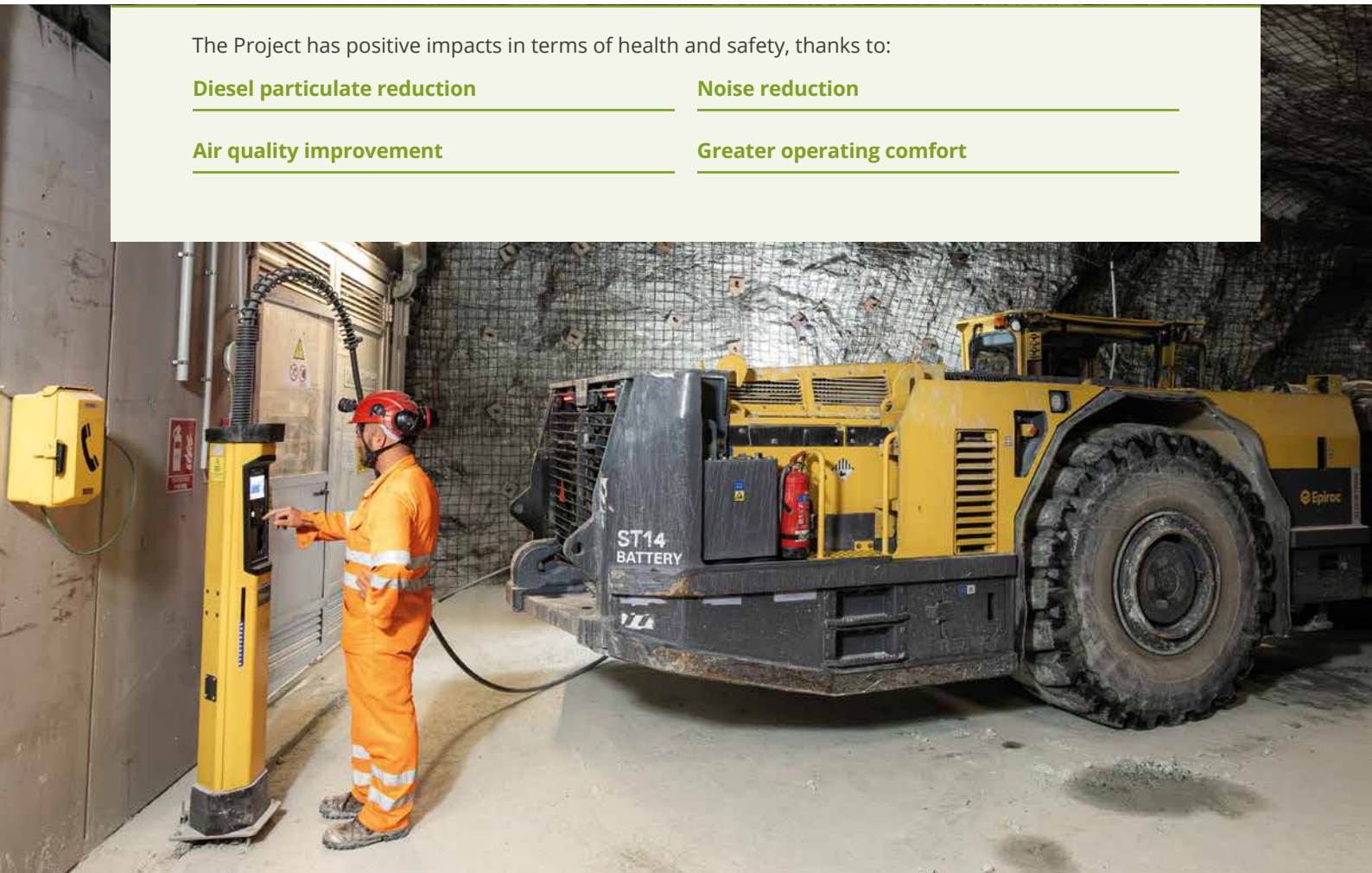
The Project has positive impacts in terms of health and safety, thanks to:

Diesel particulate reduction

Noise reduction

Air quality improvement

Greater operating comfort



ENERGY EFFICIENCY

IMI FABI S.P.A.

The IMI Fabi processing plant in Postalesio (SO) is specialized in the production of high quality talc characterized by a high grade of whiteness and purity. Most of the production consists of micronized talc that requires high energy intensive processes. Over the years IMI Fabi has invested in the optimization of the plant in order to reduce energy costs. In previous years the Group invested amongst other things in:

A new pelletizing line

The replacement of all the old motors with high efficiency motors (IE3)

The introduction in 2014 of a co-generator (2mWh) which uses natural gas in input and is capable of producing both electrical and thermal energy.

IMI FABI SARDINIA

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

Monte Nieddu plant is powered by electricity as the main energy vector. Here, in 2022, a photovoltaic system for a power of 495 kWh was installed. During the summer solar panels are able to cover about 40% of the energy required by the plant. This percentage diminishes during the winter because of the lower solar radiation. In order to gain a greater energy efficiency, the plant has always adopted approaches that optimize the use of the self-produced energy. For example, activities are planned taking into consideration the energy demand on the market as well as the optimization of solar energy use – with grinding activities occurring in the early morning as well as in the hours for which there is no peak in demand. In the next few years power generation through solar panels will be developed given the particularly favourable exposure conditions and available space.

IMI FABI BELGIUM

~38 tonnes **of CO_2 emitted per year from 2025**

In the last few years, IMI Fabi's plant in Belgium has been subject to a retrofitting process that allowed to optimize the energy consumption and improving the productivity of the site. In particular an important project was initiated to replace the old 3,370 sq meters warehouse roof coverings with new alluminium panels, which ensure better thermal and acoustic insulation. The project was completed early in 2025 with the installation of fall protection systems and the start-up of photovoltaic panel systems. This installation has a total power of 269 kWh per hour (480 panels of 586 kWh each) south facing which allows us to generate approximately 255 MWh/year of renewable energy and reduce CO_2 emissions by approximately 38 tons per year.

IMI FABI USA

-96,645 Sm3 of natural gas used from 2023 to 2024

For IMI Fabi USA, the main sources of energy consumption are electricity and natural gas. On the latter, the site is working on improving energy efficiency in order to reduce the amount of natural gas used. Between 2023 and 2024 the site recorded a reduction of 96,645 Sm3.

IMI FABI BRAZIL

70% of the energy received comes from renewable sources

IMI Fabi's site in Brazil receives energy from the grid. Thanks to the electricity mix of the country, 70% of the energy received comes from renewable sources. On top of that, the Brazilian site was recently able to record a drop in its energy consumption. That was due to a strategical choice: shutting down one of the 4 vertical mills in operation, while implementing the efficiency of the other 3. The improvement in the efficiency in mechanical removal of water from floatation products before drying. Moreover, in recent years specific investments were made to increase efficiency reducing consumption of energy and water.

IMI FABI AUSTRALIA: OFF-GRID MANAGEMENT

The management of energy requirements for an off grid plant requires an efficient strategy and detailed organization. This is the situation in IMI Fabi Australia where, since 2019, a strategy has been adopted to reduce energy consumption. Production operations follow a cyclical organization plan: the plant works for 12 consecutive days followed by 9 days of closure. The plant has a diesel tank transported by truck which is periodically filled. High efficiency generators have also been installed for the production of electrical energy.

6.4
IMPACTS FROM CLIMATE CHANGE

We are now integrating risks related to the potential impacts of climate change in our risk-analysis process, implementing all the necessary actions to prevent and manage them.

Conscious of the increasing relevance of these risks, we strive to promote a careful planning of operations in order to prevent and mitigate any potential risks and to avoid operations becoming compromised.

We started integrating risks related to the potential impacts from climate change in our risk-analysis process, analyzing more carefully the potential risks site per site and implementing all the necessary actions to prevent and manage them. Among the consequences of climate change is the increase of rainfall intensity that represents an operational risk for IMI Fabi, in particular for the underground mines where an increasing amount of water need to be properly managed to ensure the safety of people and equipment. On the other hand long periods of draught can raise waterflow logistics and the lack of water for industrial operations.

In the Sa Matta mine, IMI Fabi adopted adaptation measures that started with investment in the profiling of slopes and in the restoration of green zones. These actions resulted in a reduction in the speed of rain falling to the ground, allowing the soil to better absorb the rainfall.

Physical impacts of climate change were also perceived in the USA. Here, it was observed how the water level of the Ohio river near the site varied over the years, and how dangerous the force of the rain can be. Flooding in the area is not rare, therefore, the IMI Fabi site has emergency plans to face this eventuality. A converse risk exists with excessive dropping of the Missisipi-Ohio rivers water level. This can prevent raw material supplies reaching the plant by barge. In this case alternative road transport needs to be organized.

