tune in to innovation

IMI Fabi Sustainability Report 2023

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Introduction

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Letter to stakeholders

Dear Stakeholder,

2023 marks IMI Fabi's second sustainability report in a year that has seen both commitment and growth for the whole Group despite a complex backdrop of international tensions and a complex financial scenario.

The Group's activities have followed the guidelines laid down by the three major pillars of our Sustainability strategy: protecting the environment, being a supplier of reference in the talc market and promoting best practices for our staff and local communities. Particular attention has been given to protecting talc reserves and assuring responsible use of resources. Thanks to significant investment and innovation in the flotation process, our Brazilian products have seen a major increase in the amount of mineral recovered from waste rock in finished product. The percentage of talc coming from this recycling process has increased from 20% to 60% per product unit. In terms of water consumption and emissions, the process now has a lower impact on the environment.

The Sa Matta mine in Sardinia boasts elevated talc purity in the heart of Europe and is now one of the few working talc deposits in the continent and thus requires careful management. The method of mining via cemented tailings backfill enables us to extract all the talc present in the deposit. Throughout 2023 major investment was made to reduce the environmental impact of cement preparation by creating locally a concrete production plant. This meant we were able to use the rock from mining operations as an aggregate and avoid the constant transit of cement mixers which had been necessary when the concrete was produced elsewhere.

The USA plant of Benwood (Ecovadis gold medal award winner) has been equipped with two new eco-hybrid cooling towers which are capable of running for six months of the year without water. Apart from the reduction in water consumption the new plant needs only half the chemical additives required the plant was also awarded two prizes in 2024 by Veolia: one regarding safety and the other for the environment. The La Brusada-Ponticelli-Valbrutta mine has seen the addition of a second electric loader and a new low emission dumper in order to improve working conditions in the tunnels. The Group's goal is to move towards a more intensive use of hydro-electric power for its plants making it possible to dramatically reduce indirect emissions. IMI Fabi Brazil has carried out a working conditions survey, open to all its employees, in order to highlight critical areas in which improvements can be made to the working environment. The survey, very well received and with high participation, also led to improvements in communication on sustainability issues thanks to the publication of a newsletter.

Our commitment does not stop here. There is still much to do. In 2024 we will publish our first Sustainability Plan and we will continue to invest in innovation in order to improve our ESG performance and consolidate the creation of values for all our stakeholders. We will continue to work with determination, strengthening each day our ESG identity in line with our Purpose: to harmonize the Earth and Industry, to foster social evolution and ensure our actions represent a safe choice both for our people and the communities in which we work.

Corrado Fabi

CEO IMI Fabi Group

Methodology Notes

This document, approved by the IMI Fabi board of directors in September 2024, is the company's second 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 2023 financial year (Jan 1st - Dec 31st) and, where available, comparative data from 2022 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 in the report.

- ESG Director:
  Mario Mondonico
  (mario.mondonico@imifabi.com)

- Reference points for each local team and inter-departmental ESG:

  . Australia: **Matteo Crottogini**
  (matteo.crottogini@imifabi.com)

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Highlights FY 2023

Social

Over 30
hours of training
on average given to each employee globally

90% of the Parent Company's suppliers
have signed the Supplier Code of Conduct

42% ESG rating
Key Group suppliers

Environmental

60%
Waste talc recovered in Brazil
thanks to investment in the flotation process

Renewed commitment towards clean energy sources
a second electric loader installed and a new low- emission dumper added

Scope 3 mapping initiated
for transporters upstream and downstream of the parent company's site value chain

Governance

68/100
Ecovadis Performance
+15% in the last three years consolidating our silver medal status

Adoption of a digital ESG data system
to boost the collection and traceability of KPIs

ISO 22000-2018 on Food Safety
obtained for the Brazilian Plant

A History of Innovation

2

Who we are

Our history and our identity

IMI Fabi: a company firmly orientated towards the international scenario and the only mining group in the world dedicated solely to talc production.

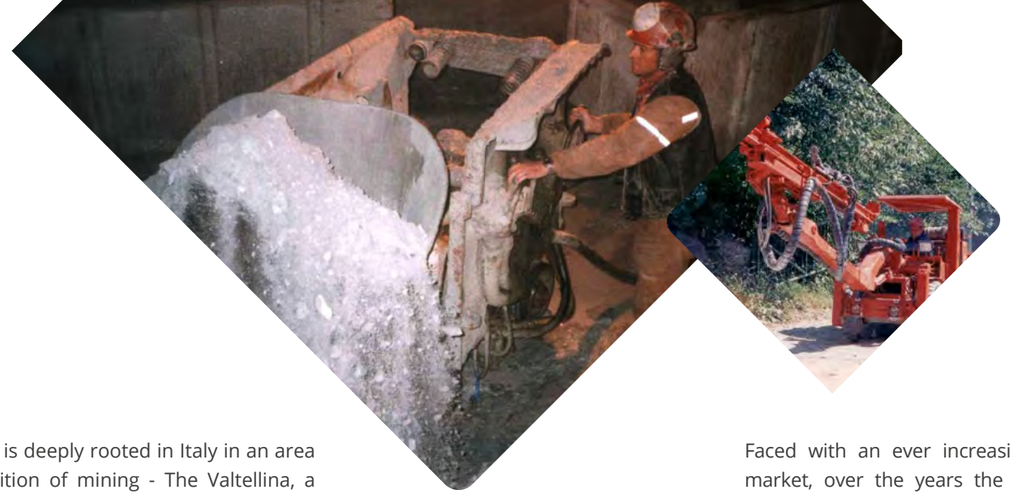
On a global scale, IMI Fabi offers a wide range of high-quality products at competitive prices.

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.

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, one of IMI Fabi's top priorities has always been that of maintaining the high quality of its products and ensuring that exporting globally did not alter either the quality or the specific characteristics of the original product.
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.

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**

Today

At an international level, IMI Fabi has firmly consolidated its name in the global marketplace and is a symbol of quality and professionality in many different markets. The brand's major asset is innovation.

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 Vision

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

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 Values

Quality

A high performance product at a competitive price

Innovation

Research and Development for our clients

Sustainability

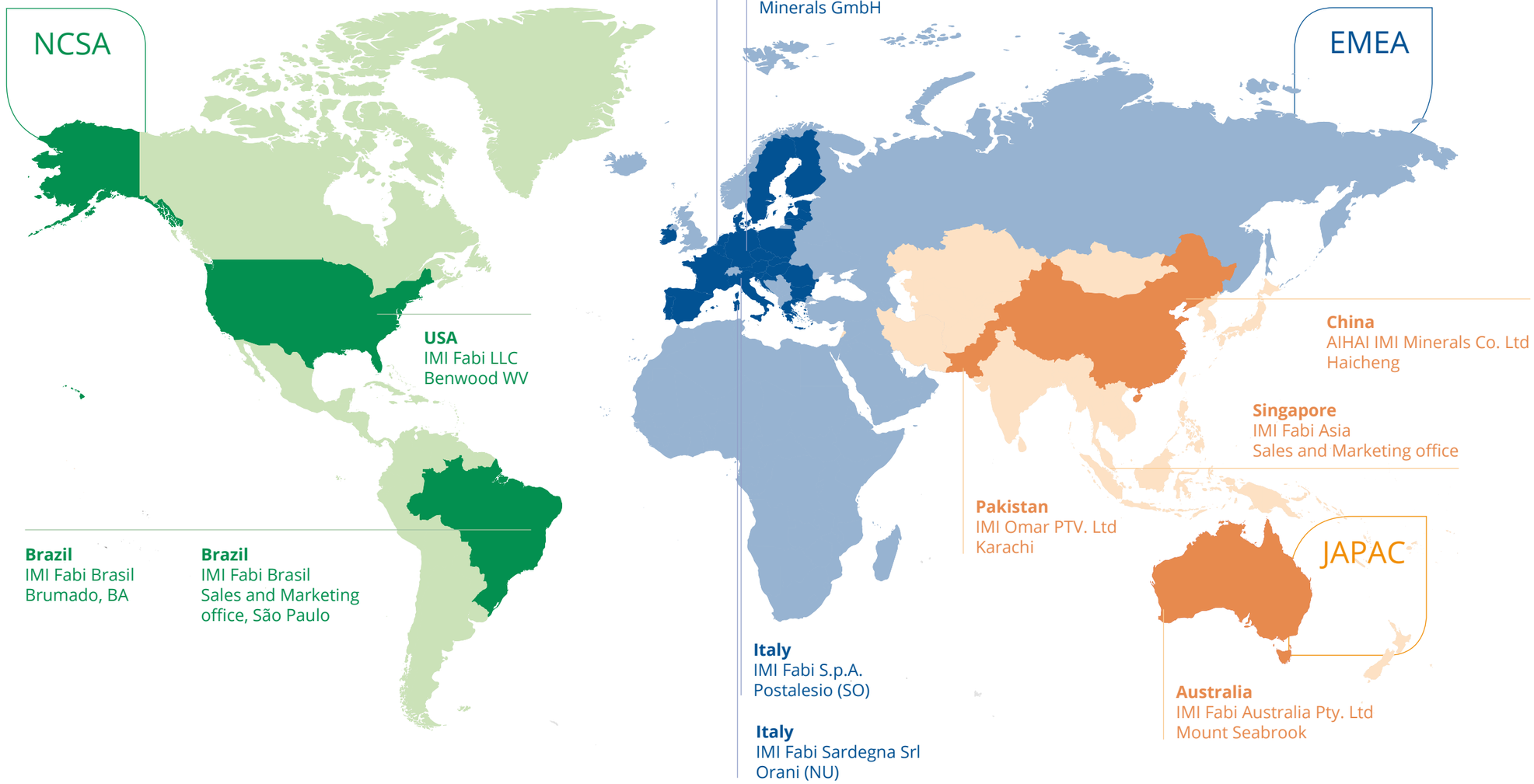
Strategic decisions are evaluated primarily in terms of sustainability

The World Group

The map shows IMI Fabi sites around the world, production plants and mining operations.

The mining operation in Valmalenco, Lombardy, is the third largest European talc producer and the first in Italy in terms of volume and turnover.

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.



Where we are

Italy
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 ad 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 steatitic talc extracted from the Brusada-Ponticelli mine.

