

SUSTAINABILITY STATEMENT 2025

HIGHLIGHTS

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Chapter 1

General disclosures

Highlights

Itelyum combines innovation, industrial expertise and a sustainable vision to create value across the entire value chain, through an operating model structured around three complementary and synergistic divisions.

Highlights 2025

Itelyum: an Industrial Group serving the circular economy

With over 60 years of experience, Itelyum is a benchmark for innovation in the circular economy and valorization of industrial waste. It operates through three Business Units - Regeneration, Purification and Environmental Services - and a network of legal entities located in Italy and around the world.

In 2025, the Group handled approximately 2 million metric tons of waste, completed several acquisitions, and adopted its first Group Sustainability Policy, an initial step in defining the Group Sustainability Strategy that will be consolidated in 2026.



KEY NUMBERS 2025 / PROFILE AND GOVERNANCE

~2 Mt

Industrial waste managed in 2025

3

Business Unit: Regeneration, Purification, Environmental Services

60+

Years of experience in the sector

13

Acquisitions completed in 2025

5

Commitment areas — Sustainability Policy 2025

33

Impacts, risks and opportunities assessed as material

SUSTAINABILITY STRATEGY

In 2025, Itelyum began the definition of its Group Sustainability Strategy, a framework for the evolution of ESG priorities in the coming years. The strategy is based on three macro-directives (Environment, Social, Governance) consistent with the outcomes of the 2025 materiality and includes a two-stage multi-year roadmap: 2026–2027 and 2028–2031.

In 2026:

- Formal finalization of the Group Sustainability Strategy and internal validation at the governing and administrative bodies
- Alignment with the business strategy
- Formalization of climate targets and related environmental operational roadmap

Strategic priorities being assessed and quantified:

- Strengthening ESG safeguards in governance and internal controls (CSRD, Minimum Safeguards EU Taxonomy)
- Enhanced central coordination on health and safety and integration of acquired entities
- Digitalization of ESG data collection and management processes with evolution of formative data control (GRI, ESRS)
- Formalization of climate targets, environmental and water roadmap, and integration with business strategy

GROUP SUSTAINABILITY POLICY 2025

ESG commitments across commitment areas (climate; air, water and soil; waste and circularity; and human rights, health and safety):

- Integrate environmental, social and governance aspects into the business model
- Reduce direct and indirect GHG emissions through dedicated targets
- Increase the use of renewable energy and reduce water withdrawals
- Maximize material recovery and expand End of Waste types
- Protect the health, safety and well-being of workers at all legal entities
- Promote DE&I, training and employee professional development
- Monitor human rights and responsible conduct, including along the value chain
- Contribute to local community development and stakeholder dialogue
- Strengthen anti-corruption, whistleblowing and antitrust safeguards

The Sustainability Policy defines shared principles and guidelines at the Group level; operational adoption is entrusted to the individual legal entities. From 2026, the ESG Strategy will define common guidelines for the Environment, Social and Governance dimensions.

Further data profile, corporate structure and governance

PROFILE AND VALUE CHAIN

Itelyum operates through three Business Units integrated into a single circular economy model.

The three Business Units at a glance

REGENERATION BU

Oil regeneration - production of regenerated lubricating base obtained by treating used mineral oils. This BU is the historical core of the Itelyum circular model.

- **1 legal entity**
- **2 plants (Pieve Fissiraga, Ceccano) and 1 headquarters (Milan)**
- **Capacity and volumes: ~182 kt remanufactured used oils**

PURIFICATION BU

Solvent purification - recovery and purification of a broad portfolio of solvents and formulations, with dedicated third-party lines for a diverse range of industries; ISCC EU and ISCC PLUS certifications.

- **9 legal entities**
- **Main plant in Landriano (PV)**
- **Capacity and volumes: ~89 kt effluent and solvents**

ENVIRONMENT BU

environmental services - collection, storage, treatment and recovery of special industrial waste - both hazardous and non-hazardous, solid and liquid - brokerage, Waste-to-Energy and services for large enterprises.

- **38 legal entities**
- **National network of operating companies**
- **Capacity and volumes: ~1.59 Mt waste treated**

ITELYUM: AN INTEGRATED SUPPLY CHAIN

• Oil regeneration	• Port services
• Solvent purification	• Brokerage
• Water treatment	• Waste to Energy (WtE)
• Waste management	• Large business services and consulting

Value chain - upstream and downstream

Itelyum's value chain is based on an integrated circular model that valorizes waste and secondary materials throughout the industrial cycle. Upstream includes the structured procurement of used oils, spent solvents and industrial waste, ensuring traceability and regulatory compliance. Operational activities enable the regeneration and recovery of resources, reducing the use of virgin raw materials. Downstream relates to the supply of remanufactured products, end-of-waste and environmental services to industrial customers in Italy and abroad. These solutions help improve customers' environmental performance, including by reducing indirect emissions. Overall, integrating the upstream and downstream areas enables environmental and climate value creation along the value chain.

