

SUSTAINABILITY REPORT 2024



FEEL THE CHEMISTRY



FEEL THE CHEMISTRY

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A blue-tinted photograph of a modern office interior. In the foreground, a person is walking from left to right, slightly out of focus. In the background, several people are seated at desks, working. The office has large glass windows and a clean, minimalist design. The text is overlaid in a white, hand-drawn style font.

“Our commitment to a sustainable future is built of concrete projects, virtuous actions, and conscious behaviour.”



LETTER TO STAKEHOLDERS

Dear Stakeholders,

It is with pleasure that **MAFLON** publishes its first Sustainability Report. This represents an opportunity to transparently share with stakeholders the path we have undertaken, the results achieved, and the goals we have set for the future. With this report, our company reaffirms its active contribution to addressing the most pressing global and local challenges that affect both our sector and the community in which we operate.

For many years, we have worked with dedication and passion to meet our customers' needs by delivering products that comply with the highest quality standards and by offering highly specialized services, while keeping in focus the environmental impact of our products and the safety of our people.

To this end, together with Guarniflon, we have initiated a structured reflection on ESG factors and how they can be integrated into our corporate development strategy. Our goal is to ensure that our company's growth occurs in harmony with the environment, in compliance with the principles of legality, loyalty, and fairness, while promoting the well-being of our human resources. Innovation is the primary driver of our development, supported by a flexible organizational structure that allows us to constantly advance in terms of performance, service quality, and customer support.

Among the most significant achievements of this year, we would like to highlight:

- the recognition of the bronze medal by EcoVadis, a leading international platform for assessing corporate sustainability performance in four areas: environment, labour practices and human rights, ethics, and sustainable procurement;
- the achievement of our product quality objectives through effective management of non-compliance and complaints, which reflects our ongoing commitment to maintaining high quality standards and ensuring customer satisfaction;
- the development of new solutions formulated with a focus on reducing environmental impact, in response to the growing demand for innovative and more sustainable products;
- continuous training of our employees, because we believe that it is our people who drive us to evolve and overcome daily challenges.

In a complex macroeconomic environment, **MAFLON** has demonstrated resilience, responsiveness, and determination in pursuing its goals. For this reason, I wish to express my gratitude to all those who contribute every day to bringing our vision to life and to ensuring the success and sustainable growth of our company.

Agostino Fenaroli
Managing Director





THE NUMBERS OF MAFLON'S SUCCESS

39
EMPLOYEES

3
LABORATORIES
(R&D, QC,
APPLICATIVE)

OVER
25 years
OF EXPERIENCE
IN THE
INDUSTRY

OVER
800
CUSTOMERS IN
MORE THAN 50
COUNTRIES



MAFLON-GUARNIFLON'S SUSTAINABILITY PATH

1. MAFLON-GUARNIFLON'S SUSTAINABILITY PATH

During 2024, **MAFLON** launched a shared path in collaboration with Guarniflon —a global leader in fluorinated-based products and also part of the Mazza Group— which led to the organic and structured integration of environmental sustainability, social responsibility, and ethical governance into the strategic direction that guides the development of both companies. This

approach ensures alignment with the environment, the communities in which they operate, and the people involved.

The shared values, goals, and approaches made it possible to define common strategic priorities on which **MAFLON** and Guarniflon are focusing their efforts, laying the groundwork for coordinated and joint action.



IMPACT MATERIALITY ASSESSMENT

The impact materiality assessment is a rigorous process that allows the identification of the most relevant topics for **MAFLON** —those that influence its ability to create long-term value. The impact materiality analysis was carried out using the European principles and the ESRS – European Sustainability Reporting Standards,

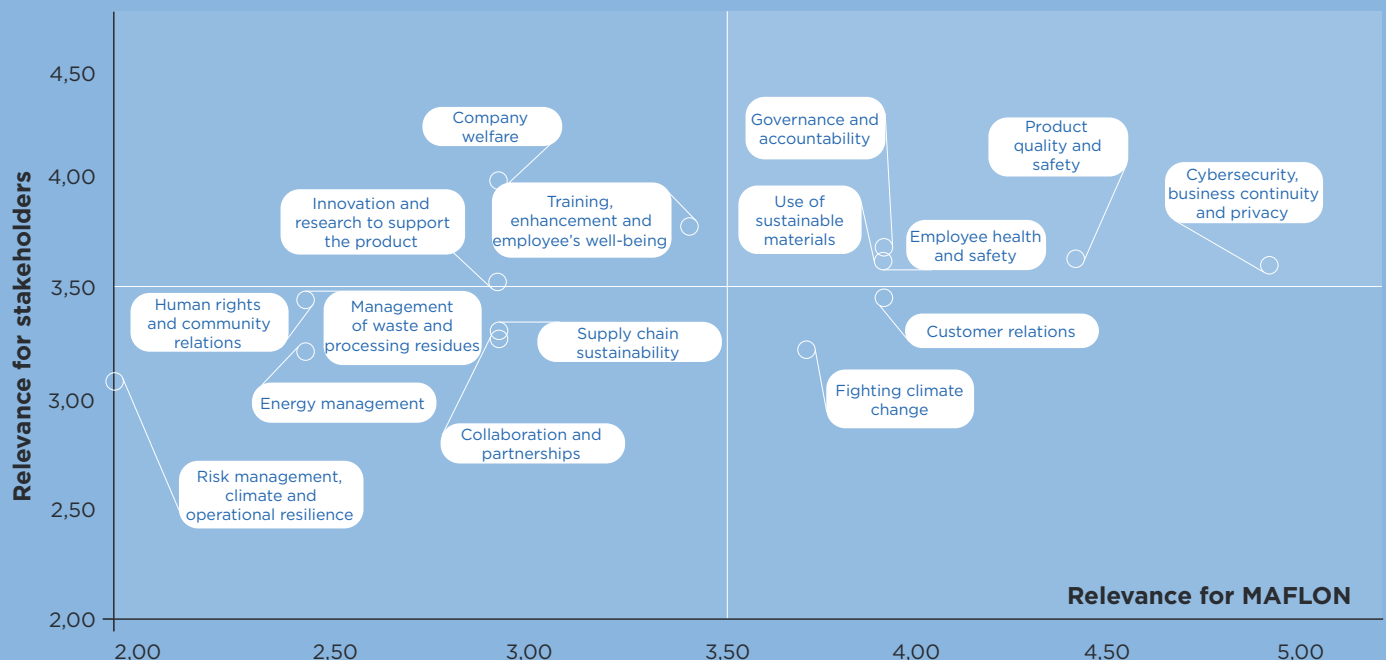
issued by EFRAG (European Financial Reporting Advisory Group), as well as the principles set out by the Global Reporting Initiative (GRI Sustainability Reporting Standards) and best practices in sustainability reporting.

This process was structured around the following key phases:

- 1. Understanding the company, its value chain, and the external context:** the first step involved an in-depth analysis of the company's processes and activities, its current positioning with respect to ESG topics ("as is"), its upstream and downstream business relationships, and the regulatory and competitive landscape in which it operates;
- 2. Mapping of relevant topics and identifying impacts:** in this phase, the Strategic Committee of **MAFLON**, as the body responsible for guiding strategic decisions and sustainability-related actions, identified a list of potentially relevant topics and assessed their short-, medium-, and long-term impacts on the environment and people;
- 3. Identifying stakeholders and assessing the relevance of impacts:** the relevance of the impacts identified in the previous phase was assessed by the company's main stakeholders (employees, customers, and suppliers) and, concurrently, by the Strategic Committee through the administration of a structured questionnaire.

The results of the materiality assessment are visually represented in the impact materiality matrix, mapping the evaluated impacts against the potentially relevant topics identified. Material topics,

those relevant both to **MAFLON** and its stakeholders, are located in the top-right quadrant of the matrix.



THE SHARED SUSTAINABILITY STRATEGY OF MAFLON AND GUARNIFLON

Driven by shared values and a forward-looking vision, **MAFLON** and Guarniflon have developed a joint sustainability strategy intended at promoting operational efficiency, reducing the environmental impact of their activities, enhancing the value of people, and mitigating risks related to environmental sustainability and social responsibility.

For each of the identified strategic pillars, **MAFLON** has defined specific

objectives and key performance indicators (KPIs), aligned with the global commitments set out in the United Nations 2030 Agenda —the Sustainable Development Goals (SDGs).