Potential negative impacts, coming from intense and frequent rainfall, may also affect transportation.
That may be the case for IMI Fabi Australia, where from December to February, there is a risk that the main road leading to the site may be blocked. Here, it has been observed how the number of days on which this road is closed per year is increasing annually, as well as its off-season closures. In order to deal with this problem, a preventive approach was taken, increasing the mineral moving days during periods with a lower probability of heavy rainfall. In any case, health and safety procedures in case of extreme weather are in place on the site.

6.5

ENVIRONMENTAL IMPACTS FROM TRANSPORTATION

We aim to establish long term relations with our transport providers and we operate inn different ways for logistic efficiency in order to reduce our emissions.

Mining and industrial activities require moving material from the mine to the processing plant to be then delivered to clients by road, sea or rail which all contribute to the Group's impact on the environment. We know that, in order to reduce the emissions from our operations and to persue the sustainability journey of our sector, we have the responsibility of monitoring and mitigating the impact of transport to allow more efficient logistics.
To facilitate more efficient logistics Imi Fabi has always operated in different ways:

Optimising logistics services choosing the most efficient means of transport when feasible- for example limiting road transport and combining it with rail, river or maritime services.

Strategically choosing operational sites and locations around the world in order to optimise the movement of talc from mines to industrial sites and to our clients.

Transporting maximum loads permissible by law.

In particular for the Brazilian site IMIFabii has asked its supliers to provide new vehicles with greater load capacity in order to reduce the number of trucks necessary each day. In Europe the use of an intermodal approach allows us to mitigate the environmental impact on transport.

As far as maritime transport is concerned, 100% of talc ore is entrusted to fleets that do not use naval scrubbers (i.e. controversial devices that filter exhauste gas from ships with seawater. Avoiding this reduces the fleet's polluting emissions in the air. However water which collects heavy metals, solphur and other pollutants present in rivers is then discharged into the sea with a damaging impact on marine eco systems. Our transporters, on the other hand, utilize hydrocarbons which do not require the use of scrubbers.

Finally the Group established long term relations with its suppliers assisting and supporting them in their efforts towards sustainability as in the example of the transition to low impact fleets and higher energy efficiency in terms of overall ESG performance. All IMI Fabi suppliers, including transporters, must sign the Suppliers Code of Conduct (*see Chapter 5 "Doing our best for our people and local communities" paragraph "Our Suppliers"*).
Around 50% of our key suppliers in the transport sector have undergone the Ecovadis evaluation process and, among all suppliers, this sector has the largest quota of key suppliers with ESG evaluation (*see Chapter 5 "Doing our best for our people and local communities"*).

6.6

LOCAL IMPACT AND POLLUTION

We are constantly working to mitigate all the impacts linked to mining activities, putting in place strategies that go beyond mere conformity. We listen carefully to the concerns of the local community and respond to their needs.

Mining and industrial operations could be a source of annoyance to local communities, negatively impacting on their health and well-being, and on the surrounding wildlife beccause of noise, road traffic and vibrations. In all its sites, the IMI Fabi Group acts in compliance with all applicable laws, rules and regulations regarding dust and noise emissions, and always strives to reduce or eliminate local pollution. We constantly work to mitigate all those impacts related to mining activities, implementing actions beyond simple compliance, listening to local communities' concerns and respond to their needs so that we are able to intercept and minimize potential future crises.

The primary pollutant in talc processing is particulate matter. Particulate matter is emitted from drilling, blasting, crushing, screening, grinding, drying, classifying, materials handling, transfer operations, packaging and storage.

The Group complies with all legislation regarding noise and particulate emissions in an attempt to eliminate any excess. In the context of mining activities, noise pollution is a frequently common source of concern for local communities around the areas of operation. In particular potential noise and vibration sources in mineral production derive from milling operations and compressors, drilling, blasting, loading and unloading operations of rock and transportation of the finished product.

IMI Fabi Group has an Environmental Emergency Plan (EEP) in place in order 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 outlined to manage events such as accidental spillage of oil or battery acid and leakage of product from silos or IMI Fabi processing plants. These are considered minor incidents that cannot contaminate the water supply, water sources or the air. The plan also envisages the management of serious emergencies which require coordination and external interventions communicating with the relevant Authorities.

From 2019 and 2024 no environmental incidents have been recorded

MANAGEMENT OF LOCAL IMPACTS

IMI FABI S.P.A.

IMI Fabi talc mine at Brusada-Ponticelli-Valbrutta, in Valmalenco, is a perfect example of a talc mine with a very limited impact on the surrounding environment. Indeed, as Brusada-Ponticelli developed as an underground mine and thanks to IMI Fabi's use of the most innovative technologies to extract talc, there has been no stockpiling of materials outside the mine and no consequent impact on the natural landscape surrounding the location.

Over time, specific choices aiming at reducing the visual impact of the site were implemented. In particular, there has been a careful selection of both materials and colours, while for the underground mine an effort of improving the surface appearance, thanks to selection of rocks and vegetation, was made. The underground mine is, therefore, well integrated in the environmental context. No complaints regarding the visual impact have been recorded.

Any potential complaint or report received by the local community is treated with utmost attention following specific standard procedures, in line with ISO requirements. Open dialogue with the community as well as timely follow up actions are key for IMI Fabi to ensure that any potential impact is properly managed.

IMI FABI BELGIUM

IMI Fabi's plant in Belgium is located close to the town of Uikhoven. However, due to the features of the territory, the presence of the plant does not constitute a threat from a visual impact point of view. Nevertheless, to improve the visual impact of the industrial installations in respect of the surrounding area, a green screen has been installed. It consists of trees and bushes spread along the perimeter of the property facing the external road.

On the other bank of the side, there is Rekkem, part of the Belgian city of Menen. With this local community, a dialogue was opened in order to receive complaints regarding the noise generated by the plant, to communicate the actions in place to reduce its impact and to communicate each improvement recorded. Further specific action was subsequently taken.

After a direct study on noise sources, silencers on 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 reinstalled inside the facility.Additionally, most noisy equipment cannot be used during night times. As a result, evident noise reduction was recorded at the nearest point in the local village. Specially designed water cannons and wind-breakers have been installed in order to prevent dust spreading to the nearby village and surrounding area during major mineral movement operations or other operations that may generate dust. The system has proved to be effective even in windy conditions.

IMI FABI BRAZIL

The location of the Brumada site lies in a predominantly industrial area and is therefore not particularly sensitive to noise pollution. However the policy of noise and dust reduction is exactly the same as all the other IMI Fabi sites.

IMI Fabi Brazil has set up a CTGA committee (Environmental Assurance Technical Committee), composed of one representative from each sector of IMI Fabi Brazil. The committee has the responsibility of discussing and evaluating all environmental issues concerning the site.

IMI FABI AUSTRALIA

Noise is regularly monitored on site in order to keep it under control even during night-time. For the management of dust during transport activities, an agreement with Meekatharra County was made. The purpose of the agreement is to prevent and manage complaints that may come from local people, as well as to jointly manage common parts of the ruined roads, in particular during the rainy season.

IMI FABI SARDINIA

Sa Matta mine is located 2 km away from the closest village, while Su Venosu mine and Monte Nieddu plant are placed 4 km from the closest inhabited area. Due to these features and the ongoing projects of environmental restoration, no claims by stakeholders regarding visual and noise impact have been recorded over the years. In 2023, in the Sa Matta mine (*see also Chapter 4" The Sa Matta case" for further details*) investment was made to reduce the impact of cement preparation for structural reinforcement of the mine by cemented tailing backfill. A cement mixing plant was constructed nearby the mine allowing the use of waste rock from mining operations to be used as filler. This has eliminated the need to transport the cement by truck thus reducing traffic and consequential impact on the environment. The main source of vibration is associated with the use of explosives in the mine. Blasting is now carried out with new techniques that minimize the propagation of vibrations. Special measurement instruments have confirmed the effectiveness of the techniques. Dust is generated during the extraction of talc due to the nature of the activity itself. In order to properly manage this impact there are various practices in place: wetting of slopes and working areas and keeping stocks of talc covered.

IMI FABI USA

In terms of noise management, IMI Fabi US carried out noise measurement beyond compliance in order to respond to complaints coming from the surrounding local community. A silencer on equipment was then installed in order to reduce the noise as much as possible and lessen its impact on the local community. Noise is regularly monitored inside and outside the plant thanks to fixed monitors. Dust emissions from the plant are also monitored and nebulizers keep stock areas and service roads wet.

6.7
RESPONSIBLE WASTE MANAGEMENT

IMI Fabi Group commits to reducing any form of waste, trying to promote a system of reducing packaging , chemical agents and any other non-essential product in the production and sales chain.