Number of employees:
133

Main industries supplied:
POLYMERS, PAPER, ANIMAL FEED, FILLERS, PAINTS AND COATINGS

Italy
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, and 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:
22

Main industries supplied:
PAPER PAINTS AND PLASTICS, CERAMIC

Brazil
Bahia

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

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

Number of employees:
125

Main industries supplied:
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:
38

Main industries supplied:
POLYMERS, PAINTS, RUBBER, LIFE SCIENCE (COSMETICS, PHARMACEUTICALS, FOOD STUFFS)

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 (Brazil). The Administration Centre for North America is located at the Benwood Plant in West Virginia.

Strategy and business model

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 technique 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 recoup raw material from material which once upon a time would have been considered sterile rock. The re-treatment of mining waist is essential if we are to limit the Group's impact on the environment and develop new business models and commercial solutions.

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 in improving the amount of recovered waste in order to supply products with improved performance

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 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.

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 of 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 and has good electrical and thermal isolating 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 was carried out essentially manually but which now is 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.

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:

Mines and IMI Fabi processing sites
- in Europe, North America and Asia - are able to guarantee long term supplies to our client 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.

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.

Our Governance

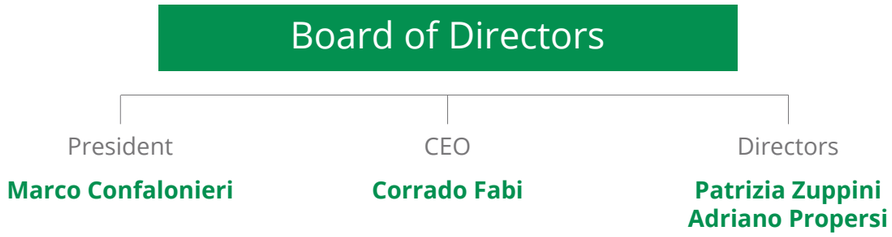
The corporate governance structure of IMI Fabi is based on the Company Board, a Supervisory Body and an Audit Committee.

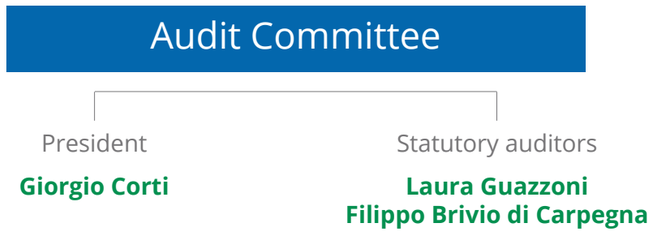
The link between the Board of Directors and the group is the CEO reporting to whom are the ESG Director and the Director responsible for Quality, Health and Safety, Environment and Energy.

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 e 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 Board of Directors 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 ESG **(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. Contemporarily a structured process was initiated to include ESG evaluation to the Group's investments both in the parent company and in plants abroad.

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.

Group strategy and related goals are transferred to the various business divisions and operational departments highlighting the company's mission and how to achieve it.

In order to strengthen the governance of non financial data in 2023 a system of quantitative and qualitative data collection was introduced.

Risk Assessment and Internal Control Systems

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.

Specific risk assessment procedures with regards to health and safety, environment and activity related risks are in place alongside a structure process of change management.

Local policies for example include 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: they should all abide by the rules of the internal control system which has been approved by the Board of Directors of the parent company.

The Group has also adopted specific policies on:
Health and Safety Policy
Environment Policy
Sustainability Policy
Food Policy

Our Sustainability Journey

3

Sustainability in IMI Fabi

The magazines we read, the polymers in our cars and houses, the paints we use and the tiles we walk on are just some of the products that talc enhances. In a world where the demands for minerals is constantly growing, IMI Fabi Group can play a key role to address the current and perspective environmental and social challenges bringing together as our Purpose states, the earth and industry in a responsible manner. We see sustainability as for and foremost a responsible use of natural resources, to help maintain available mineral deposits for future generations through sustainable mining activities.

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 heart of IMI Fabi's conduct and it is only through sustainability that we can evaluate strategic leverage.

We are well aware that the sustainability journey is a never ending journey to be shared with our suppliers, partners, employers and the community in which we operate through long term decision that create value for our stakeholders.

Sustainability for us
is a story of passion,
perseverance and trust.
We act with integrity and
make choices that look
to the future.

Stakeholder engagement

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

We, at IMI Fabi Group, recognise that we have a direct responsibility towards our Customers, Employees, Suppliers, Local Communities and all our other Stakeholders, to keep creating value through a purposeful, resilient and agile way of doing business.

An active listening and dialogue with our stakeholder have always been crucial for us to understand their needs, their interests and their expectations.

Engagement channels

Clients	Fairs, phone contacts, video conferences, planned visits, dedicated customer service, customer satisfaction, complaints' channel, involvement in ESG projects (EcoVadis, Sedex, Carbon Footprint, LCA)
Employees	Meetings, surveys, individual development plans, trainings, 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, join value creation, 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 (US Essential Minerals Association), 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).

Materiality Analysis

In 2022, IMI Fabi Group conducted its first materiality assessment to identify all ESG topics which:

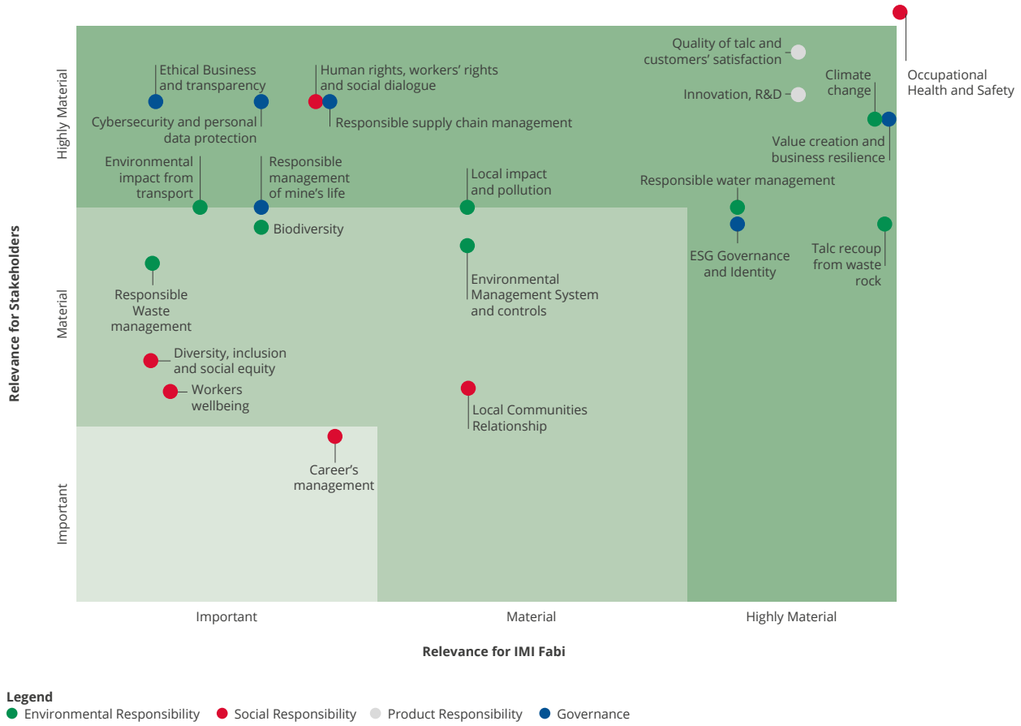
- reflect the most significant economic, social and environmental impacts that the organisation has on the people, the society and the environment.

- trigger financial 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 had 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 subjects 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.



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 risks 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

Participation of employees

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's notice board

The survey, coordinated by the ESG director, was anticipated 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 to the sustainability journey.

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. These pillars 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 due to be published in 2024.

The Strategic Topics of the ESG pillars

- 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 i**nnovation 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

- **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.

- Guaranteeing sustainable management and an efficient use of natural resources through **the recoup of talc from waste rock**
- **Mitigating the environmental impacts 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

The re-classification of the material topics under the three pillars

- ESG Governance and Identity
- Ethical and transparent business management
- Value creation and company's resilience
- Cybersecurity and personal data protection
- Innovation, research and development
- Talc Quality and Customer Satisfaction
- Responsible management of the mine life-cycle

- Health and safety on 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

- Energy efficiency and emissions (GHG) & physical impacts 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

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.

This is also why the IMI Fabi Group has implemented a process through which each project implemented during the year is then linked to one or more Sustainable Development Goals to which it may contribute.

Nel 2023, a total of 54 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 5 (Gender equality) 6 (Clean Water and Sanitation) 7 (Affordable and Clean Energy), 13 (Climate Action), 15 (Life on Land) 14 (underwater life) and 15 (Life on Earth).

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.