Customers and target markets

Lubricant manufacturers, pharmaceutical, chemical, and petrochemical industries, government agencies, and environmental service industrial sectors. The sales markets are mainly Italy and Europe, with high-quality products exported outside the EU.

GOVERNANCE AND INTEGRATION

Itelyum Group S.r.l. is a financial holding company that performs strategic guidance and coordination functions. Itelyum Regeneration S.p.A. is the operating parent company and exercises management and coordination.

BoD Itelyum Group S.r.l.: 7 members

Key acquisitions 2025:

In 2025 Itelyum completed several acquisitions in line with its strategic plan:

- Specialacque S.r.l., Specialspurghi S.r.l., W-Jam S.r.l., W Jam Lab S.r.l.
- Holding Gestione Ambiente S.p.A., GSA S.r.l., Veteres S.r.l., PSA S.r.l.
- Gisca Ecologica S.r.l.
- LaCart S.r.l., Ferri & Oliva;
- New Ceccato Recycling S.r.l.
- Plasta Rei S.r.l.

MATERIALITY AND STAKEHOLDERS

In 2025, Itelyum updated its materiality assessment in accordance with ESRS, integrating impact materiality (positive and negative impacts on people and the environment) and financial materiality (risks and opportunities that affect economic and financial performance).

The impact assessment exercise was based on the 2023 and 2024 assessments, with corresponding updates of rationales in 2025. The risk and opportunity assessment exercise, meanwhile, was based on assessments conducted ad hoc in 2025 in line with an approach based on probability and magnitude.

Key stakeholders and engagement methods

The Group engages in dialogue with employees, unions, customers, suppliers, financial stakeholders (shareholders, banks, investors), local communities, institutions, regulators, academia and research, industry associations, and the media. The methods to do so include structured engagement sessions, internal surveys, interviews, meetings, conferences, partnerships, and support for industry masters.



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Chapter 2

Environmental information

Highlights

The circular economy is the guiding principle of the entire production system, with processes focused on reducing waste, recovering resources and minimizing environmental impact.

Highlights 2025

The environmental dimension as a pillar of Itelyum's circular industrial model

The environment is a key element in Itelyum's sustainability strategy. In 2025, the Group adopted its Sustainability Policy, strengthening its environmental commitment and reducing direct emissions by approximately 5%, with 355 ktCO₂eq of net climate impact.

Meanwhile, it continued to develop efficiency and resource management initiatives, with a 21% reduction in water withdrawals and a circularity index of 84%. This approach reflects the Group's commitment to responsibly managing its environment impacts and generating sustainable value in the territories in which it operates.



KEY NUMBERS 2025 / ENVIRONMENT

-5%

Scope 1 & 2 (vs 2024) GHG emissions reduction*

355

Net positive climate contribution (KtCO₂eq avoided, WBCSD/LCA)

84%

Group circularity index 2025

2,851,276

Total energy consumption(GJ)

-21%

Reduced water withdrawals (vs 2024)

-12%

Reduced air emissions (vs 2024)

426,994

Scope 3 — First full measurement (tCO₂e)

(*)
CO₂ emission reduction was calculated on a like-for-like basis compared to 2025. For legal entities that became part of the reporting scope in 2025 and were not present in 2024, consumption was estimated to be equal to that measured in 2025.

Reduction vs. 2024 Scope 1-2 (market-based): -4.90%
Reduction vs. 2024 Scope 1-2 (location-based): -5.19%

EUROPEAN TAXONOMY

In 2025 Itelyum completed its mapping of eligible activities. The main categories identified include:

- 2.1 / Collection and transport of hazardous waste
- 2.2 / Treatment of hazardous waste
- 2.3 / Collection and transport of non-hazardous waste
- 2.4 / Remediation of contaminated sites and areas
- 2.7 / Sorting and material recovery of non-hazardous waste
- 5.3 / Preparation for re-use of end-of-life products
- 5.5 / Collection in source segregated fractions
- 5.9 / Material recovery from non-hazardous waste
- 4.1 / Electricity generation using solar photovoltaic technology



Further information

Trends, performance and strategic direction

CLIMATE & ENERGY

In 2025, Itelyum strengthened its emissions measurement system by updating its Scope 1 and 2 Carbon Footprint on a consolidated basis and, for the first time, extending the reporting scope to Scope 3 emissions. These were calculated in accordance with the GHG Protocol Corporate Value Chain Standard and in line with SBTi requirements, including 11 relevant categories across all three Business Units.

