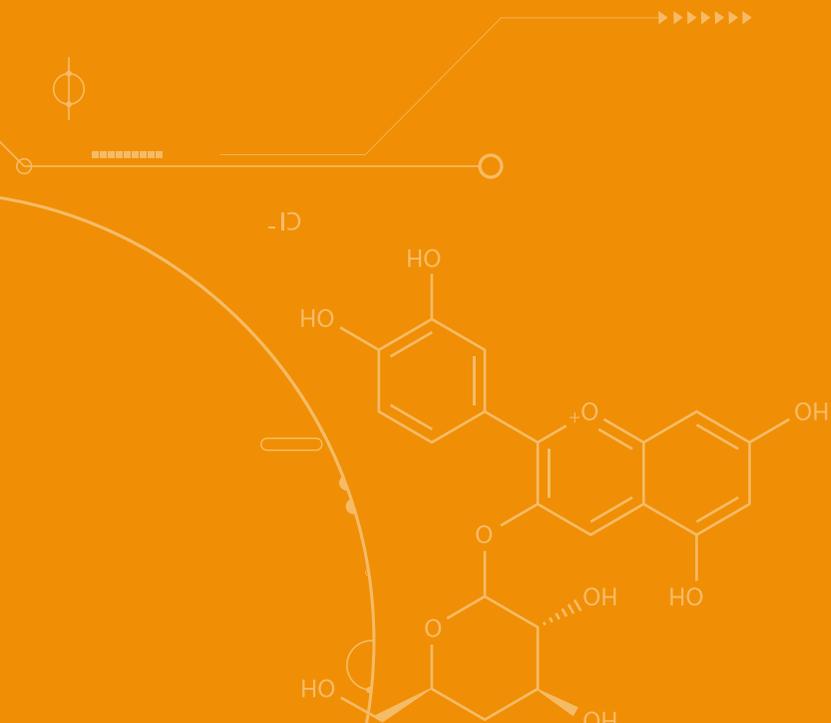


**BIONAP**  
BIOACTIVE NATURAL PRODUCTS

THIRD  
**SUSTAINABILITY REPORT**

# REGENERATING FOR A BETTER FUTURE



# CONTENTS

<b>LETTER TO STAKEHOLDERS</b>	<b>4</b>		
<b>SUMMARY DATA 2024</b>	<b>6</b>		
<b>1. CORPORATE IDENTITY</b>	<b>9</b>		
1.1 Corporate purpose	10		
1.2 Ownership and Operational Structure	12		
1.3 History	14		
<b>2. CORPORATE GOVERNANCE</b>	<b>17</b>		
2.1 The Governance Structure	18		
2.2 The governance of sustainability	20		
2.3 Corporate Policies	22		
2.4 Quality Policies and Management Systems	24		
2.5 Gender Equality Policy			
2.6 Association Memberships	25		
2.7 Certifications	27		
<b>3. THE VALUE CREATION</b>	<b>29</b>		
3.1 Sustainability-Related Strategy, Products, Markets, and Resources	30		
3.1.1 The Context in Which We Operate			
3.1.2 Our core business	32		
3.1.3 The Creation of Shared Economic Value	36		
		3.2 The ESG Journey	38
		3.2.1 Stakeholder Engagement and Perspectives	
		3.2.2 Materiality Matrix	40
		3.3 Sustainability Strategy	42
		<b>4. ESG PERFORMANCES</b>	<b>45</b>
		4.1 Environmental Sustainability	46
		4.2 Social Sustainability	54
		4.3 Economic and Governance Sustainability	63
		<b>5. METHOD AND REFERENCES</b>	<b>65</b>
		5.1 Boundaries of the Integrated Report	66
		5.3 GRI Content Index	67
		5.4 Glossary	72
		<b>6. APPENDIX</b>	<b>75</b>
		6.1 The Company's Environmental Performances	76
		6.2 The Company's Social Performances	78
		6.3 The Company's Economical Performances	80



Dear Stakeholders,

It is with great pleasure that I present to you **Bionap's third Sustainability Report**, marking another significant step in our journey of responsible corporate growth. Although current regulations do not require us to produce this report, we have chosen to do so **voluntarily, reflecting our commitment to transparency and our desire to share our environmental, social, and economic performance with all stakeholders.**

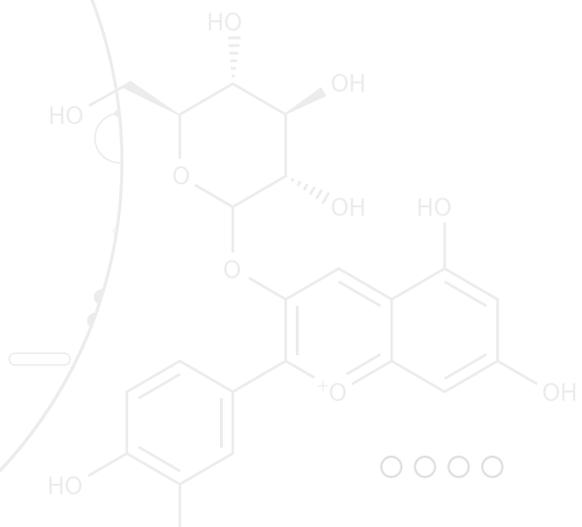
Over the past year, we have continued to strengthen the foundations laid in previous years, adapting to a rapidly evolving global landscape and approaching new challenges with **resilience and determination.**

The international economic and regulatory environment continues to shift, influenced by changing consumer behaviors, global trade dynamics, and evolving legislation. Despite these complexities, Bionap has remained true to its **core values**, honesty, respect, sharing, and well-being, which have guided our decisions and actions across the company for nearly 25 years.

Our core business remains deeply connected to sustainability, and we continue to develop projects that **align economic growth with environmental and social responsibility.** In 2024, we strengthened our circular economy initiatives, particularly by continuing to invest on the **Water Recovery System**, which will enable the recovery and reintegration of most of the water used in production. This system exemplifies our commitment to reducing environmental impact while optimizing resources.

Economically, Bionap continues its international expansion through **Bionap USA** and **Bionap Asia**, reinforcing our global presence and supporting our strategic goal of internationalization, without compromising governance or operational oversight.

**Governance** remains a cornerstone of our strategy. Clear structures, defined roles, and prudent resource management allow us to effectively oversee our global operations and embed sustainability into every business decision. We recognize that people are at the heart of our success.



In 2024, we continued to invest in **training and development**, with an enhanced focus on soft skills to support collaboration, leadership, and long-term organizational growth. A culture of sustainability begins with knowledge, and we are proud that our employees remain fully engaged and motivated in embedding sustainable values into their daily work.

Collaboration continues to guide our approach. We firmly believe that progress is achieved **together**, through synergies among teams, subsidiaries, and stakeholders, creating shared value for all. We thank you for your continued support and trust. Together, we will continue to pursue sustainable, innovative, and socially responsible growth, generating lasting value for our employees, customers, communities, and the planet.

*Claudia Bonina*

**Claudia Bonina**  
Human Resources Manager

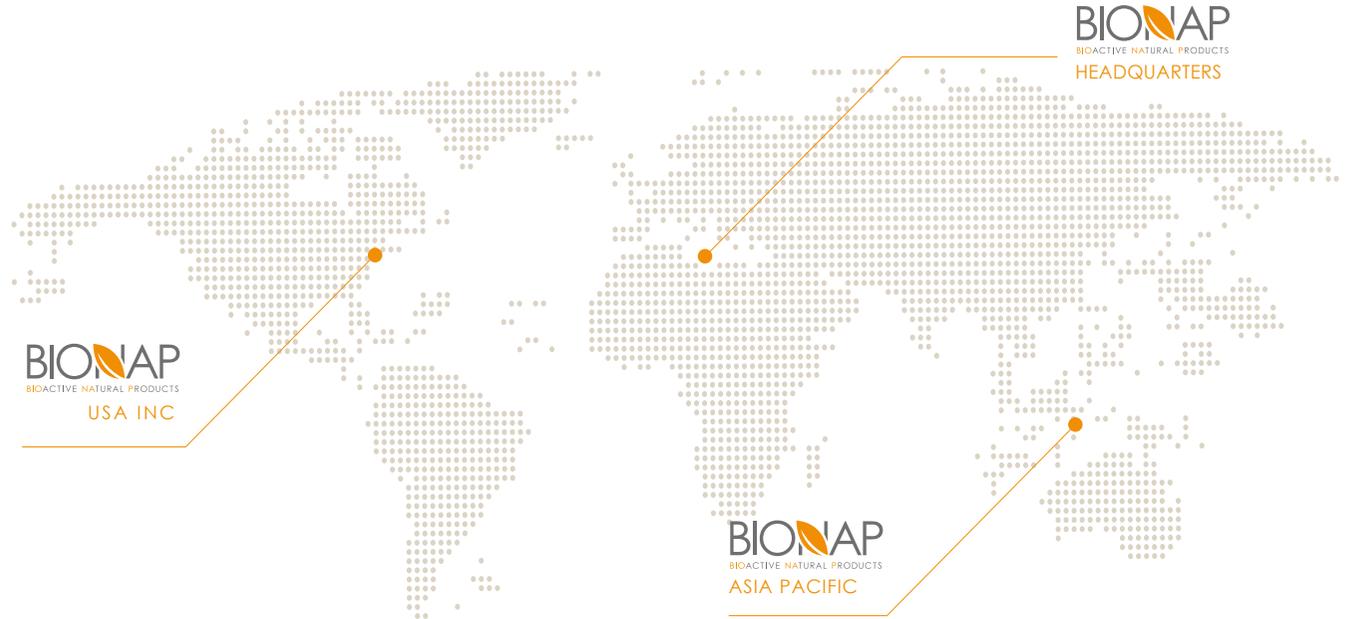




### Summary data 2024

Bionap operates in the global market, and its development represents a strategic lever for growth, enabling access to new markets, risk diversification, and the strengthening of global competitiveness. Bionap is committed to sustainable international development, combining economic growth with social responsibility and environmental stewardship across global markets. Acting locally while maintaining a global vision, and disseminating the principles of our tradition strengthened by scientific research, is an integral part of our corporate philosophy

### IN ITALY SINCE 1997



**2**  
INTERNATIONAL SUBSIDIARIES

**16.1** M€  
REVENUES

**33**  
EMPLOYEES

**165**  
TONS PRODUCED (ITALY)

## HIGHLIGHTS 2024



### Economic growth and local spending

Turnover	15.7 M€
EBITDA	1.9 M€

97%

Proportion of spending  
on **local suppliers\***

\*The data refers to suppliers of raw materials and subsidiaries



### Our commitment to our people

Women	39%
Men	61%

94%

Number of  
**permanent**  
employees

42,9

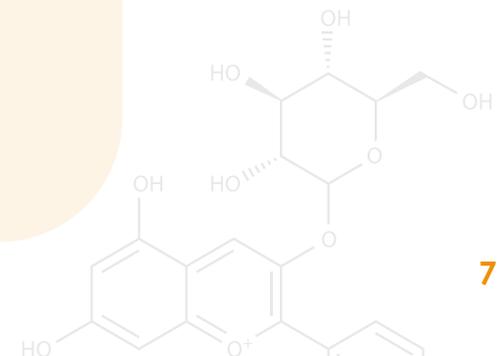
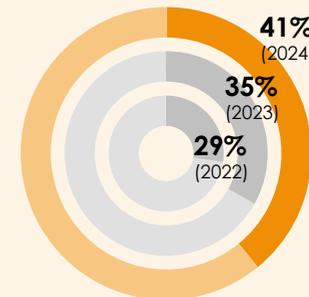
Average **training**  
**hours** per  
employee



### Our commitment to our planet

Energy consumption	3.003 MWh
<i>of which energy consumed from renewable sources</i>	41%
Electricity from renewable sources	100%
Emissions Scope 1+2 (Market based)	366 tCO <sub>2</sub> e <sub>q</sub>

**41% Energy consumed from renewable sources**





# 1. CORPORATE IDENTITY



- 1.1 Corporate purpose
- 1.2 Ownership and Operational Structure
- 1.3 History





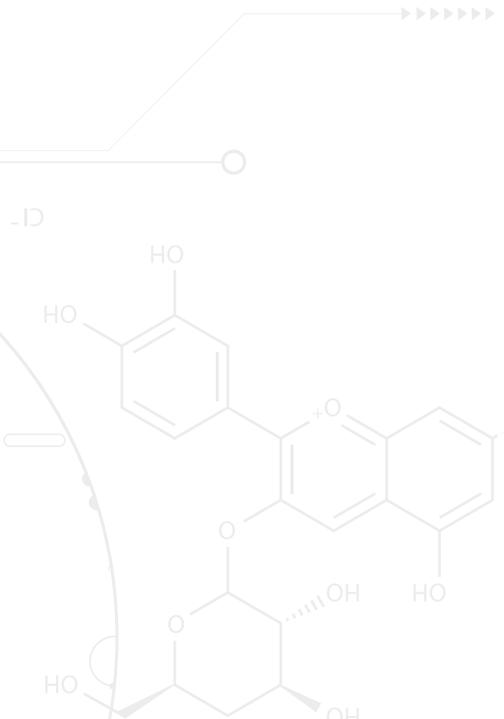
## 1.1 Corporate purpose

### OUR VISION

Driven by the love for our land and for Science we want to spread the principles of Mediterranean health and well-being culture to enhance a value for the community and the planet.

### OUR MISSION

We develop natural and innovative ingredients for the global market by applying Science to Nature through a circular business model and by placing people's well being at the heart of our commitment.