Material Topics and Impact on SDGs

The following table links our Materiality Analysis to the United Nations Sustainability and Development Goals:

Dimension	Topic	Description	SDGs
Environmental	Recoup of Talc from waste rock	Responsible use of Natural resources; Extension of mine life circle; Business continuity	9 Industry, Innovation and Infrastructure; 12 Responsible Consumption and Production
	Energy efficiency and emissions (GHG); Impacts of climate change	Energy efficiency; Management of GHG emissions; Impacts of climate change	7 Affordable and Clean Energy; 8 Decent Work and Economic Growth; 12 Responsible Consumption and Production; 13 Climate Action
	Environmental impacts from transportation	Scope 3 emissions (not directly controlled by the company) caused by land and sea transportation; Emission of polluting substances such as Sox, NOx and NH3; Dust and noise	3 Good Health and Well-being; 12 Responsible Consumption and Production; 13 Climate Action; 14 Life Below Water; 15 Life On Land
	Responsible management of Water resources	Focus on water resources especially in water scarcity areas with regards to water catchment and use; Efficiency of the mines water system/water cycle and at industrial level (from catchment to discharge); Management of wastewater	6 Clean Water and Sanitation; 12 Responsible Consumption and Production
	Local impact and pollution	Impact on communities living in neighbouring areas to the mines; Noise pollution; Air pollution due to emission of dust and particulate matter	3 Good Health and Well-being; 11 Sustainable Cities and Communities; 12 Responsible Consumption and Production; 15 Life On Land
	Protection of local biodiversity and territory	Direct and indirect impacts of extractive sites on biodiversity; Protection of local flora and fauna, including endangered species; Protection and restoration of natural habitats	6 Clean Water and Sanitation; 14 Life Below Water; 15 Life On Land
Environmental	Systems of environmental control and management	Systems of environmental control and management	3 Good Health and Well-being; 8 Decent Work and Economic Growth; 12 Responsible Consumption and Production
	Responsible waste management	Responsible waste management across the whole production chain; Respect of laws and regulations regarding waste collection; Implementation of systems aimed at reducing, reusing and recovering materials	3 Good Health and Well-being; 6 Clean Water and Sanitation; 8 Decent Work and Economic Growth; 11 Sustainable Cities and Communities; 12 Responsible Consumption and Production; 15 Life On Land
Social	Social equality, diversity and inclusion	Application of the principles of inclusion, equality and non- discrimination in all phases of the working life (recruitment process, professional development paths, day-by-day, end of working relationship); Ensuring the diversity of the workforce; Protection and integration of vulnerable groups; Supporting and incentivising gender equality	5 Gender Equality; 8 Decent Work and Economic Growth
	Workers well-being	Guaranteeing employees well-being	3 Good Health and Well-being; 5 Gender Equality; 8 Decent Work and Economic Growth
	Relationship with local communities	Evaluation, monitoring and management of impacts on the local communities; Dialogue and attention to local communities; Initiatives, projects and events to strengthen the relationship between local communities and IMI Fabi	1 No Poverty; 2 Zero Hunger; 6 Clean Water and Sanitation; 15 Life On Land

Dimension	Topic	Description	SDGs
Social	Human rights, workers rights and social dialogue	Evaluation and management of risks of child and forced labour; Ensuring decent working conditions (working hours salaries, benefits, health and safety, freedom of expression, equal treatment and opportunities for all workers); Ensuring freedom of association and rights to collective organisation and bargaining	
	Career management	Talent Attraction and retention; Ageing workforce; Upskilling & Reskilling	
Governance	Responsible management of mines life cycle	Approaches and strategy to ensure a responsible mine life cycle	
	ESG Governance and Identity	Creation of organisational systems aimed at integrating sustainability in corporate strategies	
	Responsible management of the supply chain	Identification and assessment of the ESG risks and practices faced by suppliers; Creation, strengthening and preservation of long term relations with suppliers; Supporting suppliers on ESG issues	

Dimension	Topic	Description	SDGs
Governance	Value creation and company resilience	Creation of shared value; Targeted and strategic investments for the growth of the company and corporate sustainability; Creation of positive economic impact in the territory where it operates; Compliance with all applicable Laws and regulations; Analysis of local and Global scenarios; Pandemic response	
	Cybersecurity and personal data protection	Guaranteeing the safety and protection of sensitive data and information; Guaranteeing the safety of all information systems; Defining systems of crisis management able to solve cyberattacks and cyber threats; Compliance with all applicable laws on users' privacy	
	Ethical and transparent business management	Ethical business management and prevention of unethical practices (corruption, money laundering, anti-competitive practices, etc.)	
Product	Innovation, research and development	Identification of innovative solutions that can allow for more efficient processes and improve final products, also in terms of environmental and social aspects; Identification of new digital and technological instruments	
	Quality of talc; Customer Satisfaction	Quality of talc; Customer Satisfaction	

Being a Supplier of Reference

4

Our ESG governance

We are working to set up a solid ESG Governance which will allow us to keep creating long term value

We are a human-scale multinational corporation nurturing a close bond with our origins. Our success stems from a unique blend of commitment, tradition, responsibility and passion.

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. 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

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 (QASE).

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, liaising 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.

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 withing 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 be 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.

The Mine - a Responsible Life-Cycle

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")**.

Talc - a trade off with nature

The Sa Matta story

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")**.

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.

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 both during production and transportation.

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.

Innovation and R&D

We are constantly investing in Research and Development in order to satisfy our clients' everchanging needs and to embrace the opportunities created by environmental and legislative developments

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")**. The talc market is a rapidly changing environment. 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.

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 expert R&D team follows the various technical processes and enhances innovation. Geologists and engineers work together in different fields to develop new products, new processes and new applications. Our R&D Team are 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 requirement and needs.** We are able to customize the product as time evolves.
- **Disruptive Innovations** linked to changing legislation, environmental requirements for the value chain and other internal and external factors.

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.

A customer - centred approach

An approach centred on the client means supplying not only top-quality talc products but also, by working side by side with our clients, help them to achieve their goals

Efficient Customer service is the Group's main strategic objective 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 community.

Our customer service strengths are:

Proximity

Historically IMI Fabi has always been a company close to its clients, a Group with a personal approach, whose people are there when the client needs them and are able to take rapid action to respond to its clients' needs. Moreover, as part of IMI Fabi strategy, we also tend to be close to our clients in terms of locations thanks to strategic the strategic location of mines and plants that allow us to reduce transportation.

Performance

IMI Fabi aims to supply its clients with value added products. This includes the possibility to customise the product according to customer's changing needs. The right equipment and flexibility in the design process are fundamental to achieve this; in IMI Fabi we focus strongly on offering products with the best cost performance ratio, providing adequate follow up and to ensure all necessary resources, from the most suitable equipment to the availability of our experts. We provide flexibility in designing, programming and producing product according to clients' needs.

Know-how, expertise and experience

IMI Fabi's success is also due to technical collaboration with its clients aimed at product development. The Company was formed with this principle which it intends to pursue in the future. Talc has always been IMI Fabi's only product. We possess extensive know how, expertise and experience in its properties and applications and it is our aim to convey this know how to our clients.

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 with third parties. 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 has recently been updated and is available on the Group's website.

FIND OUT MORE

www.imifabi.com

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 minor 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 against 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 2023.

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 incidents contemplated by the legislations involve 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.

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.
At the same time, 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 insured 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 45001:2018
Occupational Health and Safety

14001:2015
Environment

50001:2011
Energy

The following table shows the ISMS Information Certification process that IMI Fabi S.p.A. has initiated. In addition, ISO/IEC 27001, the globally recognised standard for Information Security Management System (ISMS), was started for the S.p.A.. A breakdown of ISO certifications by site and type of certification follows:

Sites	Activities	ISO 9001-2015	ISO 14001-2015	ISO 45001-2018	ISO 50001-2018	ISO 22000-2018	ISO/IEC 27001-2022
IMI Fabi S.p.A.	Mining & Processing	●	●	●	●	X	ongoing
IMI Fabi Sardinia	Mining & Processing	●	●	●	●	X	X
IMI Fabi Belgium	Processing	●	●	X	X	X	X
IMI Fabi USA	Processing	●	●	●	ongoing	X	X
IMI Fabi Brazil	Mining & Processing	●	●	X	X	●	X
IMI Fabi Australia	Mining	●	●	X	X	X	X

Cybersecurity and Personal Data Protection

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.

Thus, we know how important it is to ensure a proper management of this issue, strengthening the security infrastructure, protecting data and systems, and ultimately mitigating linked risks.

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.
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). Conformity to 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 in this international regulation.

The Group has identified the risks associated with IT and is actively involved in correct risk management and continued strengthening of IT security strategies.

ESG Performance
Ecovadis Assessment

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 2023 the Group achieved 'Silver Medal' status for the fifth year running (first achieved in 2019 with a point total of 68/100. IMI Fabi is now in the top 6% of the companies evaluated by Ecovadis in the "Other Mining and Extraction activities N.C.A." and in the top 9% 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 three years and continues to focus on areas of improvement to strengthen its ESG performance.

Overall score 68/100

+15% performance in the past three-year period

IMI Fabi in the top 9% of all evaluated companies at the time of scorecard publication

Together for Sustainability (TfS)

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.

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) and terminated with a positive result.

Sustainability performance topics are evaluated based on a series of audit criteria covering various areas: management, environment, health and safety and human rights and finally, governance.

Doing our best for our People and Local Communities

5

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 recently updated in 2022. The mere existence of a Group Safety Policy underlines the importance that the senior management attaches to the health and safety of its products, workers' well-being and working conditions.

The Group in particular:

- firmly believes that **ensuring the 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 goal 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, ultimately ensuring that the Group excels in health and safety practices.

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 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.

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 and dust), 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 2023 6 audits were conducted. For labs and talc processing plants, IMI Fabi Group has specific procedures in place for employees to handle chemical substances. All health and safety documents and procedures are available in the local language of employees.

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) training to review flu/COVID and CDC (Centres for Disease Control and Prevention) guidelines. 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 Health and Safety 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;
- propose and request measures to prevent similar occurrences and guide 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. 2023 saw the seventh SIPATMIN event.

SESMT (Specialized Service in Safety Engineering and Occupational Medicine)
which is a commission composed 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. IMI Fabi believes firmly that safety is paramount and employees are actively encouraged to report and potential health hazard. 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 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 Brigade formation - 16 hours a year of training (8 hours for retraining) for the members of the Fire Brigade (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.

In 2023 the IMI Fabi Group held

5,174

hours of Health & Safety training

Brazil H&S

IMI Fabi Brazil complies with the Brazilian Safety Regulations (38 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 dialogues (DDS) where the workers are invited to discuss safety and health issues right before the beginning of each shift;
- 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);
- 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 (for example Pink October, Blue November, Yellow September);
- 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 games (cards, snooker, soccer, dominoes) to integrate workers from different areas.

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 commits to its Code of Ethics and to ensure workers health and safety, 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.

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.

All workers rights and information regarding his/her particular role are explained to each employee at the beginning of the working relationship. Health cover is guaranteed for ALL IMI Fabi employees.

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.

Our people - Career Management, Workers' Well-being, Diversity and Inclusion

We do not tolerate any racial, religious or political discrimination; we believe in gender equality in the workplace and condemn any sort of abuse

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 large range of training sessions in various fields: health and safety, energy saving, quality control and safeguarding the environment.

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.

In 2023,
Employees (all sites)
received
10,321
hours of training

2,665
hours of training
in 2023 - Energy
and Environment

81
hours of training
in 2023 - Ethics

Diversity and inclusion

IMI Fabi IMI Fabi Group 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 discipline, which may include termination of employment, removal from Boards or committees and possibly criminal charges.

