temix Oleo

products from renewable sources

SUSTAINABILITY REPORT 2022

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Stakeholders

Temix Oleo's Stakeholder Engagement

Disclosure n. 2-29.

The stakeholder engagement is the set of activities undertaken by a company to create a dialogue with the Stakeholders in order to identify, understand and answer topics and issues related to sustainability, as well as to report, explain and meet its decision, actions and performance.

The stakeholder engagement has been identified as a strategic tool to establish the material topics relevant to Temix's sustainability commitment.

The 2022/2024 Temix Sustainability Plan foresees a more direct involvement of the Stakeholders through the arrangement of interviews, focus groups, training and questionnaires.

Stakeholders

> Stakeholder Engagement
> Stakeholder Map
> Material Topics Analysis

Temix Oleo's Stakeholder Map

The stakeholder map is at the basis of the implementation of the stakeholder engagement process. All Stakeholders are mapped according to their relevance and divided into macro-categories, so that we could then share our values with them. This enables the sharing of a common goal and the definition of activities to be undertaken in order to reach it together.

The analysis is based on the following aspects:
Responsibility:
For individuals to whom one has legal, financial and operational responsibilities.

Influence:
For individuals who are able, now or in the future, to influence the achievement of the company's goals.

Representation:
For individuals who represent other individuals.

Proximity/Affinity:
For internal Stakeholders and individuals with whom lasting relationships are created.

Dependence:
For individuals who are dependent on the company, be they employees, suppliers or customers.

From the analysis, it resulted that the key Stakeholders are: employees, customers, suppliers, investors, partners, academia and scientific community, local community, NGOs, media, government/regulatory bodies, and competitors.

Stakeholders

> Stakeholder Engagement
> Stakeholder Map
> Material Topics Analysis

Analysis of Material Topics

Disclosures n. 3-1, 3-2 and 3-3.

The ISO 26000 Legislation provides for 7 fundamental topics related to the Social Responsibility of organisations.

The SDGs, the European Green Deal, the Social Responsibility 7 Core Subjects, together with the stakeholder engagement, lead us to identify the possible impacts we can generate with our decisions and activities.

GREEN DEAL	SDGs	KEY WORDS
Zero-emission Europe	Climate action	**CLIMATE**
Fresh air, clean water, healthy soil and biodiversity	Clean water and sanitation Life below water Life on land	**WATER** **AIR** **SOIL**
Cleaner energy and cutting-edge clean technology innovation	Affordable and clean energy	**ENERGY**
More durable products that can be repaired, recycled and reused	Responsible consumption and production	**CIRCULARITY**
Future-proof jobs and training for transition	Decent work and economic growth	**WORK**
Globally competitive and resilient industry	Industry, innovation and infrastructure	**R&D**

Experience & Innovation

EXPERIENCE MEETS INNOVATION

Past

We were born, under the name Temix Oleo, in October 2014, from the merger of Temix International and Oleochimica Italia (OCI).

Temix International - founded by the Cella family with the participation of Sagittario SpA and Peter Cremer GmbH - has been present in the oleochemical market since the beginning of the 2000s thanks to the collaboration with Procter & Gamble Chemicals, for which we are still distributors.

Over the years, the company has rapidly developed its business by diversifying the range of products marketed and, starting in 2009, it began the production of ethoxylated alcohols and esters through tolling agreements in Italy, Spain and Germany. Also in 2009, Peter Cremer GmbH left the shareholding structure and the company became 50% owned by the Cella family and 50% owned by Sagittario.
Following the good results achieved by the ester tolling business, the acquisition of OCI took place in 2013 with the entry of SAPI SpA into Temix International's shareholding structure.

S.A.P.I. SpA is a leading company in the production of animal fats and owns several plants in Europe, Australia and South America.

The OCI plant, located in Calderara di Reno in the province of Bologna, has been producing Fatty Acids and Glycerine since the late 1980s and esters since 2000. In December 2013, Temix acquired 100% of OCI's share capital and, in October 2014, the merger took place.

In December 2018, Golden Agri Resources Europe B.V. joined the shareholding structure and left in June 2022, when Temix Oleo S.r.l. became Temix Oleo SpA owned by the Cella family, Sagittario and S.A.P.I. at 33.33%, respectively.

Experience & Innovation

EXPERIENCE MEETS INNOVATION

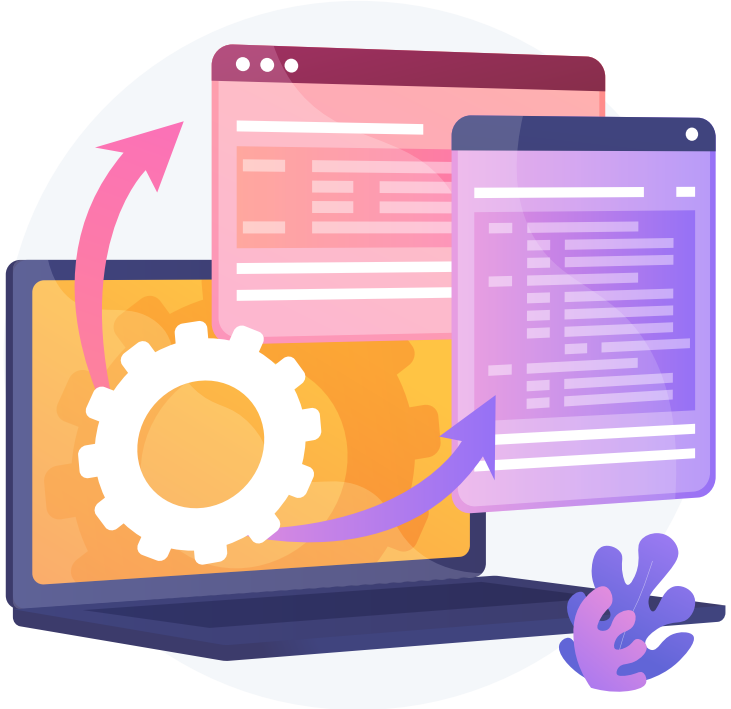
Disclosure n. 2-1.

Present

Today, we produce, trade and distribute around 60.000 tonnes of chemicals and oleochemicals annually, the latter mainly derived from renewable materials of both animal and plant origin.

We reach our customers in about 60 countries around the world, mainly in the lubrication, cosmetics, surfactants, tyre, textile and tanning industries, as well as in chemical synthesis in general. The two Business Units, i.e., the trading/distribution unit and the production unit, are integrated into one in order to offer customers a product portfolio that meets their needs as closely as possible.

Experience & Innovation



EXPERIENCE MEETS INNOVATION

Governance, Ethics and Transparent Management

Disclosures n. 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-17 and 2-27. Disclosures n. 205-1, 205-2 and 205-3. Disclosure n. 206-1. Disclosures n. 207-1, 2017-2 and 207-3. Disclosure n. 408-1. Disclosure n. 409-1.

Temix Oleo is led by a Board of Directors composed of Marco Galateri di Genola as Chairman, Roberto Cella as CEO, and Mauro Ciferri as Adviser. The Board of Statutory Auditors consists of the Chairman and two Standing Auditors.

Pursuant to Legislative Decree n. 231/01, the Board of Directors appoints, on a three-yearly basis, the Supervisory Board composed of a Coordinator and a member, both external to the company.

For the management of the Company, the CEO is assisted by a Management Committee made up of the company's four Managers.

Temix Oleo recognises the importance of ethical values and strives every day to ensure environmental, economic and social sustainability, promoting compliance with the law, honesty, integrity and fairness in all its activities and for all Stakeholders, working to create solid relationships and strengthen the value chain.

In September 2015, the Company's Board of Directors approved the adoption of the Organisation, Management and Control Model (OMC) pursuant to Legislative Decree n. 231/01, which regulates the administrative liability for offences of legal persons, companies and associations, including those without legal personality, which is still in force and up to date.

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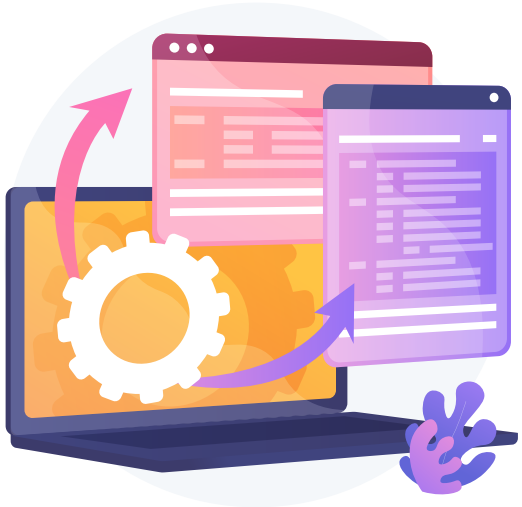
Experience & Innovation



The OMC, drawn up through a risk analysis of all corporate processes and composed of specific company rules for the prevention of the risks/offences thus identified, is a Governance tool that allows us to guarantee effective management of the Company's activities. The Company is characterised by sustainable development and is subject to a system of controls, both internal and external, capable of covering the risks of non-compliance, such as corruption, anti-competitive behaviour, fiscal and environmental offences, and occupational accidents.

The Code of Ethics, which is published on the official website and promoted in the company through special staff training, is further shared with most business partners from whom we expect equally responsible behaviour consistent with our principles and values, such as the fight against child labour and labour exploitation.

In compliance with the provisions of the OMC, there is a procedure for reporting violations directly to the Supervisory Board, which guarantees the protection of the reporter's confidentiality who, in line with the provisions of Law n.179/2017, is protected from any form of retaliation. There are also mechanisms thanks to which top management can immediately address any violations reported and detected, so as to promptly manage the concrete risk situations that have arisen.