## OUR VALUES

### ▶ REGENERATIVE

We were among the first to believe in the recovery and regeneration of Mother Earth's natural elements

### ▶ RESPECTFUL

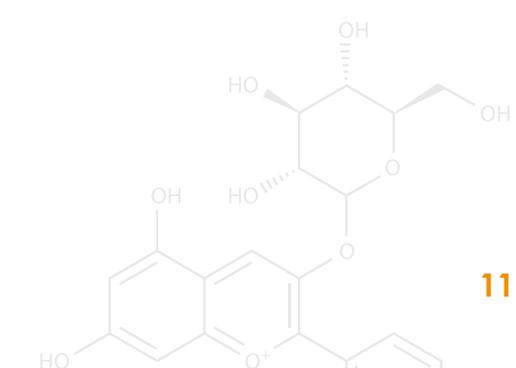
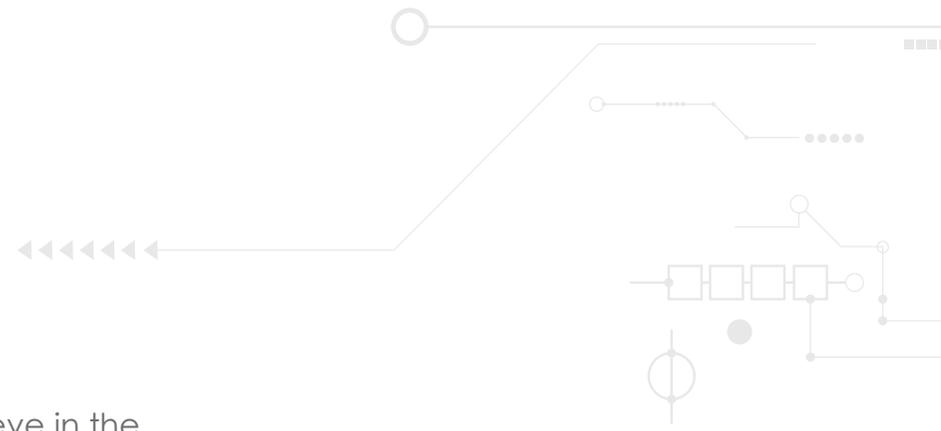
We listen to needs, aim to learn and improve respect for others and, above all, respect Nature

### ▶ INNOVATIVE

We look to the future every day, while still paying attention to the present and leveraging our past experiences

### ▶ QUALIFIED

We always apply innovation to research and science

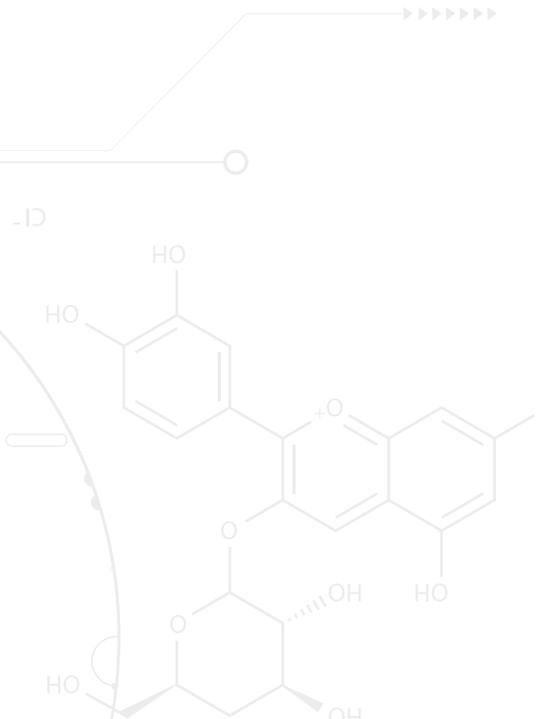




## 1.2 Ownership Structure and Operating Structure

BIONAP S.r.l. with registered office in Belpasso (CT) Italy - Contrada Furera Zona Industriale Ovest, Piano Tavola - is an Italian company, vertically integrated, specialized in the research and production of standardized botanical extracts derived from plants and fruits of the Mediterranean area, for nutraceutical, cosmetic and animal nutrition markets. Bionap is 100% owned by the holding company Active Srl that also controls two further companies: Exentiae Società Agricola and Boniser Società Agricola.

In turn, Bionap S.r.l. fully owns two subsidiaries - Bionap USA Inc. and Bionap Asia Pacific PTE Ltd - that are also the 2 operating structures of the company, one in New Jersey (USA) and in Singapore (see details in the company website [www.bionap.com](http://www.bionap.com))







### 1.3 History

Founded in Italy in 1997, BIONAP since its establishment has been strongly committed to scientific excellence and circular economy focusing on the creation of high-quality, evidence-based ingredients. The great intuition of our founder, Professor Francesco Paolo Bonina, was to identify and enhance botanical treatments derived from Mediterranean flora through international scientific research, in order to produce certified plant-based ingredients supported by rigorous scientific studies aimed at health and wellbeing solutions. BIONAP's corporate history is defined by a strong connection to its origins, a long-term vision, and ongoing investments in research and development.

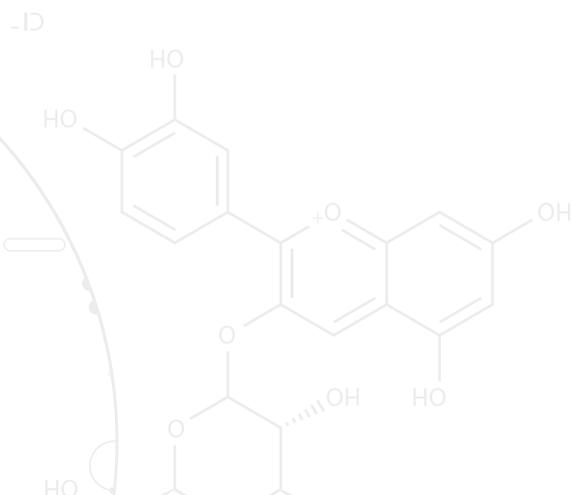


**1997**  
Year of foundation

**2002**  
Creation of the first INTERNAL R&D laboratory

**2014**  
Official opening of the new headquarter. The modern facility was designed to enhance people's collaboration and creativity

**2017**  
Nutraceutical product line extension to meet the growing demand of natural ingredients for health



Over thirty years ago, the health potential of Mediterranean plants and fruits was largely untapped, even as the Mediterranean diet was recognized worldwide as a cornerstone of well-being. Motivated by the need to address this global challenge, BIONAP was founded to unlock the power of Mediterranean plants through high-quality, science-driven ingredients.



**2018**

Awarded as champion of **circular economy** by Legambiente

**2019**

Opening of **Bionap USA** subsidiary



**2021**

Publication of first integrated sustainability report

OBTAINMENT OF:  
GMP Certification  
ISO 14001  
ISO 45001 certification

Opening of BIONAP ASIA subsidiary



**2022-2023**

Development of a new green production system (water recovery system).

Implementation of an educational program on sustainability issues.



**2024**

Confirmation of ESG objectives and strategy.

Start of activities for the development of the **corporate gender equality policy**.

Achievement of the VEG-PACK certification.





## 2. CORPORATE GOVERNANCE

GRI GRI 2-9  
GRI 2-11

GRI GRI 2-12  
GRI 2-13

GRI GRI 2-23

VSME B1

VSME B2

- 2.1 The Governance Structure
- 2.2 The governance of sustainability
- 2.3 Corporate Policies
- 2.4 Quality Policies and Management Systems
- 2.5 Gender Equality Policy
- 2.6 Association Memberships
- 2.7 Certifications



## 2.1 The Governance Structure

A solid and efficient corporate organization is a key factor in achieving objectives. **Clear organizational structures, well-defined processes, and shared responsibilities enable the integration of ESG (Environmental, Social, Governance) principles into corporate strategy and day-to-day operations.**

Proper organizational frameworks support responsible resource management, enhance risk control, and ensure transparency in decision-making processes. In this way, sustainability is not treated as a secondary aspect, but as a strategic driver capable of generating long-term value for both the company and its stakeholders. Furthermore, an organization oriented toward sustainability fosters a corporate culture based on responsibility, ethics, and continuous improvement. Employee engagement, training, and the sharing of objectives strengthen collective commitment and help ensure that sustainable actions are measurable, consistent, and lasting over time.

At Bionap, corporate organization is the foundation upon which an effective sustainability journey is built, one that balances economic performance, environmental stewardship, and positive social impact.

**FASTER**

decision making

**MULTIPLE**

business locations

**EFFECTIVE**

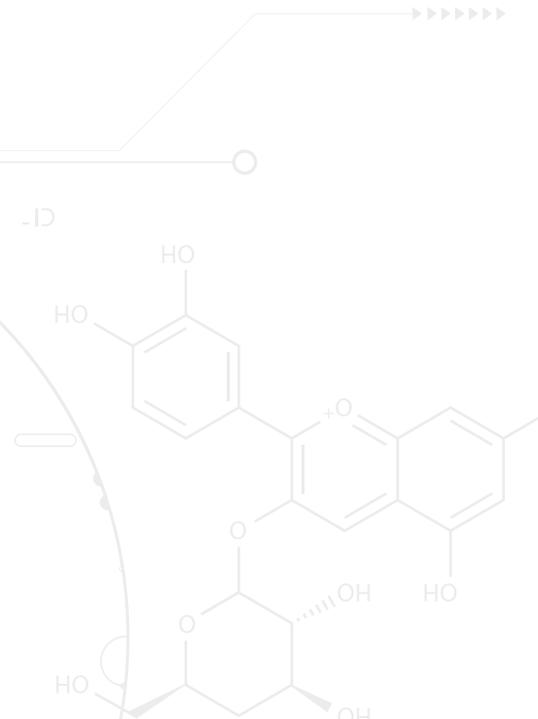
communication

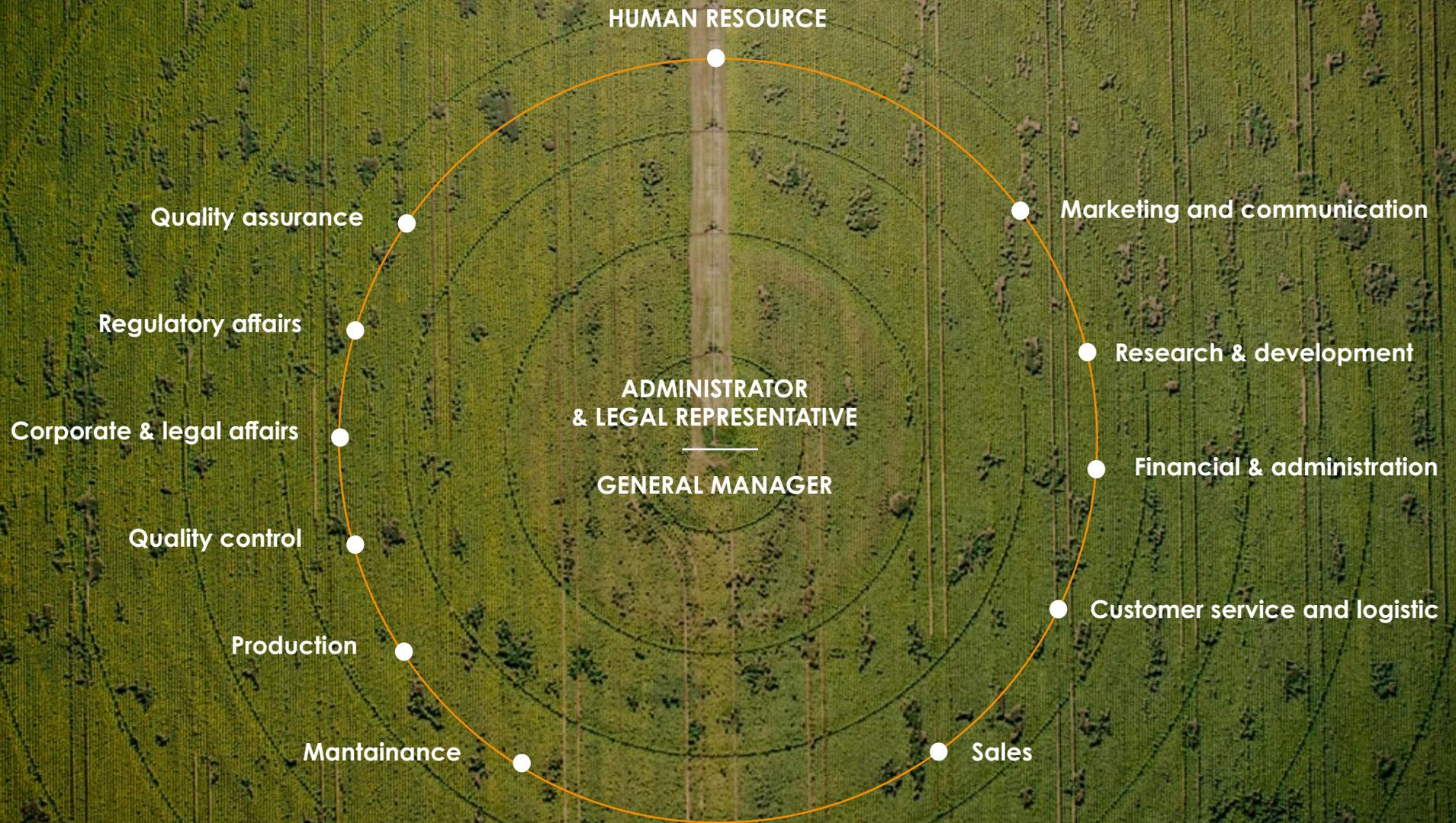
**GREATER**

employee performance

**IMPROVED**

operating efficiency and customer satisfaction





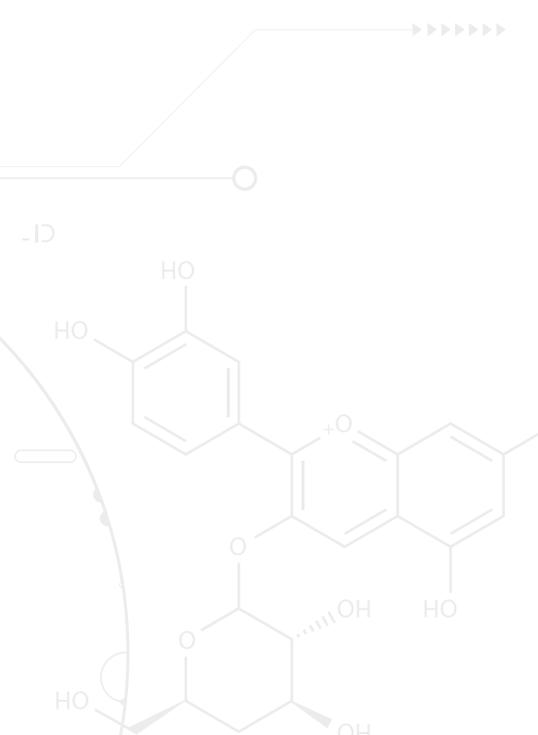


## 2.2 The governance of sustainability

Sustainability governance is an essential element of the corporate governance model and serves as an enabler for value creation in the short, medium, and long term. In line with the company's size and structure, a streamlined yet structured governance system has been adopted to ensure the integration of ESG principles into strategy and decision-making processes.