Scope 1 - Direct emissions	179,097 tCO ₂ e (–5.43% vs 2024)
Scope 2 - Location-based	11,044 tCO ₂ e (–1.1% vs 2024)
Scope 2 - Market-based	21,559 tCO ₂ e (–0.24% vs 2024)
Biogenic emissions	28,954 tCO ₂ e (–8.8% vs 2024)
Scope 3 - Total	426,994 tCO ₂ e (first full measurement)
Cat. 1 Purchased goods and services	137,501 tCO ₂ e
Cat. 5 Waste generated in operations	90,465 tCO ₂ e
Cat. 11 Use of sold products	42,622 tCO ₂ e
Cat. 12 End-of-life treatment of sold products	47,741 tCO ₂ e
Avoided Emissions (WBCSD/LCA)	355 ktCO ₂ e total

Energy consumption

2025 consumption totaled 2,851,276 GJ. On a like-for-like basis, this is a decrease from 2024 (2,987,244 GJ estimated on the 2025 scope). The energy mix is predominantly non-renewable sources, but the share of certified renewable electricity is growing, and HVO was introduced for the vehicle fleet.

Regeneration BU	1,282,063 GJ (45%)
Purification BU	699,039 GJ (25%)
Environment BU	870,174 GJ (31%)
Group total	2,851,276 GJ

Main initiatives

- **Centralized GHG emissions monitoring** - Scope 1, 2 and 3 for the consolidated scope, with progressive refinement of data quality and granularity.
- **Quantitative climate scenario analysis** - begun in late 2025 to assess physical and transition risks on all assets.
- **Energy efficiency for all BUs.**
- **Energy transition** - HVO use for vehicle fleet (Environment BU); ~4 MWp photovoltaic system feasibility studies at multiple sites; self-generation optimization through cogeneration (Pieve and Ceccano); process steam power generation (Landriano).
- **UNI EN ISO 50001 certification** - certified energy management systems at major facilities.
- **R&D biolubricants and biosolvents** - activities at the Pieve and Ceccano sites.

Targets

- Quantitative GHG reduction targets - baseline 2024, horizons 2030 and 2036
- Regeneration BU 2026-2027: specific methane consumption < 190 Smc/t; electricity < 158 kWh/t (Ceccano and Pieve sites)
- Purification BU 2026: 5% reduction in specific steam consumption per metric ton of product; study and revamping design of thermal power plant and cogeneration
- Purification BU: extension of ISCC certification with involvement of at least three new "Point of Origin" customers and LCA approach

**WASTE & CIRCULARITY**

ITELYUM's business model is based on the circular economy. The Group handles approximately two million metric tons of waste annually, systematically favoring recovery over disposal. In 2025, its circularity rate reached 84%, in line with 2023, despite numerous acquisitions in recent years.

Group circularity index	84%
Regeneration BU	96%
Purification BU	88%
Environment BU	83%
Total waste managed	1,859,934 t
Waste generated REG BU	4,771 t (-9% vs 2024)
of which directed to recovery (REG)	2,107 t (-26 % vs 2024)
of which directed to disposal (REG)	2,641 t (+12% vs 2024)
Waste generated PUR BU	33,967 t (-8% vs 2024)
of which directed to recovery (PUR)	9,861 t (+49% vs 2024)
of which directed to disposal (PUR)	24,105 t (-20% vs 2024)

Main initiativesRegeneration BU

- Used oil treatment plant upgrades: distillation column upgrade, HDF revamping at Ceccano (Group II+ bases) and TDA cycle optimization.
- Extended life cycle hydrofinishing catalysts (target -50% in 2 years) and ISCC PLUS certification for circular products.

Purification BU

- Expansion of solvent recovery from aqueous waste, progressive substitution to favor BIO raw materials, and ISCC EU and ISCC PLUS certifications.
- Improved incoming effluent quality screening and reduction of distilled water and sludge to incineration.

Environment BU

- Start-up of solvated water separation plant (750 m³, SAM) and revamping of Ambiente Mare hot line.
- Development of dedicated recovery chains: EoW plastics, paper.