IMI Fabi Ethical Committees

IMI Fabi 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 and strategically support IMI Fabi corporate social responsibility strategy on ESG matters. This is achieved by raising awareness on themes such as diversity and inclusion.

"For IMI Fabi, it is fundamental to encourage and maintain a working environment that appreciates and supports diversity, whether of gender, race, ethnicity, among the many differences present in us society. Here you really feel at home."

Tainah Santos, Geologist. IMI Fabi Brazil's Mining Operations Manager.

Human Capital in IMI Fabi Brazil

2023 saw the latest edition of the 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 six years and four ex-young apprentices still work with us.

New projects for 2023 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 2024 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;
- **Company Climate Study** (second edition), 87% of site employees took part in this event.

Gender diversity

Testimony from 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.

In 2023, IMI Fabi Brazil had a team of Mining Managers made up exclusively of woman.

While it is true that there is still much to be done in terms of gender diversity, this provides a good example of the importance that IMI Fabi attributes to gender equality.

In 2023 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.

Our local communities

We always 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 relevant 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. At every IMI Fabi mining site, we always strive to open our doors and make the local communities part of our realities through events, mine visits by schools and privates as well as partnerships with the municipalities for specific activities.

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 aims 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-Ponticelli-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. In particular in 2023 the European Minerals Day was held which involved three different sites: the Brusada-Ponticelli-Valbrutta mine in Lanzada (Sondrio), the Sa Matta Mine in Orani (Nuoro) and the processing plant in Uikhoven (Belgium). IMI Fabi also took part in the national mining day event in 2023 which is an interregional project highlights geological resources both in Italy and in Switzerland around the Cima del Bernina area. In Valmalenco, Poschiavo, Engadina and Val Bregaglia.

Local events involving schools and various associations have been organized by IMI Fabi Brazil while IMI Fabi SpA and IMI Fabi Sardegna have been involved in cultural and sports events. The later, in particular, during the "cortes apertas Orani" event which is a regional event to raise awareness of the local territory and its characteristics. The Sa Matta mine was opened for three days for a class of school children from Orani (Friday the 22nd) and local people were also able to visit the mine on Saturday the 23rd and Sunday the 24th. IMI Fabi Sardinia also sponsored the Orotelli pro-loco administration in preparing the "Living in the historic centre" event (October 8th, 2023). During this event a running race was organized through the streets of the old town in Orotelli.

READINGS IN THE MINE 2022

CAVA DAY 2017

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. IMI Fabi Brazil is also involved in local sporting events.

In 2023 it sponsored two events in the local community. A sporting event entitled Maratona do terrão (the Terrao Marathon) which saw the participation of children, young people and adults, with the company actively engaged in encouraging sports. The second event was the "Batizado de capoeira" (the capoiera baptism) one of the most important local cultural events in Brazil.
The event although originating in Brazil is a combination of indigenous cultures: African and Portuguese.

The Young Apprentice Program 2023 involved the selection of a group of young people who follow an administrative clerical course with experience in the company followed by a period of practical training alongside full time IMI Fabi staff.

MINERALS DAY

The IMI Fabi Group takes 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. The mining industry is strategic for the global economy insomuch as it allows the development of innovative products creating an important industrial network and opportunities for employment. The future holds various challenges for the industry as it moves towards an economy with a low carbon footprint.

«We are fully aware of our responsibility in this ecological transition phase which is why on Mineral Days we wish to share our sustainable culture a characteristic of all IMI Fabi Group activities», commented the CEO Corrado Fabi remembering the Group's commitment in terms of sustainability which brought about the publication of the first Sustainability report in 2023. We are particularly proud, he added, to share these principles with the students who have visited us during the Mineral Day.

"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. On the 27 e 28th of September 2023, some of the classes mentioned above visited the Brusada-Ponticelli-Valbrutta mine putting into seeing in the field all the sustainable practices adopted every day by our team. In Orani (NU), on the morning of Friday, September 22nd 2023, a class of secondary school children took part in a guided tour of the Sa Matta mine. The visit focused on local resources, sustainability and recoup of materials in line with ESG criteria. The following day guided tours were organized for the public in tandem with the local event known as "Cortes Apertas". In conclusion in Uikhoven (BE), 100 students from the secondary school in Neerharen, Boorsem/ Uikhoven and Rekem visited the processing plant to better understand the production processes involved in talc, the various fields of application of the product and the children were encouraged to analyze the basic concepts of sustainability and ESG principles.

NATIONAL MINE DAY

In May 2023 there was the fifteenth edition of National Mine Day. The local administration in Lanzada organized various events linked to geological tourism in the valley. This event prompted a project with a wider scope named B-ICE Heritage. This interregional project showcases the geological resources both in Italy and in Switzerland around the valley areas of Bernina: Valmalenco, Poschiavo, Engadina and Val Bregaglia.

The project program included various activities and workshops intended to teach the ancient art of serpentine rock incision as well as several guided tours of quarries, mines and museums.

The Brusada-Ponticelli-Valbrutta mine hosted the CAI choir from Valmalenco and Sondrio, while the Bagnada mine held a concert a with the singers Elisabetta Viviani e Claudio Damiani.

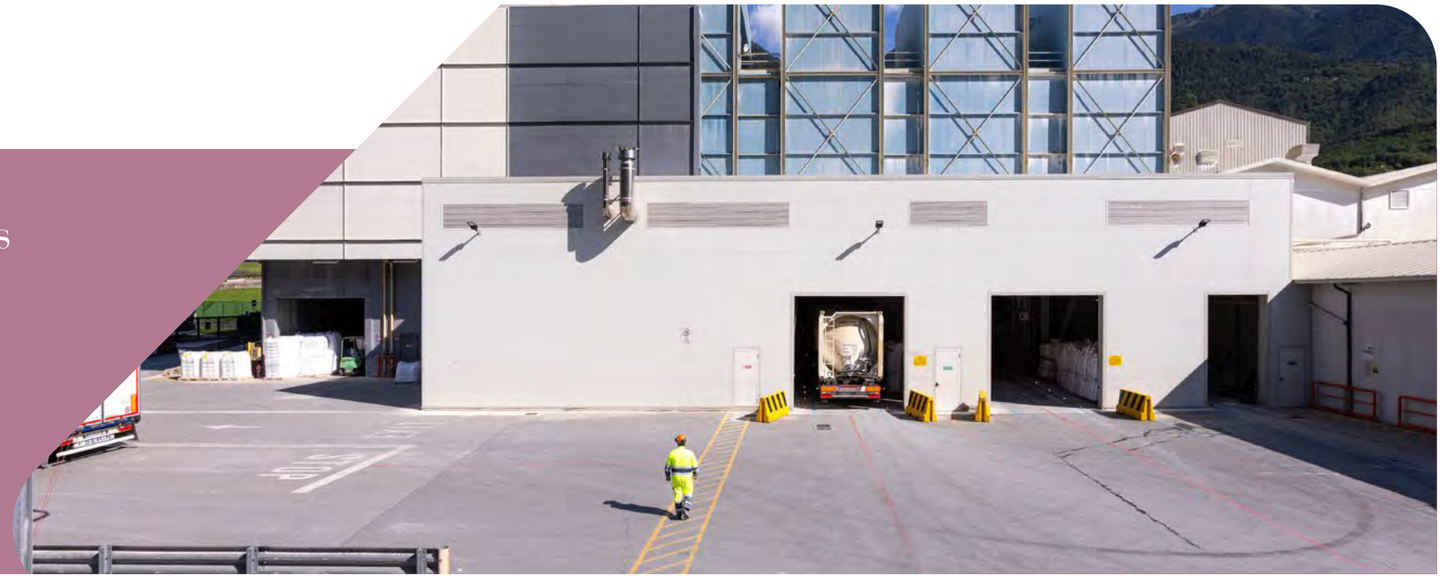
The children from the Valmalenco primary school enjoyed a visit to the now disused mine of Bagnada and the adjoining digital museum.

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 church 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 Santa Barbara, as well as fine flooring and paintings. 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.

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 2023 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 (53%) of the Group suppliers have signed the Code and almost all (90%) of the parent company's suppliers.

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 criterion in supplier selection.

The Code of Conduct was signed by:

53% of the Group's significant suppliers

90% of the significant suppliers of the parent company

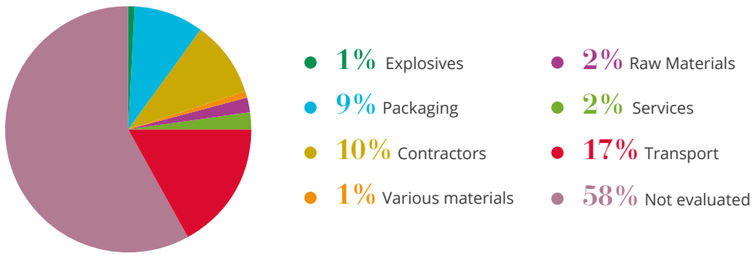
Evaluation of Suppliers

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 criteria of quality and convenience of the product / service, as well as on their respect for the environment, safety conditions and energy saving.

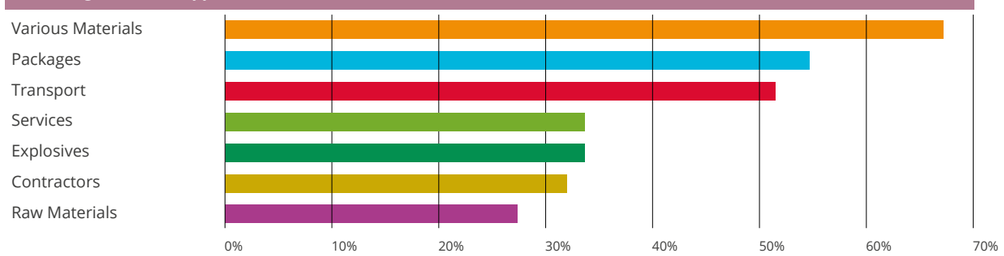
Furthermore, IMI Fabi Supplier's code of conduct requires the supplier to ensure that all its sub-suppliers recognize and respect the requirements of the Code of Conduct. The supplier shall be able to track the goods obtained from the sub-suppliers from its origin, making sure that the principles reported 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.