These goals provide a roadmap to end poverty, protect the planet, and ensure prosperity in harmony with nature, while recognizing the crucial role of the private sector in achieving them.

ENVIRONMENTAL SUSTAINABILITY

Managing business activities in a way that minimizes negative impact on the environment, preserves natural resources, ensures the responsible use raw materials in production processes and reduces the amount of waste produced and pollutant emissions



SOCIAL RESPONSIBILITY

Generating a positive impact through initiatives that promote employee health and well-being, inclusion, diversity and respect for human rights, as well as through the adoption of high product, quality and safety standards for end customers



ETHICS IN CORPORATE GOVERNANCE

Adopting ethical behaviour in the management and conduct of company activities and in establishing business relationships with all the stakeholders with whom the company interfaces





CORPORATE IDENTITY

Explore the limits. Face them. Overcome them. OUR MISSION FROM OVER 25 YEARS

2.1 THE COMPANY

MAFLON is a company specialized in the development, production, and commercialization of advanced chemical additives. Over the years, the company has progressively expanded its scope, achieving a leading position in both fluorinated and non-fluorinated product markets. Research and development represent the core of **MAFLON**'s operations. Gradually, this commitment has led to the filing of numerous patents and the enhancement of the results of rigorous research. **MAFLON** operates through three specialized laboratories and has developed several projects in collaboration with major universities and research centers, including the Universities of Padua, Pisa, and Florence. This synergy allows the company to transform innovative ideas into high-performance additives, specifically designed to meet customer needs.

Today, with a diversified product portfolio that includes:

- **Polymers** engineered to impart water- and oil-repellent properties to a wide range of surfaces such as fabrics, wood, stone, and leather;
- **Cross-linking agents** of various types, designed to enhance the chemical and mechanical performance of formulations;
- **PTFE micropower** used to improve abrasion resistance, lubrication, and thermal stability;
- **Additives** for adjusting the viscosity and flow behaviour of formulations;
- **Levelling and wetting agents** for paints, coatings, inks, waxes, adhesives, and cleaning products;

- **MAFLON** serves a wide range of industries, including textiles, leather, stone materials, paints and coatings, inks, plastics, adhesives, detergents, and automotive.

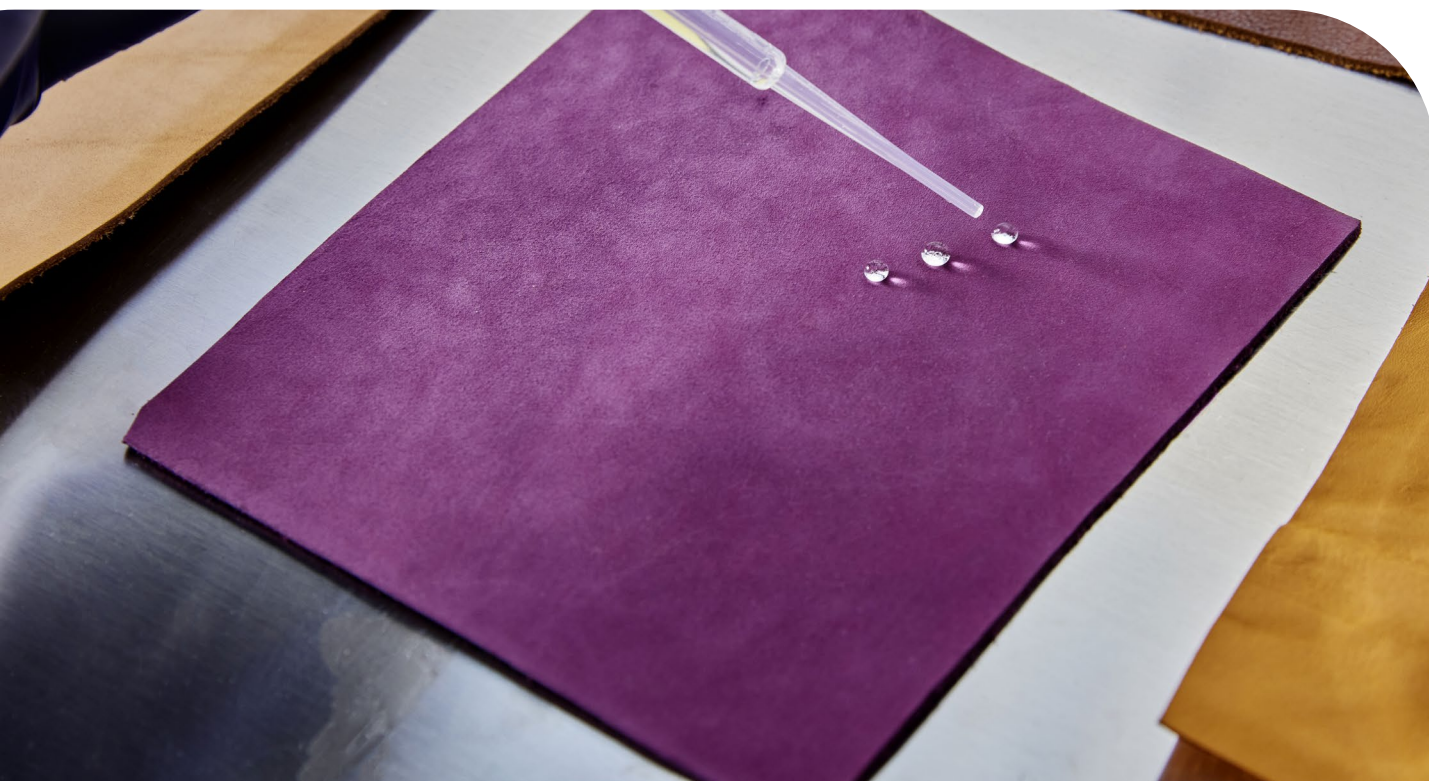
Sustainability is a further key driver of the company's operating model, translated into specific projects, virtuous actions, and conscious practices. It is integrated from the earliest stages of research and development and in the selection of raw materials, with the aim of actively contributing to the reduction of the environmental impact of customers' processes as well. The combination of technical expertise, innovative capabilities, operational flexibility, and commitment to sustainability makes **MAFLON** a qualified and reliable partner for companies seeking advanced chemical solutions.