The company's management and ownership play a central role in guiding sustainability policies, defining clear objectives, and monitoring their implementation. ESG responsibilities are assigned across different business functions, promoting operational coordination and the integration of environmental, social, and governance considerations into daily activities. The governance system ensures compliance with applicable regulations, encourages ethical conduct, and supports the conscious management of sustainability-related risks and opportunities. Through monitoring tools

and reporting proportionate to the company's complexity, the company evaluates its ESG performance and fosters continuous improvement. At BIONAP, sustainability governance is not viewed merely as a compliance requirement, but as a strategic lever supporting business resilience, competitiveness, and the creation of sustainable value for all stakeholders. Sustainability topics are dealt with by the Sustainability Committee, which has the task of advising the executive board and making proposals which mainly concern guidelines and initiatives to embed sustainability in the business processes for pursuing the creation of value in the short/medium- and long-term with all the company stakeholders. Sustainability is a continuous process which must involve the entire organization. This is why a cross functional team, called **ESG COORDINATORS**, has been set up. Within this team, each coordinator has the task of promoting and monitoring the sustainability actions and the goals attained.



## SUSTAINABILITY COMMITTEE

The CROSS-FUNCTIONAL TEAM defines:

- the strategic guidelines
- the initiatives

to embed sustainability in the business processes

## ESG COORDINATORS

Within the Sustainability Strategy, a TEAM OF COORDINATORS has been identified. A coordinator for each specific ESG objective is in charge of managing the actions and monitoring the achievement of the objectives.

## ESG STRATEGY



### ENVIRONMENTAL

Quality Assurance  
Production  
Maintenance



### SOCIAL

Human Resources  
Communication  
Research and Development



### GOVERNANCE

General Management  
Regulatory Affairs  
Innovation  
Financial



GRI GRI 2-23

VSME B2

### 2.3 Corporate Policies

**Corporate policies do not only affect internal operations, but also have a direct and strategic impact on the social and economic fabric in which companies operate.**

In particular, BIONAP'S Corporate policies are focused on promoting social equity and strengthening the vitality of the economy in markets and communities.

Social equity refers to fairness of opportunity and treatment among individuals and social groups. Bionap with clear and inclusive policies has the aim of becoming engines of social equality, creating fair workplaces and more cohesive communities.

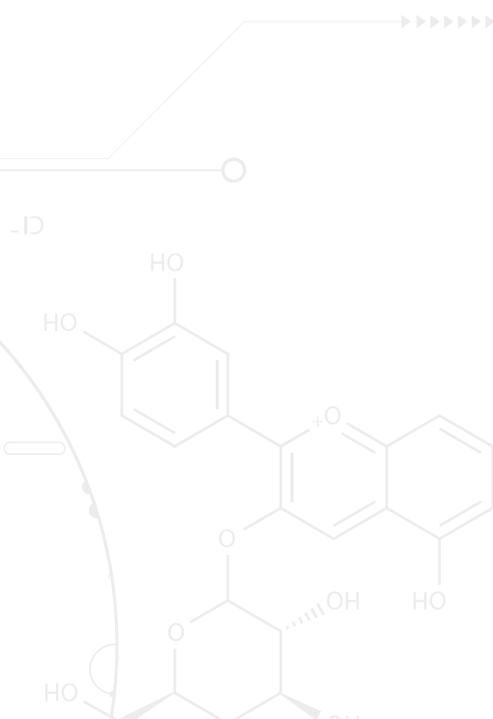
Economic vitality is not just financial growth, but also market stability, innovation, and resilience. **At Bionap we believe that Corporate policies are more than internal rules, they strengthen social equity, fuel economic vitality, and create a virtuous cycle where ethical practices and business success reinforce each other.** BIONAP'S main business model is business-to-business, and the company

distributes its products primarily through international distributors under three-year distribution agreements, which may be renewed under specific conditions. For this reason, it was considered appropriate to include an explicit and signed commitment from these stakeholders regarding social equity, quality, environmental sustainability, and economic vitality. Two clauses have therefore been incorporated into the standard contracts proposed to selected partners.

These clauses require partners to make every reasonable effort to use "environmentally sustainable" products and services and, in the social context, to adhere to the International Labor Organization (ILO) standards concerning workers.

BIONAP requests a formal commitment from all commercial partners to comply with the following policies:

- A. In order to pursue long-term social equity, environmental quality and sustainability, and economic vitality through both innovative



and traditional mechanisms, the Parties undertake to make every reasonable effort to incorporate environmentally compatible products or services into their scope of work whenever possible. “Environmentally compatible” refers to products or services that have a lesser or reduced impact on human health and the environment compared to competing alternatives serving the same purpose. This comparison may consider raw material acquisition, production, manufacturing, packaging, distribution, reuse, operation, maintenance, or disposal.

- B. The Parties agree and acknowledge that employees are entitled to a safe and respectful workplace, free from discrimination, violence, (sexual) harassment, or intimidation. They are committed to ensuring safe working conditions in compliance with all applicable health and safety regulations relevant to their respective business activities.

Both Parties will comply with the relevant

International Labor Organization (ILO) standards regarding human rights and labor conditions.

This includes, among others, the following commitments: ←←←←←

- They will not engage in or support the use of forced, bonded, involuntary, or child labor.
- They recognize and respect employees' rights to freedom of association and assembly, as well as collective bargaining.
- They respect and adhere to the principle of non-discrimination based on race, caste, color, national origin, religion, gender, age, sexual orientation, gender identity or expression, disability, protected veteran status, union membership, political affiliation, or any other characteristic protected by law.

**Corporate policies  
create a virtuous cycle  
where ethical practices  
and business success  
reinforce each other.**



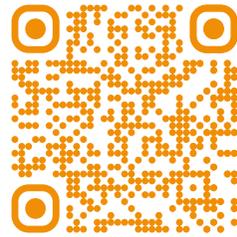


## 2.4 Quality Policies and Management Systems

Bionap Srl has undertaken a process of continuous improvement in its management systems and product manufacturing for several years, deploying a comprehensive Quality and Certification strategy. The Quality Policies aim to select service providers that comply with Bionap's ethical and sustainability principles and to ensure respect for the diversity of all the company's stakeholders.

Additionally, Bionap formally adopts the following policies:

- **Quality and Food Safety Policy**
- **Health, Safety, and Environmental Policy**



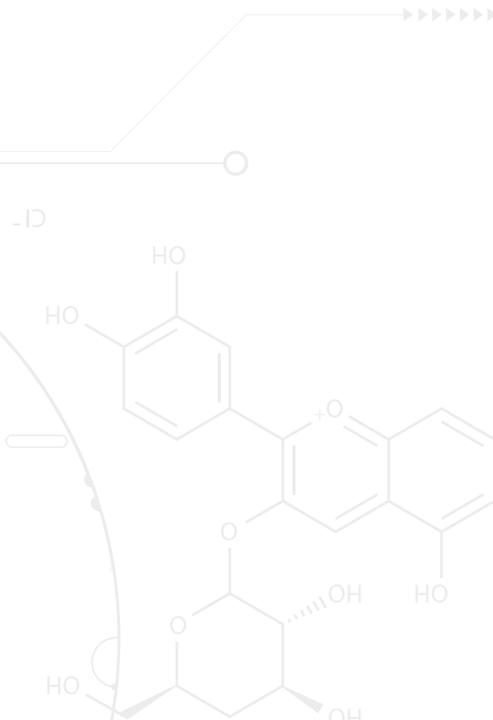
## 2.5 Gender Equality Policy

Gender equality is not only a matter of fairness and social justice, but also a crucial driver of a company's growth, reputation, and competitiveness. By adopting a clear policy on gender equality, a company acknowledges that men and women should have equal opportunities in every aspect of work from recruitment and promotions to pay, training, and professional development.

In 2024, BIONAP began implementing a structured gender equality policy to foster an inclusive workplace where every employee feels valued and empowered to perform at their best.

The resulting diversity of perspectives enhances decision-making and fuels innovation and creativity essential ingredients in a competitive and ever-changing market.

**Investing in gender equality at BIONAP is a long-term strategy aimed at strengthening business performance and building a sustainable future, where every talent has the same opportunities to contribute and thrive.**



## 2.6 Association Memberships

Bionap is a member of **Confindustria Catania**, the local branch of Italy's leading industrial federation. Through this affiliation, the company participates in a network of enterprises committed to promoting industrial development, innovation, and sustainable economic growth within the region. At Bionap, being part of Confindustria goes beyond representation, it allows us to engage in a dynamic ecosystem of companies, actively contributing to sustainable, competitive, and resilient economic growth. We believe that building networks, sharing experiences, and leveraging shared resources is key to turning sustainability challenges into real opportunities for growth.



CONFINDUSTRIA CATANIA



Networking and sharing experiences is key to turning sustainability challenges into real opportunities for growth



**At Bionap, quality and certifications are not merely compliance requirements, but integral components of a sustainable growth model.**

**Investing in certified management systems supports a robust governance framework, enhances operational efficiency, and enables the creation of long-term value for all stakeholders.**

## 2.7 Certifications

### SYSTEM CERTIFICATIONS



#### UNI EN ISO 9001:2015

"System of quality management - requirements"

Certifying body: Bureau Veritas SpA;



#### UNI EN ISO 14001

"Environmental management systems - requirements and guide for use"

Certifying body: Rina SpA;



#### UNI EN ISO 45001

"System for the management of health and safety at work - requirements and guide for use" Certifying body: Rina SpA.



#### GMP

Management System compliant with GMP for dietary supplements (FDA CFR 21 – p.1 1 1) (approved by Bureau Veritas Italia)



### PRODUCT CERTIFICATIONS



Bio Certification issued by Bioagricert S.r.l.



#### VeganOK

issued by VEGANOK Srl, Società Benefit (Benefit Company)



#### NON GMO

The Non-GMO Project is a mission-driven non profit organization offering rigorous product verification and trustworthy education that empowers people to care for themselves, the planet, and future generations.



#### ECOCERT/COSMOS

issued by Ecocert SA, Certification body for sustainable development



#### Kosher Certification

issued by Eurokosher Srl, in accordance with Jewish dietary and religious principles



#### Halal

issued by Halal International Authority, in accordance with Islamic religious and dietary principles



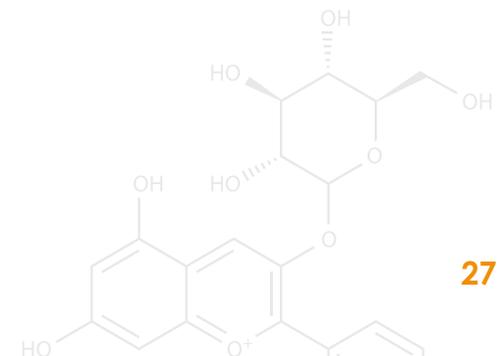
#### Purity IQ

The Purity-IQ Trustmark is a 3rd party certification that demonstrates ingredients and products for identity, purity and consistency and proves that a manufacturer went one step beyond the regulatory requirements to provide their best assurance of quality.



#### Veg-Pack

Certification issued by the benefit company, VEGANOK Srl;





# 3. VALUE CREATION

GRI GRI 2-6

GRI GRI 2-29

GRI GRI 3-1  
GRI 3-2

VSME B1

3.1 Sustainability-Related Strategy, Products, Markets, and Resources

3.1.1 The Context in Which We Operate

3.1.2 Our core business

3.1.3 The Creation of Shared Economic Value

3.2 The ESG Journey

3.2.1 Stakeholder Engagement and Perspectives

3.2.2 Materiality Matrix

3.3 Sustainability Strategy



GRI GRI 2-6

VSME B1

### 3.1 Sustainability-Related Strategy, Products, Markets, and Resources

#### 3.1.1 The Context in Which We Operate

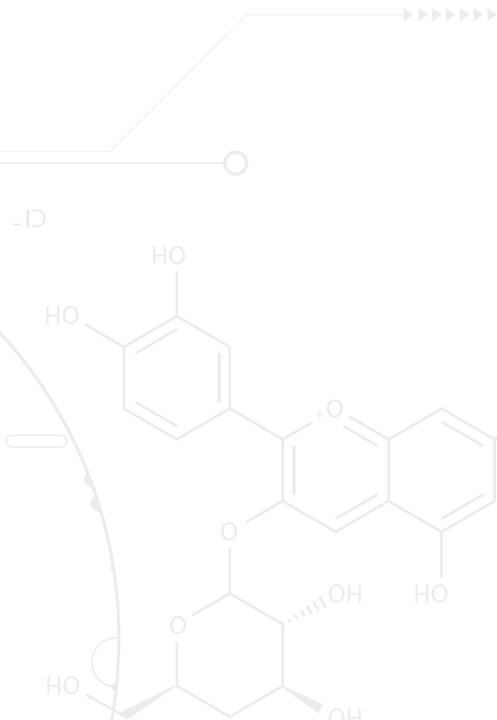
Located in the **southern region of Italy**, Bionap operates within a context marked by both **opportunities** and **challenges**. While the company continues to monitor global macroeconomic trends, including **trade tariffs**, **geopolitical tensions**, ongoing conflicts such as the war in Ukraine, and other regional instabilities, which affect **global supply chains**, **logistics**, **energy costs**, and **raw material availability**, its operational activities remain firmly rooted in the **local territory**. In recent years, Sicily has been undergoing a phase of economic transition, characterized by positive signs of growth alongside persistent structural challenges that affect its medium-term development.