There have never been any reported incidents of corruption involving employees or business partners, nor any public lawsuits brought against Temix Oleo. In addition, the Company, its management and its staff have never been involved in criminal proceedings, even at the investigation stage.

Furthermore, no legal action has ever been taken against Temix Oleo for anti-competitive behaviour or violations of antitrust regulations or monopolistic practices.

The OMC provides for procedures to regulate fiscal and administrative aspects that are periodically checked by the Supervisory Board. As per current legislation, the Board of Statutory Auditors of the Board of Directors is the control body that has the task of supervising the activities of the Managers and checking that the management and administration of the company are carried out in accordance with the law and the articles of association.

The Company's annual financial statements, prepared with the support of an external tax firm, are certified annually by a registered auditor and are available at the Chamber of Commerce.

In 2018, Temix complied with the requirements of Regulation (EU) 2016/679 on the protection of personal data.

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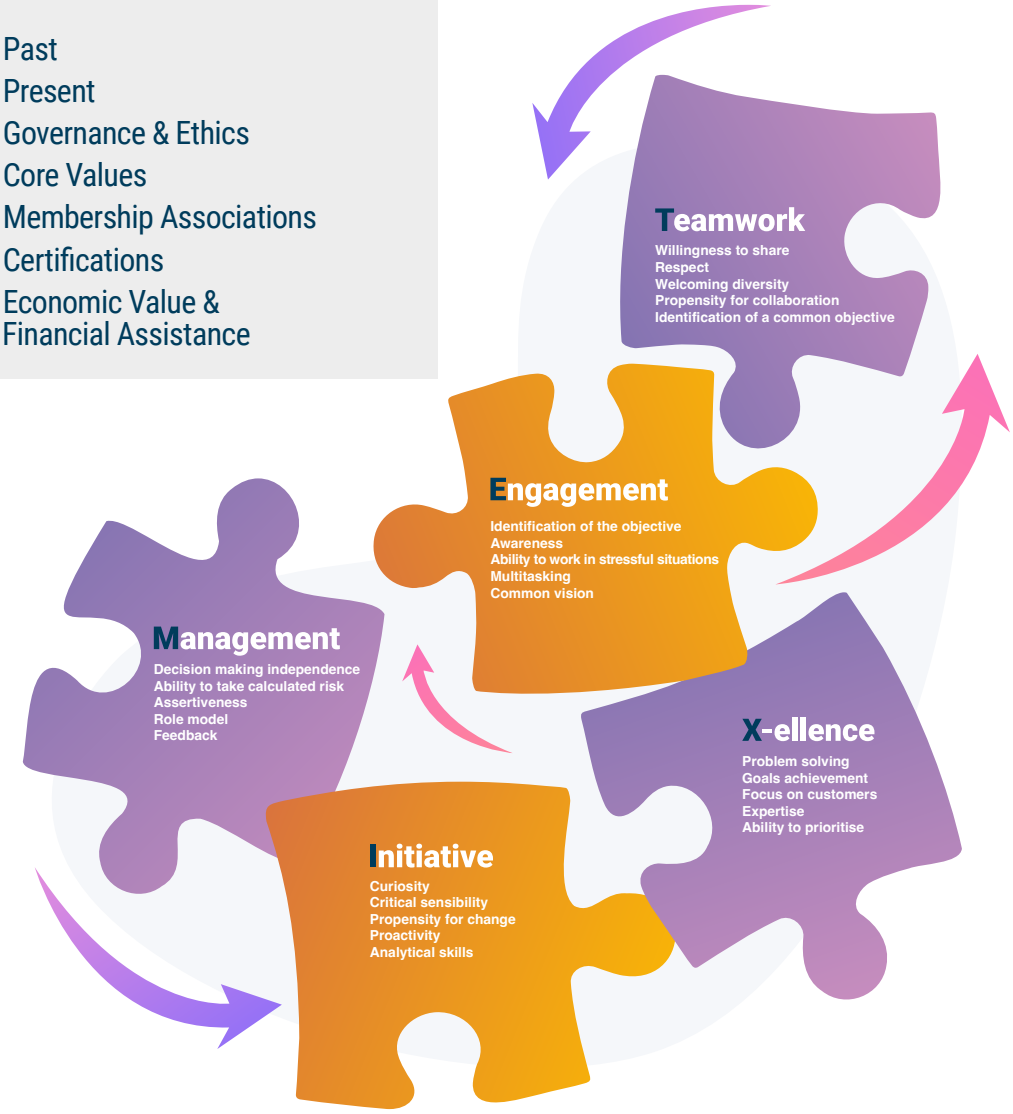
Experience & Innovation



EXPERIENCE MEETS INNOVATION

Core Values

At the end of 2020, personal identification values were formally identified by the management as the individual capabilities of those who work with us, prioritising economic, environmental and social topics. All managers have committed to passing these values on to their teams with a view to continuous improvement.

TEAMWORK

Willingness to share, Respect, Identification of a common objective, for collaboration, Welcoming diversity.

ENGAGEMENT

Identification of the objective, Awareness,
Ability to work in stressful situations, Multitasking, Common vision.

MANAGEMENT

Decision making independence,
Ability to take calculated risk, Assertiveness, Role model, Feedback.

INITIATIVE

Curiosity, Critical sensibility, Propensity for change,
Proactivity, Analytical skills.

X-ELLENCE

Problem solving, Goals achievement, Focus on customers, Expertise, Ability to prioritise.

Experience & Innovation

EXPERIENCE MEETS INNOVATION

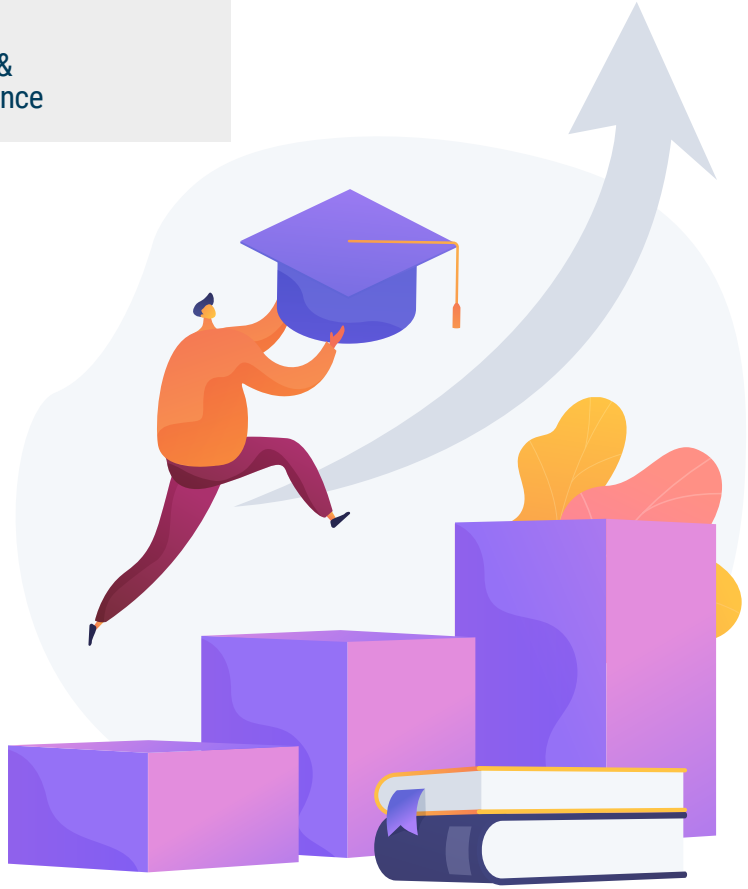
Membership Associations

Disclosure n. 2-6.

The Company is a member of national and European associations such as Confindustria Emilia, AssICC, APAG, and is present in Federchimica in the GAIL, MAPIC, Chimica da Biomassa and Detergent Auxiliary groups, as well as being associated with Federchimica's Cluster Spring, which is committed to "*encouraging the development of bioindustries in Italy through a holistic approach to innovation, aimed at relaunching Italian chemistry under the sign of environmental, social and economic sustainability. We stimulate research and investment in new technologies in the bioeconomy sector, in constant dialogue with local players*."

Our presence in these groups allows us to concretely participate in the development of guidelines in the economic, industrial, trade union, environmental, innovation, and health and safety fields. Furthermore, these associations support our growth and continuous improvement.

Experience & Innovation



EXPERIENCE MEETS INNOVATION

Certifications

Disclosures n. 417-1, 417-2 and 417-3. Disclosure n. 418-1.

We certified the Quality Management System (QMS) according to the ISO 9001 standard in 1993 and the Environmental Management System according to the ISO 14001 in 2003. In 2016, we obtained the certification of the Health and Safety Management System according to the OHSAS 18001 standard and, in 2019, we performed the transition audit to ISO 45001.

The QMS is operationally managed by a team of two in-house, adequately trained resources.

In 2016, we obtained the product certification for “Waste containing animal and vegetable oils and/or fats (soils and filtration cloths)” in accordance with the Ministerial Decree of November 14, 2019 “National certification system for the sustainability of biofuels and bioliquids”.

In 2017 and 2019, respectively, we obtained the Kosher and Halal certifications for specific products.

As of September 2018, we are RSPO Mass Balance certified. The RSPO (Roundtable on Sustainable Palm Oil) is a multi-stakeholder association that aims at promoting standards for the production and use of certified sustainable palm oil with the goal of reducing social and environmental impacts.

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Experience & Innovation

With the RSPO certification, our company commits to using palm oil without harming local communities and ecosystem biodiversity. We market 32 RSPO MB-certified products, seven of which we manufacture while the rest we trade/distribute.