Using the Ecovadis ESG platform 42% of the principal suppliers were evaluated. The most significant part of the ESG evaluation refers to transport. Various materials, packaging and transport are g and transport methods. Various materials, Packaging and Transport total over 50% of the suppliers with an ESG evaluation. Services, Explosives, Contractors and Raw Materials amount to approximately 30%.

Key suppliers: percentages with ESG evaluation divided per sector



Percentage of main suppliers with ESG evaluation in each sector



Contractors and sub-contractors

Contractors and subcontractors operating within IMI Fabi's activities are required to follow specific procedures according to IMI Fabi's instructions, with particular regard to health and safety and the environment. Everyone is required to apply the requirements with accuracy and precision.
In line with all applicable laws, IMI Fabi provides its contractors and subcontractors with the necessary information and training on health and safety, the environment and any potential risks arising from activities at IMI Fabi sites.

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:

- Law 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 priority:

Top priority requirements

ISO 9001:2015
Quality

SA8000:2014
Social Accountability Certification

Important requirements

ISO 37001:2016
Anti-Bribery management system

ISO 14001: 2015
Environmental management systems

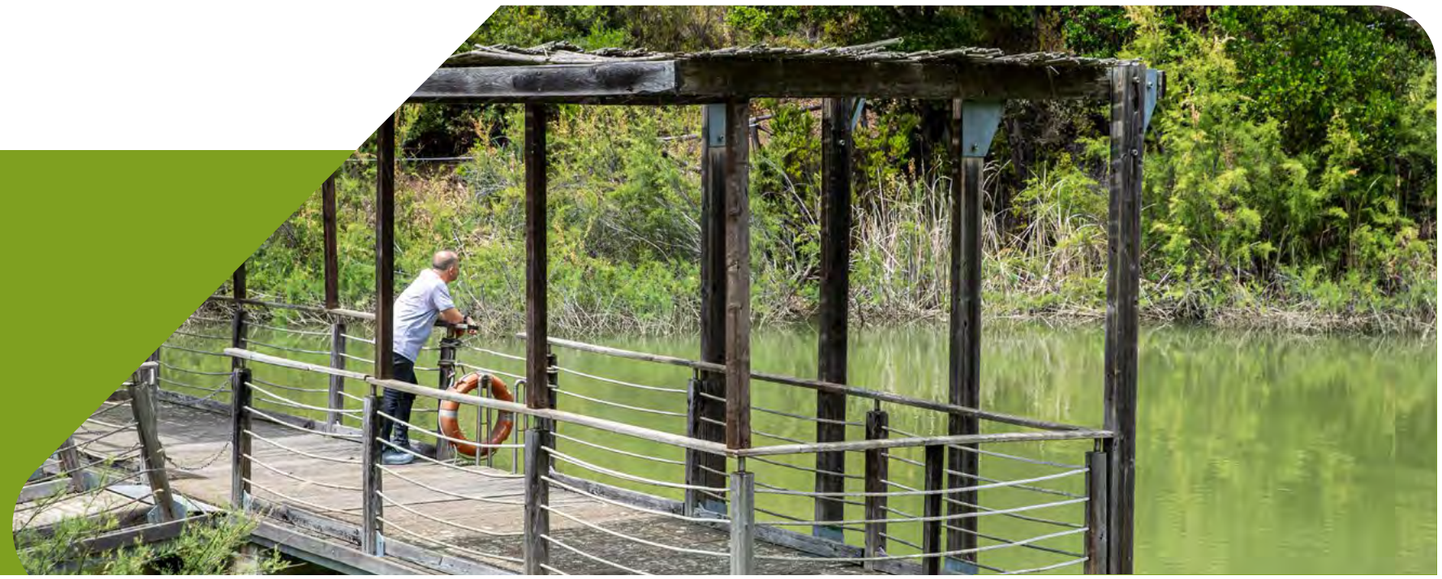
ISO 45001:2018
Occupational health and safety management systems

Taking care of the Environment

6

Taking care of the Environment

IMI Fabi's main goal is responsible use of talc, a non-renewable mineral, 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 minimizing 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 business is based on the extraction of talc, a non-renewable resource. IMI Fabi primary 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 accumulated over the years:** thanks to new technologies such as floatation, optical and electrostatic sorting, etc. it is now possible to reprocess waste material and obtain high purity grade talc.
- **High-performing products:** this involves boosting the efficiency of the end product thus obtaining similar performance yet with 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.
- **Use of the wholeness of the extracted materials:** by analysing any possible industrial uses for waste materials produced during the extraction and enrichment process.

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 Fab'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 aiming in the longer term to reach a position of carbon neutrality. The Group adopts strategies to reduce waste and optimize the use of packaging prioritising 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.

Recovering Talc from Waste Rock

The reprocessing of mineral waste product is crucial in the reduction of environmental impact and the development of new sustainable 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 make it possible to recover raw material from what was previously considered waste. The millions of tonnes of mining waste heaps can now be reprocessed - an effort that benefits the environment and the life of the mines and allows natural deposits to be managed wisely.

In particular, optical separators have been installed in Mount Seabrook 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.

The reprocessing of talc from waste rock is crucial in reducing the impact on the environment and developing new sustainable business models.

A strategic use of resources allows us to extend the working life of the mine, maximizing the benefits for the Group and the local communities. It is for this reason that IMI Fabi is constantly investing in advanced selection technologies.

In line with the Group Sustainability Strategy IMI Fabi uses hosting rock from the surrounding body to fill the resulting empty space within the mine. This enables us to recycle the waste rock and at the same time stabilize the structure of the mine with consequential benefits for safety. All the talc extracted, regardless of the varying degrees of purity, is available for purchase and use in the most appropriate industrial process.

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 whereas a sorting plant was used for the smaller particles (12-35 mm). In order to improve the efficiency of the sorting process, IMI Fabi decided to invest in an optical sorting plant for its Australian site (Mount Seabrook). In line with the commitment to responsible management of the mine's life cycle, the optical sorter allows us to avoid wasting large amounts of valuable mineral.

Being able to work within very fine limits (a few millimeters) the new plant allows us to drastically reduce waste. The selector operates on two levels: the visible light spectrum (sensitive to colour) as well as the near-infrared spectrum (sensitive to 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.
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 thus prolonging the life-cycle of the deposit.

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.

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 flotation as a fundamental strategy to guarantee a high-quality control of the ore. 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.

More in detail, the investment allows for:
- 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 CO2 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.

Brazil 2023: 60% recycled product

During 2023 IMI Fabi achieved significant results in reaching its target of reprocessing the waste mineral deposits from the mine accumulated over time. 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 underlines once again our commitment to sustainable industrial best practices that safeguard the eco-system.

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.

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 strategically become more competitive in the long run and attracting new investments.

Our commitment over the years has been developed through the development of 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 to set is based on the set of energy and emissions related KPIs that IMI Fabi monitors per site.

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.

Product life-cycle assessment impact

In 2022, IMI Fabi Group started 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 composing it.

This project has enabled us to reach various goals:

A comprehensive lci mapping of products and activities

Determine the carbon footprint for european products

Determine a solid basis for estimating the carbon footprint of non-european products

The creation of a basis for calculating scope 3 emissions

A solid starting point for defining IMI Fabi's strategy aimed at its own emissions

A trade-off between products 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

The project for the electrification of the mines which began in 2021 continued in 2023 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. Last year the mine saw the addition of a second electric vehicle and a new low emission dumper truck. 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 CO2 and other pollutants emissions inside the mine with tangible benefits for the workplace.
The Project has positive impacts in terms of health and safety, thanks to:
- diesel particulate reduction;
- air quality improvement;
- noise reduction.

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) to strengthen production capacity of high performance products; the introduction in 2023 of a co-generator (2mWh) which uses natural gas in input and is capable of producing both electrical and thermal energy.

During 2023 another important investment was made to establish a direct connection between the hydroelectric plant and the Torre Santa Maria plant. This will bring numerous benefits among which the direct supply of renewable electric energy.

IMI Fabi Sardinia

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 in 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.

IMI Fabi Belgium

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 2025 the installation of solar panels is planned.

IMI Fabi USA

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 2022 and 2023 the site recorded a reduction of 78.976 Sm^3.

IMI Fabi Brazil

IMI Fabi's site in Brazil receives energy from the grid. Thanks to the electricity mix of the country, 70% of the energy received is coming 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.

Off-grid management:

IMI Fabi Australia

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.