While the region has recorded positive GDP growth, employment dynamics present both strengths and weaknesses. The unemployment rate remains among the highest in Italy, significantly exceeding the national average.

It is within this context that Bionap operates, with the objective of contributing to the creation of sustainable economic prospects within the region. By producing locally, Bionap generates **economic value**, fosters **local employment**, including **highly skilled positions**, and supports **regional development**. Bionap operates within the global market while maintaining a strong commitment to local action, with the aim of:

- Fostering investment and innovation, particularly in the development of circular economy models;
- Enhancing competitiveness, including at the local level;
- Promoting a more inclusive labor market through active employment policies and professional training initiatives;
- Contributing to the reduction of economic and social inequalities that continue to characterize the island.

Driven by the commitment to meet **market demands**, Bionap has strengthened **partnerships**



with **international university research departments**. These collaborations empower the company to **anticipate trends**, capitalize on **emerging global opportunities**, and deliver **innovative, high-quality**, and **sustainable solutions** that respond to the needs of **health-conscious consumers worldwide**.

The global consumer landscape continues to favor **healthier lifestyles** and **well-being**,

increasing the demand for **nutraceutical ingredients**, **plant-based dietary supplements**, and **inclusive, clean beauty products**. Consumers are increasingly seeking **value-added natural products** that provide diverse health benefits. Bionap's **shared-value approach** allows the company to address these evolving market dynamics while maintaining a strong **local presence**. Through **vigilance of market**

**shifts, strategic research investments**, and **active community engagement**, Bionap remains committed to **enhancing the well-being** of its customers and the broader global community. **By combining global insights with local impact, the company ensures that its growth supports economic vitality, innovation, and sustainable development within its region.**



**LEVERAGING GLOBAL INSIGHTS  
TO CREATE LOCAL SUSTAINABLE IMPACT**



GRI GRI 2-6

VSME B1

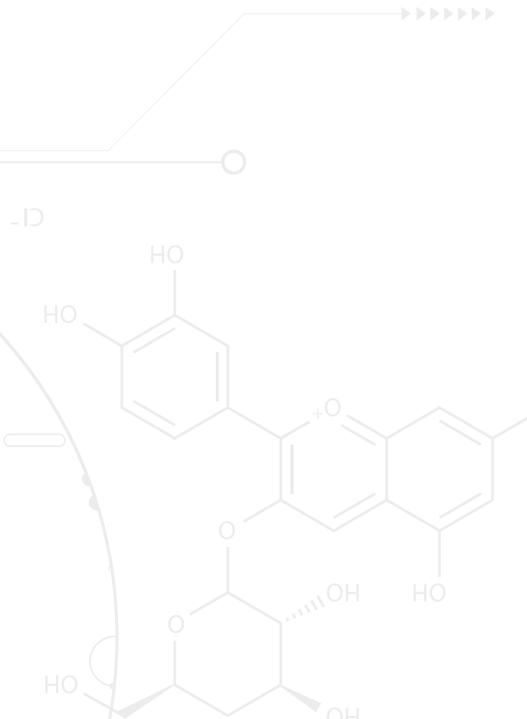
### 3.1.2 Our core business

The global health industry market is undergoing structural development driven by a growing demand for plant-based ingredients, particularly in the nutraceutical and cosmetic segments. Consumers are showing an increasing interest in natural, sustainable solutions that offer functional benefits, shaping the product development, positioning, and innovation strategies of companies in the sector. The health and wellness industry today sits at the intersection of prevention, lifestyle, and sustainability. Plant-based ingredients are increasingly perceived as compatible with a healthy lifestyle and as long-term solutions for maintaining overall well-being. In the cosmetic sector, the combination of functional active efficacy, naturalness, and ingredient storytelling represents a key factor in meeting consumer needs. In this context, Bionap promotes its branded plant-based ingredients, botanical extracts, and bioactive compounds by continuing to:

- invest in research and scientific validation of the ingredients;
- ensure traceability and sustainability throughout the supply chain;
- communicate clearly the benefits, origin, and functionality of the ingredients;
- integrate the concept of sustainable into brand strategies.

Bionap continuously monitors evolving market dynamics and embraces emerging opportunities, positioning itself to effectively meet customer needs through a shared-value approach. Driven by its commitment to address market expectations, the company has established strong partnerships with international university research departments. These strategic collaborations enable Bionap to anticipate trends, capitalize on global opportunities, and support its long-term growth trajectory.

Through its research partnerships and deep market insight, Bionap is able to deliver innovative, high-quality, and sustainable solutions that appeal to health-conscious consumers worldwide. By remaining attentive to market shifts and investing significantly in research, the company reaffirms its commitment to improving the well-being of its customers and contributing positively to the global community.





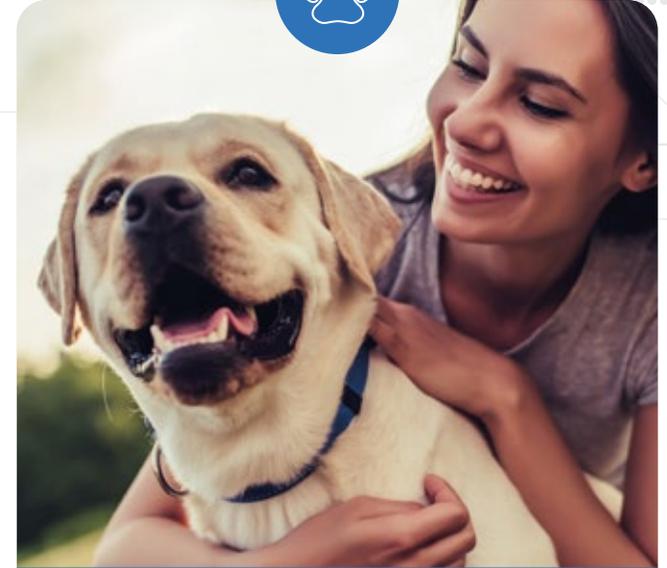
## PERSONAL CARE

Every day we take inspiration from the beauty of the Mediterranean, providing unique and innovative solutions for the beauty and personal care market and striving for sustainable beauty, both locally and globally.



## NUTRACEUTICAL

The Mediterranean region offers a wide range of unique and very rich plants. Every day, Bionap's researchers develop natural ingredients, striving for better health and wellness for people around the world.



## ANIMAL NUTRITION

We apply our research to every living creature. We believe in prevention over cure for animal wellbeing, because animal health means people wellness.

Bionap is positioned to lead the next generation of botanical ingredients suppliers, with the aim of improving health and quality of life all over the world. Bionap's authentic, multigenerational heritage combined with scientific innovation and ingredients are inspired by market insights and backed by science. With its vertically integrated strategy, Bionap is advancing and growing its capabilities and broadening its reach around the world while remaining grounded to its roots and philosophy based on a circular economy approach.



GRI GRI 2-6

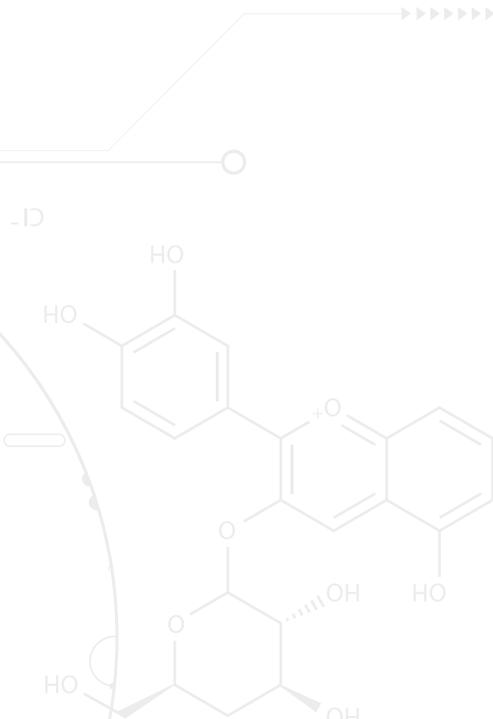
VSME B1

**AT BIONAP, WE SEE THE CIRCULAR ECONOMY AS AN OPPORTUNITY TO INSPIRE PEOPLE, LEADERSHIP AND PRODUCT INNOVATION, ALL DRIVING TOWARDS A SUSTAINABLE FUTURE.**

We believe in the beauty of biodiversity, meaning respecting the natural cycle of nature where man is a key element in preserving this wonderful ecological system and greatly reduce our environmental impact.



The global economy's linear business model of "take, make, and waste" is depleting natural resources faster than they can be replenished, and straining ecosystems. A circular economy does more with less, keeps products and materials in use, and regenerates natural systems. At its core is an opportunity to develop technologies and business models that are regenerative by design.



## CO-PRODUCTS FOR SUSTAINABLE INDUSTRIAL PRACTICE

Since 1997, BIONAP guided by the pioneering vision of its founder *Professor Francesco Bonina*, has actively embraced the principles of the circular economy, structuring its business model from the very beginning around the strategic utilization of co-products. Co-products are not mere secondary outputs; they represent valuable resources generated during primary production processes that can be reintegrated into other production cycles, giving rise to new goods, services, and business opportunities. By leveraging co-products, BIONAP has consistently maximized resource efficiency, reduced dependency on virgin raw materials, and captured additional economic value from materials that would otherwise remain underutilized.

From a strategic and economic perspective, the integration of co-products has been a significant competitive differentiator. Beyond

immediate cost and efficiency gains, it continues to drive a virtuous cycle of sustainability, where resource optimization functions as a core strategic lever for the company's main business while simultaneously fostering collaboration across sectors. This approach has strengthened local networks, promoted integrated production chains, and reinforced the resilience and competitiveness of the regional economy.

Looking ahead, BIONAP remains firmly committed to continuous improvement, investing in the refinement and expansion of its circular model. Achieving this requires a combination of intelligent design, cutting-edge technological innovation, and a systemic, end-to-end perspective on production processes. By embedding these principles into its operations, BIONAP not only enhances operational efficiency but also creates long-term economic and environmental value, positioning itself as a leader in sustainable industrial practice.



### 3.1.3 The Creation of Shared Economic Value

This diagram shows how Bionap's business model works, according to the integrated reporting framework created by the **International Integrated Reporting Council (IIRC)**. The business model of an organization is the process that transforms the "inputs",

#### OUR VALUE CREATION MODEL

#### WHY

##### Mission

To develop natural and innovative ingredients for the global market by applying science to nature through a circular business model and by placing people's well-being at the heart of our commitment

##### Vision

To spread the principles of the Mediterranean tradition for people's well-being, thanks to our cutting-edge scientific research applied to natural resources, in full respect of biodiversity

#### HOW

##### Our Sustainability Strategy

- Supply-chain traceability and circular process enhancement
- Reinforcement of HR management resources

- Company system of roles, responsibilities and delegation
- Innovation management improvement

##### Material issues

- Carbon footprint
- Raw material procurement
- Product quality and safety
- Compliance

- Innovation
- Governance
- stakeholder engagement
- Waste

- Economic performance
- Human capital: Welfare, Diversity & Inclusion

##### Core values

- Regenerative
- Qualified
- Respectful
- Innovative

#### WHERE

##### Developing countries

Bionap's activities focus on developing new markets where the unique nature of Mediterranean ingredients is seen as a key factor for competitiveness

#### WHAT

##### Inputs

Capital

##### Human

Professional and skilled employees

##### Intellectual

Innovation through in-house R&D

##### Financial

Strong capital base, reinvesting gains

##### Relational

B2B customers; suppliers; universities and other partners

##### Natural

Energy produced and consumed by the organization

##### Productive

Headquarters with testing and analysis laboratory

##### Business activities

Product development  
research and studies

Customers

Manufacturing of natural ingredients for the nutraceutical, personal care and Animal Nutrition industry



through its industrial and production activities, into results (outputs) and impacts (outcomes), setting itself the goal of creating value in the short, medium and long term.

**GRI** GRI 2-6

**VSME B1**

**VALUE CREATION**

**Short term**

- Human** Staff training, welfare and engagement
- Intellectual** Safe product supply
- Financial** Turnover growth
- Relational** Customer experience enhancement
- Natural** Carbon footprint measurement
- Productive** Process automation enhancement

**Long term**

- Human** Company well-being and talent attraction
- Intellectual** Protecting the company's innovative research
- Financial** Economic and sustainable growth overall
- Relational** Stakeholder inclusion in value creation
- Natural** Lower carbon and climate impact in the supply chain
- Productive** Circular manufacturing process

SDGs





### 3.2 The ESG Journey

#### 3.2.1 Stakeholder Engagement and Perspectives

In order to identify material sustainability issues, the company has triggered a process of listening to its stakeholders. For the purposes of drafting the materiality matrix, some specific stakeholders were called, through a dedicated survey, to vote on a series of potential impact for the creation of shared value. The engagement process brought out ideas as well as offering reflections on potential mutual commitment on common paths.

#### STAKEHOLDER ENGAGEMENT

Sustainability means creating value:

- to be shared with our **stakeholders**
- to be maintained over time for **future generations**

We believe it is essential to engage our stakeholders in defining our strategy and goals, in order to meet the expectations of the people and organizations who choose us.

With a view to designing our sustainability strategy, we have implemented a process of listening to our stakeholders. They were selected and identified by each department manager, in co-ordination with the company management.