We have been on the Ecovadis platform for a few years now, which evaluates the sustainability of its member companies by means of scores. The topics assessed are as follows:
• Environment;
• Labour and Human Rights;
• Ethics;
• Sustainable Procurement.

In 2022, we achieved an overall score of 73/100 (Environment: 80/100; Labour and Human Rights: 70/100; Ethics: 70/100; Sustainable Procurement: 60/100), thus obtaining the gold medal.

Since 2021, Temix Oleo takes part in Responsible Care, a global chemical industry's voluntary initiative, which – beyond legislative and regulatory compliance – commits companies, national chemical industry associations and their partners to:
• continuously improve the environmental, health, safety and security knowledge and performance of our technologies, processes and products over their life cycles so as to avoid harm to people and the environment;
• use resources efficiently and minimise waste;
• report openly on performance, achievements and shortcomings;
• listen, engage and work with people to understand and address their concerns and expectations;
• cooperate with governments and organisations in the development and implementation of effective regulations and standards, and to meet or go beyond them;
• provide help and advice to foster the responsible management of chemicals by all those who manage and use them along the product chain. 62 of our products have been approved by the EU Ecolabel for Lubricants and have been added to the LuSC-list. These products do not contain hazardous substances above determined limits and fulfil all requirements related to aquatic toxicity, biodegradability and bioaccumulation potential.

At the end of November 2020, we have been registered, according to EC Regulation n. 183/2005, as an authorised operator for the marketing activities of additives, additive premixes and feed materials.

On June 1, 2007, the REACH Regulation (EC) n. 1907/2006 came into force. Its main objective is to improve knowledge of the hazards and risks of both existing and new chemicals. REACH is an integrated system of registration, evaluation and authorisation of chemicals that aims to ensure a higher level of protection of human health and the environment.

Temix Oleo has always been active in the implementation of the obligations and goals listed in this legislation, completing various registration processes of the substances produced at the relevant ECHA body and monitoring the status of the substances imported and placed on European territory.
As of December 31, 2022, 31 substances have been directly registered by Temix Oleo.

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Experience & Innovation

All products marketed by Temix Oleo, in both production and resale, comply with the REACH and CLP regulations.

Safety Data Sheets (SDS) are periodically updated in order to ensure that downstream users have up-to-date and complete hazard information at their disposal. All raw materials entering the plant are accompanied by an SDS and, if necessary, exposure scenarios that allow the definition of risk management measures to be taken in order to ensure safe use of the product.

Additional information, such as the presence of substances of very high concern (SVHC), volatile organic compounds (VOC) and heavy metals in products, is also requested from suppliers.

All information received is passed down the supply chain, in accordance with REACH.

CERTIFICATION HISTORY

1993
ISO 9001:
Quality Management System Certification

2003
ISO 14001:
Environmental Management System Certification

2015
Adoption of the 231 OMC

2016
OHSAS 18001: Health and Safety Management Certification

Sustainability Certification on waste containing animal and vegetable oils and/or fats.

2017
Kosher Certification

2018
RSPO_MB Certification

2019
ISO 45001:
Safety Management System Certification

Sustainability Certification for the production of split and distilled vegetable acid oils
Halal Certification.

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Experience & Innovation

EXPERIENCE MEETS INNOVATION

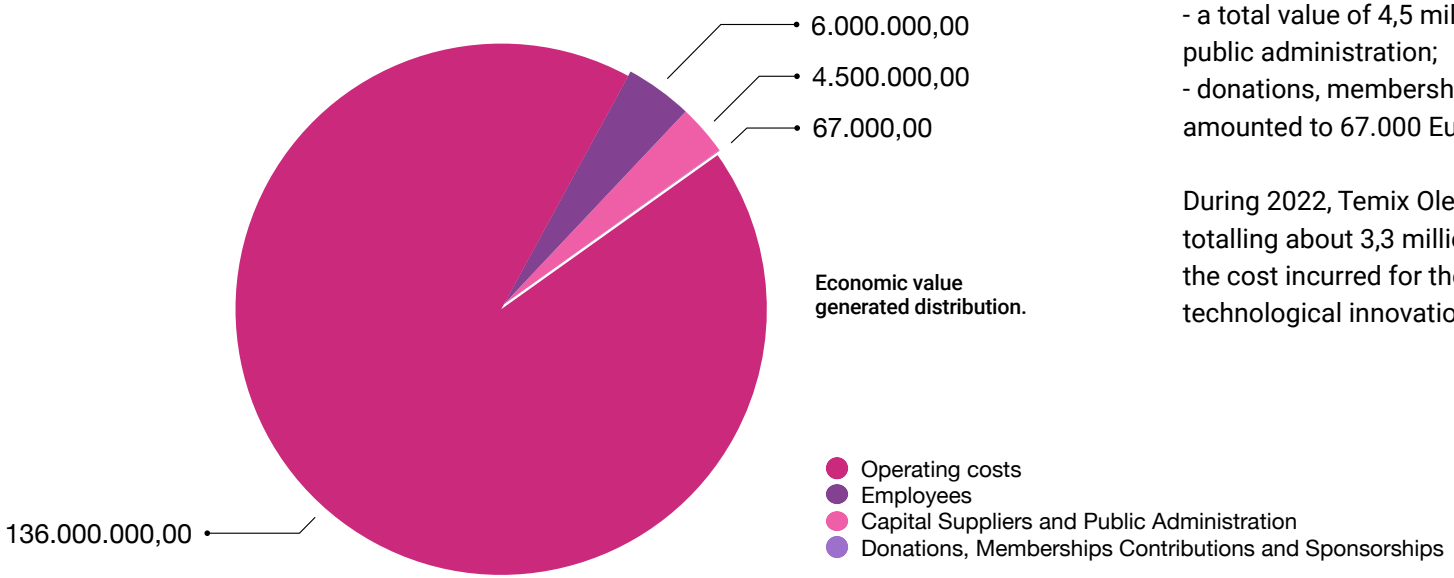
Direct Economic Value generated and Financial Assistance

Disclosures n. 201-1 and 201-4.

The 153 million Euros of economic value generated was distributed to key Stakeholders as follows:

- operating costs amounted to 136 million Euros;
- the value distributed to employees amounted to 6 million Euros;
- a total value of 4,5 million Euros was distributed to capital suppliers and the public administration;
- donations, membership contributions and sponsorships to the community amounted to 67.000 Euros.

During 2022, Temix Oleo had access to some forms of financial assistance totalling about 3,3 million Euros, which included mainly tax credits on the cost incurred for the purchase of gas and electricity, for R&D and technological innovation activities.



Economic value generated distribution.

Oleochemical Industry

Oleochemical Industry

At our plant in Bologna, we have been producing oleochemicals for over 30 years for a variety of applications: industrial and mechanical lubrication, cosmetics, tyres, plastics, inks and tanning textiles.

Our production, which includes oleic and stearic fatty acids, glycerine and a wide range of esters, is highly integrated. In 2022, we produced about 27.000 tonnes of fatty acids, 30% of which were used in the production cycle of esters. We produced about 20.000 tonnes of esters, 50% of which were produced from our fatty acids.

OLEOCHEMISTRY: "*The oleochemical industry is one of the oldest parts of the bio-based economy, utilising plant oils and animal rendered fats that replenish themselves in the natural biological cycle.*

The oleochemical industry makes valuable use of by-products from other industries such as food and meat processing and papermaking. Additionally, oleochemical products serve as additives – e.g., for paper applications – that enhance the recyclability of several products.

Using high-volume plant oils and side-streams from other industries and by enabling recycling for bio-based products, the oleochemistry is a crucial part of the Circular Economy." (www.apag.org)

Oleochemical Industry

OLEOCHEMICAL INDUSTRY

TEMEST® H65S vs Mineral Oil

A concrete example of one of our sustainable products.

As a concrete example of one of our sustainable products, in the table below we compare two different base oils commonly used to compose Hydraulic fluids, focusing on HSE (Health, Safety & Environment). **TEMEST® H65S** is Temix Oleo's brand name for the Trimethylolpropane Oleate - used for biodegradable and fire-resistant hydraulic oils - compared to a mineral oil:

	TEMEST® H65S - ESTER OIL	Mineral Oil
LABELLING	**Not classified as hazardous**	Hazard statement: H304 may be fatal if swallowed and enters airways. H412 harmful to aquatic life with long lasting effects.
LIMIT OF AIR EXPOSITION	-	TLV 5 mg/m3 as per ACGIH.
FLASH POINT	**>300°C**	>135°C
RISK OF EXPLOSION	**Not explosive**	High risk
BIODEGRADABILITY	**79,9% after 28 days (CO2 evolution) (OECD 301B)**	20-40% after 28 days. (OECD 301B) (S. Boyde 2020, Esters, Synthetics, Mineral Oils and Bio-Based Lubricants, pp. 46-73)
RENEWABILITY	**>85%**	0%

Oleochemical Industry

> **TEMEST®** H65S vs Mineral Oil
> Sustainable Purchases
> Research and Development