With regards to waste management, IMI Fabi Group complies with all applicable laws and regulations, both at a national and international level. The kind of waste disposal used, the type of different waste recycling and collection are defined locally. In general, the Group gives priority to delivering its product in bulk wherever possible thus minimizing packaging materials. A certain portion however is delivered packaged. In order to optimise the re-use of these materials, IMI Fabi Group is part of various packaging recycling consortiums.

Constant monitoring of the quantities and methods of stockpiling waste is carried out by periodic inspections and sistematic checks on tidyness and cleanliness of the dedicated area.

These activities allow us to ensure:

Rapid updating of loading and unloading of waste and punctual collection by the suppliers responsible for waste disposal;

Checks on transport authorization and waste disposal permits carried out by the authorized plants involved

Laboratory analysis of the nature of dangerous and non dangerous waste material as envisaged by current legislation

These activities are part of an integrated approach in environmental management aimed at ensuring transparency, traceability and comformmity along all the waist disposall chain.

The production process does not create scrap therefore there is no industrial waste. The whole production process is designed to make full use of the raw material in the creation of finished products differing in degrees of purity level and consequent application. The only waste comes from maintenance and packaging activities. In maintenance the company has replaced the industrial oils previously used with non-toxic alternatives in order to reduce the environmental impact of generated waste. Waste management suppliers are evaluated every year using a standard company process. Documents certifying authorisation are checked at agreed regular intervals. This documentation is available to all personnel involved in supplier management.

None of the talc production involve hazardous waste. However, labs may generate waste that may be considered dangerous and that is treated according to local legislation (for example used lubricants which are handled by a specialist oil recovery consortium). All dangerous waste products produced and subsequently disposed of, whether transported in bulk or in packages are treated in compliance with local legislation. These waste products are also tracked using an internal register which records accurately quantities and movement.

During the course of the year 2024 IMI Fabi Brazil developed a project to re-utilize material which was previously destined for disposal with the aim of significantly reducing the amoount of waste material generated. Furthermore, a system to optimize the re-use of transport packaging for talc products destined to a Sao Paulo logistics firm was introduced.

6.8

RESPONSIBLE MANAGEMENT OF WATER RESOURCES

We operate globally, also in countries with water stressed areas. It is therefore crucial for us to monitor impacts on local water resources, invest in systems and solutions to mitigate these and ensure an appropriate and efficient management of this resource.

The primary sources of water withdrawal are stand-alone industrial water wells, the public water supply and other surface water sources. At IMI Fabi Group's production sites, water is primarily used for cooling. Another important use is in the production cycle of compacted products.

In order to optimize water and energy consumption, at many of the sites, process water used for cooling is re-circulated with conssequence in reduction of water withdrawals.

Water discharge may occur directly into surface water on into the sewage system. The water used in the production process, however, is released into the atmosphere as steam. Water consumption is monitored regularly and national/ regional figures are passed on to the Group management. Water withdrawal points and discharge points are both carefully monitored chemically and microbiologically at regular predetermined intervals. Inspection routines by qualified external labs are also revised internally by IMI Fabi.

Although each mine is unique and has its own specific characteristics, all IMI Fabi mines have a system that allows for water management protecting it from possible pollutants. An example of Brusada Ponticelli water-cycle system follows.

BRUSADA-PONTICELLI-VALBRUTTA MINE

The water-cycle system

1
Percolation Water (self-water catchment system)

The percolation water, resulting from the infiltration into the rock mass of the meteoric water and of the superficial flowing water, is captured in the mine through a mesh of drainage holes in order to regulate its inflow into the appropriate areas. Through the drainage holes, the percolation water is conveyed to areas distant from the work sites and directed into the channel which flows out of the mine. The return of the percolation water to the earth is then carried out through this canalization. The channelled water is periodically analysed in order to verify the absence of polluting substances. The chemical-physical characterization of the percolation water is assessed through samples taken in correspondence of the dripping points.

2
Drilling Water Management System

The hydraulic circuit supplying the drilling rigs consists of four tanks located on different levels, each equipped with a pumping station. These tanks supply water to the working sites for the perforation of the rock face in the various levels of the mine. The water is used to cool the drilling shafts and to remove cuttings from the bore. The perforation water, which is cloudy due to rock fragments, is pumped out into the mine chambers filled with waste rock . The water drains down through the waste rock and the suspended rock particles are filtered out. The clear water is drained away to tanks on different levels while any excess is directed towards a drainage channel out of the mine. The purification process of the perforation water is therefore totally mechanical and natural and reflects exactly what usually happens in Nature. The water in the tanks undergoes chemical-physical analysis every six months; the analysis is aimed at verifying the absence of impurities.

3
Waste water (general use)

The working facilities are equipped with toilets located, as far as the mines are concerned, in the workers' changing rooms. Sewage is collected in the septic tank. Underground, there are also toilets equipped with a wastewater collection tank. The disposal of all wastewater is carried out by a specialised authorized company. The sewage collection system, conveyance, treatment and discharge system comply with the requirements of all applicable rules and regulations and IMI Fabi is careful to promote the quality, safety and resilience of the area in which it operates.

WATER MANAGEMENT

IMI FABI S.P.A.

Water for domestic/sanitary use is taken from the aqueduct with consumption being measured by a meter. Water for industrial purposes, the principal use, is drawn from wells with consumption here too being monitored by a meter. The Postalesio plant is the major consumer given the nature of the machinery in use which requires large quantities of water. For this reason a further control system is used to measure daily consumption and the report produced is shared with all operatives who can intervene in the event of anomalies. The report is generated by automation/supervision software using the consumption data.

Over the years the company has always been committed to numerous projects for the reduction of environmental impact, integrating sustainability strategies and technological innovation. An ongoing plant upgrade has also led to optimized water consumption.

Starting from 2020 all investments and change analysis have been reported in conformity with QP -03-A2 management procedure and GQA-02-A1 operational procedure taking into account the 17 United Nations SDGs (Sustainable Development Goals) with particular reference to number 6 (Clean water and Sanitation), number 14 (Life below Water) and number 15 (Life on Land).

Various projects are underway such as:

Regular maintenance of drainage systems and meteoric and waste water treatment.

Periodic maintenance and cleaning operations necessary for the correct functioning of drainage systems.

Adequate cleaning of external areas affected by rainfall.

Periodic analysis of waste water.

IMI FABI AUSTRALIA

The water necessary for the Mount Seabrook talc mine is drawn from two main sources: a well which supplies fresh water and a lake created from mininig operations which supplies salt water. Once it has been used in the siving process the water is recycled via a filtration dam and subsequently reused in the plant or used to reduce dust transmission via nebulizers and water cannons. The water does not come into contact with surface water in any part of the process and the only discharge point is the main decanter. Water loss is mainly due to natural evaporation and discharge into the sceptic tank.

Over the last few years the use of ground water for the offices and camp has been drastically reduced thanks to a series of improvements aimed at preventing water -loss and dispersion.

These improvements include:

The installation of a tank and designated water system for the camp which has helped to reduce water loss.

The creation and supply of an area where cattle from neighboring farms may drink.

IMI FABI BRAZIL

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

In the Cabeceiras mine water is drawn from the Piraja river and used in the selection plant and other mining operations. In the offices and processing plant of Catiboaba water is supplied by third parties with most of it being recycled in the production process. The water used in the floatation process is recovered via the pressure filtration and re-used. Residual water is eliminated by evaporation. New investment has been made on a new filterpress to further increase the percentage of recycled water and consequently reduce energy consumption for the evaporation of residual water.

In the offices waste water is treated in aseptic tank and is utilized to irrigate the gardens near the offices. In the mine some water is used to dampen service roads in order to avoid dust caused by the passage HGVs.
IMI Fabi Brazil recycles approximately 90% of the water it uses. To reduce further water consumption needed for the cooling of the compressors chillers have been installed to replace the traditional evaporation cooling towers.

IMI FABI BELGIUM

Water for drinking, sanitary use and laboratories is drawn from the public water supply.

The waste water is discharged in the public water treatment plan. Water for dust control via a spray system is taken from the canal adjiacent to the plant. The waste water, once filtered through settling tanks is once more discharged back into the canal.

There is a system in place for a collecting/sedimentation tank for leaching rainwater. The sedimentation tanks are regularly checked and emptied. Recently the filtering system for surface water has been improved to ensure better filtering of suspended solids. An ongoing project is underway for a new rainwater collecting/sedimentation tank to which all the other existing tanks will be connected.

IMI FABI USA

Water is used in the plant for various production processes among which cooling of the compressors via cooling towers as well as other uses in the production cycle. The cooling towers are supplied with water drawn from a well. Other processes utilize water from the public water supply. The water used in the cooling towers is subsequently pumped into the sewers.In the Benwood plant in the USA a new air cooling plant was recently installed, which can function during the winter months without the use of water. To activate the dry operating function an advanced system of chemical treatment has been devised in collaboration with Veolia Water Technologies. Adopting this solution enables us to keep the heat exchangers clean and avoid continual water use also in the cold months of the year.