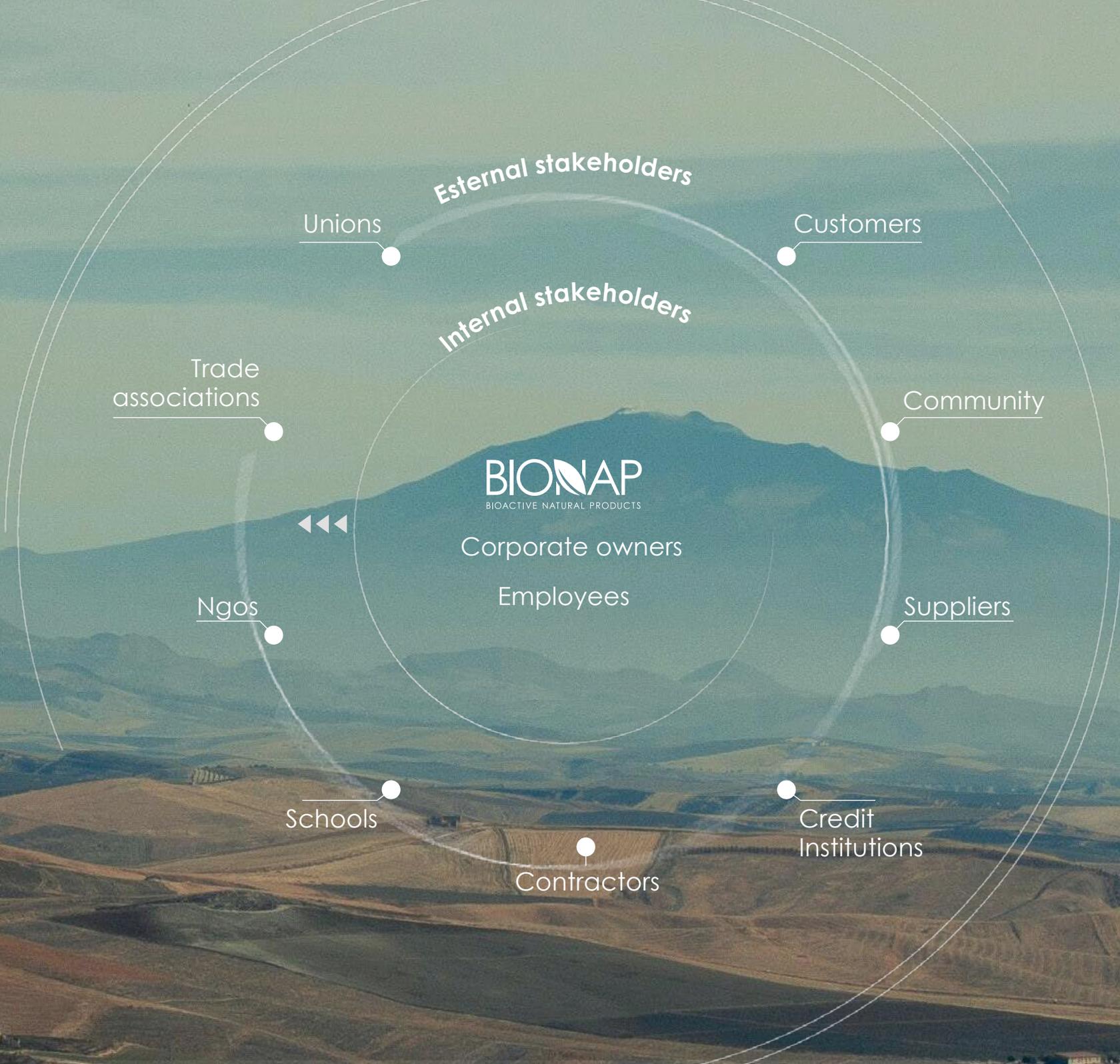
#### TEN CATEGORIES WERE USED

Employees, customers, communities, suppliers, credit institutions, schools, NGOs, contractors, trade associations and unions. The **REPORTING PROJECT**, the **MATERIALITY PROCESS** and the **VOTING METHODOLOGY** were illustrated to the stakeholders through dedicated virtual meetings. The meetings with stakeholders have provided meaningful input and perspectives, contributing to a more comprehensive understanding of the issues material to the Company's sustainability, and encouraging consideration of potential mutual commitments along common strategic pathways.





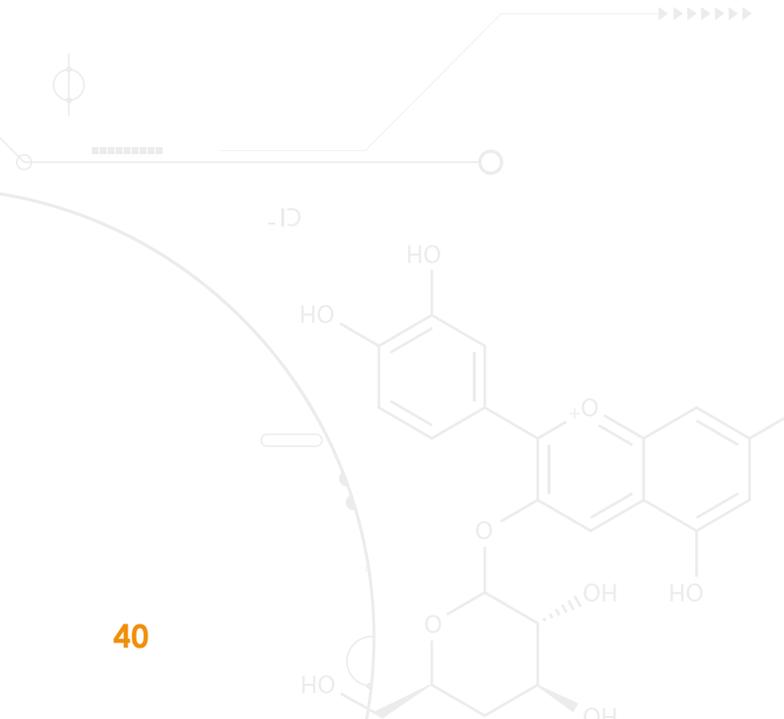
THE BUSINESS MODEL





### 3.2.2 Materiality Matrix

Through the materiality process it was possible to identify, among the significant topics, those that are actually “material”, i.e. relevant for the company. Stakeholders were asked to give a vote (from 1 to 10) based on the minor or major impact of each issue on the company’s ability to produce value in the medium to long term. The table shows the topics submitted for voting, while the figure shows the materiality matrix, in which the results of the Management Team’s votes are shown on the horizontal axis, while the averages of the votes of the various categories of stakeholders are shown on the vertical axis . The analysis of the material topics was conducted taking into consideration Bionap’s strategic direction and assessing the extent of the impacts that they could have on the strategy, governance, performance and prospects of the organization. The 10 material topics identified therefore constitute a fundamental part in planning one’s own path towards corporate sustainability, while those considered to be of strategic importance in the creation of value are shown in the upper right-hand quadrant of the matrix.



The analysis identified 10 material matters, with those recognized by the Company as strategically significant for value creation being specifically highlighted.

## THE SELECTED MATERIAL MATTERS

**Raw material procurement**

**Carbon footprint**

**Waste**

**Human capital**

**Product quality and safety**

**Stakeholders engagement**

**Economic performance**

**Governance**

**Innovation**

**Compliance**

Atmospheric emissions

Packaging

Energy

Healthy, safe and pleasant workplace

Welfare, diversity and inclusion

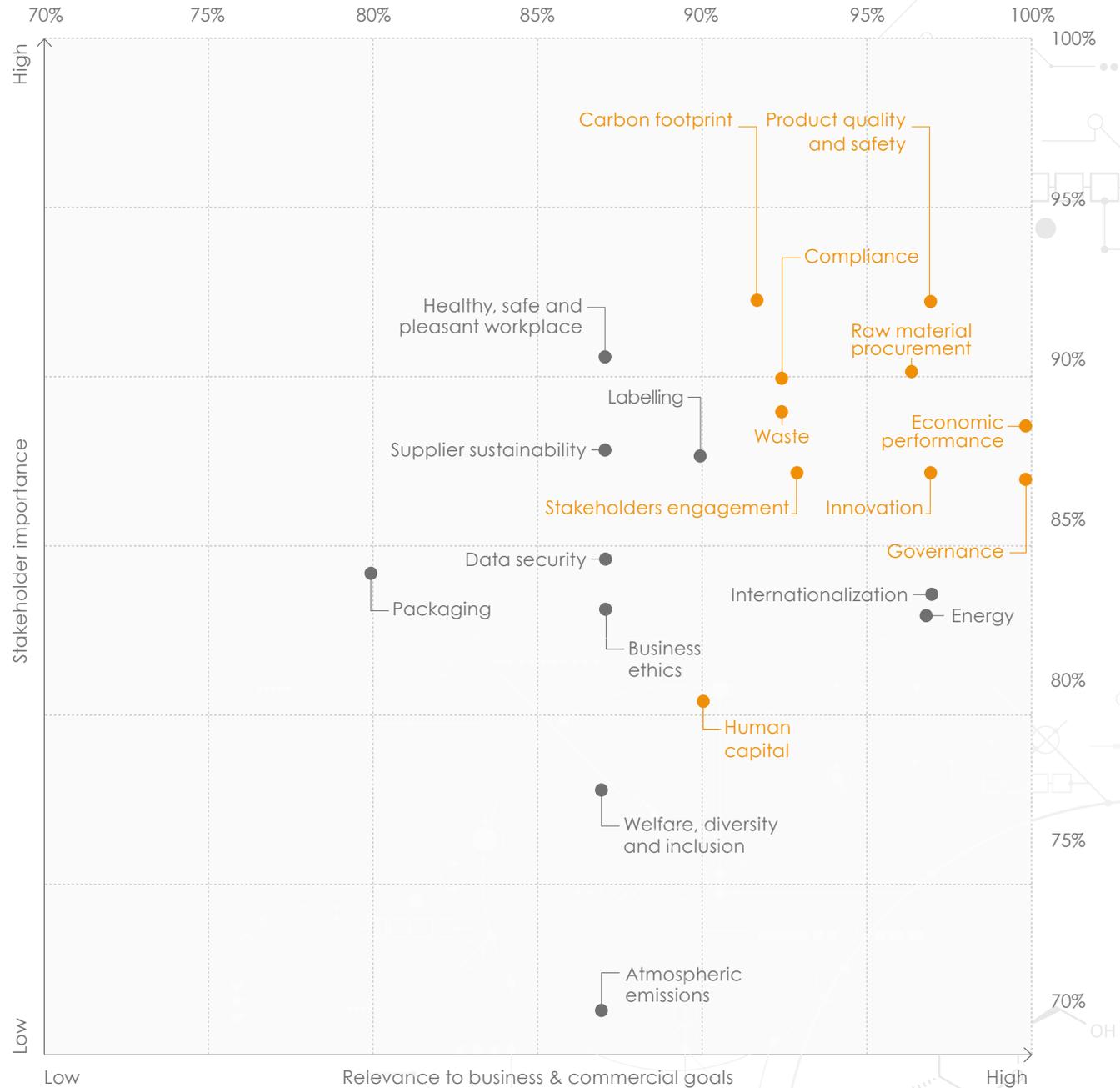
Supplier sustainability

Labelling

Internationalization

Business ethics

Data security





### 3.3 Sustainability Strategy

In 2024, we continued to advance the topics identified through our initial materiality matrix and stakeholder engagement process.

The evolving market landscape, new global frameworks, changes in European regulations, and the organization's own internal developments have necessitated a comprehensive review of these topics and the initiation of a second materiality assessment. In particular, it became clear that re-engaging with our stakeholders and the subsequent revision of the Sustainability Plan were essential steps. This process is currently underway, and its outcomes will be reflected in forthcoming reports.

At this stage, we want to reaffirm our commitment to the CORE PRINCIPLES underpinning our ESG strategy, which continue to drive and shape our sustainable growth:



#### NATURAL CAPITAL

- Material issues
- Raw material procurement
  - Waste
  - Carbon Footprint

#### SDGs



### ENVIRONMENTAL

#### Regeneration of natural resources

We are moving towards a turning point in the way we operate. In order to reduce our environmental impact, we will work on our production processes, and the traceability of our supply chain.



## SOCIAL

### RESPECT and support for communities

To improve quality of life in the communities we operate in and cooperate with, we have planned social responsibility initiatives in order to promote equal opportunities, cover the gender gap, and implement inclusion of diversity.



HUMAN CAPITAL      RELATIONAL CAPITAL

Material issues

- Customer satisfaction
- Product quality and safety
- Human capital

SDGs

5 GENDER EQUALITY      3 GOOD HEALTH AND WELL-BEING      8 DECENT WORK AND ECONOMIC GROWTH

## GOVERNANCE

### Broadening the business horizons for our stakeholders

Sustainability also means creating shared economic value. Our culture, based on science and technology know-how and driven by innovation, is what allows us to strengthen our financial performance, which is transparently documented to stakeholders.



INTELLECTUAL CAPITAL      FINANCIAL CAPITAL      PRODUCTIVE CAPITAL

Material issues

- Governance
- Compliance
- Innovation
- Economic performance

SDGs

8 DECENT WORK AND ECONOMIC GROWTH      9 INDUSTRY, INNOVATION AND INFRASTRUCTURE      12 RESPONSIBLE CONSUMPTION AND PRODUCTION



## 4. ESG PERFORMANCES



4.1 Environmental Sustainability

4.2 Social Sustainability

4.3 Economic and Governance  
Sustainability

The 2024 performances are outlined in the ESG dimensions. For each dimension, performances are measured following the GRI standards and VSME – Voluntary Sustainability Reporting Standard combined with the UN Sustainable Development Goals (SDGs).



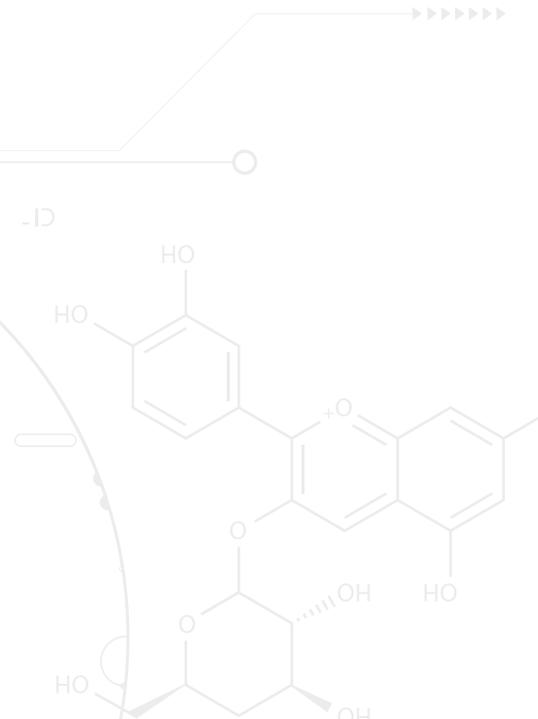
GRI GRI 306-3

VSME B7

### 4.1 Environmental Sustainability

Environmental sustainability focuses on the **conservation and responsible management of natural resources and ecosystems**. It emphasizes the prudent use of resources, mitigation of climate change, and protection of biodiversity. Its objective is to preserve ecological balance, ensure resource availability for future generations, and create a healthy and livable environment for all living beings.