HYDROVEST™ 2000: A SUSTAINABLE REVOLUTION IN ANTIFOULING COATINGS

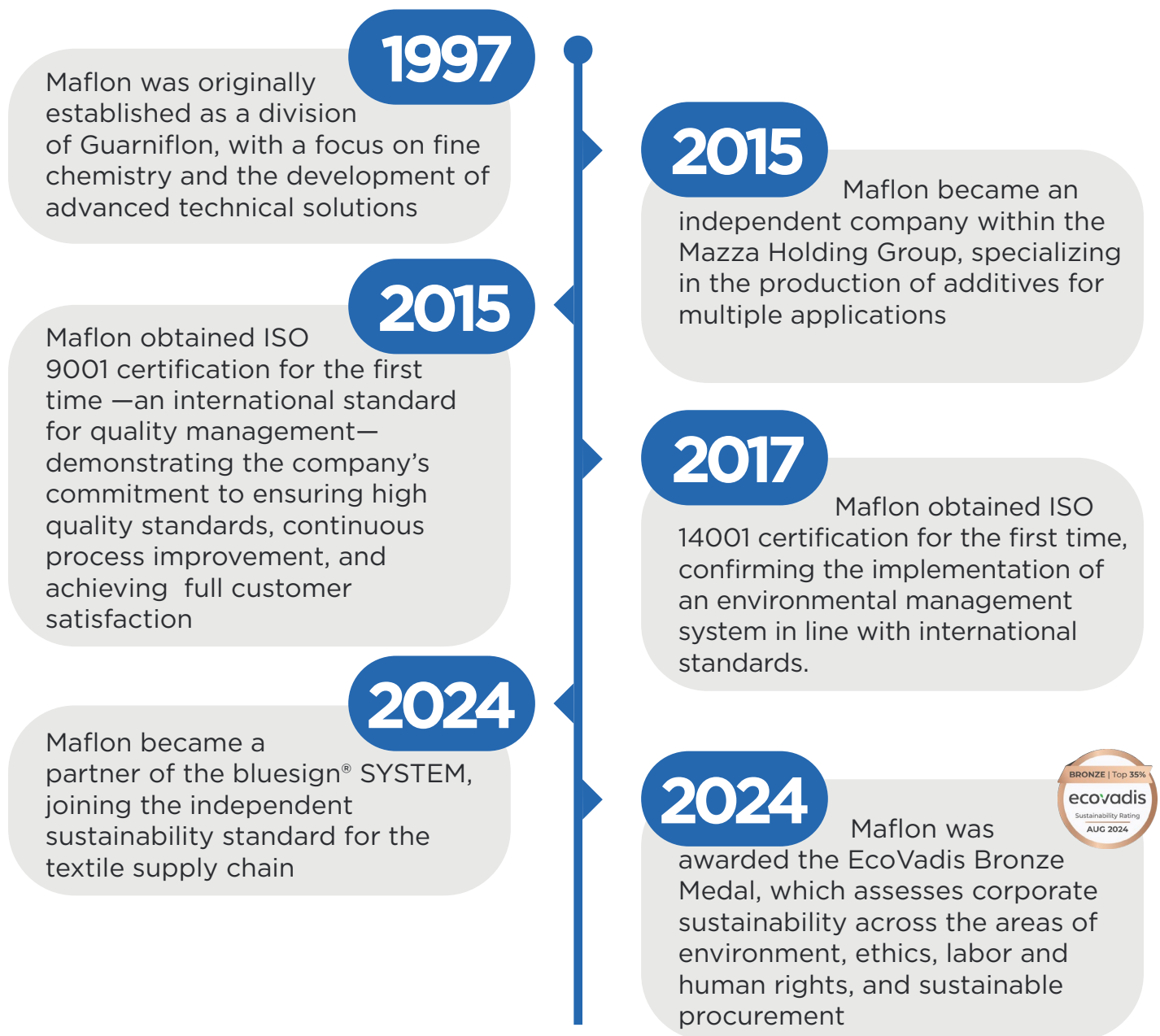
HYDROVEST® 2000 is an innovative antifouling additive developed in collaboration with the Department of Chemistry at the University of Pisa, aimed at revolutionizing the way vessels are kept clean and safe. This additive is conceived as an eco-friendly solution against biofouling—the unwanted adhesion of marine organisms to hull surfaces. Thanks to its amphiphilic structure, the **HYDROVEST® 2000** polymer self-assembles at the interface with the aquatic environment, forming an ultra-smooth, non-stick surface that prevents the settlement of organisms. The integration of **HYDROVEST® 2000** into antifouling coatings reduces the friction coefficient between the hull and water, significantly improving

hydrodynamic efficiency. Lower drag results in reduced propulsion power requirements and, consequently, decreased fuel consumption and CO₂ emissions. Under continuous operating conditions, a 10% reduction in the friction coefficient can generate fuel savings ranging from 3% to 6%. Moreover, thanks to its formulation and release-free mode of action, once incorporated into coatings, the additive enables the development of effective formulations that are respectful of the marine environment, with no toxic effects on aquatic species.

Many milestones and the expertise developed over time have led **MAFLON** to establish itself in the advanced chemical solutions sector. Below are the most significant moments.



2. CORPORATE IDENTITY



2024 was a year of significant achievements for **MAFLON**. Among the most notable:

- the signing of an agreement with the **Anton Dohrn Zoological Station – National Institute of Biology, Department of Marine Biotechnology**, aimed at evaluating the effectiveness of antifouling additives both on vessels and in mussel farming facilities;
- the continuation of the collaboration with the **University of Florence** on the project “Study of new materials with low environmental impact and their use for the protection of cultural heritage,” launched in 2022;
- the delivery of **technical training courses** to ensure the continuous development of employees’ skills and competencies;
- participation in numerous **international trade fairs**, including the **Middle East Coating Show** in Dubai, **Turkcoat** in Istanbul, **CHINACOAT** in Guangzhou, **Paint & Coatings Italy** in Milan, **Drupa** in Düsseldorf, **Paint & Coatings Spain** in Barcelona, **Paint India** in New Delhi, and **China Interdye** in Shanghai — further strengthening **MAFLON**’s presence in key global markets.

2.2 CORPORATE GOVERNANCE AND COMPANY MANAGEMENT

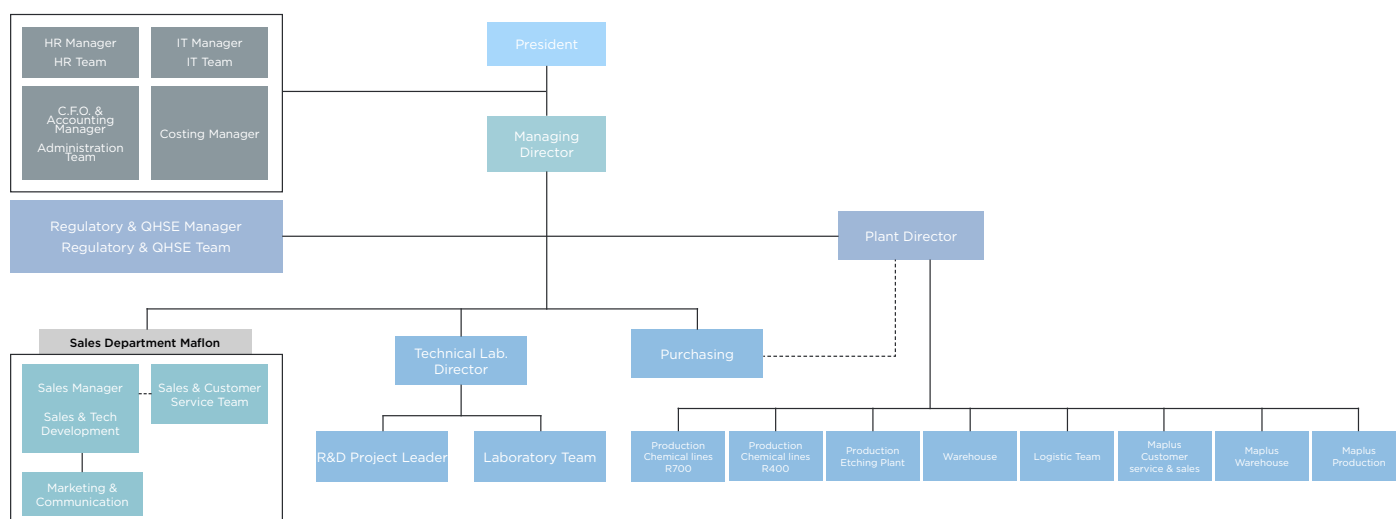
CORPORATE GOVERNANCE

MAFLON is a leading company in the design and production of chemical additives for industrial use. The company's registered office is located at Via Soave 7, 20135, Milan, and its operational headquarters are at Via Don Ravizza snc, 24060, Castelli Calepio (BG). The share capital is wholly owned by Mazza Holding S.p.A..



The Chairman of the Board of Directors is Luca Mazza. The Board of Directors is composed of Pietro Paolo Arcangeli, Piera Esposito, Agostino Fenaroli, and Giuseppe Mazza.

The Board of Statutory Auditors is composed of three Statutory Auditors, one of whom serves as Chairman, and two Alternate Auditors. It oversees compliance with the laws and the bylaws, as well as the principles of proper company management.



COMPANY MANAGEMENT SYSTEM

MAFLON has adopted management systems in compliance with national and international standards, with the aim of creating value in a responsible manner and sharing it with all its stakeholders:



Quality Management System

A standard that sets the requirements for a quality management system, aimed at optimizing processes and ensuring the quality of the products and services offered.



Environmental Management System

An international standard that defines the requirements for an environmental management system aimed at identifying and mitigating the environmental impacts and risks of business activities, while improving the company's environmental performance.

The company has also implemented a Corporate Quality & Environmental Policy, a document that formalizes its commitments regarding process and product quality management, environmental protection, and the safeguarding of employees' health and safety in the workplace.

This integrated policy has enabled **MAFLON** to define the principles and priorities that guide the actions of all those operating on behalf of the company, in the awareness that only active and shared participation allows the achievement of set objectives and growth in harmony with the planet and people's well-being.