OLEOCHEMICAL INDUSTRY

The Supply Chain: Ethical and Sustainable purchases

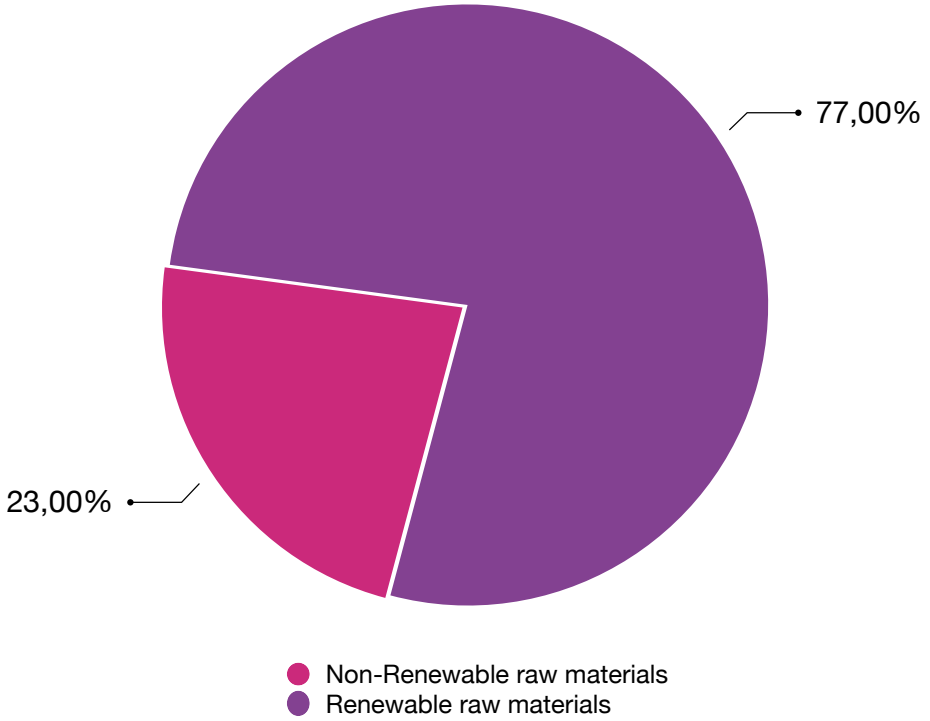
Disclosures n. 2-1 and 2-6. Disclosure n. 204-1. Disclosures n. 301-1, 301-2 and 301-3. Disclosures n. 308-1 and 308-2. Disclosures n. 414-1 and 414-2.

Our purchases consist mainly of raw materials, resale products, and packaging, and secondarily of general services and plant maintenance.

Suppliers are selected through initial qualification and continuous performance monitoring. Currently, about 30% of our suppliers (raw materials, packaging, transport) are qualified by including environmental criteria (e.g., possession of certifications). We share the Code of Ethics with most of our suppliers and explicitly request that they share the stated values.

A new supplier qualification procedure is being drafted, allowing us to obtain more information on their environmental and social commitment and thus assess their compliance with our ethical qualification criteria.

In 2022, we used 43.750 tonnes of raw materials, 77% of which came from renewable sources or processing by-products from other industries.
The animal fats we use to produce fatty acids come from the processing of animal by-products, while the acid oils (olive, seed, animal, etc.) are the by-products of refining oil or animal fat.



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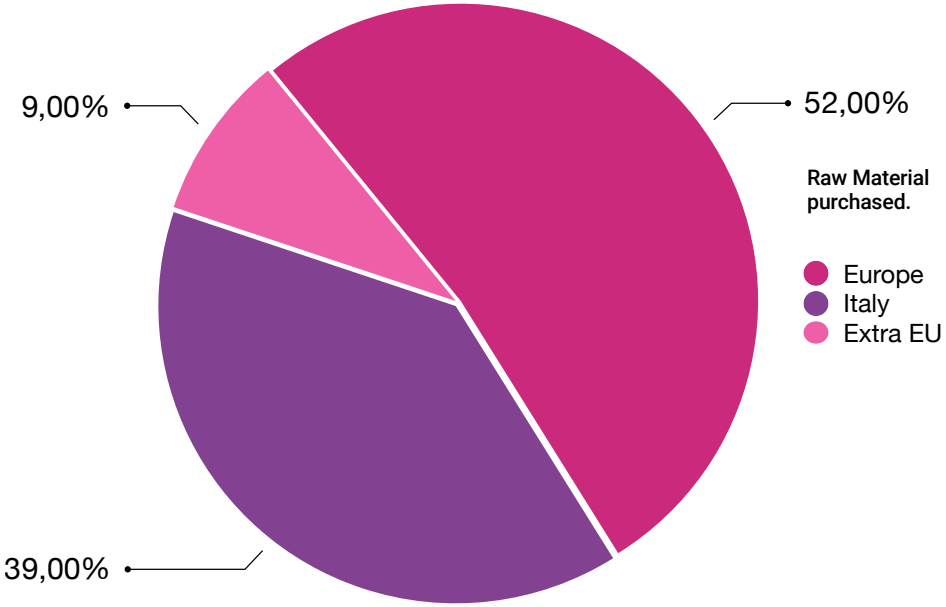
Oleochemical Industry

> **TEMEST®** H65S vs Mineral Oil
> Sustainable Purchases
> Research and Development



Within the factory, both the production cycle and the departments supporting production (QC laboratory, R&D) are organised to minimise waste. Temix Oleo encourages the reuse of pallets used for delivery of new drums for product packaging to the factory, reducing waste material and extending the life of these pallets. In addition, IBCs and drums are reused internally for unloading certain raw materials until the end of their life.

In addition to our production cycle, we are integrated upstream with our partner SAPI SpA, one of the market leaders in the processing of animal fats, which supplies us with part of the raw materials for the production of fatty acids. These raw materials are mainly of Italian and European origin, guaranteeing a short supply chain. This constitutes an undoubted competitive advantage, as recent international logistics issues have shown. In 2022, we purchased 52% of our raw materials in Italy, 39% in Europe and the remaining 9% from outside Europe.

Our main target markets are Italy and Europe, and being a strongly integrated local producer provides greater supply guarantees for our customers.
In 2022, 60% of our sales involved bulk shipments, further reducing the impact of our product at the moment of use.

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Oleochemical Industry

> **TEMEST®** H65S vs Mineral Oil
> Sustainable Purchases
> Research and Development

OLEOCHEMICAL INDUSTRY

Research and Development

Our R&D team's main goals are the development of new, increasingly eco-friendly products and process optimisation, with a view to continuous improvement and reduction of the use of water and energy resources.

Thanks to a close collaboration with production activities for scale-up and optimisation of industrial processes, our R&D team supports all the necessary activities in the research of new applications and customisation of targeted products in collaboration with key-customers, universities and/or suppliers.

The 200-sqm laboratory was completely renovated in 2016, and the most important instruments typically needed to ensure complete quality control were replaced with more up-to-date, high-performance versions.

Temix Oleo's commitments to sustainability focus on developing sustainable products which:

- Derive from renewable raw materials;
- Have a low impact on human health and the environment;
- Are characterised by high biodegradability.

A confirmation of Temix Oleo's commitment in this field can be found, for example, in the number of products that have been included in the LuSC-list, a list of substances evaluated according to their biodegradability, aquatic toxicity and renewability.

Every year, the R&D department develops projects that revolve around the topic of sustainability, always searching for new renewable raw materials to be used. Another point on which Temix Oleo is focusing is the minimisation of waste generation from reaction processes and their reuse, so as to decrease the amount of reaction products that might otherwise be stored for extended periods with the risk, in the final stage, of being destined for disposal.

Particularly during 2021 and 2022, projects focusing on the reuse of secondary raw materials for new ester production were pursued.

In the coming years, our focus will continue to be on these studies with the aim of achieving 100% reuse of recovered raw materials for various ester families.

Another point on which Temix Oleo is working is the optimisation of production processes with the aim of increasing yield and decreasing reaction times.

Achieving this goal is a very important aim for Temix Oleo since a decrease in reaction time will lead to significant energy savings, with consequent benefits for the environment.

Sustainability

Sustainable Use of Resources in the Production Process

Disclosure n. 2-27. Disclosures n. 304-1, 304-2, 304-3 and 304-4. Disclosures n. 413-1 and 413-2.

Water, energy and waste management are crucial to the environment. MEASURE, REDUCE, REPLACE and REPORT are the four words that best represent our approach to these topics.

The Temix Oleo plant covers an area of approximately 80.000 m^2, about 15.000 m^2 of which are dedicated to green areas with trees of various native species. The site does not fall within protected areas, areas of high biodiversity value, protected habitats or areas characterized by the presence of species listed on the IUCN Red List.

The activities of the production site are authorised under the AIA (Italian Integrated Environmental Authorisation) and their impacts are also constantly monitored by local authorities. No cases of environmental non-compliance were recorded in the three-year period 2020-2021-2022.

The Bologna plant has been since 2003.

The environmental management of the plant is done through a Certified Integrated Management System and the publication of the Quality and HSE Policy. The Management System monitors the plant's water and energy consumption and the right practice of waste management and atmospheric emissions.

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Sustainability

SUSTAINABILITY

Water Management

Disclosures n. 303-1, 303-2, 303-3, 303-4 and 303-5.

WATER USE

There are two wells inside the plant, from which we take freshwater for production processes and for the fire-fighting circuit. In 2020, as requested by ARPAE (Regional Environmental Protection Agency), we shortened the depth of well P1 in order to avoid drawing from deep aquifers that could be used for human purposes in the future. Drawing from underground aquifers is certainly a method that has less impact on ecosystems and biodiversity than drawing from surface water bodies.

The water used in the Cooling Towers is demineralised, which means that there is no need for periodic draining, thus saving water. For toilets and showers in the plant, freshwater is taken from the waterworks. Where technically possible, we have provided for the recycling of water or have set up processes that do not require its discharge. All this allows us to save a considerable amount of water resources.