Thanks to this system the plant has achieved an annual reduction of approximately 88,500m3 as well as a 50% reduction in the chemical additives necessary for the protection of the cooling system.Significant benefits have also been obtained in operational efficiency, running costs and maintenance.

Recognising the technical excellence and the postive impact on the environment and safety, Imi Fabi LLC received two prestigious wards from Veolia Water Technologies:

The ‘Return on Environment ‘ awardfor the installation of a new system of cooling towers which resulted in a significant reduction in water consumption, operating costs and the use of chemical additives.

The ‘Saftey Star’ award for the improvements made to the chemical tanks which via a ‘hands-free’ system reduced chemical exposure of staff and external suppliers.

These awards represent a concrete example of IMI Fabi’s commitment towards its ESG pillars, promoting solutions that improve environmental performance and strengthen the safeguarding of health and safety both in the workplace and in the local community.

6.9
BIODIVERSITY

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

Mining activities may have direct and indirect impacts, which, if not adequately managed, can damage biodiversity. We know we have a responsibility to mitigate our activities' negative impacts on biodiversity and to invest in order to mitigate or eliminate them, so as to protect and preserve the environment and the local communities. IMI Fabi underlines its commitment to promoting behaviour compatible with its policies of sustainable development and to supporting a variety of projects aimed at the conservation of the territorial Biodiversity.

A Nature Trail, with an experimental site and didactic lab have been created in the area surrounding the Brusada-Ponticelli-Valbrutta mine as well as a new project to safeguard some rare indigenous species. The project has brought to light some interesting aspects of the local vegetation and morphology. This is another example of Imi Fabi's commitment to encouraging and sharing a sustainable culture with all stakeholders involved in the production process and to encourage awareness of the importance of biodiversity and conservation.

IMI FABI S.P.A.

In order to better comprehend the impact of underground mining activities on flora and fauna, measurements of the vibrations resulting from operations in the mine were carried out. The results of the analysis concluded that there were no adverse impacts on the surrounding biodiversity. Phytosociological research has identified four interesting species: Armeria alpina, Carex bicolor, Saxifraga rotundifolia and Sanguisorba dodecandra. Seeds from these species were collected and germinated in the laboratory of a nursery. Following germination the resulting species were then replanted to guarantee the conservation of their genetic heritage. In the plant nursery located near the Brusada- Ponticelli mine the plants were subsequently relocated in their natural environment in the surrounding area.

During the summer together with the Lanzada local administration IMI Fabi organized further guided tours of the mine. During this event many people had the oportunity to visit the underground sections of the mine. As well as discovering more about the production process visitors were also able to explore the 'Miners' Path' , an educational tour dedicated to the biodiversity in the area. Visitors were also able to observe how the natural environment, typically alpine, around the mine has been conserved. The area was used as grazing for some donkeys in the periods April to June and August to September. The donkeys' presence helped keep the grass in a perfect state no longer needing mooing. In this area too, 24 indigenous plants were relocated: 12 birch, 8 white alder, and 4 larch all typical local trees. These were planted to create a more harmonious visual effect in the surrounding area.

BEES

Brusada-Ponticelli mine hosts ten swarms of bees that are considered to be extraordinary social insects and to play an indispensable role in the ecosystems. In the mining context, bees can be useful to monitor air quality at the exit of the mine, as, in case of potentially worse air quality, the number of bees would be impacted, acting as a clear signal that something is wrong. Bees are also indispensable for the project concerning the reintroduction of alpine vegetable species present in the nursery. Thanks to this project, IMI Fabi is also able to produce honey. The honey produced in 2024 was given as a Christmas gift to employees and as a gift to clients during trade fairs.

Brazil has a specific plan at a national level which focuses on the regeneration of the areas negatively affected by the mining operations, In this plan, all revegetation procedures are described, including which native flora has to be reintroduced in the area to recover and preserve the local biodiversity.

IMI FABI SARDINIA

In the area near the Sa Matta mine a nature trail has been created for educational purposes. The path of the trail passes around a small pond near the mining site in an area between the mining activity and the natural ecosystem. Careful observation of the landscape, flora and fauna allowed a census of the most common indigenous species and the creation of illustrated panels describing the characteristics relevant to this environment thus giving added value to natural resources.

In Sa Matta the project of environmental restoration was approved in 2015 in occasion of the renewal of the mining license by Sardinia region. The project involves the restoration of the open-air pit site and of the storage areas. Four areas of intervention were identified with focus on the area with the greatest visual impact, with specific actions for water drainage and green land posing, seeding and the planting of new trees. In Su Venosu the project of environmental restoration was approved in 2006 and confirmed in 2021 in occasion of the renewal of the mining rights by Sardinia region.

One area of the pit was restored reclaiming various strips of land sawing and planting new trees. The main storage area is currently being seeded and planted with new trees and new green areas are being created.

Among the species that IMI Fabi planted in Sardinia are:

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

IMI FABI BRAZIL

Brazil has a specific plan at a national level which focuses on the regeneration of the areas negatively affected by the mining operations. In this plan, all revegetation procedures are described, including which native flora has to be reintroduced in the area to recover and preserve the local biodiversity.

MT. SEABROOK MINE - AUSTRALIA

In order to ensure the adequate safeguard of local biodiversity as well as the utmost safety for employees and people on site, IMI Fabi Mt Seabrook has a specific procedure on environmental protection, that provides information on the safe and correct method of dealing with native flora and fauna species found at Mt. Seabrook. Clearing scrubland, rehabilitation trials, fauna protection and how to treat dangerous and poisonous species are all included.
A flora and fauna survey was conducted to take a census of all species around the sites. A potentially protected flora specie was identified, as well as the presence of the peregrine falcon. On the premises it has become necessary to deal with weed infestation. The weeds spread from an area where the original vegetation is no longer present.

In particular 6 different types of weed were identified, all of which need to be treated appropriately. Currently a project is underway to reintroduce the previously existing vegetation in these areas. Dust emissions are controlled and managed via efficient means of suppression. The talc transported to the port could involve dust emission and potential negative impacts on fauna. To reduce this risk particular action was taken, including regular road maintenance, dust dampening, speed limits and general traffic regulation. This strategy has helped to minimize the environmental impact and conserve local biodiversity.


7

7 Appendix

7.1
SOCIAL GRI INDICATORS TABLES

According to our reporting methodology, region = site. The numbers are reported at the end of the reporting period (December 31, 2024) based on the headcount criterion.

Starting from the 2023 financial year, IMI Fabi implemented a digital platform to optimize the collection and monitoring of sustainability data, while ensuring greater accuracy and traceability. Introducing this system led to the revision of some calculation methods used in previous years.

Employees* (GRI 2-7)

	2024			2023			2022		
Total number of employees by gender	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Total number of employees	**298**	**45**	**343**	**293**	**45**	**338**	**292**	**40**	**332**

Total number of employees by geographic area	**2024**	**2023**	**2022**
Australia	5	5	7
Belgium	15	15	17
Brazil	119	125	122
Sardinia	23	22	22
SpA	139	133	127
USA	42	38	37

	2024					2023					2022		
Total number of employees by type of employment contract, gender and region	**Men**	**Women**	**Other**	**Not stated**	**Total**	**Men**	**Women**	**Other**	**Not stated**	**Total**	**Men**	**Women**	**Total**
Number of employees - of which Full Time	**296**	**35**	**0**	**0**	**331**	**292**	**35**	**0**	**0**	**327**	**290**	**32**	**322**
Australia	4	1	0	0	5	4	1	0	0	5	5	2	7
Belgium	13	1	0	0	14	13	1	0	0	14	15	1	16
Brazil	108	11	0	0	119	113	12	0	0	125	111	11	122
USA	35	7	0	0	42	30	8	0	0	38	32	6	38
Sardinia	22	0	0	0	22	21	0	0	0	21	21	0	21
S.p.A	114	15	0	0	129	111	13	0	0	124	106	12	118
Number of employees - of which Part Time	**10**	**2**	**0**	**0**	**12**	**1**	**10**	**0**	**0**	**11**	**1**	**9**	**10**
Australia	0	0	0	0	0	0	0	0	0	0	0	0	0
Belgium	0	1	0	0	1	0	1	0	0	1	0	1	1
Brazil	0	0	0	0	0	0	0	0	0	0	0	0	0
USA	0	0	0	0	0	0	0	0	0	0	0	0	0
Sardinia	1	0	0	0	1	1	0	0	0	1	0	0	0
S.p.A	9	1	0	0	10	0	9	0	0	9	1	8	9
Number of permanent employees	**289**	**43**	**0**	**0**	**332**	**284**	**43**	**0**	**0**	**327**	**277**	**40**	**317**
Australia	4	1	0	0	5	4	1	0	0	5	5	2	7
Belgium	13	2	0	0	15	13	2	0	0	15	14	2	16
Brazil	108	11	0	0	119	113	12	0	0	125	111	11	122
USA	35	7	0	0	42	30	8	0	0	38	32	6	38
Sardinia	23	0	0	0	23	21	0	0	0	21	21	0	21
S.p.A	106	22	0	0	128	103	20	0	0	123	94	19	113
Number of temporary employees (Fixed Term)	**9**	**2**	**0**	**0**	**11**	**9**	**2**	**0**	**0**	**11**	**14**	**1**	**15**
Australia	0	0	0	0	0	0	0	0	0	0	0	0	0
Belgium	0	0	0	0	0	0	0	0	0	0	1	0	1
Brazil	0	0	0	0	0	0	0	0	0	0	0	0	0
USA	0	0	0	0	0	0	0	0	0	0	0	0	0
Sardinia	0	0	0	0	0	1	0	0	0	1	0	0	0
S.p.A	9	2	0	0	11	8	2	0	0	10	13	1	14
Number of employees at non-guaranteed hours	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