2.3 CREATING AND SHARING SUSTAINABLE VALUE

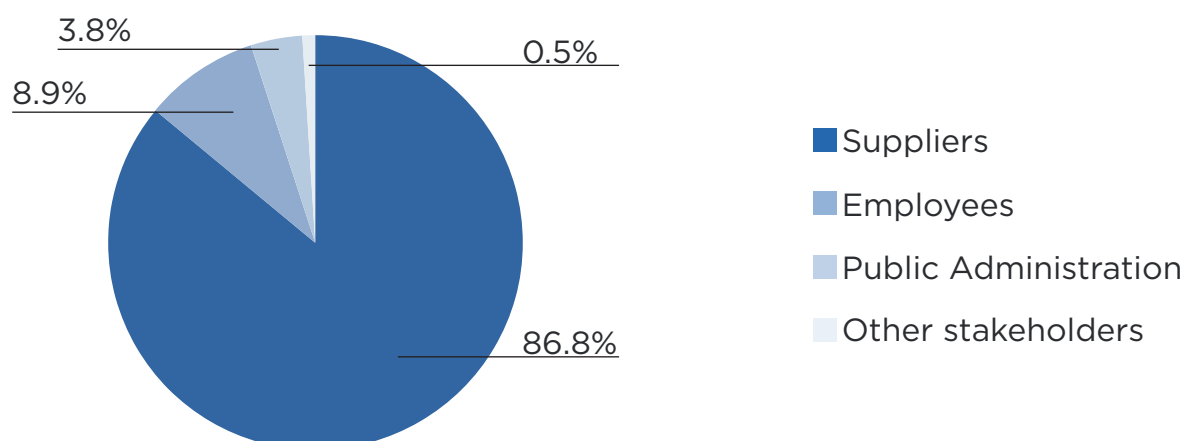
The economic value generated through business activities and distributed to a broad range of stakeholders reflects an organization's ability to actively contribute to the development of the context in which it operates. In 2024, **MAFLON** generated an economic value of €40,001,785, of which €35,541,265 was distributed to

stakeholders. A total of €30,856,628 was shared with suppliers of goods and services (87%), while €3,156,847 was allocated to employees (9%). €1,351,493 was distributed to public administrations (4%), and €4,460,520 was retained by the company to support its sustainable growth path.

2024

Economic value generated by MAFLON	40,001,785
Sales revenue	37,210,639
Changes in inventories	2,079,105
Other revenue and income	705,624
Financial income	49,323
Impairment of receivables and equity investments	-42,905
Economic value distributed by MAFLON	35,541,265
Suppliers	30,856,628
Employees	3,156,847
Debt capital	278,129
Public Administration	1,351,493
Differences from foreign exchange	-101,831
Economic value retained by MAFLON	4,460,520
Depreciation	1,169,727
Undistributed profit	3,290,793

ECONOMIC VALUE DISTRIBUTED BY MAFLON



2.4 OUR COMMITMENT TO ADDRESSING CLIMATE CHANGE

Although it has not been identified as a priority issue for the company's sustainable development, **MAFLON** has nonetheless chosen to actively engage in the fight against climate change, transparently sharing its progress and goals with stakeholders. This reflects the company's awareness that achieving meaningful results in this area requires the active contribution of all economic actors. The company's energy sources include electricity, natural gas, and

fuel. Electricity is mainly used to power production facilities and for the lighting of company premises; natural gas is used in production processes and to heat workspaces; fuel powers the company's vehicle fleet.

VARIABLE	DESCRIPTION	UNIT OF MEASUREMENT	2024
Natural gas	Natural gas consumed	Scm	95,436
Vehicles	Km travelled by company vehicles	km	454,355
Electricity from non-renewable sources	Electricity purchased and consumed and coming from non-renewable sources	kWh	1,840,801

MAFLON's estimated total energy consumption for 2024, expressed in Gigajoules (GJ*), is summarized in the table below.

DESCRIPTION	UNIT OF MEASUREMENT	2024
Total annual energy consumption	GJ	11,061.70

* The conversion factors used are taken from the document "UK Government GHG Conversion Factors for Company Reporting – Fuel Properties" published by DEFRA in 2024.

Alongside energy consumption, **MAFLON** measures and monitors greenhouse gas emissions generated both directly and indirectly by its business activities. The table below provides a detailed breakdown of the estimated CO₂ emissions for the year 2024, calculated in accordance with the Greenhouse Gas (GHG) Protocol.

2. CORPORATE IDENTITY

VARIABLE	UNIT OF MEASUREMENT	2024
Direct emissions from natural gas consumption	tCO ₂	194.69
Direct emissions from refrigerant gas leaks	tCO ₂	0.34
Direct emissions related to company vehicles	tCO ₂	73.71
Direct emissions (Scope 1)	tCO₂	268.73
Indirect emissions from electricity consumption	tCO ₂	469.40
Indirect emissions (Scope 2) (Location-based method)	tCO₂	469.40

The calculation of indirect emissions related to electricity consumption from the grid was carried out using the location-based approach, which considers the average emission factor of the electricity grid used by **MAFLON** for its energy consumption.

The emission factors used are listed below.

ENERGY SOURCE	EMISSION UNIT/ STARING UNIT	EMISSION FACTOR	SOURCE
Natural Gas	tCO ₂ /Smc	0.00204	DEFRA 2024 (UK Department for Environment, Food and Rural Affairs)
Electricity (Location-based method)	kgCO ₂ /kWh	0.255	Higher Institute for Environmental Protection and Research (ISPRA) 2023

As part of its ongoing sustainable growth journey, **MAFLON** aims to expand the scope of its carbon footprint monitoring by including indirect emissions generated throughout the entire value chain (Scope 3), with the goal of gaining a more comprehensive and in-depth understanding of its environmental impact.

In addition, the company has launched a project to install two photovoltaic systems, which will enable **MAFLON** to cover approximately one third of its total electricity needs through the self-consumption of green energy.

2.5 OUR PEOPLE

People represent **MAFLON** most important asset, as the company recognizes their role as enablers of corporate progress and the development of innovative products. **MAFLON** is committed to ensuring equal opportunities for professional growth, promoting an inclusive and merit-based work environment, and respecting the fundamental rights of workers, while protecting their physical, cultural, and moral integrity.

The company firmly condemns all forms of harassment and discrimination based on race, gender, religion, origin, nationality, age, sexual orientation, marital status, disability, or any other personal characteristic or factor.

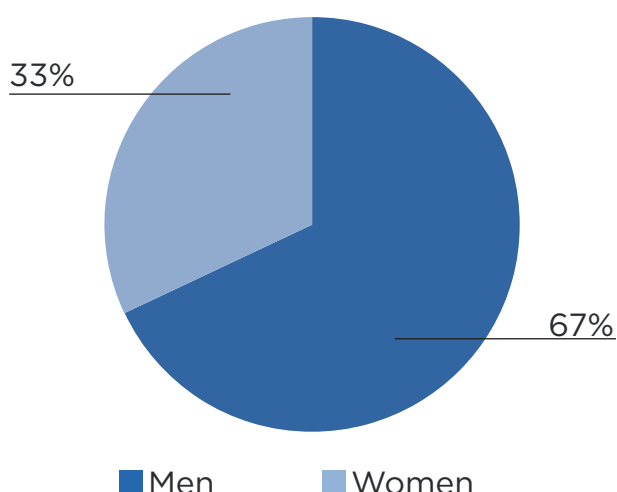
As of December 31, 2024, **MAFLON** employs a total of 39 people, broken down as follows:

EMPLOYEES DIVIDED BY GENDER - 2024

MEN
26

WOMEN
13

TOTAL
39

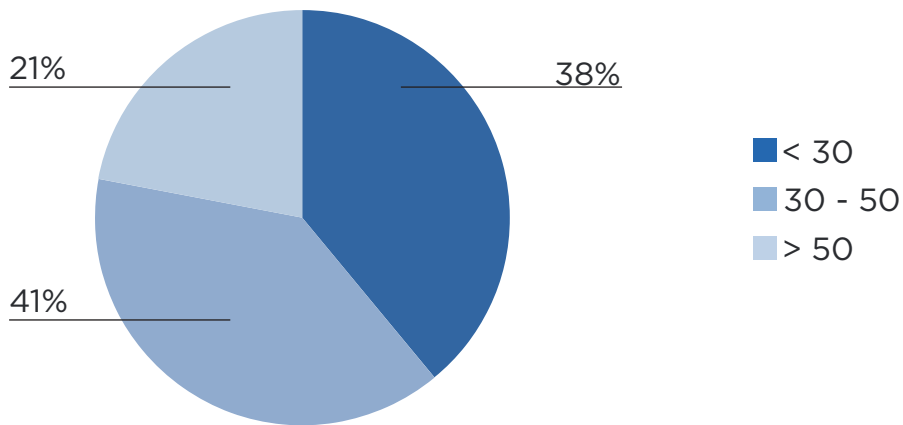


The overall female presence stands at around 33% of the total workforce employed.