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Sustainability

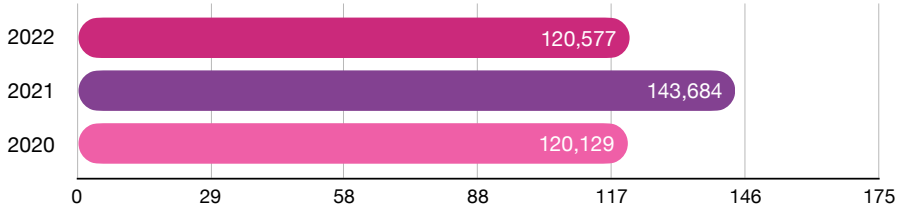
SUSTAINABILITY

Water Management

WATER USE

Water withdrawal for the years 2020, 2021 and 2022 is shown below in mega litres:

Water Withdrawal



YEAR	WELLS	TOILET WATERWORKS	INDUSTRIAL WATERWORKS
2020	119,009 (99,17%)	1,117 (0,83%)	0,003 (0,00%)
2021	141,446 (98.60%)	2,22 (1.40%)	0,018 (0,00%)
2022	118,626 (98.33%)	1,465 (0.83%)	0,486 (0,00%)

YEAR	GROUNDWATER	THIRD-PARTY WATER
2020	99,1%	0,9%
2021	98,4%	1,6%
2022	98,4%	1,6%

The quantities of water withdrawn from the wells are in line with the company's production and are affected by the company's closure periods (years 2020 and 2022).

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Sustainability

SUSTAINABILITY

Water Management

WASTEWATER

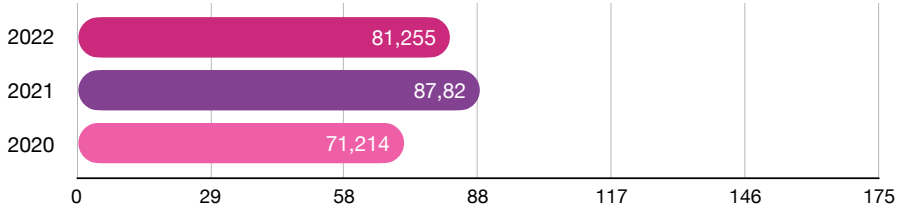
In our factory a chemical-physical and biological water treatment plant is running, allowing us to process industrial wastewater to convey it to the public sewer system together with first rain/rinsing water, second rainwater (if not conforming to discharge into surface water) and black water from the office building.

The quantity discharged is measured by meters (except for black water from the office building and second rainwater discharged into surface water). Temix Oleo is authorised to discharge into surface water (Cava ditch) only the second rain waters that comply with the tables of Legislative Decree n. 152/06, as prescribed in the AIA.

There has never been a need to send second rain waters to the sewer as they comply with the limits for discharge into surface water bodies and no non-compliance with the discharge limits has been recorded.

The discharges to the public sewerage system for the years 2020, 2021 and 2022 are shown below in mega litres:

Waste Water



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Sustainability

SUSTAINABILITY

Water Management

WASTEWATER

Temix Oleo performs periodic inspections of the effluent and the water storage tanks, as prescribed in the AIA.

The effluent is also periodically inspected by ARPAE (Prevention and Environment Regional Agency) and HERA (the sewerage network company).

The inspections carried out by the two organizations have never found any criticality or exceeding of limits.

YEAR	INDUSTRIAL WATER DISCHARGE	RAINWATER/RINSING WATER DISCHARGE
2020	66,564 mega liters (93,5%)	4,65 mega liters (6,5%)
2021	82,41 mega liters (93,8%)	5,41 mega liters (6,2%)
2022	76,265 mega liters (93,9%)	4,99 mega liters (6,1%)

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Sustainability

SUSTAINABILITY

Energy Management

Disclosure n. 302-1.

In order to operate, the plant needs electricity, heating, cooling and steam.
Our trigeneration plant uses natural gas to produce most of the required energy. A smaller part of the total consumption is purchased by a third party.

ENERGY CONSUMPTION	UNIT	2020	2021	2022
(a) Non-Renewable Fuel Consumed	kWh	124.734.000	152.781.000	121.311.000
(b) Renewable Fuel Consumed	kWh	0	0	0
(c) Electricity, Heating, Cooling and Steam Purchased for Consumption	kWh	3.007.292	7.793	5.995
(d) Renewable Electricity Purchased	kWh	0	3.592.100	3.372.100
(e) Self-Generated Electricity, Heating, Cooling and Steam (which are not consumed)	kWh	0	0	0
(f) Electricity, Heating, Cooling and Steam Sold	kWh	0	0	900
(g)Total Energy Consumption within the Organization = (a)+(b)+(c)+(d)+(e)-(f)	kWh	127.741.292	156.380.393	124.688.195

Starting from 2021, the electricity purchased from the third party and used in the factory has been converted in a renewable electricity supply. At the end of 2023, we started the civil work to install a 1MWh-photovoltaic unit that is expected to run by the end of 2024.

Sustainability

SUSTAINABILITY

Waste and By-product Management

disclosures n. 306-1, 306-2, 306-3, 306-4 and 306-5.

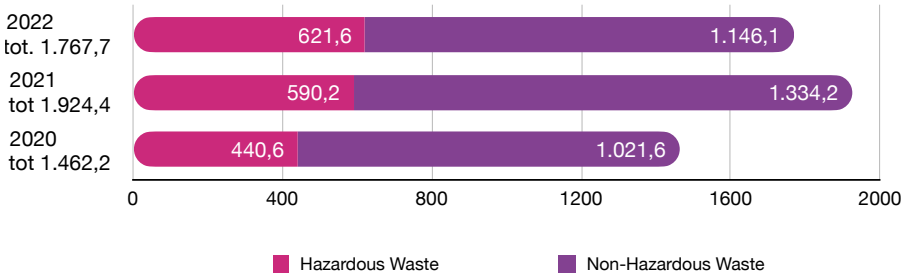
WASTE MANAGEMENT

The waste produced by our company mainly comes from production activities. The management of the correct disposal of waste and the submission of data to the relevant authorities are defined by mandatory regulations and are verified annually by internal and external audits.

For what concerns waste from the esterification process, we have obtained a certification with CSQA according to the Ministerial Decree of November 14, 2019 (national certification system for biofuels and bioliquids).

YEAR	TOTAL	HAZARDOUS WASTE	NON-HAZARDOUS WASTE
2020	1.462,2 tons	440,6 tons (30,1%)	1.021,6 tons (69,9%)
2021	1.924,4 tons	590,2 tons (30,7%)	1.334,2 tons (69,3%)
2022	1.767,7 tons	621,6 tons (35,2%)	1.146,1 tons (64,8%)

Hazardous and Non-Hazardous Waste



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Sustainability

SUSTAINABILITY

Waste and By-product Management

WASTE MANAGEMENT

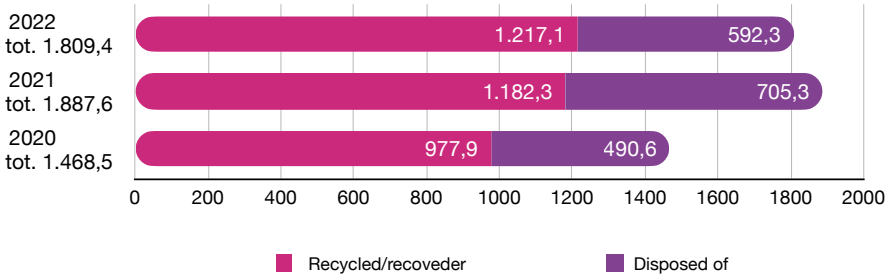
The increase in the percentage of hazardous waste in the years 2020, 2021 and 2022 is attributable to the generation of IBCs that were sent to authorised recyclers, as well as to the disposal of unused raw materials or expired finished products. In 2022, there was also the disposal of sludge from a storage tank that was restored.

Regarding the disposal of waste produced, in 2020 we disposed of 1.468,5 tonnes, 66,6% (977,9 tonnes) of which was sent for recovery operations, while 33,4% (490,6 tonnes) was sent for disposal.

Regarding the disposal of waste produced, in 2021 we disposed of 1.887,6 tonnes, 62,6% (1.182,3 tonnes) of which was sent for recovery operations, while 37,4% (705,3 tonnes) was sent for disposal.

Regarding the disposal of waste produced, in 2022 we disposed of 1.809,4 tonnes, 67,3% (1.217,1 tonnes) of which was sent for recovery operations, while 32,7% (592,3 tonnes) was sent for disposal.

Hazardous and Non-Hazardous Waste



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Sustainability

SUSTAINABILITY

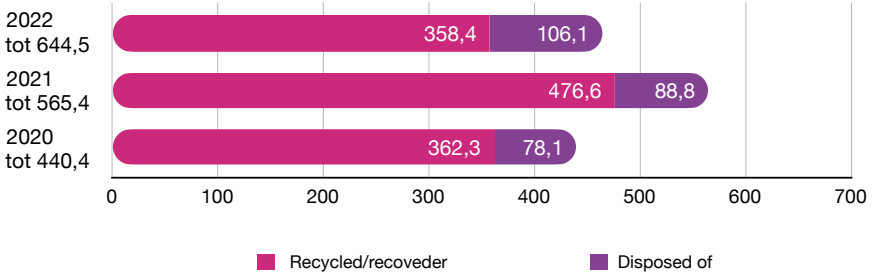
Waste and By-product Management

WASTE MANAGEMENT

We are strongly oriented towards sending our waste for recovery/recycling, preferring recovery service providers to disposal service providers.