The impact of climate change

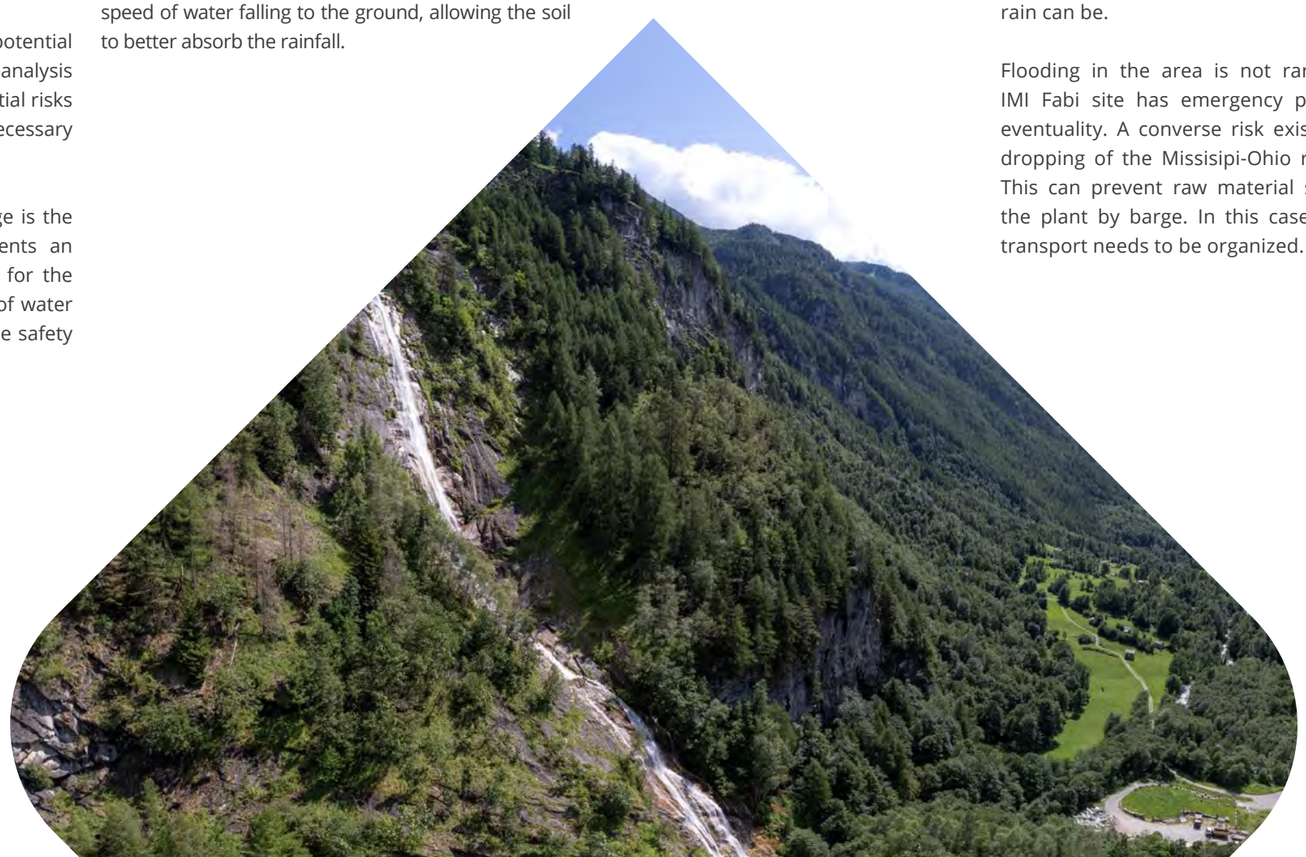
We are now integrating risks related to the potential impacts of climate change in our risk-analysis process, implementing all the necessary actions to prevent and manage them

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 huge amounts of water need to be properly managed to ensure the safety of people and equipment.

For example 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 water 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.

Environmental impacts from transportation

To reduce the emissions from our operations we have the responsibility of monitoring the impact of transportation and adopting efficient logistics operations

Mining and industrial activities entail the movement of materials from the mine to the processing site, to be then transported to clients, by land, sea and rail all of which contributes to the environmental impact of the business.

We know that, to reduce emissions from our operations as well as to support the sustainability journey of our industry, we have the responsibility of monitoring the impact from transportation in order to mitigate it and allow for more efficient logistics.

To achieve this, IMI Fabi has always operated in different ways:

- **to optimize logistics services** choosing the most efficient means of transport when feasible - for example limiting road transport and combining it with rail or maritime services;

- **to strategically choose operational sites and locations** around the world in order to optimize the movement of talc from mines to industrial sites and to our clients;

- **to transport** full loads or almost full while complying with Highway regulations.

IMI Fabi suppliers must sign the Suppliers Code of Conduct **(see Chapter 5 "Doing our best for our people and local communities" paragraph "Our Suppliers")**. More than 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")**.
In general, IMI Fabi has long-term relationships with its transport suppliers who are part of the local community and the company is committed to supporting their sustainability strategies particularly in terms of their using more eco-friendly vehicles with greater energy efficiency levels.

In particular, for the Brazilian site, IMI Fabi asked its suppliers to provide new trucks with a higher loading capacity in order to reduce the number of trucks necessary per day. In Europe, the use of intermodal logistics allows mitigation of the environmental impact of transportation.

In 2023, the first Scope 3 analysis process was initiated for transport suppliers upstream and downstream of the IMI Fabi S.p.A site value chain.

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. 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. The EEP includes procedure descriptions in case of accidental spillage of oil or battery acid as well as talc spillage from silos or the IMI Fabi processing plants. These events are considered as minor insomuch as they do not in any way involve contamination of water supplies, streams or the atmosphere. The EEP also includes the management of major emergencies for which co-ordination with external assistance is necessary as well as communication with the relevant authorities.

Between 2019 and 2023
NO
environmental incidents were recorded

Management of local impacts:

IMI Fabi S.p.A.

IMI Fabi talc mine at Brusada-Ponticelli-Valbrutta, 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, for Postalesio plant there was 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 were 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 500 metres from 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 riverside, 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;
- 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.

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.

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 authorization 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).

Future project: IMI Fabi Brazil

During the course of the year in 2024 IMI Fabi Brazil developed a project which became operational in the same year. Damaged pallets which were previously thrown away are now sent away for repair and are reused. This will drastically reduce the amount of waste wood generated in the plant.

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 a appropriate and efficient management of this resource

The primary sources of water withdrawal are stand-alone industrial water pits, the public water supply, and other surface water sources. At IMI Fabi Group's production sites, water is primarily used for cooling; therefore, industrial water quality requirements are limited to preventing any biological and/or corrosion risk within the cooling circulation systems. Water is also important in the compacted product production cycle.

In order to optimize water and energy consumption, at many of the sites, process water used for cooling is recirculated, either fully or partially, depending on the situation, resulting in very low water withdrawals in many cases

Water discharge into sewage system or rivers and streams is carried out with careful chemical and microbiological monitoring. The water used in the production process however is released into the atmosphere in 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 utilize a closed water circulation system that allows for water management in a closed-loop through percolation. The example of Brusada-Ponticelli water-cycle system follows.

The water-cycle system in the Brusada-Ponticelli-Valbrutta mine

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 principle 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 aimed at improving production efficiency. But which, via various specific projects, has also resulted in the optimization of 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;
- adequate cleaning of external areas affected by rainfall;
- periodic maintenance and cleaning operations necessary for the correct functioning of drainage systems;
- periodic analyses 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 three 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

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 the 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 filter press to further increase the percentage of recycled water and consequently reduce energy consumption 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 adjacent to the plant. The waste water, once filtered through settling tanks is once more discharged back into the canal.

Leaching rain water is also treated in the settling tanks. The tanks are regularly checked and emptied. In 2023 the surface water collection system was improved in order to ensure better removal of suspended particles. There is an ongoing investment plan for the construction of a collecting/ sedimentation tank for leaching rainwater. Existing tanks will be all connected to this.

IMI Fabi USA

Water is used in the plant for various production processes along 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 cooling plant was recently installed, which can function for six months a year without the use of water. This allows not only a significant saving in water consumption but also a consequent reduction of 50% in the chemical additives necessary for protecting the cooling system.

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 to mitigate or eliminate them, in order to protect and preserve the environment and the local communities.

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 an 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 of together with the Lanzada local administration IMI Fabi organized further guided tours of the Brusada-Ponticelli-Valbrutta mine. During these visits many people had the opportunity to access 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 mowing. 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 bee hives 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 2023 was given as a Christmas gift to employees and as a gift to clients during trade fairs.

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 new trees planting.

In Su Venosu the project of environmental restoration was approved in 2006 and confirmed in 2021 in occasion of the renewal of the mining license 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 at the 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.

Appendix

7

Overview of Social GRI indicators

According to our reporting methodology, region = site.
The numbers are reported in head count at the end of the reporting period (31.12.2023).

Employees (GRI 2-7)

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

Total number of employees by region	**2023**	**2022**
Australia	5	7
Belgium	15	17
Brazil	125	122
Sardinia	22	22
S.p.A.	133	127
USA	38	37

	2023					2022		
Total number of Employees by contract, gender and region	**Men**	**Women**	**Other**	**Non Specified**	**Total**	**Men**	**Women**	**Total**
full time	**292**	**35**	**0**	**0**	**327**	**290**	**32**	**322**
Australia	4	1	0	0	5	5	2	7
Belgium	13	1	0	0	14	15	1	16
Brazil	113	12	0	0	125	111	11	122
USA	30	8	0	0	38	32	6	38
Sardinia	21	0	0	0	21	21	0	21
S.p.A.	111	13	0	0	124	106	12	118
part-time	**1**	**10**	**0**	**0**	**11**	**1**	**9**	**10**
Australia	0	0	0	0	0	0	0	0
Belgium	0	1	0	0	1	0	1	1
Brazil	0	0	0	0	0	0	0	0
USA	0	0	0	0	0	0	0	0
Sardinia	1	0	0	0	1	0	0	0
S.p.A.	0	9	0	0	9	1	8	9
permanent employees	**284**	**43**	**0**	**0**	**327**	**277**	**40**	**317**
Australia	4	1	0	0	5	5	2	7
Belgium	13	2	0	0	15	14	2	16
Brazil	113	12	0	0	125	111	11	122
USA	30	8	0	0	38	32	6	38
Sardinia	21	0	0	0	21	21	0	21
S.p.A.	103	20	0	0	123	94	19	113
temporary employees (fixed term)	**9**	**2**	**0**	**0**	**11**	**15**	**9**	**15**
Australia	0	0	0	0	0	0	0	0
Belgium	0	0	0	0	0	1	0	1
Brazil	0	0	0	0	0	0	0	0
USA	0	0	0	0	0	0	0	0
Sardinia	1	0	0	0	1	0	0	0
S.p.A.	8	2	0	0	10	13	1	14
not guaranteed hours employees	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

New staff and turnover (GRI 401-1)

New staff and exits during the year by age and gender	u.m.	2023 Men	2023 Women	2023 Total	2022 Men	2022 Women	2022 Total
New staff <30	n	8	4	12	7	1	8
New staff 31-50	n	11	1	12	8	1	9
New staff >50	n	1	0	1	7	0	7
New staff <30	n	4	0	4	4	2	6
New staff 31-50	n	8	3	11	15	0	15
New staff >50	n	6	0	6	1	3	4

Turnover by gender	u.m.	2023 Men	2023 Women	2023 Total	2022 Men	2022 Women	2022 Total
New staff	n	20	5	25	22	2	24
Employees as at December 31st	n	293	45	338	292	40	332
Positive turnover*	%	6.8	11.1	7.4	7.5	5.0	7.2
Turnover	n	18	3	21	20	5	25
Employees as at December 31st	n	293	45	338	292	40	332
Negative turnover*	%	6.1	6.7	6.2	6.8	12.5	7.5

Turnover by age	u.m.	2023 <30	2023 30-50	2023 >50	2023 Total	2022 <30	2022 30-50	2022 >50	2022 Total
New staff	n	15	9	1	25	8	9	7	24
Employees as at December 31st	n	147	130	61	338	48	204	80	332
Positive turnover*	%	10.2	6.9	1.6	7.4	16.7	4.4	8.8	7.2
Turnover	n	8	8	5	21	6	15	4	25
Employees as at December 31st	n	147	130	61	338	48	203	81	332
Negative turnover*	%	5.4	6.2	8.2	6.2	12.5	7.4	4.9	7.5

* The calculation for the new employee rate and the turnover rate is based on the total number of employees at the end of the reporting period.