EMPLOYEES DIVIDED BY GENDER AND AGE GROUP - 2024

2024

	MEN	WOMEN	TOTAL
< 30	11	4	15
30 - 50	9	7	16
> 50	6	2	8
TOTAL	26	13	39



Although operating in the manufacturing sector, which is still predominantly male, **MAFLON** remains committed to the principles of equal opportunity and gender non-discrimination.





3 METHODOLOGY

MAFLON is voluntarily publishing its first Sustainability Report, a document addressed to all company stakeholders



with the aim of transparently sharing the results achieved, the impacts generated, and the commitments undertaken for the coming years.

The Report is structured around the three fundamental pillars of environmental sustainability, social responsibility, and ethical corporate governance, which form the foundation of the company's sustainable growth journey.

The Report has been prepared in accordance with the GRI Standards, as defined by the Global Reporting Initiative (GRI), and based on the European Sustainability Reporting Standards (ESRS), issued by the European Financial Reporting Advisory Group (EFRAG), using the most recent versions available. These standards represent the primary points of reference at both European and international levels. Additional frameworks from other standard setters have also been taken into consideration, including the Sustainability Accounting Standards Board (SASB), the International Business Council (IBC) of the World Economic Forum, and the OECD Guidelines for Multinational Enterprises, alongside recognized best practices in sustainability reporting.

The information and data presented in this document refer to the financial year ending December 31, 2024, and relate to Maflon S.p.A..

References to previous financial years are included, where necessary, to support a complete understanding of the results achieved, in line with a continuous process of integrating sustainability into strategic decision-making over time.



ENVIRONMENTAL SUSTAINABILITY

USE OF RESOURCES AND CIRCULAR ECONOMY

The safety of people, local areas, and the communities that inhabit them is our top priority. We ensure this through certified products and processes, a program to reduce our emissions, and the development of green and sustainable products.

4.1 USE OF SUSTAINABLE MATERIALS

MAFLON, fully aware of the environmental impact associated with the materials used in its production processes, is committed to promoting a responsible approach to raw material selection.

The company recognizes that decisions made during the procurement phase can have significant consequences not only on the quality of the final product but also on the environment and the safety of end users. To optimize the management of this process and ensure more accurate selection, **MAFLON** has implemented a supplier monitoring procedure that integrates, among other variables, sustainability-related criteria, as

well as a risk-based ranking system according to the level of exposure associated with each supplier.

The effectiveness of the policies adopted is confirmed by the percentage of complaints filed by **MAFLON** against its raw material suppliers, which is below 1% of total orders placed. With the goal of reducing the environmental footprint of its products, the company is committed to minimizing the use of non-renewable resources and to prioritizing, wherever possible, the use of low-impact raw materials, including bio-based alternatives, without compromising the quality and performance of its products.



BLOCKED ISOCYANATES

The HYDROSIN® B line of blocked polyisocyanates represents a concrete example of how the development of high-performance products can be combined with environmental sustainability. The products in this line are based on patented formulations, specifically designed to reduce toxicological risks compared to traditional systems.

All HYDROSIN® B formulations are also characterized by their ability to unblock at significantly lower temperatures than conventional polyisocyanates, delivering benefits in terms of energy efficiency and safer handling. Among the products in the line, HYDROSIN® B-05 stands out for the integration of a bio-based component derived from renewable sources, representing a further step toward formulations with reduced environmental impact.

4. ENVIRONMENTAL SUSTAINABILITY

The selection of sustainable raw materials, integrated with responsible design practices, is a key component of **MAFLON**'s sustainable development strategy, ensuring that every stage of the product life cycle meets the highest standards of quality and sustainability. This commitment has also been formalized in the company's Quality & Environmental Policy, which outlines **MAFLON**'s approach to product design and development. In line with these principles, the company has launched an entire range of non-fluorinated products, representing a direct response to the growing demand for environmentally friendly chemical solutions.

The focus on material selection is part of a broader environmental sustainability strategy that embraces the entire product life cycle. **MAFLON**'s partnership with the bluesign® SYSTEM reaffirms its ongoing commitment to upholding high standards of sustainability and chemical safety—not only in its product development but also throughout its production processes. The bluesign® SYSTEM is a global program that establishes strict limits on permissible chemicals, promotes

responsible sourcing of raw materials, and requires that all stages of the textile supply chain be managed in a way that eliminates risks to people and the environment.

For **MAFLON**, being a bluesign® partner means fully integrating these principles into its raw material procurement strategy and product design process, aligning with international best practices in environmental sustainability, chemical safety, and ecological innovation.

In 2024, the total amount of raw materials purchased was 2,382,872 kg.

Looking ahead to 2025, **MAFLON** has set the voluntary goal of achieving compliance with the ZDHC (Zero Discharge of Hazardous Chemicals) standard for a selection of textile auxiliaries and crosslinkers from the HYDROSIN® family. This achievement will demonstrate the company's adherence to stringent criteria for chemical safety and environmental sustainability across the entire value chain. Furthermore, in the coming years, the company intends to expand its range of bluesign®-approved products.



WASTE MANAGEMENT

MAFLON is committed to optimizing the management of the materials used and the waste generated, with the goal of minimizing the environmental impact resulting from production processes and waste disposal.

The total amount of waste generated by **MAFLON** in 2024 is detailed below.

The waste is classified according to EWC codes (European Waste Catalogue).

53 ton
Non-hazardous

448 ton
Hazardous

501 ton
Total

In 2024, **hazardous waste accounted for 89% of the total waste generated**, all of which was managed by authorized third-party operators, in full compliance with applicable regulations. The waste produced consisted mainly of aqueous solutions resulting from cleaning processes.

To optimize the management of third-party authorizations for waste transport and storage, a new dedicated module was implemented in the company's management system.



WATER RESOURCE MANAGEMENT

MAFLON malso monitors water both in production processes and consumption, fully aware of the for hygiene and sanitation purposes. importance of managing this valuable In 2024, MAFLON’s estimated water resource sustainably. Water is used withdrawals amounted to 12,596 m³.

USE OF SUSTAINABLE MATERIALS. ACTIONS AND KPIs

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Use of sustainable materials	To encourage the adoption of sustainable and renewable materials in product design and manufacturing, promoting responsible sourcing and recycling practices, with the aim of reducing environmental impact, optimizing resource use, and contributing to a circular economy	- Monitoring of the amount of waste produced - Monitoring of water consumption	- Achieve compliance with the standard ZDHC (Zero Discharge of Hazardous Chemicals) MRSL for a selection of textile auxiliaries and crosslinkers from the HYDROSIN® family - Expand the range of bluesign® - approved products - Continue monitoring its suppliers

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
Purchase	Total amount of raw materials purchased	kg	2,382,872
Waste	Total amount of waste generated	ton	501
Non-hazardous Waste	Total amount of non-hazardous waste generated	ton	53
Hazardous Waste	Total amount of hazardous waste generated	ton	448
Water	Water withdrawals	m³	12,596





SOCIAL RESPONSIBILITY

Because it's people who will take us where we want to go.
We firmly believe that the cohesion of a team is essential to
solving any problem more easily, quickly, and effectively.

5.1 EMPLOYEE HEALTH AND SAFETY

The protection of employee safety and the promotion of well-being are absolute priorities for **MAFLON**. Given the nature of its activities, the company adopts a rigorous approach to safety management, based on thorough risk assessment and the dissemination of a safety-oriented culture at all levels of the organization. This commitment is also formalized in the company's Quality & Environmental Policy. **MAFLON** complies with the

provisions of Legislative Decree 81/2008 – the Italian Consolidated Law on Occupational Health and Safety – as well as with all applicable local regulations and the internal procedures and policies relating to health and safety. At the operational level, **MAFLON**'s intervention priorities focus on three key areas:



ADOPTION OF PREVENTIVE MEASURES

MAFLON's risk-based approach is designed to systematically identify, analyze, and manage risks, and to define the preventive and protective actions necessary to safeguard employees' physical, psychological, and professional integrity.