YEAR	HAZARDOUS WASTE	SENT FOR RECOVERY OPERATIONS	SENT FOR DISPOSAL
2020	440,4 tons	362,3 tons (82,3%)	78,1 tons (17,7%)
2021	565,4 tons	476,6 tons (84,3%)	88,8 tons (15,7%)
2022	644,5 tons	538,4 tons (83,5%)	106,1 tons (16,5%)

Hazardous Waste



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Sustainability

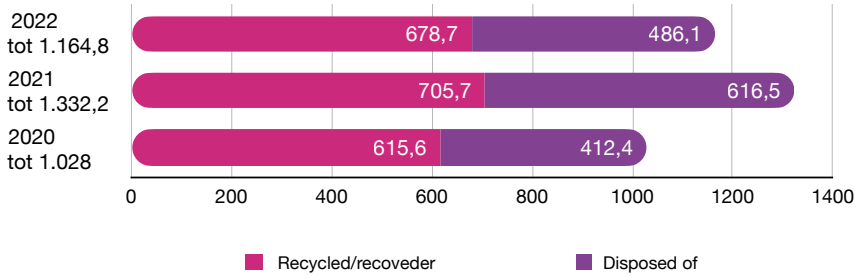
SUSTAINABILITY

Waste and By-product Management

WASTE MANAGEMENT

YEAR	NON-HAZARDOUS WASTE	SENT FOR RECOVERY OPERATIONS	SENT FOR DISPOSAL
2020	1.028 tons	615,6 tons (59,9%)	412,4 tons (40,1%)
2021	1.322,2 tons	705,7 tons (53,4%)	616,5 tons (46,6%)
2022	1.164,8 tons	678,7 tons (58,3%)	486,1 tons (41,7%)

Non-Hazardous Waste



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Sustainability

SUSTAINABILITY

Waste and By-product Management

WASTE MANAGEMENT

Differences between the quantities of waste produced and waste disposed of are solely attributable to year-end stock. Starting from 2017, Temix Oleo has implemented a digital archiving system for its offices, which has enabled a significant reduction in paper consumption.

The archiving of all administrative documents is done electronically, which has enabled us to cut down on paper and printer usage, resulting in the consumption of around 1,300 kg less of paper in one year, equivalent to 260.000 sheets / 5.200 reams. With the aim of reducing waste production, we reuse IBCs and drums internally, as far as technically possible, to store raw materials, intermediates or finished products.

When no longer possible, we send the EER 150110* packaging (IBCs) to authorised companies, which regenerate the packaging and put it back on the market.

RECOVERY OF PRODUCTION RESIDUES AND MARKETING OF BY-PRODUCTS

Within the production cycle, we seek to recover and reuse any raw material, intermediate or finished product, while also minimising waste production. By its very nature, our production process generates by-products that can be marketed in compliance with the requirements of Article 184-bis of Legislative Decree n. 152/2006.

Temix Oleo is constantly searching for new applications in order to give new life to these materials, in respect of health and environmental protection.

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Sustainability

GHG Management

Disclosures n. 305-1, 305-2, 305-3, 305-4, 305-5, 305-6and 305-7.

The main environmental challenge we face globally is climate change, which undermines the balance of the earth's ecosystems and threatens the survival of mankind.
With this in mind, Temix Oleo has embarked on a journey to reduce its impact in terms of climate-changing gas emissions. In 2021, we took the first steps, which are mapping our emissions (year 2020) and knowing what the relative contribution of the different production phases is.

We followed the guidelines of the UNI EN ISO 14064, an internationally recognised standard for quantifying and reporting greenhouse gas emissions. Reporting is based on a division between direct and indirect sources of greenhouse gas emissions, whose contribution to the greenhouse effect is converted into equivalent tonnes of CO_2 (tCO_2e).

As shown in the tables below (reporting the values of tCO_2e for the three-year-period 2020-2022), the emissions we generate directly through the use of fuels cover a small, but not negligible portion of the total. Of the emissions indirectly linked to our business, the main weight is related to the products we use in our operations.

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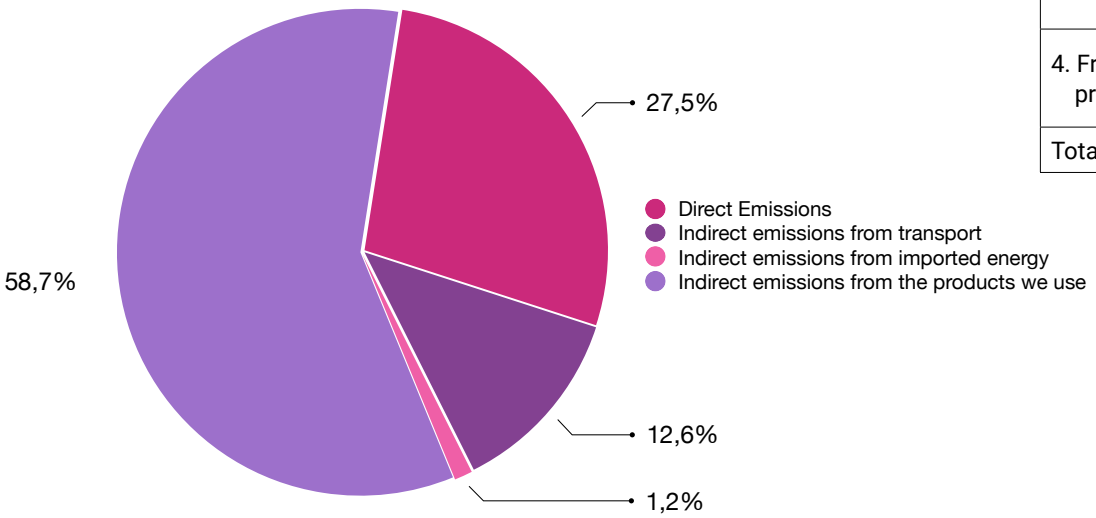
Sustainability

GHG Management 2020

EMISSION CATEGORY	DESCRIPTION	tCO_2e	WEIGHT
1. Direct emissions	Generated by the fuels that power our boilers and vehicles	22.937,7	27,5%
	INDIRECT EMISSIONS		
2. From imported energy	Derived from the production of the electricity we use in our premises	998,6	1,2%
3. From transport	For the procurement of raw materials and packaging, home-work journeys, transporting our products to customers	10.463,2	12,6%
4. From the products we use	Generated by the production of our raw materials and packaging and the disposal of our waste	48.920,4	58,7%
Total		83.319.9	100%



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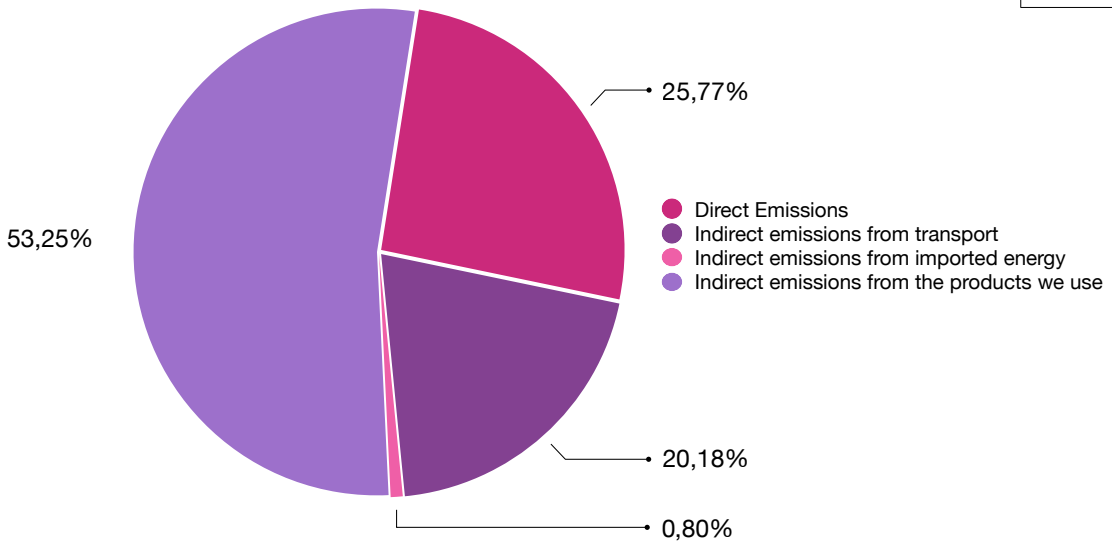
Sustainability

GHG Management 2021

EMISSION CATEGORY	DESCRIPTION	tCO_2e	WEIGHT
1. Direct emissions	Generated by the fuels that power our boilers and vehicles	28.911,4	25,8%
	INDIRECT EMISSIONS		
2. From imported energy	Derived from the production of the electricity we use in our premises	846,2	0,8%
3. From transport	For the procurement of raw materials and packaging, home-work journeys, transporting our products to customers	22.572,0	20,2%
4. From the products we use	Generated by the production of our raw materials and packaging and the disposal of our waste	59.644,6	53,3%
Total		111.974,2	100%



Below are the CO_2eq. values in terms of Scope 1-2-3 for the year 2021

SCOPE	tCO_2e	WEIGHT
Scope 1	28.911,4	25,8%
Scope 2	846,2	0,8%
Scope 3	82.216,6	73,4%
Total	111.974,2	100%

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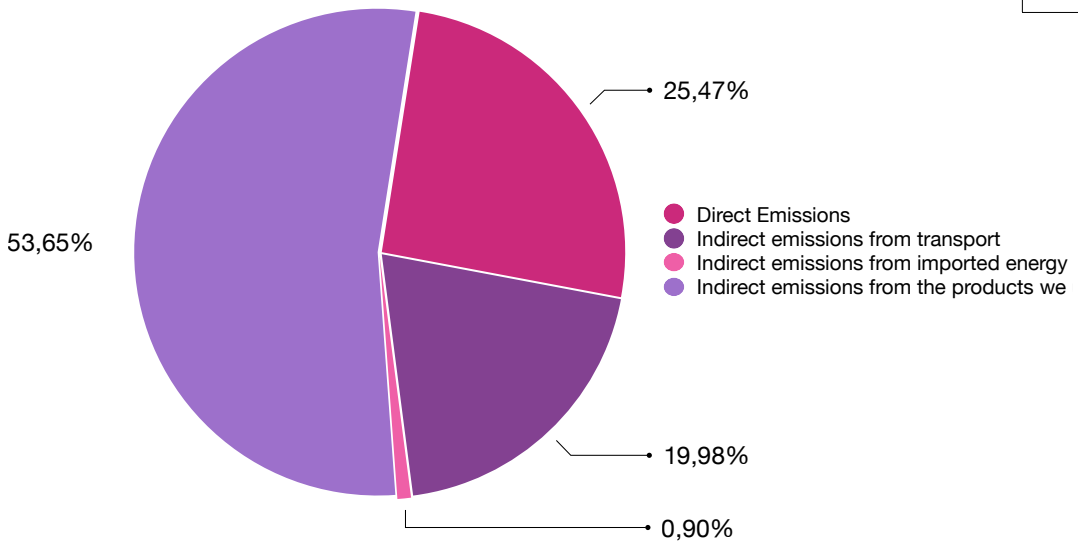
Sustainability