* In addition to the data reported, which refer exclusively to employees, there are 146 not employee workers active during the reporting period (GRI 2-8).

New employee hires and employee turnover (GRI 401-1)

		2024			2023			2022		
Employees hired and terminated during the year by age group and gender	**u.m.**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Employees hired	n	27	4	31	20	5	25	22	2	24
Employees hired <30	n	14	2	16	8	4	12	7	1	8
Employees hired 31-50	n	12	2	14	11	1	12	8	1	9
Employees hired >50	n	1	0	1	1	0	1	7	0	7
Employees terminated	n	26	4	30	18	3	21	20	5	25
Employees terminated <30	n	5	1	6	4	0	4	4	2	6
Employees terminated 31-50	n	11	3	14	8	3	11	15	0	15
Employees terminated >50	n	10	0	10	6	0	6	1	3	4

		2024			2023			2022		
Turnover rate by gender	**u.m.**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Employees hired	n	27	4	31	20	5	25	22	2	24
Employees as of December 31	n	298	45	343	293	45	338	292	40	332
Positive turnover rate*	%	**9.1**	**8.9**	**9.0**	**6.8**	**11.1**	**7.4**	**7.5**	**5.0**	**7.2**
Employees terminated	n	26	4	30	18	3	21	20	5	25
Employees as of December 31	n	298	45	343	293	45	338	292	40	332
Negative turnover rate*	%	**8.7**	**8.9**	**8.7**	**6.1**	**6.7**	**6.2**	**6.8**	**12.5**	**7.5**

		2024				2023				2022			
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	16	14	1	31	15	9	1	25	8	9	7	24
Employees as of December 31	n	80	173	92	345	147	130	61	338	48	204	80	332
Positive turnover rate*	%	**20.0**	**8.1**	**1.1**	**9.0**	**10.2**	**6.9**	**1.6**	**7.4**	**16.7**	**4.4**	**8.8**	**7.2**
Employees terminated	n	6	14	10	30	8	8	5	21	6	15	4	25
Employees as of December 31	n	80	173	92	345	147	130	61	338	48	204	80	332
Negative turnover rate*	%	**7.5**	**8.1**	**10.9**	**8.7**	**5.4**	**6.2**	**8.2**	**6.2**	**12.5**	**7.4**	**5.0**	**7.5**

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

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

Health and safety training	u.m.	2024	2023	2022
Health and safety training	h	4,453	5,174	5,066
Total hours of training	h	12,665	10,321	11,534
Percentage of hours of health and safety training in total	%	35.2	50.1	43.9

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

Employees who are covered by an occupational health and safety management system	u.m.	2024	2023	2022
Employees covered	n	343	338	332
Total employees	n	343	338	332
Percentage of employees covered	%	100	100	100

Employees covered by the occupational health and safety management system subject to internal auditing	u.m.	2024	2023	2022
Employees covered	n	343	338	332
Total employees	n	343	338	332
Percentage of employees covered	%	100	100	100

Employees covered by occupational health a nd safety management system certified by external auditing	u.m.	2024	2023	2022
Employees covered	n	224	208	203
Total employees	n	343	338	332
Percentage of employees covered	%	65	62	61

GRI 403-9 | Work-related injuries (GRI 403-9)

Employees				
Injuries	**u.m.**	**2024**	**2023**	**2022**
Number of recordable work related injuries (including fatalities)	n	7	8	8
of which high-consequence work-related injuries (> 6 months of absence), excluding fatalities	n	0	1	1
of which fatalities	n	0	0	0
of which incidents en route (commuting incidents)	n	5	0	0

Hours worked	**u.m.**	**2024**	**2023**	**2022**
Total hours worked	h	612,083	643,345	656,093

Injury rates (Frequency indices) - 200,000 hours*	**u.m.**	**2024**	**2023**	**2022**
Number of recordable work related injuries (including fatalities)	%	2.3	2.5	2.4
of which high-consequence work-related injuries (> 6 months of absence), excluding fatalities	%	0	0.3	0.3
of which fatalities	%	0	0	0
of which incidents en route (commuting incidents)	%	1.6	0	0

Injury rates (Frequency indices) - 1,000,000 hours**	**u.m.**	**2024**	**2023**	**2022**
Number of recordable work related injuries (including fatalities)	%	11.4	12.4	12.2
of which high-consequence work-related injuries (> 6 months of absence), excluding fatalities	%	0	1.6	1.5
of which fatalities	%	0	0	0
of which incidents en route (commuting incidents)	%	8.2	0	0

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

Injuries	u.m.	2024	2023	2022
Number of recordable work related injuries (including fatalities)	n	0	2	3
of which high-consequence work-related injuries (> 6 months of absence), excluding fatalities	n	0	0	0
of which fatalities	n	0	0	0
of which incidents en route (commuting incidents)	n	0	0	0

Hours worked	u.m.	2024	2023	2022
Total hours worked	h	125,612	268,190	181,524

Injury rates (Frequency indices) - 200,000 hours*	u.m.	2024	2023	2022
Number of recordable work related injuries (including fatalities)	%	0	1.5	3.3
of which high-consequence work-related injuries (> 6 months of absence), excluding fatalities	%	0	0	0
of which fatalities	%	0	0	0
of which incidents en route (commuting incidents)	%	0	0	0

Injury rates (Frequency indices) - 1,000,000 hours**	u.m.	2024	2023	2022
Number of recordable work related injuries (including fatalities)	%	0	7.5	16.5
of which high-consequence work-related injuries (> 6 months of absence), excluding fatalities	%	0	0	0
of which fatalities	%	0	0	0
of which incidents en route (commuting incidents)	%	0	0	0

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

Work-related ill health (GRI 403-10)

Employees				
Work-related ill health	**u.m.**	**2024**	**2023**	**2022**
Number of deaths resulting from work-related ill health	n	0	0	0
Number of recordable cases of work-related ill health	n	0	0	0

Not Employees Workers who are not employees but whose work and/or workplace is controlled by the organization				
Work-related ill health	**u.m.**	**2024**	**2023**	**2022**
Number of deaths resulting from work-related ill health	n	0	0	0
Number of recordable cases of work-related ill health	n	0	0	0

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

Total number of training hours provided to employees by category	u.m.	2024	2023	2022
Administration	h	1,960	808	1,207
Commercial & Customer service	h	582	89	277
Industrial operations	h	4,793	4,546	5,627
Mining operations	h	2,994	2,870	2,290
Technical services	h	2,336	2,009	2,133
Total	**h**	**12,665**	**10,321**	**11,534**

Average hours of training provided to employees by category and gender	u.m.	2024	2023	2022
Administration	h/n	53.0	22.4	32.6
Commercial & Customer service	h/n	27.7	5.6	14.6
Industrial operations	h/n	30.9	28.6	37.8
Mining operations	h/n	48.3	44.2	37.5
Technical services	h/n	34.4	32.4	32.3
Men	h/n	36.6	30.9	34.2
Women	h/n	39.3	28.1	38.8
Average per employee	**h/n**	**36.9**	**30.5**	**34.7**

Total training hours provided to employees by type of training	u.m.	2024	2023	2022
Environment	h	2,536	2,665	2,742
Health and safety	h	4,453	5,174	5,299
Quality	h	5,299	2,401	3,410
Ethics (including cybersecurity)	h	377	81	83
Total	**h**	**12,665**	**10,321**	**11,534**