In compliance with Legislative Decree 81/2008, the company has prepared the Risk Assessment Document (Documento di Valutazione dei Rischi – DVR), along with its annexes, which was updated in 2024 to incorporate changes in specific risk evaluations and company structure. Based on the risks associated with different job roles –and wherever hazards cannot be sufficiently mitigated through other preventive measures– Personal Protective Equipment (PPE) is provided to workers and regularly maintained. Delivery of the PPE is accompanied by detailed instructions to ensure correct use and maintain effectiveness. In addition, near-miss monitoring plays a crucial role, as it enables the timely identification of potentially hazardous situations, preventing them –if not properly managed– from developing into actual incidents.



CONTINUOUS INVESTMENT IN EMPLOYEE TRAINING AT ALL ORGANIZATIONAL LEVELS

Health and safety protection, regarded not only as a regulatory requirement but also as a strategic priority, is implemented through initiatives aimed at enhancing employees' theoretical and practical skills, enabling them to effectively address workplace risks and prevent accidents.

Continuous training is therefore a key element for **MAFLON**, ensuring that all employees remain constantly updated on the most advanced workplace safety practices, in accordance with Legislative Decree 81/2008. In detail, in 2024, 132 hours of training were delivered, involving 13 employees.



PROMOTION OF EMPLOYEE WELL-BEING

In line with its Social Responsibility Policy, adopted in 2024, **MAFLON** is committed to promoting a safe, healthy, inclusive, and diverse work environment, valuing employee skills and safeguarding their well-being. To recognize individual contributions and encourage employee accountability and engagement, **MAFLON** offers incentives and benefits such as meal vouchers and holiday gifts. This approach aims to foster a work environment that not only supports personal growth but also encourages active participation and a strong sense of belonging —making employee well-being a true driver of innovation and business success.

In 2024, no workplace accidents and no occupational diseases were recorded, marking an improvement compared to the previous year. This outcome demonstrates the effectiveness of the company's policies focused on protecting health and safety in the workplace. To consolidate these achievements and further improve safety

standards, **MAFLON** has set the goal of certifying its occupational health and safety management system in accordance with the ISO 45001 standard, which provides a framework for reducing risks and protecting the health and well-being of workers.

EMPLOYEE HEALTH AND SAFETY. ACTIONS AND KPIs

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Employee health and safety	To ensure a healthy and safe working environment for employees, with the aim of promoting their well-being and improving working conditions.	- Updating of the DVR - Monitoring of near misses - Employee training on occupational health and safety - Development of a Social Responsibility Policy	- Obtain ISO 45001 certification - Continue providing employee training on occupational health and safety

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
Risk assessment	Presence of a system/ procedure for assessing hazards and risks in the workplace	Yes/No	Yes
Employee training on health and safety at work	Total hours of training provided to employees on health and safety at work	Hours	132
Accidents at work	Total number of accidents at work	Nr	0
Accidents at work	Occupational injury rate (injury frequency)	Nr	0
Accidents at work	Rate of deaths from work-related injuries	Nr	0
Accidents at work	Number of deaths due to work-related injuries and illnesses	Nr	0
Occupational diseases	Number of cases of occupational diseases	Nr	0

5.2 PRODUCT QUALITY AND SAFETY

Ensuring product quality and safety represents one of the distinctive values of **MAFLON**'s identity, while the continuous search for innovative solutions across all application areas is a fundamental element of the company's approach. The products offered comply with health, safety, and environmental protection standards and are designed to meet the specific needs and expectations of customers. Customer satisfaction is indeed a top priority for **MAFLON**, which is able to flexibly adapt to market demands thanks to its use of advanced technologies, the presence of a specialized R&D team, and collaboration with leading Italian research institutes. This approach is implemented through rigorous operating procedures, advanced control processes, and constant monitoring of the raw materials used—and is integrated into every phase of the production cycle. **MAFLON** ongoing pursuit of high standards in quality, safety, and sustainability is also demonstrated by the product and process certifications obtained over time, which reflect the company's ability to offer solutions that are both low-impact for the environment and safe for end users. The certifications acquired by **MAFLON** over time are listed below.





CERTIFICATION



ISO 9001:2015

Quality Management System: regulation aimed at optimizing processes and ensuring the quality of products and services offered

5. SOCIAL RESPONSIBILITY

Research and development represent the beating heart of **MAFLON**'s business activity and the main driver of its growth. The internal R&D department is structured into three specialized laboratories, each covering different phases of the innovation process:



FIRST LABORATORY

The first laboratory dedicated exclusively to research, focuses on developing new products and improving core technologies, with particular emphasis on “green” and sustainable chemical solutions.



SECOND LABORATORY

The second laboratory is dedicated to quality control of incoming raw materials and finished products, using advanced chemical instrumentation. In addition to ensuring compliance with required standards, this laboratory actively supports the work of the R&D department, providing essential data for the optimization and development of new formulations.





THIRD LABORATORY

The third laboratory is dedicated to practical applications, where products developed by R&D, competitor products, and production formulations are tested and compared. This approach allows **MAFLON** to evaluate performance in real-world conditions and offer customers concrete, rapid, and tailored technical and application support.



In line with this vision of continuous improvement and maintaining the quality and safety of its products, the company has implemented a system for managing non-conformities, which are recorded and tracked using a platform. For the 2024 financial year, the percentage of non-conformities reported by customers regarding delivered products was less than 0.5% of the number of deliveries, achieving the established targets. Furthermore, **MAFLON** achieved significant results in customer satisfaction monitoring, recording fewer than 0.5 complaints per million euros in annual revenue. Looking to the future, the company has set itself the goal of consolidating these results by further optimizing production processes, improving the effectiveness of quality control systems, and enhancing customer satisfaction.

PRODUCT QUALITY AND SAFETY. ACTIONS AND KPIS

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Product quality and safety	To ensure high standards of product and/or service quality and safety through the adoption of certifications and testing.	Monitoring of complaints and non-conformities	Consolidate the results achieved by continuing to improve process efficiency, while maintaining high quality standards and a constant focus on customer satisfaction

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
Complaints	Number of annual complaints per million turnover	Nr/mln of euros	< 0.5 annual complaints/ million turnover
Post-delivery non-conformity	Percentage of non-conformities reported by the customer on the finished product	Nr/ % total deliveries	< 0.5 annual complaints/ million turnover



ETHICS IN CORPORATE GOVERNANCE

We believe that being open, fair, and consistent is essential to earning and deserving the trust of the market—especially when it comes to decisions, relationships, and communication with employees, suppliers, and customers.

6.1 CYBERSECURITY, BUSINESS CONTINUITY, AND PRIVACY

In a context marked by the growing threat of cyberattacks and IT vulnerabilities that jeopardize corporate stability and competitiveness, protecting the confidentiality of personal data and proprietary know-how is a top priority for **MAFLON**. Data management and processing are carried out in accordance with the provisions of EU Regulation 2016/679, better known as the General Data Protection Regulation (GDPR), and applicable national legislation. In line with these regulations, **MAFLON** prohibits and sanctions any practice that may violate the confidentiality of its own or third-party IT systems or cause them harm, including acts aimed at tampering with public digital documents or documents with evidentiary value. To ensure maximum transparency and to facilitate the exercise of data subject rights, **MAFLON** has established a dedicated email address (privacy@maflon.it), through which users can request information, seek clarification on the company's privacy measures, and submit requests to exercise their rights. The guidelines and operating procedures adopted by **MAFLON** in the area of cybersecurity are formalized in the IT Security Policy, which outlines the behaviours each employee must

follow to ensure the security and proper management of data, devices, software, and the company network. Specifically, the Policy governs access to company devices, use of the LAN/Wi-Fi and VPN networks, use of email accounts and mobile devices, as well as measures in the event of device loss, replacement, or end of employment. To support preventive measures, a Vulnerability Assessment was conducted in July 2024 by a specialized external firm, which did not identify any significant vulnerabilities. **MAFLON**'s cybersecurity system is constantly updated and supported by employee training activities and a dedicated IT service. In order to ensure operational continuity and system resilience, the company conducts High Availability (HA) and Business Continuity (BC) tests twice a year. HA tests are designed to ensure that, in the event of a server room failure, another room can automatically take over, with no interruption to services. BC tests are intended to verify the company's ability to keep critical functions running during catastrophic events or significant disruptions, and to quickly restore essential operations and services. Thanks to its commitment in this area, **MAFLON** has not received any reports of customer privacy

6. ETHICS IN CORPORATE GOVERNANCE

violations, either from regulatory bodies or other stakeholders. Additionally, no data leaks, thefts, or losses of personal data have been recorded. In the coming years, **MAFLON** intends to further strengthen its cybersecurity strategy and procedural system, aligning with the highest international standards to ensure effective protection of corporate data and sensitive information.