Bionap is advancing an environmental shift in its operations. With the aim of reducing environmental impact, the company is focusing on production processes, supply chain traceability, emissions, and waste management. The main areas of intervention include **climate change mitigation, water preservation, enhancing the circular economy, and biodiversity protection**.



## RAW MATERIAL PROCUREMENT

Bionap continues to **widen the traceability scope**, particularly in upstream processes, by enhancing **supply chain sustainability compliance**. A long-term goal is **traceability process automation**, while in the short term the company prioritizes **local products and co-products**.

## WASTE MANAGEMENT AND CIRCULAR ECONOMY

Bionap's **shared-value approach** emphasizes enhancing **circularity**. In the short term, the company is improving **manufacturing processes** to minimize **non-recoverable waste**, contributing to a more sustainable production system.

## WATER MANAGEMENT

Bionap has invested in **advanced water treatment systems**, reducing average monthly process water generation from 184,614 kg to 133,922 kg (-27%). While current performance is not yet fully aligned with initial expectations due to the system not operating at optimal levels, the initiative has delivered a tangible environmental benefit. The company remains committed to further optimizing the system in order to progressively achieve its predefined **reduction targets**.

## CARBON FOOTPRINT AND CLIMATE ACTION

Since 2021, Bionap has been monitoring its carbon footprint to evaluate emissions from product manufacturing. The **zero-CO<sub>2</sub> projects** are being implemented to **reduce emissions and offset residual impact**, in line with the company's **mid- and long-term carbon reduction goals**.



NATURAL CAPITAL

- Material issues
  - Raw material procurement
  - Waste
  - Carbon Footprint

SDGs



GRI GRI 306-3



VSME B7

## RAW MATERIAL PROCUREMENT

Bionap recognizes local suppliers as a strategic lever for creating sustainable value along the supply chain. In line with GRI Standard 204, we develop responsible procurement policies that prioritize, where possible, suppliers operating within the local territories. Local sourcing reduces environmental impacts associated with logistics, improves supply traceability, and facilitates effective monitoring of environmental and social practices among business partners. From an economic perspective, spending on local suppliers supports the development of local territories, strengthens the productive fabric, fosters job creation, and generates shared value.

97%

Proportion of spending on **local suppliers\***

\*The data refers to suppliers of raw materials and subsidiaries

### GRI 204-1 Proportion of spending on local suppliers

Expenditure made to suppliers of raw materials and subsidiaries established in Sicilia and Calabria

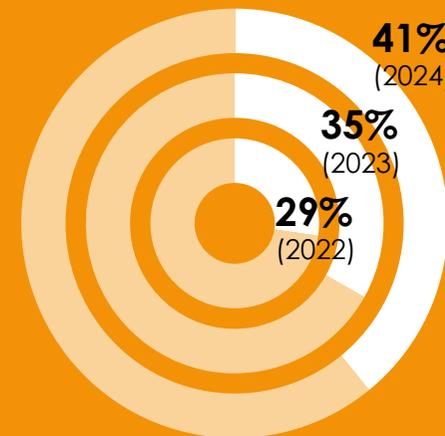
**2024**  
97%

In accordance with GRI 204-1, Bionap monitors the proportion of spending allocated to local suppliers in relation to total procurement expenditure. This indicator is used as a tool to assess the indirect economic impact generated by the Company's operations and to support the continuous improvement of sustainable procurement strategies. The Company is committed to maintaining and, where possible, increasing over time the share of expenditure directed towards local suppliers, in line with quality, cost, and operational continuity requirements, thereby contributing to the achievement of sustainable development objectives.

## CLIMATE ACTION

Renewable energy sources play a crucial role in reducing greenhouse gas emissions and addressing climate change. Bionap is committed to adopting clean energy wherever possible, directly contributing to minimizing environmental impact and enhancing the resilience of energy systems. By investing in renewable energy, bionap aims not only to protect the planet but also to foster innovation and strengthen energy security. Transitioning to clean energy is a key priority for us, supporting a more sustainable future and contributing to the achievement of global climate goals.

**41% Energy consumed from renewable sources**



## Focus on Circular Economy

Since 1997, BIONAP has been actively working to enhance the circular economy principles at the core of its business model. Recognized as a Circular Economy Champion in 2018, BIONAP has identified models and frameworks to structure its approach and further expand the company's circularity. For example, the Ellen MacArthur Foundation's Butterfly Diagram is a framework that emphasizes the preservation and regeneration of natural resources through both biological and technical cycles.

The company's production processes are designed to be **fully circular**, with products created to **minimize environmental impact** and **maximize sustainability** throughout their lifecycle. From the **selection of raw materials** to production, every step is carefully managed to ensure **responsible resource use, waste reduction**, and avoidance of overconsumption.

By integrating **technological innovation, scientific research**, and **environmental**

**responsibility**, Bionap has established a **productive ecosystem** where waste is considered a valuable resource and renewable energy supports operations. This holistic approach enables the company to deliver **high-quality, circular products** with the aim of reducing the **environmental impact**.

Bionap's circular economy model demonstrates that **economic growth and environmental stewardship can coexist**, placing the **well-being of the environment and people** at the center of every decision.

Through these initiatives, the company is redefining industry standards and proving that a circular approach is **key to a sustainable future**.





## Circular Economy and Water Recovery

Bionap is committed to a circular economy through the implementation of an innovative industrial process that prioritizes sustainability and resource efficiency. Recognizing the high water demand inherent in production, the company has developed an advanced Water Recovery System to significantly reduce dependence on external water sources. The system purifies process water through multiple stages, allowing it to be seamlessly reintegrated into the production cycle, with only a minimal fraction requiring disposal. This approach underscores Bionap's dedication to environmental responsibility while optimizing operational efficiency.

This system delivers multiple advantages. It lowers disposal costs by reducing the volume of wastewater, thereby minimizing the environmental impact of industrial effluents. At the same time, it optimizes water usage, helping to conserve vital water resources. By establishing a closed-loop system, treated water is effectively reused, enhancing production efficiency,

decreasing dependence on external resources, and promoting the sustainable management of internal assets. By leveraging this circular industrial process, Bionap will drive sustainable operational excellence while strategically advancing its long-term environmental stewardship objectives.

**Water is an essential resource for life**, human well-being, and economic development.

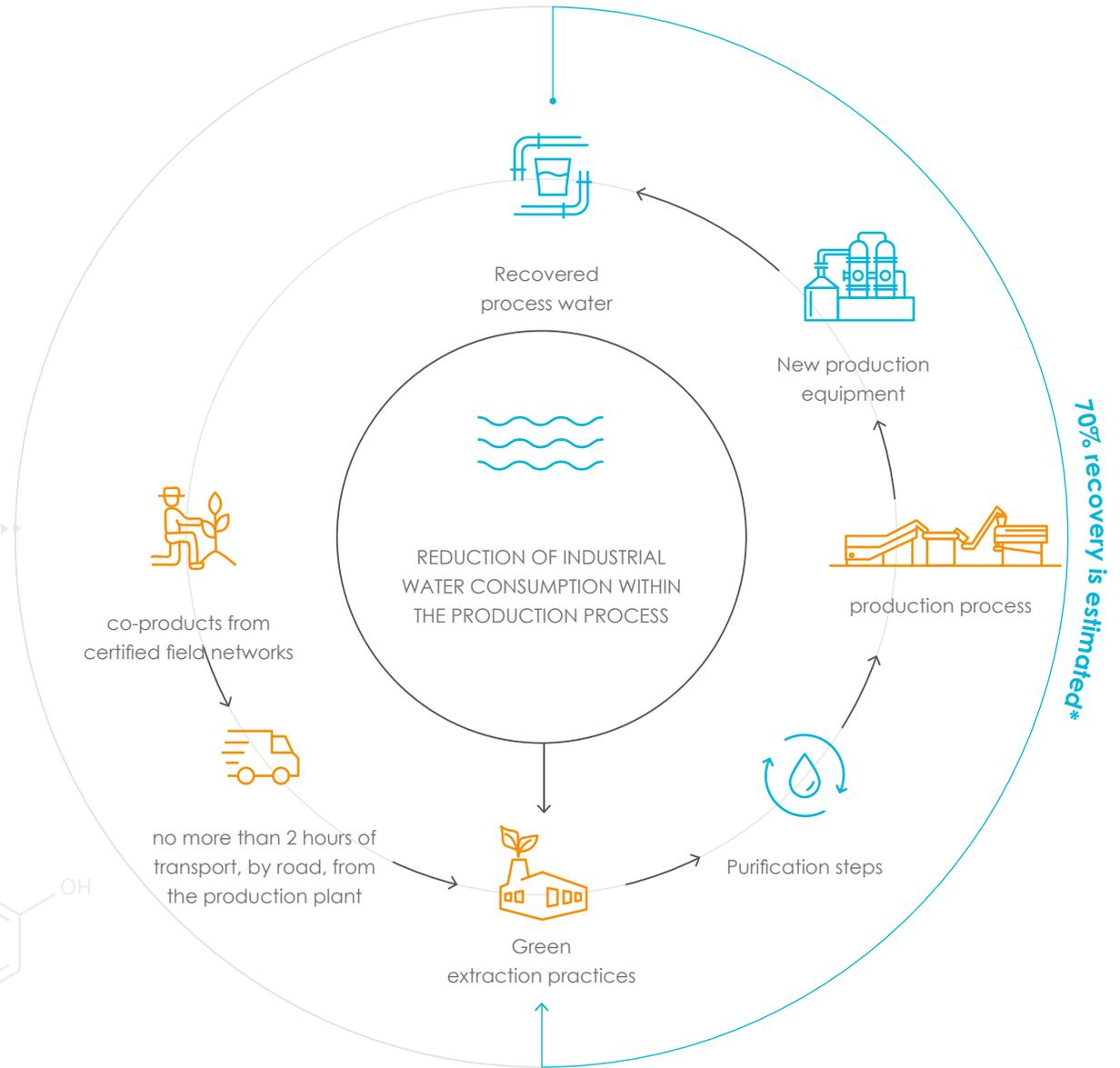
Climate change is exacerbating the risk of water scarcity across many regions of the world. Ensuring the sustainable management and protection of water resources is therefore an urgent priority, requiring the promotion of efficient technologies for industrial use. At BIONAP investing in the preservation of water is not only a responsibility but also a strategic decision that supports long-term resilience and sustainable growth.



**WATER FUELS LIFE AND PROGRESS.  
PROTECT WATER TODAY FOR GENERATIONS TO COME**



# CIRCULAR ECONOMY AND WATER RECOVERY SYSTEM





**SOCIAL SUSTAINABILITY**  
respect and support for communities



## 4.2 Social Sustainability

Social sustainability focuses on equity, social justice, and the well-being of people. It emphasizes the creation of inclusive communities, the protection of human rights, the elimination of inequalities, and the promotion of diversity and inclusion. It also encompasses active citizen engagement, quality of life, access to essential services such as education and healthcare, and the cultivation of harmonious relationships among people and with the surrounding environment.



## Human Resources and Company Growth

At Bionap, human resources are the **cornerstone of success**. People are the pillars of the company's growth strategy, supported through **continuous training**, which develops both **soft and hard skills**. Employees represent the first pillar of the **sustainability plan**, with short-, medium-, and long-term objectives focused on strengthening **company know-how** and attracting a **skilled workforce**. By achieving these objectives, Bionap also advances its goals of **customer satisfaction** and **end-user safety**, ensuring the production of **high-quality ingredients**.

## Community and International Initiatives

Bionap demonstrates its commitment to **social sustainability through strategic partnerships and community initiatives**. The company actively supports **ZeroCO<sub>2</sub> projects**, including initiatives in Tanzania involving the **women of the Masai tribe**, fostering empowerment, inclusive development, and environmental stewardship, in Guatemala to support rural communities, in Italy, planting trees with social farming cooperatives to support vulnerable communities.. These initiatives enhance

social sustainability by **strengthening local communities**, promoting **responsible resource management**, and supporting **human capital development**.

## Support for Vulnerable Groups

In addition, Bionap supports **Thamaia Onlus**, an association based in **Catania since 2001**, dedicated to assisting **women who are victims of violence**. Through this partnership, Bionap contributes to the **protection of vulnerable groups**, the **promotion of social inclusion**, and the **enhancement of women's rights**.