GHG Management 2022

EMISSION CATEGORY	DESCRIPTION	tCO_2e	WEIGHT
1. Direct emissions	Generated by the fuels that power our boilers and vehicles	22.988,4	25,5%
	INDIRECT EMISSIONS		
2. From imported energy	Derived from the production of the electricity we use in our premises	793,9	0,9%
3. From transport	For the procurement of raw materials and packaging, home-work journeys, transporting our products to customers	18.038,7	20,0%
4. From the products we use	Generated by the production of our raw materials and packaging and the disposal of our waste	48.478,0	53,7%
Total		90.299,0	100%



Below are the CO_2eq. values in terms of Scope 1-2-3 for the year 2022

SCOPE	tCO_2e	WEIGHT
Scope 1	22.988,4	25,5%
Scope 2	793,9	0,9%
Scope 3	66.516,7	73,7%
Total	90.299,0	100%

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Sustainability

GHG Management

As can be seen, emissions show a peculiar trend: in the transition from 2020 to 2021, there is a significant increase in emissions. This increase is due to the greater detail taken into consideration in the analysis over the two-year period 2021-2022.

In fact, compared to 2020, the following items were taken into account: overnight stays, waste transport, adipic acid and benzoic acid, as well as an update of the main emission factors.

With regard to the transition from 2021 to 2022, on the other hand, a strong decrease in emissions can be seen and can be attributed to an overall decrease in all categories due to a reduction in the organisation's activity.

A first step to improve our climate performance will be, in the coming year, purchasing electricity with a Guarantee of Origin (GO) from renewable sources.

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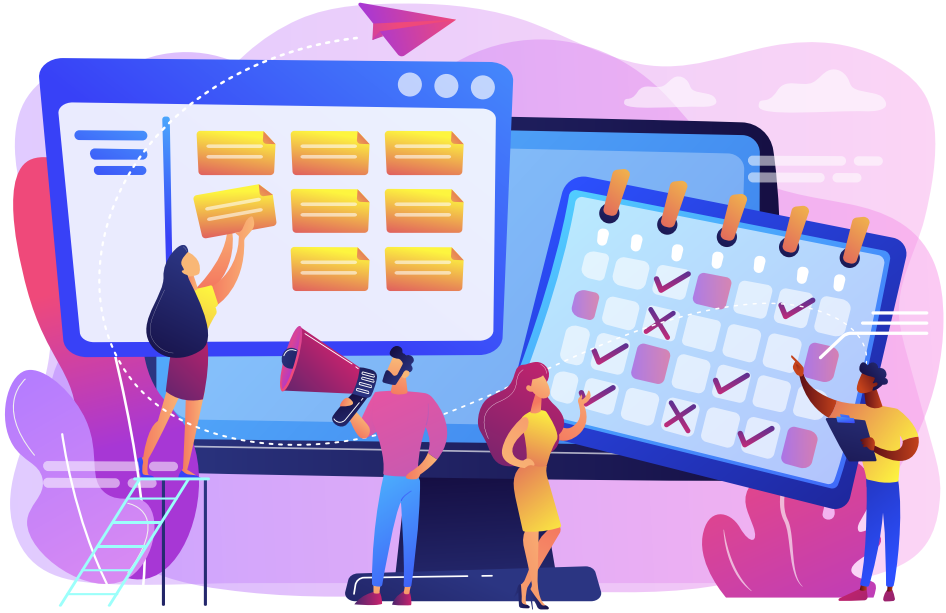
Workplace



THE CHEMICAL VALUE OF OUR RESOURCES

Organization

Disclosures n. 2-7 and 2-30. Disclosure n. 201-3. Disclosures n. 202-1 and 202-2. Disclosures n. 401-1, 401-2 and 401-3. Disclosures n. 405-1 and 405-2. Disclosure n. 406-1.

As of December 31, 2022, Temix Oleo has a workforce of 105 employees (5 of which are temporary employees), divided as follows:

2022	MALE	83	79%
	FEMALE	22	21%
	TOTAL	105	100%

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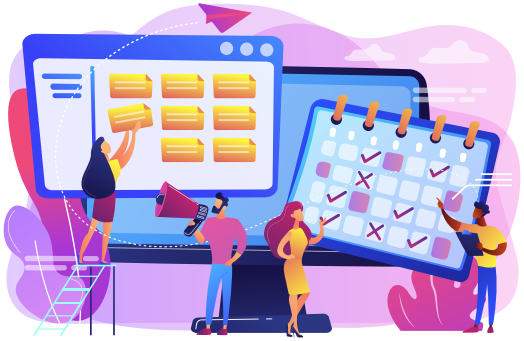
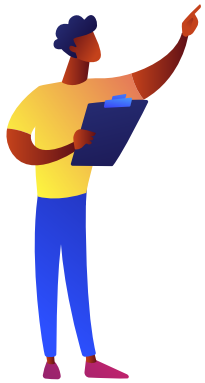
Workplace



THE CHEMICAL VALUE OF OUR RESOURCES

Organization

The high presence of men in the company is mainly due to the employees in the production department, which are all male. On the other hand, as far as management and non-management are concerned, the numbers are balanced.



WORKERS								
GENDER			**AGE**			**NATIONALITY**		
Male	46	98%	<30	15	32%	Ita	40	85%
Female	1	2%	30-50	13	28%	Foreigners	7	15%
			>50	19	40%			
Total	47	100%	Total	47	100%	Total	47	100%

NON-MANAGEMENT								
GENDER			**AGE**			**NATIONALITY**		
Male	24	60%	<30	4	10%	Ita	39	97,5%
Female	16	40%	30-50	23	57,5%	Foreigners	1	2,5%
			>50	13	32,5%			
Total	40	100%	Total	40	100%	Total	40	100%

MANAGEMENT								
GENDER			**AGE**			**NATIONALITY**		
Male	11	73%	<30	0	0%	Ita	15	100%
Female	4	27%	30-50	6	40%	Foreigners	0	0%
			>50	9	60%			
Total	15	100%	Total	15	100%	Total	15	100%

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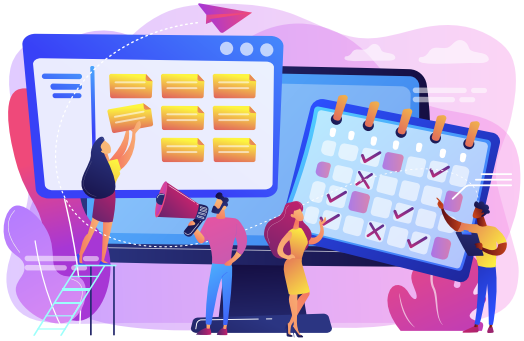
Workplace



THE CHEMICAL VALUE OF OUR RESOURCES

Organization

The duties and the rights of employees are regulated by the National Collective Labour Agreement. The CCNL Chimici Industria (National Collective Labour Agreement for Chemical Industry) applies for the Bologna plant, while the CCNL del Commercio (National Collective Labour Agreement for Commerce) applies for the Milan offices.

All employees, regardless of the type of contract and without gender discrimination, are granted the same economic and welfare treatments provided for by both the CCNL and internal agreements. On average, the salaries of our employees are higher than the values indicated by the CCNL, regardless of the gender or the role held within the company.

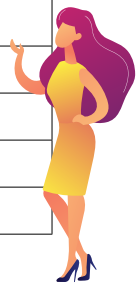
The turnover that characterised our company in 2022 was mainly dictated by two factors:
1) RETIREMENT;
2) VOLUNTARY RESIGNATIONS.

Working conditions comply with current regulations and all personnel are covered by the INPS Pension Plan.

The Code of Ethics disseminated in the company prohibits any form of discrimination against individuals. Working relations are based on fairness, respect for the individual and equal opportunities, regardless of gender, race, religious belief, political opinion, age, or state of health.

2022 RECRUITMENTS	
Entries	10
Employees	105
Employment rate	10%
GENDER	
Female entries	3
Male entries	7
Total	10
AGE	
<30	6
30-50	4
<50	0
Total	10

2022 TURNOVER	
Employees who left	12
Employees	105
Turnover rate	11%
GENDER	
Women who left	2
Men who left	10
Total	12
AGE	
<30	4
30-50	4
<50	4
Total	12



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Workplace

THE CHEMICAL VALUE OF OUR RESOURCES

Safety

Disclosures n. 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9 and 403-10.
Disclosures n. 416-1 and 416-2.

Temix has certified its Occupational Health and Safety Management System since November 2016 according to OHSAS 18001 and since 2019 according to ISO 45001. The renewal audit held in 2022 detected no non-conformities. The decision to certify the Management System according to standard 45001 was voluntary. In our Management System, we fulfil all requirements as per Italian Legislative Decree n. 81/08, implemented to protect the safety of workers.