CYBERSECURITY, BUSINESS CONTINUITY, AND PRIVACY. ACTIONS AND KPIS

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Cybersecurity, business continuity and privacy	To ensure reliability by creating and maintaining an environment in which the integrity and confidentiality of corporate data and information—and that of all stakeholders—are protected against potential cyber-attacks	• Adopt solutions aimed at ensuring the protection of sensitive data, personal information, and the company's intellectual capital • Conducting a Vulnerability Assessment • Conducting tests to evaluate the reliability of IT systems and the ability to maintain critical functions operational	• Continue monitoring the security of sensitive data and corporate know-how to prevent unauthorized access, misuse, or accidental loss. • Strengthen the cybersecurity strategy in accordance with leading international standards

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
Data breach	Identified incidents of customer data leakage, theft, or loss	Nr	0
Privacy	Complaints received regarding breaches of customer privacy	Nr	0

6.2 GOVERNANCE AND ACCOUNTABILITY

At the heart of all daily activities and processes lies a system of corporate governance that adheres to the principles of ethics, honesty, transparency, legality, fairness, and integrity. **MAFLON** condemns any behaviour that violates laws or company principles, even if potentially beneficial to the business, and adopts a rigorous approach to preventing any form of conduct that could compromise its integrity. The company rejects all forms of child labour and forced labour, ensures equal opportunities without discrimination, and adopts strict measures to prevent harassment and abuse in the workplace. These fundamental principles —formalized in the company's Code of Ethics and Social Responsibility Policy adopted in 2024— guide all decisions, relationships, and communications with employees, suppliers, customers, and all stakeholders, and must be shared and upheld by everyone operating in the name or on behalf of the company, both upstream and downstream along the value chain. **MAFLON** also endorses its clients' Supplier Codes of Conduct, committing to comply with the ethical principles they contain. This voluntary adherence reflects **MAFLON's** commitment to promoting responsible and consistent management throughout

the entire value chain.

With a view to consolidating a transparent management model, the company recognizes that phenomena such as corruption and anti-competitive practices can compromise the fairness of business dynamics and distort equity in economic relationships.

For this reason, **MAFLON** ensures compliance with antitrust and fair competition laws, and is committed to not damaging the reputation of competitors or their products. Thanks to **MAFLON's** efforts, in 2024 there were no cases, legal proceedings, or actions related to violations of fair competition, monopolistic practices, antitrust laws, or instances of active or passive corruption. To further strengthen a transparent governance system and foster a culture of ethics, fairness, and legality, **MAFLON** plans to voluntarily introduce a whistleblowing channel for reporting potential violations of national or European laws, internal procedures, or company values. Additionally, the company intends to implement a Human Rights Policy and define a structured procedure for the transparent and responsible management of hiring processes.

GOVERNANCE AND ACCOUNTABILITY. ACTIONS AND KPIs

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Governance and Accountability	Adoption of management systems, and adherence to codes of conduct and regulations aimed at ensuring ethical governance and compliance with applicable laws across all areas of business operations	• Development of the Company Code of Ethics and the Social Responsibility Policy • Subscription to Supplier Codes of Conduct issued by its clients	• Continue promoting the dissemination and adherence to the core ethical principles that guide company activities • Introduce a whistleblowing system • Adopt a Human Rights Policy • Establish a procedure for the ethical and responsible management of personnel recruitment processes

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
Risk of corruption	Total number of transactions assessed as risky due to corruption issues	Nr	0
Risk of corruption	% of transactions assessed as risky due to corruption issues	%	0%
Risk of corruption	Total number of confirmed corruption incidents involving MAFLON or its employees	Nr	0
Risk of corruption	Presence of corruption-related cases brought against MAFLON or its employees	Yes/No	No
Legal actions	Number of pending or concluded legal actions regarding anticompetitive behavior and antitrust violations	Nr	0
Violations	Number of incidents of violation of free competition, monopolistic practices, antitrust laws and incidents of active or passive corruption	Nr	0
Child labor	Activities and suppliers that present a significant risk of incidents of child labor	Nr	0
Forced or compulsory labor	Activities and suppliers presenting a significant risk of incidents of forced or compulsory labor	Nr	0





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APPENDIX

MAFLON'S ACTIONS AND GOALS FOR SUSTAINABLE DEVELOPMENT

ENVIRONMENTAL SUSTAINABILITY

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Use of sustainable materials	Encourage the adoption of sustainable and renewable materials in product design and manufacturing, promoting responsible sourcing and recycling practices, in order to reduce environmental impact, optimize resource use, and contribute to a circular economy	- Monitoring the quantity of waste produced - Monitoring of water consumption	- Achieve compliance with the standard ZDHC (Zero Discharge of Hazardous Chemicals) MRSL for a selection of textile auxiliaries and crosslinkers from the HYDROSIN® family - Expand the range of bluesign® approved products - Continue to monitor your suppliers

SOCIAL RESPONSIBILITY

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Employee health and safety	To ensure a healthy and safe working environment for employees, with the aim of promoting their well-being and improving working conditions	- Updating of the DVR - Monitoring of near misses - Employee training on occupational health and safety - Development of a Social Responsibility Policy	- Obtain ISO 45001 certification - Continue providing employee training on occupational health and safety
Product quality and safety	To ensure high standards of product and/or service quality and safety through the adoption of certifications and testing	Monitoring of complaints and non-conformities	Consolidate the results achieved by continuing to improve process efficiency, while maintaining high quality standards and a constant focus on customer satisfaction

ETHICS IN CORPORATE GOVERNANCE

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Cybersecurity, business continuity and privacy	Ensure reliability by creating and maintaining an environment in which the integrity and confidentiality of corporate data and information —and that of all stakeholders— are protected against potential cyber attacks	• Adopt solutions aimed at ensuring the protection of sensitive data, personal information, and the company's intellectual capital • Conducting a Vulnerability Assessment • Conducting tests to evaluate the reliability of IT systems and the ability to maintain critical functions operational	• Continue monitoring the security of sensitive data and corporate know-how to prevent unauthorized access, misuse, or accidental loss • Strengthen the cybersecurity strategy in accordance with leading international standards
Governance and Accountability	Adoption of management systems, and adherence to codes of conduct and regulations aimed at ensuring ethical governance and compliance with applicable laws across all areas of business operations	• Development of the Company Code of Ethics and the Social Responsibility Policy • Subscription to Supplier Codes of Conduct issued by its clients	• Continue promoting the dissemination and adherence to the core ethical principles that guide company activities • Introduce a whistleblowing system • Adopt a Human Rights Policy • Establish a procedure for the ethical and responsible management of personnel recruitment processes

KPIs FOR SUSTAINABLE DEVELOPMENT

ENVIRONMENTAL SUSTAINABILITY

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
USE OF SUSTAINABLE MATERIALS			
Purchase	Total amount of raw materials purchased	kg	2,382,872
Waste	Total amount of waste generated	ton	501
Non-hazardous Waste	Total amount of non-hazardous waste generated	ton	53
Hazardous Waste	Total amount of hazardous waste generated	ton	448
Water	Water withdrawals	m ³	12,596

SOCIAL RESPONSIBILITY

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
EMPLOYEE HEALTH AND SAFETY			
Risk assessment	Presence of a system/ procedure for assessing hazards and risks in the workplace	Yes/No	Yes
Employee training on health and safety at work	Total hours of training provided to employees on health and safety at work	Hours	132
Accidents at work	Total number of accidents at work	Nr	0
Accidents at work	Occupational injury rate (injury frequency)	Nr	0
Accidents at work	Rate of deaths from work-related injuries	Nr	0
Accidents at work	Number of deaths due to work-related injuries and illnesses	Nr	0
Occupational diseases	Number of cases of occupational diseases	Nr	0
PRODUCT QUALITY AND SAFETY			
Complaints	Number of annual complaints per million turnovers	Nr/mln euros	< 0.5 annual complaints/ million turnover
Post-delivery non-conformity	Percentage of non-conformities reported by the customer on the finished product	Nr/ % total deliveries	< 0.5% non-conformity/ total deliveries