Health and Safety training (GRI 403-5)

Health and Safety training	u.m.	2023	2022
Health and Safety training	h	5,174	5,066
Total training hours	h	10,321	11,534
Percentage of total hours of H&S	%	50.13	43.92

Employees Health and Safety cover (GRI 403-8)

Employees covered by a H&S management system	u.m.	2023	2022
Employees covered	n	338	332
Total number of employees	n	338	332
Percentage of employees covered	%	100	100

Employees covered by a H&S management system SUBJECT TO INTERNAL AUDIT	u.m.	2023	2022
Employees covered	n	338	332
Total number of employees	n	338	332
Percentage of employees covered	%	100	100

Employees covered by a H&S management system CERTIFIED BY EXTERNAL AUDIT	u.m.	2023	2022
Employees covered	n	208	203
Total number of employees	n	338	332
Percentage of employees covered	%	62	61

Work related injuries (GRI 403-9)

Employees

Injuries	u.m.	2023	2022
Recordable work related injuries (including fatalities)	n	8	8
of which high-consequence work related injuries (>6 months of absence), fatalities excluded	n	1	1
of which fatalities	n	0	0
of which ongoing injuries (only if transportation was arranged by the organization)	n	0	0

Hours worked	u.m.	2023	2022
Total number of hours worked	h	643,345	656,093

Injury rate (frequency index) - 200.000 hours*	u.m.	2023	2022
Recordable work related injuries (including fatalities)	%	2.49	2.44
of which high consequence work related injuries (>6 months absence from work), fatalities excluded	%	0.31	0.30
of which fatalities	%	0	0
which ongoing injuries (only if transportation was arranged by the organization)	%	0	0

* The injury rate is calculated as the ratio between the total number of injuries and the hours worked using a multiplication factor of 200.000.

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

Injuries	u.m.	2023	2022
Infortuni sul lavoro registrabili (compresi i decessi)	n	2	3
of which high-consequence work related injuries (>6 months of absence), fatalities excluded	n	0	0
of which fatalities	n	0	0
of which ongoing injuries (only if transportation was arranged by the organization)	n	0	0

Hours worked	u.m.	2023	2022
Total number of hours worked	h	268,190	181,524

Injury rate (frequency index) - 200.000 hours*	u.m.	2023	2022
Recordable work related injuries (including fatalities)	%	1.5	3.3
of which high consequence work related injuries (>6 months of absence), fatalities excluded	%	0	0
of which fatalities	%	0	0
of which ongoing injuries (only where transport was organized by the company)	%	0	0

* The injury rate is calculated as a ratio between the total number of injuries and the total number of working hours using a multiplication factor of 200.000.

Occupation illnesses (GRI 403-10)

Employees			
Occupational illnesses	**u.m.**	**2023**	**2022**
Fatalities due to occupational illnesses	n	0	0
Recordable cases of occupational illnesses	n	0	0

External Personnel External personnel whose work and/or workplace is under direct control of the company			
Occupational illnesses	**u.m.**	**2023**	**2022**
Fatalities due to occupation illnesses	n	0	0
Recordable cases of occupational illnesses	n	0	0

Average yearly training hours per employee (GRI 404-1)

	2023			2022		
Total number hours of training to employees	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Administration	488	320	808	729	478	1,207
Sales and customer service	52	37	89	162	115	277
Industrial operation	4,108	438	4,546	5,085	542	5,627
Mining operations	2,845	25	2,870	2,270	20	2,290
Technical services	1,563	446	2,009	1,659	474	2,133
Total	**9,055**	**1,266**	**10,321**	**9,905**	**1,629**	**11,534**

Average training hours given to employees by sector and type	u.m.	2023	2022
Administration	h/n	22.4	32.6
Commercial and Customer Service	h/n	5.6	14.6
Industrial Operations	h/n	27.9	37.8
Mining Operations	h/n	43.5	37.5
Technical Services	h/n	35.2	32.3
Men	h/n	30.9	34.2
Women	h/n	28.1	38.8
Average per employee	**h/n**	**30.54**	**34.74**

Total number of training hours given to staff by topic	u.m.	2023	2022
Environment	h	2,665	2,742
Health and Safety	h	5,174	5,299
Quality	h	2,401	3,410
Ethics (including IT security)	h	81	83
Total	**h**	**10,321**	**11,534**

Diversity in management and employees* (GRI 405-1)

	2023			2022		
Number of employees by category and gender	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Administration	20	16	36	20	17	37
Commercial and Customer Service	5	11	16	9	10	19
Industrial Operations	152	7	159	141	8	149
Mining Operations	61	4	65	58	3	61
Technical services	55	7	62	62	4	66
Total	**293**	**45**	**338**	**290**	**42**	**332**

Percentage of employees by category and gender	Men	Women	Total	Men	Women	Total
Administration	6.8	35.6	10.7	6.9	40.5	11.1
Commercial and Customer Service	1.7	24.4	4.7	3.1	23.8	5.7
Industrial Operations	51.9	15.6	47.0	48.6	19.0	44.9
Mining Operations	20.8	8.9	19.2	20.0	7.1	18.4
Technical Services	18.8	15.6	18.3	21.4	9.5	19.9

Administration						
Number by age range and gender	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
<30	2	3	5	2	3	5
30-50	12	9	21	10	11	21
>50	8	2	10	10	1	11
Total	**22**	**14**	**36**	**22**	**15**	**37**

Percentage by age range and gender	Men	Women	Total	Men	Women	Total
<30	9.1	21.4	13.9	9.1	20.0	13.5
30-50	54.5	64.3	58.3	45.5	73.3	56.8
>50	36.4	14.3	27.8	45.5	6.7	29.7
Total	**100**	**100**	**100**	**100**	**100**	**100**

Commercial and Customer Service						
Number by age range and gender	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
<30	0	2	2	0	1	1
30-50	2	5	7	5	6	11
>50	3	4	7	4	3	7
Total	**5**	**11**	**16**	**9**	**10**	**19**

Percentage by age range and gender	Men	Women	Total	Men	Women	Total
<30	0	18	13	0	10	5
30-50	40	45	44	56	60	58
>50	60	36	44	44	30	37
Total	**100**	**100**	**100**	**100**	**100**	**100**

* Reference to diversity in management is described in chapter 2 “Our Governance”.

	2023			2022		
Industrial operations						
Number by age range and gender	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
<30	15	2	17	15	1	16
30-50	90	4	94	85	3	88
>50	46	2	48	42	3	45
Total	**151**	**8**	**159**	**142**	**7**	**149**

Percentage by age range and gender	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
<30	9.9	25.0	10.7	10.6	14.3	10.7
30-50	59.6	50.0	59.1	59.9	42.9	59.1
>50	30.5	25.0	30.2	29.6	42.9	30.2
Total	**100**	**100**	**100**	**100**	**100**	**100**

Mining operations						
Number by age range and gender	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
<30	11	2	13	10	1	11
30-50	31	2	33	30	2	32
>50	19	0	19	18	0	18
Total	**61**	**4**	**65**	**58**	**3**	**61**

Percentage by age range and gender	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
<30	18.0	50.0	20.0	17.2	33.3	18.0
30-50	50.8	50.0	50.8	51.7	66.7	52.5
>50	31.1	0.0	29.2	31.0	0.0	29.5
Total	**100**	**100**	**100**	**100**	**100**	**100**

Technical services						
Number by age range and gender	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
<30	8	3	11	4	2	6
30-50	34	4	38	39	5	44
>50	13	0	13	16	0	16
Total	**55**	**7**	**62**	**59**	**7**	**66**

Percentage by age range and gender	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
<30	18.0	50.0	20.0	17.2	33.3	18.0
30-50	50.8	50.0	50.8	51.7	66.7	52.5
>50	31.1	0.0	29.2	31.0	0.0	29.5
Total	**100**	**100**	**100**	**100**	**100**	**100**

Other diversity indicators				
Number and percentage of employees with alternative diversity indicators	**2023**		**2022**	
Ethnic minorities within the whole company	2	0.6	2	0.6
Ethnic minorities in senior management positions (excluding board of Directors)	0	0	0	0
Disabled employees	9	2.7	8	2.4

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

Complaints received and managed	**u.m.**	**2023**	**2022**
Human rights	n	0	0
Discrimination	n	0	0

Involvement of the local communities in evaluating development programs and impacts (GRI 413-1)

Number of activities involving local communities, evaluation of development programs and/or impact		**u.m.**	**2023**	**2022**
I	**Social impact assessment including gender impact assessment based on participatory processes**	n	1	0
II	**Environmental impact assessment and ongoing monitoring**	n	7	6
III	**Disclosure of results of environmental and social impact assessments**	n	5	2
IV	**Local community development programs based on local communities needs**	n	2	0
V	**Stakeholder engagement plans based on stakeholder mapping**	n	2	0
VI	**Broad based local community consultation committees and processes that include vulnerable groups**	n	0	0
VII	**Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts**	n	2	1
VIII	**Formal local community grievance processes**	n	2	2
Total		**n**	**21**	**11**

Tables of GRI environmental indicators

Energy consumption within the organization (GRI 302-1)

Fuel consumption within the organization from non renewable sources by fuel type	u.m.	2023	2022
Natural gas	Sm^3	7,066,542.9	5,945,986.8
Diesel	t	1,139.5	892.2
Fuel Oil	t	8.8	0.0
Gasoline	kg	7,354.3	6,870.0
GPL	t	847.3	787.2

Fuel consumption within the organization from renewable sources	u.m.	2023	2022
Biofuels	t	0	0
Biomass	t	0	0

Consumption from purchase	u.m.	2023	2022
Electricity consumption	kWh	83,447,783	87,150,534
from renewable sources	kWh	27,688,872	26,308,507
from non renewable sources	kWh	55,758,911	60,842,028
Heating consumption	J	0	0
Cooling consumption	J	0	0

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

Reduction of energy consumption (GRI 302-4)

Reduction of energy consumption	u.m.	2023*	2022**
As a direct result of energy saving	MJ/ton	1.8	25.6
As a result of efficiency drive	MJ/ton	520.9	502.1
Total	**MJ/ton**	**522.6**	**527.7**

* kpi is the result of initiatives of SPA and Australia. The reduction is based on the previous year.
** kpi is the result of initiatives in Brazil and Australia. The reduction is based on the previous year.