## HUMAN RESOURCES AND COMPANY GROWTH.

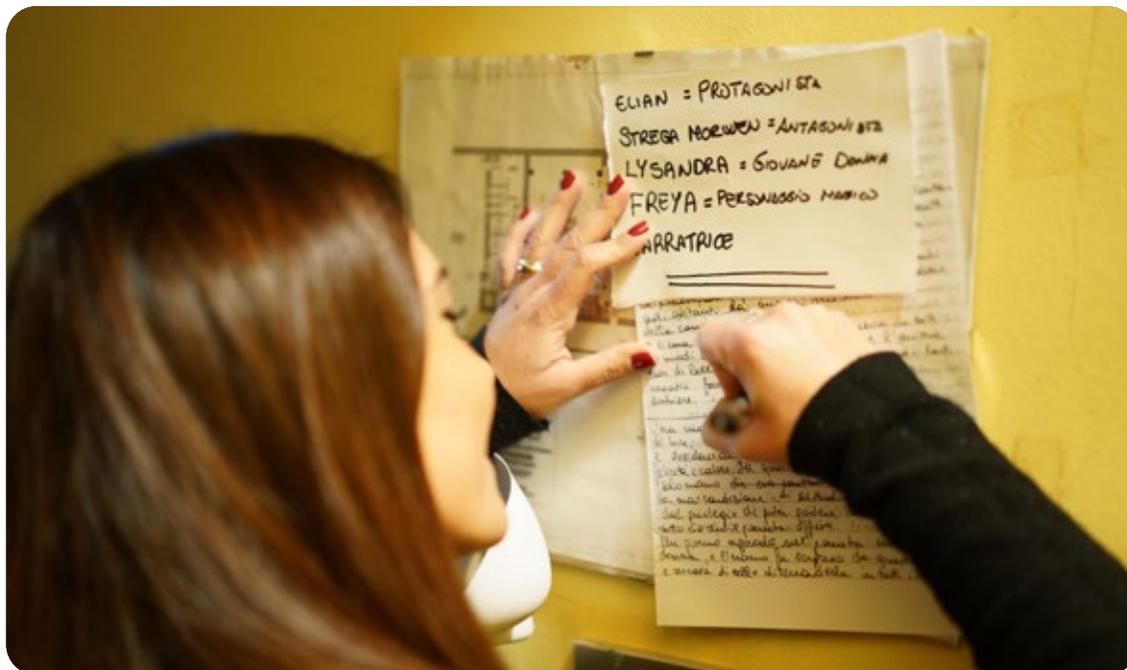
*In 2024, Bionap implemented a strategic soft skills development initiative as part of its Human Capital and ESG agenda. The program was designed to enhance the organization's capability to identify and address individual needs, while systematically aligning people development with corporate strategy. The initiative supported the creation of a people-centered, inclusive, and sustainable work environment, RECOGNIZING INDIVIDUAL UNIQUENESS and talent as critical enablers of employee engagement, organizational resilience, and long-term value creation.*



The course was designed to equip executives and professionals with advanced, multidisciplinary frameworks and practical competencies to address the evolving social and economic dimensions of sustainability. Participants will develop the ability to engage effectively with a broad range of organizational actors (individuals, teams, and networks) and key stakeholders, with the objective of creating long-term value through the design and implementation of sustainable organizational models and people management practices.

### Program overview

1. Organizational behavior and **sustainable leadership**
2. **Individual and organizational well-being:** building sustainable and high-performing work environments
3. **Sustainable human resource management:** frameworks and tools for strategic people management
4. **People development:** a relational and care-oriented approach to leadership and management
5. **Reward management:** designing fair, motivating, and sustainable recognition systems
6. **Diversity & Inclusion:** leveraging individual uniqueness as a driver of sustainable value creation



## COMMUNITY AND INTERNATIONAL INITIATIVES

### Growing Sustainability Together with ZeroCO2

At Bionap, sustainability is more than a principle; it's a shared mission. Through our partnership with ZeroCO2, a certified B Corp committed to regenerating the environment and communities, we're turning commitment into impact, one tree and one project at a time.

52

SUPPORTED FAMILIES

3

ACTIVE PROJECTS

2021

STARTING YEAR



**“Cooperation is the thorough conviction that nobody can get there unless everybody gets there”**

*Virginia Burden*

At Bionap, sustainability means responsibility and balance between the ENVIRONMENTAL and SOCIAL dimensions. Environmental sustainability involves preserving ecological balance, ensuring the availability of resources for future generations, Social sustainability is about equity, justice, and the well-being of people. Through the support of these projects, Bionap is committed to building inclusive communities, protecting human rights, reducing inequalities, and valuing diversity and inclusion.

**ITALY**

**ADAPTATION TO CLIMATE CHANGE**

In 2024, BIONAP began supporting a social agriculture initiative in Sicily. Through a partnership with ZERO CO2, trees have been planted within social farming cooperatives, helping disadvantaged individuals while promoting sustainable agricultural practices. This initiative aims to foster social agriculture locally, creating positive impact and well-being for communities and strengthening the Italian social fabric.

**BIODIVERSITY CONSERVATION**

**920**  
m<sup>2</sup> reforested



Approfondimento  
progetto Italia



## SUPPORT FOR VULNERABLE GROUPS

Since 2021, Bionap has supported Thamaia, whose mission is to promote and improve the quality of life for women and children living in situations of violence and domestic abuse. In addition to contributing to the support of anti-violence centers, Bionap believes in the importance of education to prevent and recognize violent behavior. For this reason, internal and external training courses are planned to benefit the community.



Gender-based violence represents one of the most serious violations of human rights and a widespread social challenge worldwide. According to the World Health Organization, approximately 1 in 3 women has experienced physical or sexual violence in her lifetime. This phenomenon transcends geographic, cultural, and socio-economic boundaries, negatively affecting women's health, safety, and economic participation.

In Italy, statistics show that one in three women has experienced some form of violence during her life, with a concerning prevalence of femicides and domestic abuse. The consequences are profound not only at an individual level but also socially and economically, impacting productivity, employment, and community well-being.

**Addressing gender-based violence is an important goal, as it promotes gender equality, protects fundamental rights, and contributes to building safer, more inclusive, and resilient societies.**



**Prevention and awareness initiatives, together with structured support for victims, are essential tools to reduce the impact of this phenomenon. for this reason, since 2021 we have been supporting THAMAIA.**





**8** DECENT WORK AND ECONOMIC GROWTH

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION

# BROADENING THE BUSINESS HORIZONS FOR OUR STAKEHOLDERS



### 4.3 Economic and Governance Sustainability

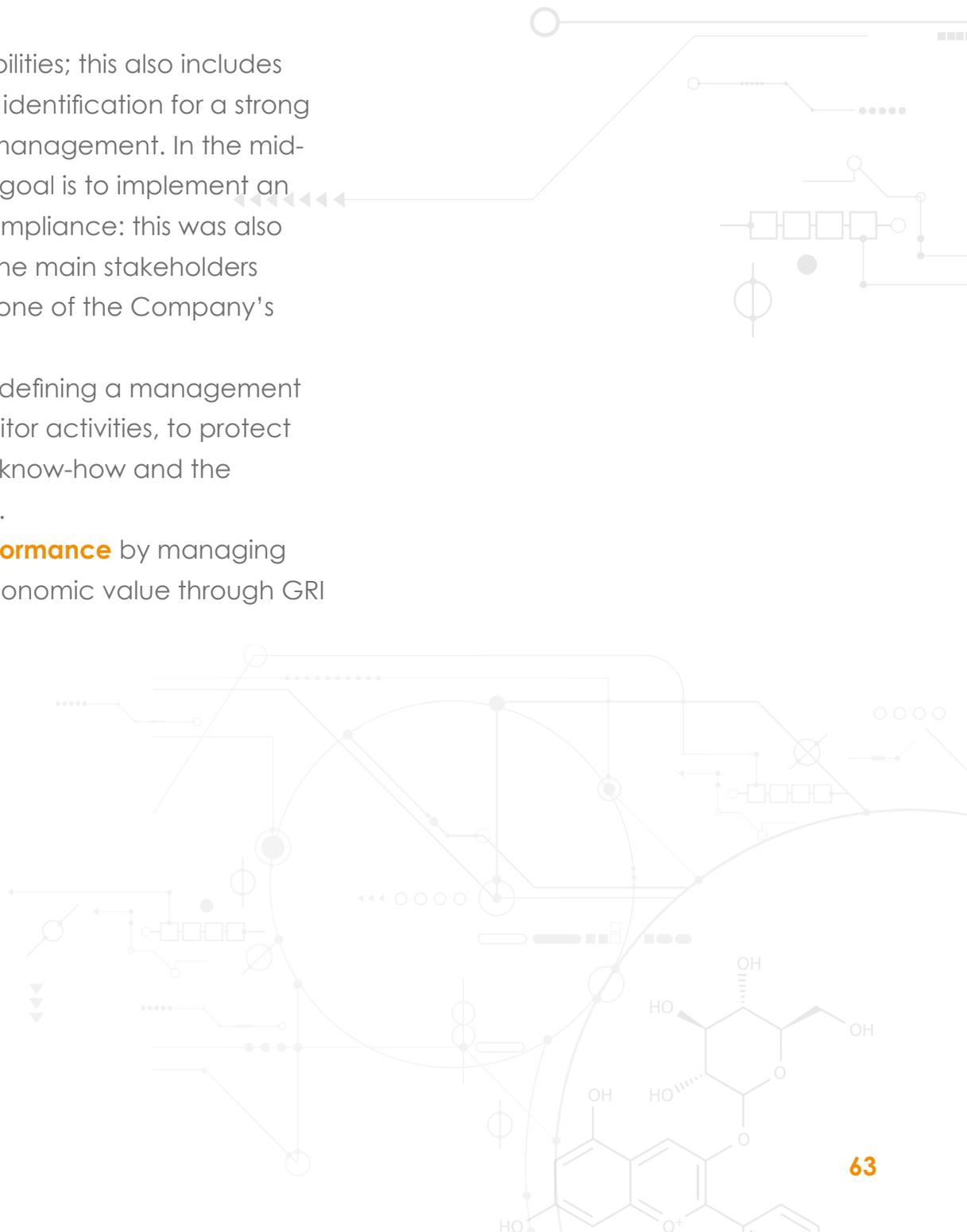
Economic and Governance sustainability refers to a system that meets the needs of the present generation without compromising the ability of future generations to meet their own needs. This involves promoting a circular economy, where materials and resources are used efficiently, waste is reduced and recycled, and economic equity is fostered. Economic sustainability aims to create long-term value, promote innovation, and ensure social prosperity without depleting the planet's resources.

Over the years Bionap increased the ability to constantly innovate particularly for the customer safety and protection. The material matters indicated innovation, compliance governance and economic performance as the key factors in the short-medium-long term. Hence, the commitment inside the sustainability plan is articulated as follows: **Governance** enhancement by managing the company's system of

roles, responsibilities; this also includes the resources' identification for a strong Sustainability management. In the mid-term Bionap's goal is to implement an ERP system Compliance: this was also indicated by the main stakeholders and became one of the Company's commitment.

**Innovation** by defining a management system to monitor activities, to protect the company know-how and the achievements.

**Economic Performance** by managing sustainable economic value through GRI indicators.





# 5. METHOD AND REFERENCES



5.1 Boundaries of the Integrated Report

5.2 Editing and Drafting Principles

5.3 GRI Content Index

5.4 Glossary



## 5.1 Boundaries of the Integrated Report

This **Sustainability Report of Bionap S.r.l.** (hereinafter referred to as “**Bionap**”) is a reporting and communication tool aimed at transparently describing the Company’s main performance results, commitments, and development priorities in the environmental, social, and governance (ESG) areas, fostering greater internal awareness and structured dialogue with its stakeholders.

The Report **has been prepared with the Global Reporting Initiative (GRI – Sustainability Reporting Standards 2021)** as its primary methodological reference, selecting the indicators most relevant to the Company’s organizational, operational, and dimensional characteristics. This approach ensures clarity, comparability, and methodological robustness of the reported information, while laying the foundations for a continuous improvement process over time.

In line with the evolving European sustainability reporting framework, the document also **draws inspiration from the VSME – Voluntary Sustainability Reporting**

**Standard**, a voluntary reference framework designed for small and medium-sized enterprises. Some of the indicators and disclosures included are already aligned with VSME requirements; Bionap plans to **progressively strengthen this alignment in future editions** of the Report by systematically integrating additional content and metrics.

The **reporting period** and **reporting boundary of the Sustainability Report** coincide with those of the Company’s statutory financial statements, ensuring consistency and alignment between financial and non-financial information. For a detailed reference to the indicators reported in accordance with the GRI Standards, please refer to the **GRI Content Index** included in the appendix to this document.

### 5.3 GRI Content Index

GRI Declaration of use	Bionap S.r.l. has reported the information cited in this GRI content index for the period from January 1 2024 to December 31 2024 with reference to the GRI Standards.
Use of GRI 1	GRI 1 - FOUNDATION - 2021
VSME Declaration of use	Bionap S.r.l. announces the use of the basic module (Option A) of the VSME standard.

STANDARD GRI	DISCLOSURE	VSME	LOCATION
<b>GRI 2 - General disclosures - 2021</b>	2-1 Organizational Details	VSME B1	Page 12
	2-2 Entities included in the organization's sustainability reporting	VSME B1	Page 12
	2-3 Reporting period, frequency, and contact point	VSME B1	Page 66
	2-4 Restatement of information	VSME B1	Page 66
	2-6 Activities, value chain and other business relationships	VSME B1	Page 6; 30-37
	2-7 Employees	VSME B1; B8	Page 6; 78
	2-9 Governance structure and composition		Page 18
	2-11 Chair of the highest governance body		Page 18
	2-12 Role of the highest governance body in overseeing the management of impacts		Page 20

STANDARD GRI	DISCLOSURE	VSME	LOCATION
GRI 2 - General disclosures - 2021	2-13 Delegation of responsibility for managing impacts		Page 20
	2-22 Statement on sustainable development strategy		Page 4
	2-23 Policy commitments	VSME B2	Page 22
GRI 2 - General disclosures - 2021	2-27 Compliance with laws and regulations	VSME B11	Page 80
	2-29 Approach to stakeholder engagement		Page 38
	2-30 Collective bargaining agreements	VSME B10	Page 79
GRI 3 - Material topics - 2021	3-1 Process to determine material topics		Page 40
	3-2 List of material topics		Page 40
GRI 201: Economic performance - 2016	201-1 Direct economic value generated and distributed	VSME B1	Page 80

STANDARD GRI	DISCLOSURE	VSME	LOCATION
GRI 418: Customer privacy - 2016	418-1 Substantiated complaints regarding breaches of customer privacy and loss of customer data		Page 80
GRI 205: Anti-corruption - 2016	205-3 Confirmed incidents of corruption and actions taken	VSME B11	Page 80
GRI 302: Energy - 2016	302-1 Energy consumption within the organization	VSME B3	Page 76
	302-3 Energy intensity	VSME B3	Page 76
GRI 303: Water and effluents - 2018	303-3 Water withdrawal	VSME B6	Page 77

STANDARD GRI	DISCLOSURE	VSME	LOCATION
GRI 305: Emissions - 2016	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	VSME B3	Page 77
	305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	VSME B3	Page 77
	305-4 Greenhouse gas (GHG) emissions intensity	VSME B3	Page 77
GRI 306: Waste - 2020	306-3 Waste generated	VSME B7	Page 46; 47
GRI 417: Marketing and labelling - 2016	417-2 Non-compliance incidents regarding labeling requirements and information on products and services	//	Page 80
	417-3 Non-compliance incidents regarding marketing communications	//	Page 80
GRI 405: Diversity and equal opportunities - 2016	405-1 Diversity in governance bodies and among employees	VSME B8	Page 79

STANDARD GRI	DISCLOSURE	VSME	LOCATION
GRI 404: Training and Education - 2016.	404-1 Average number of training hours per employee per year	VSME B10	Page 78
GRI 403: Occupational Health and Safety 2018.	403-9 Work-related injuries	VSME B9	Page 78
GRI 403: Occupational Health and Safety 2018.	403-10 Work-related ill health	VSME B9	Page 78
GRI 204: Procurement practices 2016.	204-1 Proportion of spending on local suppliers.	//	Page 48



## 5.4 GLOSSARY

### **2030 Agenda for Sustainable Development:**

this is the action program for people, planet, and prosperity signed in September 2015 by the governments of the 193 UN member countries. The Agenda encompasses 17 Development Goals, known as SDGs (see next entry).