TargetsRegeneration BU

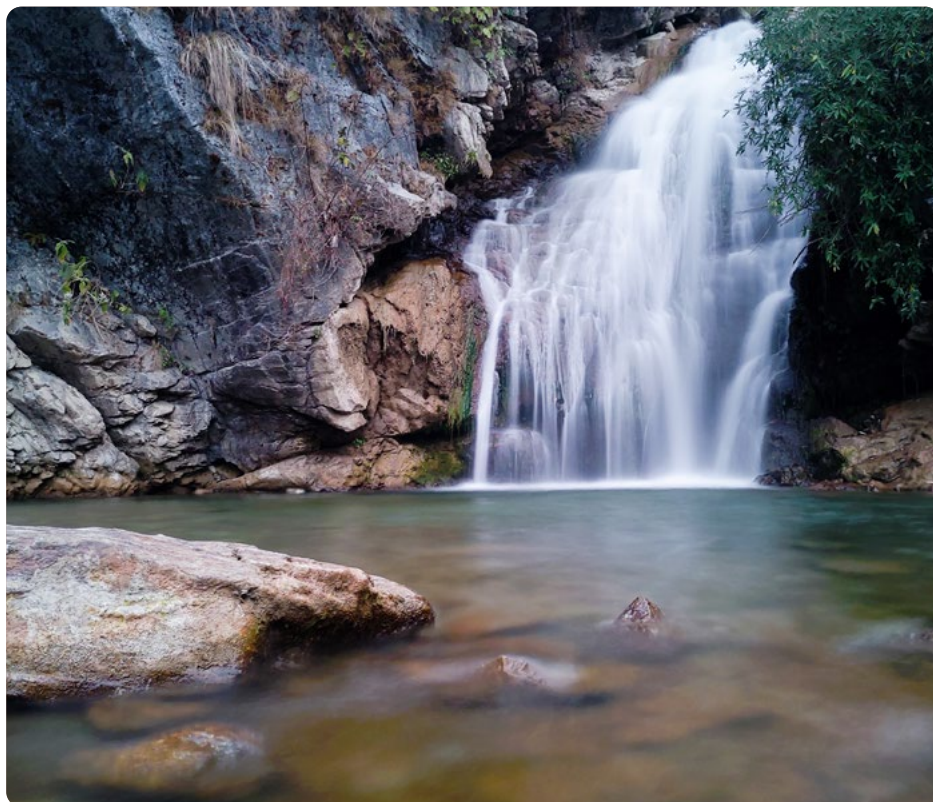
- up to 190,000 t/year used oil processing capacity within 4 years (baseline 2025);
- -50% used catalysts within 2 years (1 change/year per site);
- by-product gasification for thermal self-generation - 10-year horizon.

Purification BU

- 5% increase in volumes recovered (baseline 2025);
- introduction of ≥ 2 new End of Waste in 2026;
- introduction of bio-based productions and expansion of ISCC-certified solvent range.

Environment BU

- increase proportion of waste sent for recovery;
- expansion of types that can be valorized;
- startup of 750 m³ SAM plant.

**EMISSIONS TO AIR, WATER AND SOIL**

Atmospheric emissions in 2025 totaled 306.6 metric tons, down 12% from 346.79 metric tons in 2024, despite the expansion of the scope with the addition of new legal entities.

- **Purification BU:** -18% total emissions vs 2024, due to optimization of cooling systems, vent management, and condensation.
- **Environment BU :** -10% total emissions
- **Regeneration BU:** targeted interventions planned in 2026 (new Ceccano scrubber, continuous monitoring systems).

Main initiativesAir

- Startup of new scrubber and amine plant (Ceccano)
- Improved emission analysis systems (Pieve)
- Volatile and dust emission capture systems (Environment BU) - Scheduled for completion in 2027.

Water

- Continuous PFAS/PFOA monitoring in water (Pieve) - environmental safeguard integrated into the remediation plan.
- Stormwater management (Environment BU) - treatment and recovery plants.

Soil

- Land reclamation by landfarming (Ceccano) - completion expected in H1 2028.
- Continued remediation of industrial sites (Purification BU) - monitoring and maintenance of containment structures with UNI EN ISO 14001 oversight.

Targets

- Ceccano landfarming land reclamation completed by H1 2028
- Improvements to the continuous emission monitoring systems (thermal boiler and Pieve co-generator) - 2026
- Startup of new scrubber and amine plant (Ceccano) - end of 2026
- Environment BU: introduction of liquid waste treatment technologies; maximization of Itelyum plant interaction for service continuity

WATER WITHDRAWAL

2025 withdrawals totaled 2,252.71 megaliters, down 21% on 2024 (2,867.61 ML). This corresponds to a 23% decrease on a like-for-like basis.