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

	2024			2023			2022		
Number of employees by category and gender	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Administration	21	16	37	20	16	36	20	17	37
Commercial & Customer service	9	12	21	5	11	16	9	10	19
Industrial operations	146	9	155	152	7	159	141	8	149
Mining operations	60	2	62	61	4	65	58	3	61
Technical services	63	5	68	55	7	62	62	4	66
Total	**299**	**44**	**343**	**293**	**45**	**338**	**290**	**42**	**332**

Percentage of employees by category and gender	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Administration	7.0	36.4	10.8	6.8	35.6	10.7	6.9	40.5	11.1
Commercial & Customer service	3.0	27.3	6.1	1.7	24.4	4.7	3.1	23.8	5.7
Industrial operations	48.8	20.5	45.2	51.9	15.6	47.0	48.6	19.0	44.9
Mining operations	20.1	4.5	18.1	20.8	8.9	19.2	20.0	7.1	18.4
Technical services	21.1	11.4	19.8	18.8	15.6	18.3	21.4	9.5	19.9

	2024				2023			
Number of employees by category and age group	**<30**	**30-50**	**>50**	**Total**	**<30**	**30-50**	**>50**	**Total**
Administration	5	18	14	37	5	21	10	36
Commercial & Customer service	4	7	10	21	2	7	7	16
Industrial operations	20	91	44	155	17	94	48	159
Mining operations	14	35	13	62	13	33	19	65
Technical services	14	31	23	68	11	38	13	62
Total	**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**
Administration	8.8	9.9	13.5	10.8	10.4	10.9	10.3	10.7
Commercial & Customer service	7.0	3.8	9.6	6.1	4.2	3.6	7.2	4.7
Industrial operations	35.1	50.0	42.3	45.2	35.4	48.7	49.5	47.0
Mining operations	24.6	19.2	12.5	18.1	27.1	17.1	19.6	19.2
Technical services	24.6	17.0	22.1	19.8	22.9	19.7	13.4	18.3

Other diversity indicators	2024		2023		2022	
Number and percentage of employees distinguished by other diversity indicators	**n**	**%**	**n**	**%**	**n**	**%**
Ethnic minority in whole organization	2	0.6	2	0.6	2	0.6
Ethnic minority in top executive positions (excluding boards of directors)	0	0.0	0	0.0	0	0.0
Disabled employees	8	2.3	9	2.7	8	2.4

* The reference to diversity in governance bodies is included in chapter 2 “Our Governance”

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

Complaints received and handled	u.m.	2024	2023	2022
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, evaluations impact and/or development programs		u.m.	2024	2023	2022
I	Social impact assessments, including impact assessments with respect to gender, based on participatory processes	n	0	1	0
II	Environmental impact assessments and ongoing monitoring	n	7	7	6
III	Public disclosures of the results of environmental and social impact assessments	n	5	5	2
IV	Local community development programs based on the needs of local communities	n	3	2	0
V	Stakeholder engagement plans based on the mapping of these	n	4	2	0
VI	Consultation committees open to the local community and processes that include vulnerable groups	n	0	0	0
VII	Works councils, occupational safety and health committees, and other worker representative bodies concerned with addressing impacts	n	2	2	1
VIII	Formal procedures for handling complaints from the local community.	n	3	2	2
Total		n	24	21	11

7.2
ENVIRONMENTAL GRI INDICATORS TABLES

Starting from the 2023 financial year, 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 led to the revision of some calculation methods used in previous years.

Energy consumption within the organization (GRI 302-1)

Fuel consumption within the organization from non-renewable sources by fuel type	u.m.	2024	2023	2022
Natural gas	Sm^3	7,254,872	7,066,543	5,945,987
Diesel	t	1,141	1,139	892
Gasoline	kg	6,842	7,354	6,870
GPL	t	799	847	787
Explosive	Kg	113,650	122,775	-

Fuel consumption within the organization from renewable sources by fuel type	u.m.	2024	2023	2022
Biofuels	t	0.5	0	0
Biomass	t	0	0	0

Consumption from purchase	u.m.	2024	2023	2022
Electricity consumption	kWh	84,122,696	83,447,783	87,150,534
from renewable sources	kWh	29,623,414	27,688,872	26,308,507
from non-renewable sources	kWh	54,499,282	55,758,911	60,842,028
Heating consumption	J	0	0	0
Cooling consumption	J	0	0	0

Consumption from self-production	u.m.	2024	2023	2022
Electricity consumption	kWh	13,409,803	19,342,748	12,864,795
from renewable sources	kWh	453,320	445,024	97,194
from non-renewable sources	kWh	12,956,483	18,897,724	12,767,601
Heating consumption	J	0	0	0
Cooling consumption	J	0	0	0

Reduction of energy consumption (GRI 302-4)

Reduction of energy consumption	u.m.	2024*	2023**	2022***
Achieved as a direct result of energy savings	MJ/ton	4.6	1.8	25.6
Achieved by efficiency initiatives	MJ/ton	103.1	520.9	502.1
Total	**MJ/ton**	**107.7**	**522.7**	**527.7**

* The KPI reflects the results of initiatives in IMI Fabi SpA and IMI Fabi Brazil. The reduction is calculated compared to the previous year.
** The KPI reflects the results of initiatives IMI Fabi SpA and IMI Fabi Australia. The reduction is calculated compared to the previous year.
***The KPI reflects the results of initiatives in IMI Fabi Brazil and IMI Fabi Australia. The reduction is calculated compared to the previous year.

Water withdrawal (GRI 303-3)

		2024		2023		2022	
Total water withdrawal by source	**u.m.***	**All areas**	**Water stressed areas**	**All areas**	**Water stressed areas**	**All areas**	**Water stressed areas**
Surface water (total)	m³ x 1000	24.6	0	23.7	0	24.9	0
Of which Freshwater (= 1.000 mg/l Total Dissolved Solids)	m³ x 1000	24.6	0	23.7	0	24.9	0
Of which Other water (> 1.000 mg/l Total Dissolved Solids)	m³ x 1000	0	0	0	0	0	0
Groundwater (total)	m³ x 1000	76	0	96	0	100.4	0
Of which Freshwater (= 1.000 mg/l Total Dissolved Solids)	m³ x 1000	76	0	86.5	0	92.7	0
Of which Other water (> 1.000 mg/l Total Dissolved Solids)	m³ x 1000	0	0	9.5	0	7.7	0
Seawater (total)	m³ x 1000	0	0	0	0	0	0
Of which Freshwater (= 1.000 mg/l Total Dissolved Solids)	m³ x 1000	0	0	0	0	0	0
Of which Other water (> 1.000 mg/l Total Dissolved Solids)	m³ x 1000	0	0	0	0	0	0
Produced water (total)	m³ x 1000	0	0	0	0	0	0
Of which Freshwater (= 1.000 mg/l Total Dissolved Solids)	m³ x 1000	0	0	0	0	0	0
Of which Other water (> 1.000 mg/l Total Dissolved Solids)	m³ x 1000	0	0	0	0	0	0
Third party water (total)	m³ x 1000	42.1	0	50.1	0.4	46.3	0
Of which Freshwater (= 1.000 mg/l Total Dissolved Solids)	m³ x 1000	42.1	0	50.1	0.4	46.3	0
Of which Other water (> 1.000 mg/l Total Dissolved Solids)	m³ x 1000	0	0	0	0	0	0
Total water withdrawal	**m³ x 1000**	**142.8**	**0**	**169.8**	**0.4**	**171.5**	**0**

* 1 m³ x 1000 = 1 ML

Water discharge (GRI 303-4)

		2024		2023		2022	
Total water discharge by destination	**u.m.***	**All areas**	**Water stressed areas**	**All a reas**	**Water stressed areas**	**All areas**	**Water stressed areas**
Surface water (total)	m³ x 1000	3.3	0	2.7	0	10.5	0
Of which Freshwater (= 1.000 mg/l Total Dissolved Solids)	m³ x 1000	3.3	0	2.7	0	10.5	0
Of which Other water (> 1.000 mg/l Total Dissolved Solids)	m³ x 1000	0	0	0	0	0	0
Groundwater (total)	m³ x 1000	2.9	0	2.6	0	6.2	0
Of which Freshwater (= 1.000 mg/l Total Dissolved Solids)	m³ x 1000	2.9	0	2.6	0	6.2	0
Of which Other water (> 1.000 mg/l Total Dissolved Solids)	m³ x 1000	0	0	0	0	0	0
Seawater (total)	m³ x 1000	0	0	0	0	0	0
Of which Freshwater (= 1.000 mg/l Total Dissolved Solids)	m³ x 1000	0	0	0	0	0	0
Of which Other water (> 1.000 mg/l Total Dissolved Solids)	m³ x 1000	0	0	0	0	0	0
Third party water (total)	m³ x 1000	3.9	0	4.0	0	1.7	0
Of which Freshwater (= 1.000 mg/l Total Dissolved Solids)	m³ x 1000	3.9	0	4.0	0	1.7	0
Of which Other water (> 1.000 mg/l Total Dissolved Solids)	m³ x 1000	0	0	0	0	0	0
Third-party water sent for use to other organizations	m³ x 1000	0	0	0	0	0	0
Total water discharge	**m³ x 1000**	**10.1**	**0**	**9.4**	**0**	**18.4**	**0**