**Carbon Footprint:** expresses in CO<sub>2</sub> equivalent the total greenhouse gas emissions directly or indirectly associated with a product, organization, or service. This term is used to measure the environmental sustainability of businesses.

**Circular Economy:** a model of production and consumption that involves sharing, reusing, repairing, reconditioning, and recycling materials and products.

**CSRD (Corporate Sustainability Reporting Directive):** EU directive that strengthens sustainability reporting requirements for companies, requiring detailed information

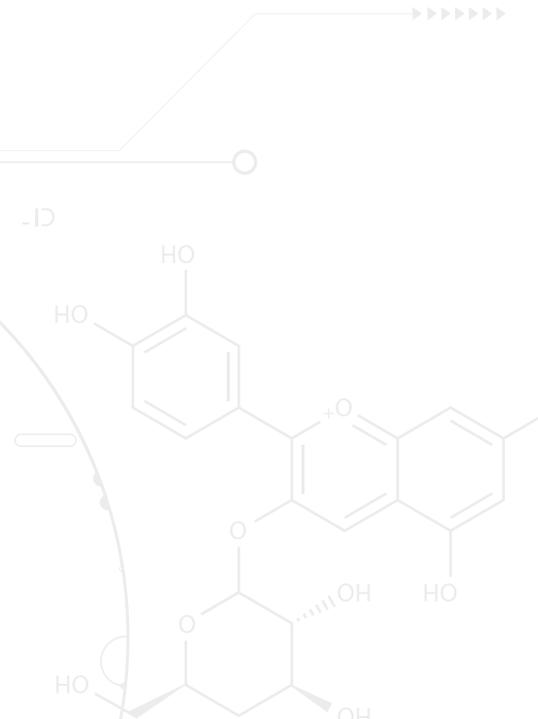
on environmental, social, and governance (ESG) impacts.

**ESG (Environmental, Social, Governance):** refers to the sustainability dimensions by which an organization's activities are assessed, not only from an economic and governance perspective, but also from an environmental and social perspective.

**ESRS (European Sustainability Reporting Standards):** European standards for sustainability reporting, defined by EFRAG, which specify disclosure requirements for companies subject to CSRD, covering environmental, social, and governance (ESG) aspects.

**Governance:** the persons or bodies (e.g., the board of directors or a corporate trustee) with responsibility for overseeing the strategic direction of an organization and its accountability and stewardship obligations.

**Greenwashing:** communicating one's



sustainability in a fraudulent manner.

**GRI (Global Reporting Initiative):** an international non-profit organization established with the aim of defining standards for reporting on the sustainability performance of organizations.

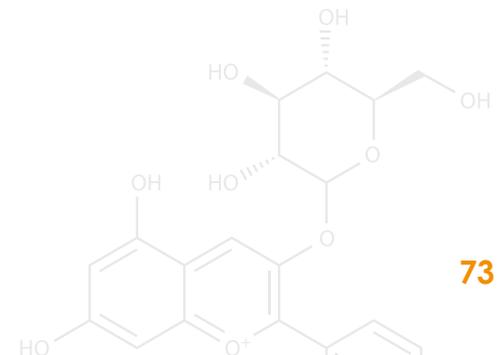
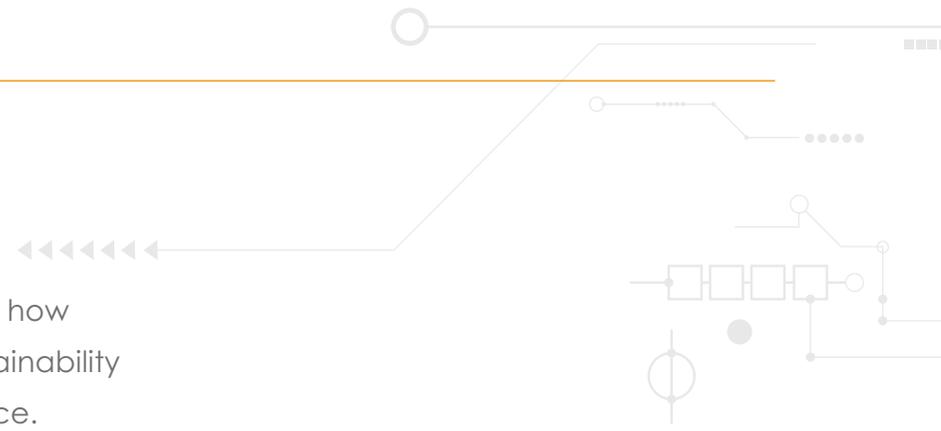
**SDGs (Sustainable Development Goals):** 17 United Nations goals to be achieved by 2030. These goals serve as guidelines for contributing to global development, promoting human well-being, and protecting the environment.

**Shared Value:** a business model in which a company's pursuit of financial success and competitive advantage includes environmental and social decisions and strategies.

**Stakeholders:** entities, organizations, or individuals who may be affected by the organization's activities, products, and services or who have the ability to influence

the organization's decisions.

**Sustainability report:** a concise communication tool that illustrates how the company is committed to sustainability issues and measures its performance.





## 6. APPENDIX

6.1 The Company's Environmental Performaces

6.2 The Company's Social Performaces

6.3 The Company's Economical Performaces

## 6.1 The Company's Environmental Performances

GRI 302-1; VSME B3	2022			2023			2024		
Energy consumption (MWh)	Renewable	Non renewable	Total	Renewable	Non renewable	Total	Renewable	Non renewable	Total
Methane	//	1,772	<b>1,772</b>	//	1,677	<b>1,677</b>	//	1,707	<b>1,707</b>
Diesel	//	55	<b>55</b>	//	48	<b>48</b>	//	50	<b>50</b>
Purchased electricity	739	//	<b>739</b>	912	//	<b>912</b>	1,246	//	<b>1,246</b>
Total energy consumed	739	1,826	<b>2,565</b>	912	1,726	<b>2,638</b>	1,246	1,757	<b>3,003</b>

Energy intensity	Formula	2022	2023	2024
Energy consumed / Revenue	MWh/ (M €)	189.2	184	<b>186.2</b>

GRI 305-2 Greenhouse gas emissions (tCO <sub>2</sub> eq); VSME B3		2022	2023	2024
Direct emissions (Scope 1)		381	360	<b>366</b>
	<i>of which methane</i>	366	347	<b>353</b>
	<i>of which diesel</i>	15	13	<b>13</b>
Indirect emissions from purchased energy (Scope 2)		0	0	<b>0</b>
	<i>Scope 2 Location Based Method</i>	216	181	<b>248</b>
Total Scope 1 + 2 emissions (Market-based)		381	360	<b>366</b>

GRI 305-3 GHG emissions intensity; VSME B3	Formula	2022	2023	2024
Scope 1 + 2 emissions / Revenue	tCO <sub>2</sub> eq/ (M €)	28.1	25	<b>22.7</b>

GRI 303-3 Water withdrawal (m <sup>3</sup> ); VSME B6	2022	2023	2024
Water withdrawal (public water supply)	16,630	26,097	<b>18,540</b>

## 6.2 The Company's Social Performances

### GRI 2-7 Employees; VSME B8

This table refers to the employees of the Italian branch:

Markers	Units of measurement	2022			2023			2024		
		Women	Man	Total	Women	Man	Total	Women	Man	Total
<b>Work force composition</b>										
Total number of employees	number	12	25	<b>37</b>	14	24	<b>38</b>	13	20	<b>33</b>
Number of <b>permanent</b> employees	number	11	25	<b>36</b>	13	24	<b>37</b>	12	19	<b>31</b>
Number of <b>temporary</b> employee	number	0	1	<b>1</b>	1	0	<b>1</b>	1	1	<b>2</b>

### GRI 403-9 Work-related injuries; VSME B9

Health and safety	2022	2023	2024
<b>Deaths</b> as a result of work-related injuries and work-related ill health	0	0	0
Number of <b>work-related ill health</b>	0	0	0
Number of recordable <b>work-related accidents</b>	0	2	1
<b>Rate</b> of recordable work-related accidents*	0	6,2	3,4
Number of <b>days lost</b> to work-related injuries (calendar days)	0	62	72
Number of <b>hours worked</b>	61.050	64.565	58.490

\* rate calculated on a 200,000 basis

### GRI 404-1 Average hours of training per year per employee; VSME B10

	2023			2024		
	Women	Men	Total	Women	Men	Total
<b>Average</b> hours of training	68	55	60	43.5	42.5	42.9
<b>Total</b> hours of training	<b>956</b>	<b>1,272</b>	<b>2,228</b>	<b>566</b>	<b>850</b>	<b>1,416</b>

By type of training	2024
Total training hours <b>mandatory</b>	780
<b>Total hours of non-mandatory training</b>	<b>644</b>
<i>Total hours of non-mandatory training allocated to sustainability-related topics</i>	411

By employee category	2024	%hours by category
Total training hours: <b>Manager</b>	640	45%
Total training hours: <b>Clerk</b>	598	42%
Total training hours: <b>Worker</b>	180	13%

### GRI 405-1 Diversity of governance bodies and employees; VSME B8

Composition of total employees by gender and age	2023	2024	Composition of total employees by gender and age in 2024	
Total number of employees:	38	33		
Women	<b>37%</b>	<b>39%</b>		
Men	<b>63%</b>	<b>61%</b>		
< 30 years old	<b>14%</b>	<b>12%</b>		
30 to 50 years old	<b>81%</b>	<b>82%</b>		
> 50 years old	<b>5%</b>	<b>6%</b>		

### GRI 2-30 Collective bargaining agreements; VSME B10

Percentage of employees covered by <b>collective bargaining agreements</b>	2024	100%
----------------------------------------------------------------------------	------	------

## 6.3 The Company's Economical Performances

GRI 201-1 Direct economic value generated and distributed					
Water Withdrawal	units of measurement	2022	2023	2024	
<b>A</b>	<b>Direct economic value generated</b>	€	13,556,692 €	13,978,195 €	16,125,436 €
A1	Net sales	€	13,556,692 €	13,322,196 €	15,692,417 €
A2	Revenues from financial investments	€			
A3	Other revenues	€		655,999 €	433,019 €
<b>B</b>	<b>Economic value distributed</b>	€	12,941,340 €	13,233,571 €	14,045,754 €
B1	Operating costs	€	9,030,345 €	9,410,026 €	11,088,424 €
B2	Employee wages and benefits	€	2,270,018 €	2,198,894 €	2,058,498 €
B3	Payments to capital providers	€	69,066 €	76,296 €	68,674 €
B4	Payments to governments	€	615,981 €	767,068 €	829,658 €
B5	Community investments	€	12,000 €	4,000 €	500 €
<b>A-B</b>	<b>Economic value retained</b>	€	1,559,282 €	1,961,456 €	2,079,682 €

### GRI 204-1 Proportion of spending on local suppliers

Expenditure made to suppliers of raw materials and subsidiaries established in Sicilia and Calabria

**2024**  
97%

### In the two-year reporting period (2023-2024), there were no incidents related to the following GRIs:

- GRI 406-1 Incidents of discrimination and corrective actions taken
- GRI 417-2 Incidents of non-compliance concerning product and service information and labeling
- GRI 417-3 Incidents of non-compliance concerning marketing communications
- GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data
- GRI 2-27 Compliance with laws and regulations
- GRI 205-3 Confirmed incidents of corruption and actions taken; VSME B11: **Zero** number of convictions for the violation of anti-corruption and anti bribery laws.



Sustainability reporting is a journey,  
one that evolves over time.

We have set clear, measurable goals  
across all areas of responsibility,  
and we are fully committed to  
turning ambition into action in the  
years ahead. Guided by the ESG  
(Environmental, Social, Governance)  
framework, we will report transparently  
and consistently.

Along the way, we will openly  
share our progress, challenges, and  
achievements.

*Thank you for walking this journey  
with us and helping shape a more  
sustainable future.*

**BIONAP**  
BIOACTIVE NATURAL PRODUCTS



## REGENERATING FOR A BETTER FUTURE

Contrada Fureria (Zona Industriale Ovest)  
95032 Piano Tavola Belpasso (CT) Italy  
Tel: +39 095 7086560 • Fax: +39 095 958435  
info@bionap.com • www.bionap.com



For any questions or further information regarding the contents of this report, we invite you to contact the company at [info@bionap.com](mailto:info@bionap.com)

Your feedback is important to help improve the sustainability of our company.