Water withdrawal (GRI 303-3)

Total water withdrawal by source	u.m.	2023	2022
Total surface water - all areas	ML	23.7	24.9
Fresh water (= 1.000 mg/l total dissolved solids)	ML	23.7	24.9
Other water (> 1.000 mg/l total dissolved solids)	ML	0	0
Areas subject to water stress	ML	0	0
Fresh water (> 1.000 mg/l total dissolved solids)	ML	0	0
Other water (> 1.000 mg/l total dissolved solids)	ML	0	0
Total underground water - all areas	ML	96	100,4
Fresh water (= 1.000 mg/l total dissolved solids)	ML	86.5	92.7
Other water (> 1.000 mg/l total dissolved solids)	ML	9.5	7.7
Areas subject to water stress	ML	0	0
Fresh water (= 1.000 mg/l total dissolved solids)	ML	0	0
Other water (> 1.000 mg/l total dissolved solids)	ML	0	0
Sea water - all areas	ML	0	0
Fresh water (= 1.000 mg/l total dissolved solids)	ML	0	0
Other water (> 1.000 mg/l total dissolved solids)	ML	0	0
Areas subject to water stress	ML	0	0
Fresh water (= 1.000 mg/l total dissolved solids)	ML	0	0
Other water (> 1.000 mg/l total dissolved solids)	ML	0	0
Total produced water- all areas	ML	0	0
Fresh water (= 1.000 mg/l total dissolved solids)	ML	0	0
Other water (>1.000 mg/l total dissolved solids)	ML	0	0
Areas subject to water stress	ML	0	0
Fresh water (= 1.000 mg/l total dissolved solids)	ML	0	0
Other water (>1.000 mg/l total dissolved solids)	ML	0	0
Total water resources from third party - all areas	ML	50.5	46.3
Fresh water (= 1.000 mg/l total dissolved solids)	ML	50.1	46.3
Other water (>1.000 mg/l total dissolved solids)	ML	0	0
Areas subject to water stress	ML	0.4	0
Fresh water (= 1.000 mg/l total dissolved solids)	ML	0.4	0
Other water (> 1.000 mg/l total dissolved solids)	ML	0	0
Total all areas	**ML**	**170.2**	**171.5**

Water discharge (GRI 303-4)

Water discharge breakdown	u.m.	2023	2022
Surface water	ML	2.7	10.5
Groundwater	ML	2.6	6.2
Sea water	ML	0	0
Third party water (total)	ML	4.0	1.7
third party water and the volume of this total sent for use to other organization	ML	0	0
Total water discharged	ML	9.4	18.9
Total water evaporated	ML	140.8	143

Water discharge breakdown	u.m.	2023	2022
Fresh water - all areas	ML	7.7	11.7
with water stress	ML	0	0
Other water - all areas	ML	2.6	0
with water stress	ML	0	0

Water consumption (GRI 303-5)

Total water consumption	u.m.	2023	2022
All areas	ML	127.7	258.2
with water stress	ML	0	0

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

Greenhouse gas direct emissions	u.m.	2023	2022
Natural gas	tCO2eq	13,285.4	16,410.9
Diesel	tCO2eq	4,098.8	3,601.9
Fuel oil	tCO2eq	23.0	34.1
Petrol	tCO2eq	21.9	19.7
GPL	tCO2eq	2,445.0	2,318.2
Total - Scope 1	tCO2eq	19,874.2	22,384.8

* Conversion factors are in line with Epa, Defra and Ecoinvent database.

Indirect GHC emission from energy consumption - Scope 2 (GRI 305-2)

Indirect emissions	u.m.	2023	2022
Total - Scope 2	tCO2eq	31,902.9	29,631

Waste generated (GRI 306-3)

		2023		2022	
Waste composition	Tons generated	%	Tons generated	%
Paper/cardboard	4.2	0.6	4.8	0.8
Metal	166.9	25	125	21.9
Plastics	13.4	2	18.6	3.3
Used oil	11.5	1.7	8.4	1.5
Wood	10	1.5	11.5	2
Glass	0.6	0.1	0	0
Other waste	456.7	68.3	399.4	70
Dangerous waste (batteries, used LED, etc.)	5.1	0.8	2.8	0.5
Total waste produced	668.3	100	570.6	100

Waste diverted from disposal (GRI 306-4)

Waste composition	u.m.	2023	2022
Paper/cardboard	t	4.2	4.8
Metal	t	164.9	127.5
Plastic	t	13.4	18.6
Used oil	t	9.7	6.8
Wood	t	10	11.5
Glass	t	0.6	0
Other waste	t	84.9	99.8
Dangerous waste (batteries, used LED, etc.)	t	3.7	0.7
Total waste	**t**	**291.4**	**269.7**

		2023		2022	
Dangerous waste by recycling type	u.m.	On site	Off site	On site	Off site
Reuse	t	0.8	0.8	0	0
Recycling	t	0	8.8	0	2.2
Compost	t	0	0	0	0
Recovery, energy recovery included	t	0	0	0	0
Total weight	**t**	**0.8**	**9.6**	**0**	**2.2**

		2023		2022	
Non dangerous waste by recycling tipe	u.m.	On site	Off site	On site	Off site
Reuse	t	29	31.9	0	0.2
Recycling	t	0	237.8	0	90.1
Compost	t	0	0	0	0
Recovery, energy recovery included	t	0	0	0	0
Total weight	**t**	**29**	**269.7**	**0**	**90.3**

Waste directed to disposal (GRI 306-5)

Waste destined for disposal	u.m.	2023	2022
Total	t	374.1	306.1

		2023		2022	
Waste disposed of by disposal method	u.m.	Dangerous waste	Non dangerous waste	Dangerous waste	Non dangerous waste
Incinerated (thermal disposal)	t	0.5	39.4	1.3	21.8
Landfill	t	1.7	332.5	2.5	287.8
Total weight	**t**	**2.2**	**372.0**	**3.8**	**309.6**

Talc recovery from waste rock* (company specific KPI)

Recovery of waste talc - Australia	u.m.	2023	2022
% of talc recovered which was previously considered a waste	%	100	100
Tons of re-processed mine waste	t	20,695	37,630
Investment in selector technology	€	0	0
Other (feasibility study for the exploration and development of a mine)	€	13,605	840,090

Recovery of waste talc- Brazil	u.m.	2023	2022
% of talc recovered which was previously considered a waste	%	42.10	17.6**
Tons of re-processed mine waste	t	103,401	44,539**
Investment in selector technology	€	0	0
Other (feasibility study for the exploration and development of a mine)	€	0	0

* This kpi is specifically for some mining activities, in particular those in Australia and Brazil.
** Following a calculation methodology update the figure varies compared to the one reported in the Sustainability Report 2022.

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
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

GRI Content Index

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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 our best for our People and Local Communities: our Suppliers			
	2-7 Employees	7. Appendix			
	2-8 Workers who are not employees	/	All 2 - 8	Information unavailable/ incomplete	Due to time constraints, the company preferred to focus on the disclosure of other KPIs
	3. Governance				
	2-9 Governance structure and composition	2. A history of innovation: our governance			

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General Disclosure					
GRI 2: General Information 2021	**3. 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
	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
	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

7. Appendix

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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/ Heritage 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			

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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: Sustainability analysis			
	3-2 List of material topics	3. Our sustainability journey: Sustainability analysis			

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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 physical 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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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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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 best for our People and Local Communities: Our people - Carrer's 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 our best for our People and Local Communities: Our People - Carrer's management workers' wellbeing, diversity and inclusion + Appendix			

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Relations with local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	5. Doing our best for 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 our best for our People and Local Communities: Our local communities + Appendix			
	413-2 Operations with significant, actual and potential, impacts on local communities	5. Doing our best for 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 our best for our People and Local Communities			
GRI 2: General Disclosure 2021	2-30 Collective Bargaining agreements	5. Doing our best for our People and Local Communities			
Carreer management					
GRI 3: Material Topics 2021	3-3 Management of Material topics	5. Doing our best for our People and Local Communities: Our people - Carreers' 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 our best for our People and Local Communities: Our People - Carreers' management, workers' wellbeing, diversity and inclusion			
Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	5. Doing our best for 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 our best for our People and Local Communities: Our People - Health and Safety			
	403-2 Hazard identification, risk assessment and incident investigation	5. Doing our best for our People and Local Communities: Our People - Health and Safety			
	403-3 Occupational health and safety	5. Doing our best for our People and Local Communities: Our People - Health and Safety			
	403-4 Worker participation, consultation and communication on occupational health and safety	5. Doing our best for our People and Local Communities: Our People - Health and Safety			

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Occupational Health and Safety					
	403-5 Worker training on occupational health and safety	5. Doing our best for our People and Local Communities: Our people - Health and Safety + Appendix			
	403-6 Promotion of worker health	5. Doing our best for our People and Local Communities: Our people - Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5. Doing our best for our People and Local Communities: Our people - Health and Safety			
	403-8 Workers covered by an occupational health and safety management system	5. Doing our best for 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 our best for our People and Local Communities			
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 our best for our People and Local Communities			

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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			
	205-1 Operations assessed for risks related to corruption	4. Being a supplier of choice: Ethical and transparent business management			
GRI 205: Anti-corruption 2016	205-2 Communication and training about antic-corruption policies and procedures	4. Being a supplier of choice: Ethical and transparent business management	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: Responsible mine's life cycle			
Identità e governance ESG					
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 our best for 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 our best for 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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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: Customer centricity			


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