Water consumption** (GRI 303-5)

		2024		2023		2022	
Water consumption	**u.m.***	**All areas**	**Water stressed areas**	**All areas**	**Water stressed areas**	**All areas**	**Water stressed areas**
Total water withdrawal	m³ x 1000	142.8	0	169.8	0.4	171.5	0
Total water discharge	m³ x 1000	10.1	0	9.4	0	18.4	0
Total water consumption	m³ x 1000	**132.6**	**0**	**160.4**	**0.4**	**153**	**0**
of which evaporated water	m³ x 1000	120.1	0	140.8	0	143	0

* 1 m³ x 1000 = 1 ML

** Starting from 2024, in line with GRI guidelines, water consumption is calculated as the difference between the volume withdrawn and the volume discharged (automatic subtraction of withdrawal–discharge). This methodological update led to a revision of the 2023 and 2022 data to ensure comparability with the 2024 data.

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

Direct GHG emissions (Scope 1)	u.m.	2024	2023
Natural gas	tCO2eq	14,622.5	14,118.1
Diesel (electricity generation + transportation + heating)	tCO2eq	3,699.8	3,801.5
Gasoline (company cars)	tCO2eq	34.6	23.0
GPL (company cars)	tCO2eq	2,388.2	2,606.4
Explosive	tCO2eq	20.1	21.8
Total - Scope 1	**tCO2eq**	**20,765.2**	**20,570.8**

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

Indirect Emissions (Scope 2)	u.m.	2024	2023
Electricity from the grid – location-based	tCO2eq	20,662.7	24,756

Total GHG emissions

	u.m.	2024	2023
Tot. Emissions (Scope 1 + Scope 2)	tCO2eq	41,427.9	45,326.4
Emissions reduction	tCO2eq	-8.60%	

Waste generated (GRI 306-3)

	2024		2023		2022	
Waste composition	tons generated	%	tons generated	%	tons generated	%
Paper/cardboard	2.3	0.4	4.2	0.6	4.8	0.8
Metal	102	16	166.9	25	125	21.9
Plastic	10.5	2	13.4	2	18.6	3.3
Used oil	30.6	4.8	11.5	1.7	8.4	1.5
Wood	51	8	10	1.5	11.5	2
Glass	0	0	0.6	0.1	0	0
Other	427.1	67.5	456.7	68.3	399.4	70
Hazardous waste (batteries, used LEDs, etc.)	9.7	1.5	5.1	0.8	2.8	0.5
Total waste generated	**632.8**	**100**	**668.3**	**100**	**570.6**	**100**

* The organizational Carbon Footprint (Scope 1+2) is calculated in accordance with the UNI ISO 14064-1 standard. The conversion factors are aligned with the ISPRA, DEFRA, and IPCC databases. The 2023 figures have also been recalculated based on the new methodology, which differs from what was published last year.

** The organizational Carbon Footprint (Scope 1+2) is calculated in accordance with the UNI ISO 14064-1 standard. The conversion factor is aligned with the Ecoinvent 3.10 database. The 2023 figures have also been recalculated based on the new methodology, which differs from what was published last year.

Waste diverted from disposal (GRI 306-4)

Waste composition	u.m.	2024	2023	2022
Paper/cardboard	t	2.2	4.2	4.8
Metal	t	101.9	164.9	127.5
Plastic	t	30.5	13.4	18.6
Used oil	t	9.9	9.7	6.8
Wood	t	24	10	11.5
Glass	t	0	0.6	0
Other	t	74.2	84.9	99.8
Hazardous waste (batteries, used LEDs, etc.)	t	3.9	3.7	0.7
Total waste directed to recovery	**t**	**246.9**	**291.4**	**269.7**

		2024			2023			2022		
Hazardous waste by type of recovery	u.m.	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
Reuse	t	0	0.4	0.4	0.8	0.8	1.6	0	0	0
Recycling	t	0	7.5	7.5	0	8.8	8.8	0	2.2	2.2
Composting	t	0	0	0	0	0	0	0	0	0
Recovery including energy recovery	t	0	4.7	4.7	0	0	0	0	0	0
Total Weight	**t**	**0**	**12.7**	**12.7**	**0.8**	**9.6**	**10.4**	**0**	**2.2**	**2.2**

Non-hazardous waste by type of recovery	u.m.	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
Reuse	t	16.2	0	16.2	29	31.9	60.9	0.0	0.2	0.2
Recycling	t	30.7	91.1	121.8	0	237.8	237.8	0	90.1	90.1
Composting	t	0	0	0	0	0	0	0	0	0
Recovery including energy recovery	t	0	71	71	0	0	0	0	0	0
Total Weight	**t**	**46.9**	**162.1**	**209**	**29**	**269.7**	**298.7**	**0**	**90.3**	**90.3**

Disposed waste (GRI 306-5)

Waste composition*	u.m.	2024	2023	2022
Paper/cardboard	t	0	n.d.	n.d.
Metal	t	0	n.d.	n.d.
Plastic	t	0	n.d.	n.d.
Used oil	t	0.3	n.d.	n.d.
Wood	t	26	n.d.	n.d.
Glass	t	0	n.d.	n.d.
Other	t	352.9	n.d.	n.d.
Hazardous waste (batteries, used LEDs, etc.)	t	5.7	n.d.	n.d.
Total waste for disposal	**t**	**385.4**	**374.1**	**306.1**

		2024			2023			2022		
Waste for disposal broken down by disposal methods**	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 processors	t	6	379.3	385.4	2.2	371.9	374	3.8	309.6	313.5

* The waste-composition categories were added for FY 2024 reporting.
** The waste disposal process is entrusted to authorized third parties in accordance with regulations. This category includes various types of treatment (e.g., incineration, landfill).


WA200
PC 22


WM1
Kapriol

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 2024 - 31st December 2024**
GRI 1 used	**GRI 1 - Reporting principles 2021**
Applicable GRI Sector Standards	**GRI 14: Mining Sector 2024 published in 2024 and valid from 2026**

GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General Disclosure					
GRI 2: General Disclosure 2021	**1. The organization and its reporting practices**				
	2-1 Organizational details	1. Introduction: Methodological note / 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 Information restatement	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 well by 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 2024 - 31st December 2024**
GRI 1 used	**GRI 1 - Reporting principles 2021**
Applicable GRI Sector Standards	**GRI 14: Mining Sector 2024 published in 2024 and valid from 2026**

GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General Disclosure					
GRI 2: General Information 2021	**3. Governance**				
	2-9 Governance structure and composition	2. A history of innovation: our governance			
	2-10 Appointment and selection of senior management	/	All 2 - 10	Information unavailable/ Incomplete	Due to time constraints the company preferred to focus on the disclosure of other KPIs
	2-11 Highest Governance body	2. A history of innovation: Our governance			
	2-12 Role of the highest governance body in the supervision of impact management	2. A history of innovation: Our governance			
	2-13 Delegation of responsibility for managing impacts	2. A history of innovation: Our governance			
	2-14 Role of the highest governance body in the sustainability reporting	2. A history of innovation: Our governance			
	2-15 Conflicts of interest	/	All 2 - 15	Information unavailable/ Incomplete	Due to time constraints the company preferred to focus on the disclosure of other KPIs
	2-16 Communication of critical concerns	/	All 2 - 16	Information unavailable/ Incomplete	Due to time constraints the company preferred to focus on the disclosure of other KPIs
	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/ Incomplete	Due to time constraints the company preferred to focus on the disclosure of other KPIs

Statement of use	**IMI Fabi has reported in accordance with the GRI Standards for the period 1° January 2024 - 31st December 2024**
GRI 1 used	**GRI 1 - Reporting principles 2021**
Applicable GRI Sector Standards	**GRI 14: Mining Sector 2024 published in 2024 and valid from 2026**

GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General Disclosure					
GRI 2: General disclosures 2021	**3. Governance**				
	2-19 Remuneration policies	/	All 2-19	Information Not available/ incomplete	Due to time constraints the company preferred to focus on the disclosure of other KPIs
	2-20 Process to determine remuneration	/	All 2-20	Information Not available/ incomplete	Due to time constraints the company preferred to focus on the disclosure of other KPIs
	2-21 Annual total/ compensation ratio	/	All 2-21	Information Not available/ incomplete	Due to time constraints the company preferred to focus on the disclosure of other KPIs
	4. Strategy, policies and practices				
	2-22 Statement on sustainable development strategy	2. A history of innovation: Who we are - our history/ 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 Process to mitigate negative impacts	4. Being a supplier of choice/ 5. Doing our 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 2024 - 31st December 2024**
GRI 1 used	**GRI 1 - Reporting principles 2021**
Applicable GRI Sector Standards	**GRI 14: Mining Sector 2024 published in 2024 and valid from 2026**

GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General Disclosure					
GRI 2: General Information 2021	**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 our 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			
	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 our 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 analysis			
	3-2 List of material topics	3. Our sustainability journey: Materiality analysis			

Statement of use	**IMI Fabi has reported in accordance with the GRI Standards for the period 1° January 2024 - 31st December 2024**
GRI 1 used	**GRI 1 - Reporting principles 2021**
Applicable GRI Sector Standards	**GRI 14: Mining Sector 2024 published in 2024 and valid from 2026**

GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Recovery of talc from waste rock					
GRI 3: Material Topics 2021	3-3 Management of material topics	6. Caring for the environment: Recovery of talc from waste rock + Appendix			
Energy efficiency and emissions (GHG) and impacts of climate change					
GRI 3: Material Topics 2021	3-3 Management of Material topics	6. Caring for the environment: Energy efficiency and GHG emissions			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	6. Caring for the environment: Energy efficiency and GHG emissions + Appendix			
	302-4 Reduction of energy consumption	6. Caring for the environment: Energy efficiency and GHG emissions + Appendix			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	6. Caring for the environment: Energy efficiency and GHG emissions + Appendix			
	305-2 Energy indirect (Scope 2) GHG emissions	6. Caring for the environment: Energy efficiency and GHG emissions + Appendix			
Environmental impact from transportation					
GRI 3: Material Topics 2021	3-3 Management of material topic	6. Caring for the environment: Environmental impact from transportation			

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Applicable GRI Sector Standards	**GRI 14: Mining Sector 2024 published in 2024 and valid from 2026**

GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Responsible management of water resources					
GRI 3: Material Topics 2021	3-3 Management of Material topics	6. Caring for the environment: Responsible management of water resources			
GRI 303: Water and effluents 2018	303-1 Interaction with water as a shared resource	6. Caring for the environment: Responsible management of water resources			
	303-3 Water withdrawal	6. Caring for the environment: Responsible management of water resources + Appendix			
	303-4 Water discharge	6. Caring for the environment: Responsible management of water resources + Appendix			
	303-5 Water consumption	6. Caring for the environment: Responsible management of water resources + Appendix			
Local impact and pollution					
GRI 3: Material Topics 2021	3-3 Management of material topics	6. Caring for the environment: Local impact and pollution			

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GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION		
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Protection of local biodiversity and territory					
GRI 3: Material Topics 2021	3-3 Management of Material topics	6. Caring for the Environment: Biodiversity			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	6. Caring for the Environment: Biodiversity			
	304-2 Significant impacts of activities, products and services on biodiversity	6. Caring for the Environment: Biodiversity			
	304-3 Habitat protected or restored	6. Caring for the Environment: Biodiversity			
	304-4 IUCN Red List Species and national conservation list Species with habitats in areas affectd by operations	6. Caring for the Environment: Biodiversity			
Systems of environmental control and management					
GRI 3: Material Topics 2021	3-3 Management of material topics	4. Being a supplier of choice: IMI Fabi integrated management systems			
Responsible Management of Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	6. Caring for the Environment: Responsible management of waste			

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Responsible Management of waste					
GRI 306: Waste 2020	306-1 Waste generation and significant wasterelated impacts	6. Taking care of the Environment: Responsible management of waste + Appendix			
	306-2 Management of significant waste - Related impacts	6. Taking care of the Environment: Responsible management of waste + Appendix			
	306-3 Waste generated	6. Taking care of the Environment: Responsible management of waste + Appendix			
	306-4 Waste diverted from disposal	7. Appendix			
	306-5 Waste directed to disposal	7. Appendix			
Social Equity, diversity and inclusion					
GRI 3: Material Topics 2021	3-3 Management of material topic	5. Doing our well by our People and Local Communities: Our people - Career management, workers' wellbeing, diversity and inclusion			
GRI 2: General Disclosure 2021	2-7 Employees	7.Appendix			
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	2. A history of innovation: Our governance + Appendix			
GRI 406: Non discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	5. Doing well by our People and Local Communities: Our People - Career management workers' wellbeing, diversity and inclusion + Appendix			

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GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION		
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Relations with local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	5. Doing well by our People and Local Communities: Our local communities			
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessment and development programs	5. Doing well by our People and Local Communities: Our local communities + Appendix			
	413-2 Operations with significant, actual and potential, impacts on local communities	5. Doing well by our People and Local Communities: Our local communities			
Human Rights, workers rights and social dialogue					
GRI 3: Material Topics 2021	3-3 Management of material topic	5. Doing well by our People and Local Communities: Our People - Human and workers right			
GRI 2: General Disclosure 2021	2-30 Collective Bargaining agreements	5. Doing well by our People and Local Communities: Our People - Human and workers right			
Carreer management					
GRI 3: Material Topics 2021	3-3 Management of Material topics	5. Doing well by our People and Local Communities: Our people - Career' management, employees' wellbeing diversity and inclusion			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	7. Appendix			

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Career management					
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	7. Appendix			
	404-2 Programs for upgrading employee skills and transition assistance programs	5. Doing well by our People and Local Communities: Our People - Career' management, workers' wellbeing, diversity and inclusion			
Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	5. Doing well by our People and Local Communities: Our People - Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	5. Doing well by our People and Local Communities: Our People - Health and Safety			
	403-2 Hazard identification, risk assessment and incident investigation	5. Doing well by our People and Local Communities: Our People - Health and Safety			
	403-3 Occupational health and safety	5. Doing well by our People and Local Communities: Our People - Health and Safety			
	403-4 Worker participation, consultation and communication on occupational health and safety	5. Doing well by our People and Local Communities: Our People - Health and Safety			

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Occupational Health and Safety					
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	5. Doing well by our People and Local Communities: Our people - Health and Safety + Appendix			
	403-6 Promotion of worker health	5. Doing well by our People and Local Communities: Our people - Health and Safety			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5. Doing well by our People and Local Communities: Our people - Health and Safety			
	403-8 Workers covered by an occupational health and safety management system	5. Doing well by our People and Local Communities: Our people - Health and Safety + Appendix			
	403-9 Work related injuries	7. Appendix			
	403-10 Work related ill health	7. Appendix			
Workers' wellbeing					
GRI 3: Material Topics 2021	3-3 Management of Material topics	5. Doing owell by our People and Local Communities: Our People - Career Management, Workers' Well-being, Diversity and Inclusion			
GRI 401: Employment 2016	401-2 Benefits foreseen for full time employee but not for part time employees or employees with a contract for a fixed time	5. Doing well by our People and Local Communities: Our People - Career Management, Workers' Well-being, Diversity and Inclusion			

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Ethical and transparent business management					
GRI 3: Material Topics 2021	3-3 Management of Material topic	4. Being a supplier of choice: Ethical and transparent business management			
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			
	205-2 Communication and training about antic-corruption policies and procedures	/	All 205 - 2	Information unavailable/ incomplete	The company is working on the development of this theme
	205-3 Confirmed incidents of corruption and actions taken	4. Being a supplier of choice: Ethical and transparent business management			
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti trust and monopoly practices	4. Being a supplier of choice: Ethical and transparent business management			
Responsible management of Mines' life					
GRI 3: Material Topics 2021	3-3 Management of Material topics	4. Being a supplier of choice: The Mine - a Responsible Life Cycle			
ESG Governance and Identity					
GRI 3: Material Topics 2021	3-3 Management of Material topics	4. Being a supplier of choice: Our ESG Governance			

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ESG Governance and Identity					
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 Management of the supply chain					
GRI 3: Material Topics 2021	3-3 Management of material topics	5. Doing well by our People and Local Communities: Our suppliers			
GRI 2: General Disclosure 2021	2. Activities and workers	2. A history of innovation: Strategy and business model/ One mineral, a world of products / 5. Doing well by our People and Local Communities: Our suppliers			
Value Creation and Company resilience					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	3. Our Sustainability Journey: Who we are - Our History, identity/ Purpose and values			
GRI 2: General Disclosure 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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GRI STANDARD	DISCLOSURE	REFERENCE	OMISSION		
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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			
Quality of talc and customer satisfaction					
GRI 3: Material Topics 2021	3-3 Management of material Topics	4. Being a supplier of choice: A customer - centred approach			

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