Safety in the workplace is a priority for Temix. Prevention and Protection are the two key words that guide our daily work. All employees are part of the safety organisation chart and have specific roles related to safety regulations.

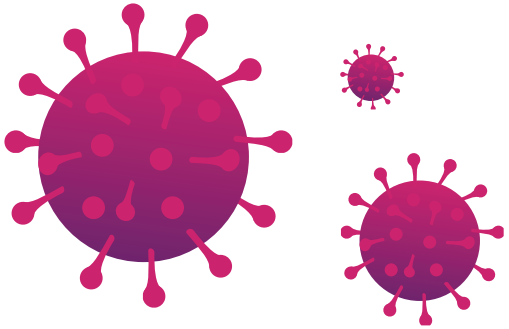
As required by Legislative Decree n. 81/08, a DVR (Risk Assessment Document) has been drawn up and is constantly checked and updated. All risks are analysed in terms of probability and magnitude of consequences in order to classify them and define priorities for action. Near-misses/anomalies are reported and subject to a six-monthly meeting within the employer to identify any corrective and improvement action aimed at avoiding the recurrence of critical situations. As required by Article 35 of Legislative Decree n. 81/08, the Periodic Risk Prevention and Protection Meeting is held annually.

No occupational diseases or fatal accidents have ever been recorded in Temix. No accidents with serious consequences occurred in the three-year period 2020-2021-2022. Two accidents occurred in 2020, none occurred in 2021 and one occurred in 2022.

TEMPORARY EMPLOYEES	2020	2021	2022
Occupational accidents	1	0	0
Frequency rate	111,8	0	0
Working hours	8.947	14.795	14.615

EMPLOYEES	2020	2021	2022
Occupational accidents	1	0	1
Frequency rate	10,2	0	9,1
Working hours	98.289	111.526	109.581

Workplace



THE CHEMICAL VALUE OF OUR RESOURCES

Covid-19 Health Emergency

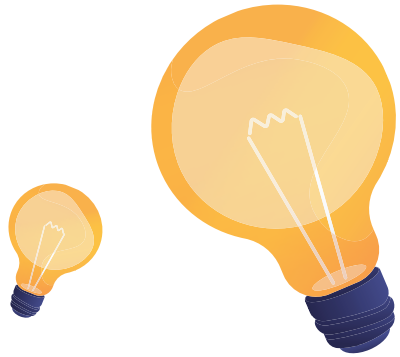
Following the pandemic that broke out at the end of February 2020, all necessary measures were implemented to ensure the safe continuity of work for employees.

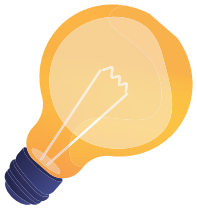
At the Bologna plant, which never closed for lockdown, all measures (including structural ones) necessary to allow social distancing were taken from the very first days of the emergency, in compliance with all the indications set out in the “shared protocol for the regulation of measures to combat and contain the spread of the COVID-19 virus in the workplace”.

A COVID Management Committee was established and met regularly to address all the new provisions on prevention and emergency management.

In the Milan offices and for some employees at the plant, remote working was activated without any work interruption as the IT structure was already safe and well organised.

Workplace





THE CHEMICAL VALUE OF OUR RESOURCES

Training

Disclosures n. 404-1, 404-2 and 404-3.

Temix Oleo's employees represent the company's real asset. This is why we aim to continuously improve the corporate culture on safety, environment, quality and work organisation through internal and external training activities.

During 2022, we undertook two different training workshops: Six Sigma (two editions) and Communication Negotiation and Presentation Lab.

Six Sigma was attended by all production departments, Planning, Engineering, SHEQ, R&D, QC, Regulatory, Logistics, HR, Controlling, which worked on their first Six Sigma projects. Thanks to this workshop, its methodology knowledge and its applications, team spirit and cross-functional project management skills have been growing fast.

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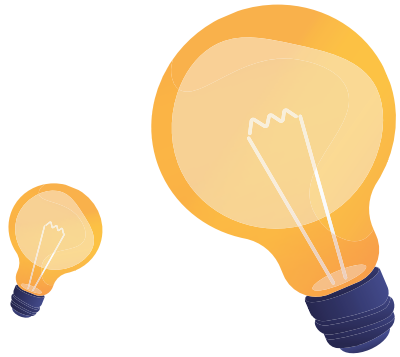
Workplace



THE CHEMICAL VALUE OF OUR RESOURCES

SIX SIGMA TEAM

Andrea Da Rin, Carla Maccaferri, Elena Centanni, Federica Faragò, Federico Mitan, Francesca Busacchi, Gerta Feimi, Gianluca Stupazzoni, Giuseppe Viscusi, Laura Calzolari, Marco Ferioli, Marco Rambaldi, Mariangela Menna, Marika Panicello, Matteo Goldoni, Mirko Locritani, Omar Chittane, Paolo Diegoli, Roberta Risi.

Workplace

THE CHEMICAL VALUE OF OUR RESOURCES

Training

The Communication Negotiation and Presentation Lab, on the other hand, dealt with the attention curve, an explanation of the neurological processes involved in it and the strategies to adopt in order to ensure that the listener does not lose focus.

AVERAGE TOTAL HOURS			
Year	**Total hours**	**Total Employees**	**Average hours per Employee**
2020	1.429,75	96	14,89
2021	6.292	104	60,5
2022	4.961,5	108	45,94

AVERAGE HOURS PER GENDER - FEMALE			
Year	**Total hours**	**Total Employees**	**Average hours per Employee**
2020	500,5	23	21,76
2021	492,5	22	22,39
2022	1.422,5	22	64,66

AVERAGE HOURS PER GENDER - MALE			
Year	**Total hours**	**Total Employees**	**Average hours per Employee**
2020	929,25	73	12,73
2021	5.799,5	82	70,73
2022	3.539	86	41,15

AVERAGE HOURS PER JOB CLASSIFICATION – EMPLOYEES			
Year	**Total hours**	**Total Employees**	**Average hours per Employee**
2020	646,5	48	13,47
2021	1.212,5	50	24,25
2022	3.160	52	60,77

AVERAGE HOURS PER JOB CLASSIFICATION – WORKERS			
Year	**Total hours**	**Total Employees**	**Average hours per Employee**
2020	718,25	42	17,52
2021	4.989	48	103,94
2022	1.565,5	49	31,95

AVERAGE HOURS PER JOB CLASSIFICATION - MANAGERS			
Year	**Total hours**	**Total Employees**	**Average hours per Employee**
2020	65	6	10,83
2021	90,5	6	15,08
2022	236	7	33,71

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Workplace

THE CHEMICAL VALUE OF OUR RESOURCES

Welfare

disclosure n. 404-3.

A supplementary corporate agreement was signed for the three-year period 2021-2023 for the production plant, as well as a company regulation for the Milan offices. Both documents provide the same benefits and economic incentives to improve work-life balance, such as an extra day of leave for all new fathers or extra days off for medical care.

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Workplace

THE CHEMICAL VALUE OF OUR RESOURCES

Celebrating a Newborn

Over the past few years, Temix Oleo has experienced many motherhoods and fatherhoods. These moments of joy have led us to want to take part in a project, created by the Italian manager association Manageritalia, called “Fiocco in azienda”.

By taking part in this initiative, we pledge to support all employees with practical and concrete actions such as, for example, the opportunity to take part in various workshops to be prepared for the birth (e.g., psychological support, preparation for childbirth, breastfeeding, etc.) and the guarantee of a salary advance to cover the loss of salary during the period of parental leave.

As a symbol of this initiative, a bow is displayed at the company entrance after the birth of the new-born.

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Workplace

THE CHEMICAL VALUE OF OUR RESOURCES

Remote Working

In September 2019, remote working was introduced in the company.

The project initially involved sales managers, and a gradual extension to the entire Milan office had already been set for the beginning of March 2020.

The pandemic did nothing but accelerate the project, confirming what the company had already guessed: the possibility of using remote working is to be considered an excellent work-life balance tool.

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Workplace

THE CHEMICAL VALUE OF OUR RESOURCES

Open Day for Families

In 2019, the company organised its first Open Day to try and answer the famously asked “but what do you do in the company?”.

That day, during which production was stopped, all employees were able to bring their families inside the plant where a guided tour was organised, followed by various fun activities for both children and adults.

Several employees participated in the organisation of the event, even acting as guides.

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Workplace

Communication

Disclosure n. 2-29. Disclosure n. 407-1.

TRADE UNION REPRESENTATIVES

In the production plant, workers are represented by two different trade unions. As of December 31, 2022, 12 workers out of a total of 69 employees (excluding temporary workers) were union members.

Relations between the trade unions and the company are cooperative and non-confrontational. All communications with employees and their representatives are managed in compliance with the law and contracts.

There are no trade union members in the Milan offices and, if necessary, reference is made to territorial representatives.

Trade unions are given the opportunity to meet, as required by law, with both the employees and trade associations they represent. On the company's intranet dashboard, there is an area dedicated to trade union communications.

In addition, a room for meetings has been made available in the plant.

Notes

Notes and Acknowledgements

NOTES

This Sustainability Report refers to the financial year 2022 and shows data for 2020 and 2021. We have adopted the GRI Standards for its drafting and, for each chapter, the relevant policies have been highlighted.

This Report has not been subject to independent third-party verification.

For further information and any further enquiries, please send an e-mail to: global@temixoleo.com

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Elisabetta Cella - Supply Chain Director.

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Global Reporting Initiative content index

This report has been prepared with guidance from the Global Reporting Initiative (GRI) Standards. GRI is an internationally accepted framework for reporting an organisation's economic, environmental and social performance to a diverse set of stakeholders worldwide.

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products from renewable sources

SUSTAINABILITY REPORT 2022

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