ETHICS IN CORPORATE GOVERNANCE

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
CYBERSECURITY, BUSINESS CONTINUITY AND PRIVACY			
Data breach	Identified incidents of customer data leakage, theft, or loss	Nr	0
Privacy	Complaints received regarding breaches of customer privacy	Nr	0
GOVERNANCE AND ACCOUNTABILITY			
Risk of corruption	Total number of transactions assessed as risky due to corruption issues	Nr	0
Risk of corruption	% of transactions assessed as risky due to corruption issues	%	0%
Risk of corruption	Total number of confirmed corruption incidents involving MAFLON or its employees	Nr	0
Risk of corruption	Presence of corruption-related cases brought against MAFLON or its employees	Yes/No	No
Legal actions	Number of pending or concluded legal actions regarding anticompetitive behavior and antitrust violations	Nr	0
Violations	Number of incidents of violation of free competition, monopolistic practices, antitrust laws and incidents of active or passive corruption	Nr	0
Child labor	Activities and suppliers that present a significant risk of incidents of child labor	Nr	0
Forced or compulsory labor	Activities and suppliers presenting a significant risk of incidents of forced or compulsory labor	Nr	0

GRI-ESRS CONTENT INDEX

MAFLON's Sustainability Report is prepared in accordance with the GRI Standards, developed by the Global Reporting Initiative, and the ESRS principles, adopted by the European Commission for sustainability reporting included in the contents of Directive 2022/2464/EU, Corporate Sustainability Reporting Directive (CSRD). The table below aims to clarify the link between the principles applied and the contents of this document.

GRI STANDARD		ESRS	REFERENCE IN THE REPORT
GRI 2. GENERAL DISCLOSURE			
2. General Disclosure	1. The organization and its reporting practices	ESRS 2, specific paragraphs	6, 16, 25, 53
2. General Disclosure	2. Activities and workers	ESRS 2, specific paragraphs	13-16, 21-22
2. General Disclosure	3. Governance	ESRS 2, specific paragraphs	16
2. General Disclosure	4. Strategy, policies and practices	ESRS 2, specific paragraphs	Letter to stakeholders, 5, 11, 17, 27-28, 33-34, 37, 41
2. General Disclosure	5. Approach to stakeholder engagement	ESRS 2, specific paragraphs	10
GRI 3. MATERIAL TOPICS			
3. Material topics	3-1. Process of determining material topics	ESRS 2 BP-1 §AR 1 (a); IRO-1 §53 (b) ii through (b) iv	9-10
3. Material topics	3-2. List of material topics	ESRS 2 SBM-3 §48 (a) and (g)	10
3. Material topics	3-3. Management of material topics	ESRS 2 SBM-1§ 40 (e); SBM-3 §48 (c) i and (c) iv; MDR-P, MDR-A, MDR-M, and MDR-T; ESRS S1 S1-2 §27; S1-4 §39 and AR 40 (a); S1-5 §47 (b) and (c); ESRS S2 S2-2 §22; S2-4 §33, §AR 33 and §AR 36 (a); S2-5 §42 (b) and (c); ESRS S3 S3-2 §21; S3-4 §33, §AR 31, §AR 34 (a); S3-5 §42 (b) and (c); ESRS S4 S4-2 §20, S4-4 §31, §AR 30, e §AR 33 (a); S4- 5 §41 (b) and (c)	

GRI STANDARD		ESRS	REFERENCE IN THE REPORT
TOPIC STANDARDS			
201. Economic performance	201-1. Directly generated and distributed economic value	-	18
205. Anti-corruption	205-1. Operations assessed to determine corruption risks	ESRS G1 G1-3 §AR 5	43-44, 50
205. Anti-corruption	205-3. Confirmed incidents of corruption and measures taken	ESRS G1 G1-4 §25	43-44, 50
206. Anti-competitive behavior	206-1. Legal actions related to anti-competitive behavior, trust activities, and monopolistic practices	-	43-44, 50
301. Materials	301-1. Materials used by weight or volume	ESRS E5 E5-4 §31 (a)	28, 30, 49
302. Energy	302-1. Energy consumption within the organization	ESRS E1 E1-5 §37; §38; §AR 32 (a), (c), (e) and (f)	19
303. Water and effluents	303-3. Water withdrawal	ESRS 1 §11	30, 49
305. Emissions	305-1. Direct greenhouse gas (GHG) emissions (Scope 1)	ESRS E1 E1-4 §34 (c); E1-6 §44 (a); §46; §50; §AR 25 (b) and (c); §AR 39 (a) - (d); §AR 40; AR §43 (c) - (d)	20
305. Emissions	305-2. Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	ESRS E1 E1-4 §34 (c); E1-6 §44 (b); §46; §49; §50; §AR 25 (b) and (c); §AR 39 (a) - (d); §AR 40; §AR 45 (a), (c), (d), e (f)	20
306. Waste	306-1. Waste generation and significant impacts related to waste	ESRS 2 SBM-3 §48 (a), (c) ii and iv; ESRS E5 E5-4 §30	29
306. Waste	306-2. Management of significant impacts related to waste	ESRS E5 E5-2 §17 and §20 (e) e (f); E5-5 §40 e §AR 33 (c)	29
306. Waste	306-3. Waste generated	ESRS E5 E5-5 §37 (a), §38 - §40	29-30, 49
403. Occupational health and safety	403-1. Occupational health and safety management system	ESRS S1 S1-1 §23	33-35
403. Occupational health and safety	403-2. Hazard identification, risk assessment, and accident investigation	ESRS S1 S1-3 §32 (b) and §33	33-35
403. Occupational health and safety	403-5. Workers training on occupational health and safety	ESRS 1 §AR 16	34-35, 47, 49

GRI STANDARD		ESRS	REFERENCE IN THE REPORT
403. Occupational health and safety	403-9. Accidents at work	ESRS S1 S1-4, §38 (a); S1-14 §88 (b) and (c); §AR 82	34-35, 49
403. Occupational health and safety	403-10. Occupational diseases	ESRS S1 S1-4, §38 (a); S1-14 §88 (b) and (d); §89; §AR 82	34-35, 49
405. Diversity and equal opportunity	405-1. Diversity in governance bodies and among employees	ESRS S1 §24 (a)	16, 21-22
408. Child labor	408-1. Activities and suppliers that present a significant risk of child labor incidents	ESRS S1 §14 (g); S1-1 §22 ESRS S2 §11 (b); S2-1 §18	44, 50
409. Forced or compulsory labor	409-1. Activities and suppliers that present a significant risk of forced or compulsory labor incidents	ESRS S1 §14 (f); S1-1 §22 ESRS S2 §11 (b); S2-1 §18	44, 50
418. Customer privacy	418-1. Substantiated complaints regarding customer privacy and loss of customer data	ESRS S4 S4-3 §AR 23; S4-4 §35	42, 50

LINKING TABLE BETWEEN MATERIAL TOPICS AND THE SDGs

This report provides an overview of **MAFLON**'s contribution to achieving the SDGs.

MATERIAL TOPIC	DESCRIPTION	SDGs
Use of sustainable materials	Encourage the adoption of sustainable and renewable materials in product design and manufacturing, promoting responsible sourcing and recycling practices, in order to reduce environmental impact, optimize resource use, and contribute to a circular economy	 
Employee health and safety	To ensure a healthy and safe working environment for employees, with the aim of promoting their well-being and improving working conditions	 
Product quality and safety	To ensure high standards of product and/or service quality and safety through the adoption of certifications and testing	 
Cybersecurity, business continuity and privacy	Ensure reliability by creating and maintaining an environment in which the integrity and confidentiality of corporate data and information—and that of all stakeholders—are protected against potential cyber attacks	 
Governance and Accountability	Adoption of management systems, and adherence to codes of conduct and regulations aimed at ensuring ethical governance and compliance with applicable laws across all areas of business operations	



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