Total water withdrawal	2,252.71 ML (–21% vs 2024)
Low stress areas	16.3% of sites. 1.7% of total volumes
Low-medium stress areas	24.5% of sites. 73.1% of total volumes
Medium-high stress areas	22.4% of sites. 0.5% of total volumes
High stress areas	22.4% of sites. 22% of total
Extremely high stress areas	14.3% of sites. 2.7% of total

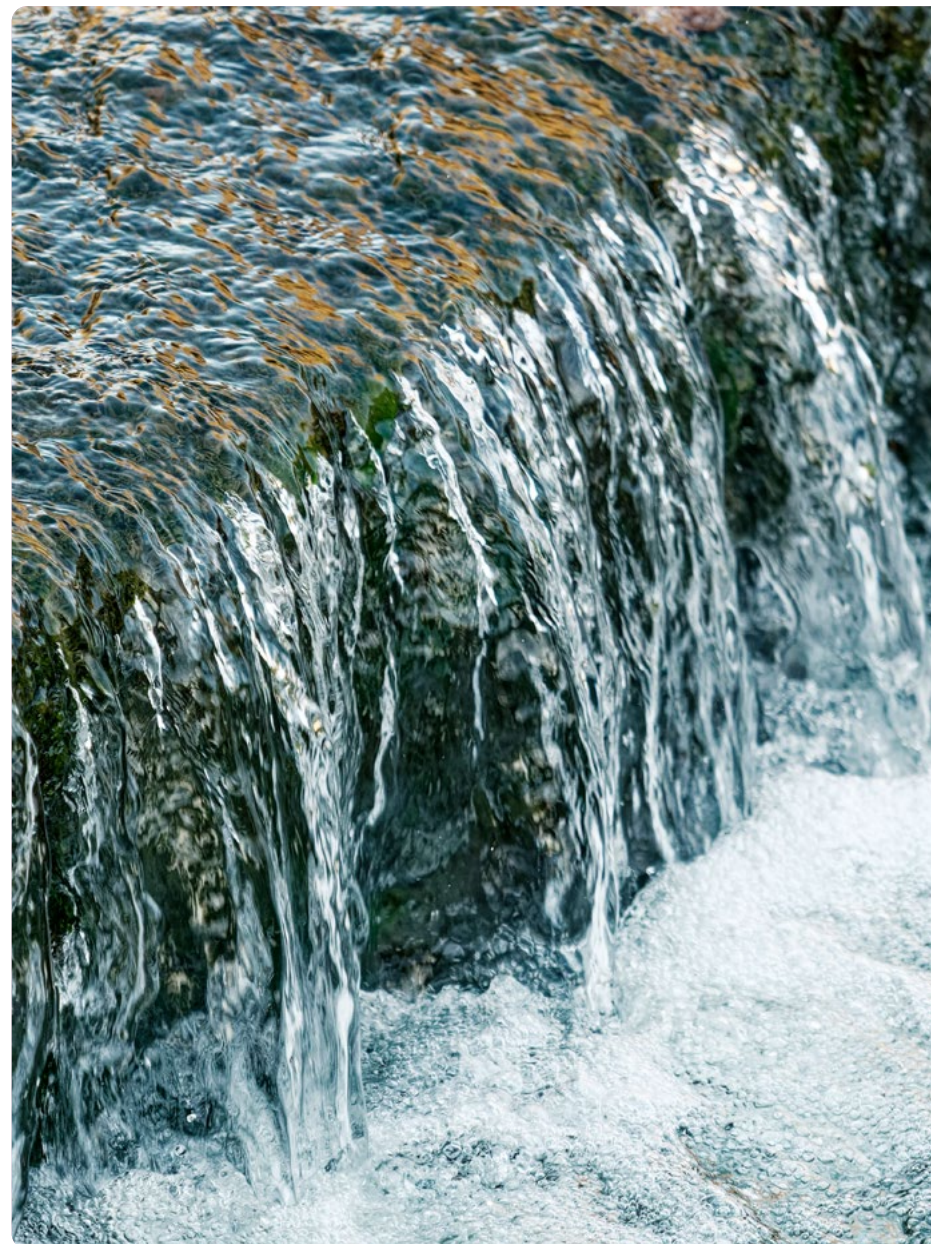
Main initiatives

Water

- **Dry Factory Project** (Pieve Fissiraga) - internal recycling of treated water through the MBR plant. Extended to the Ceccano site in a second phase.
- **Pump & treat activated carbon plant** (MISOP, Pieve) - startup: 45 m³/h re-injected into the well water loop, reducing discharges to surface water bodies.
- **Purification BU** (Landriano) - ~2,000 t/year reduction in groundwater diverted to external disposal; reduction in organic load distilled water sent for CFB treatment.

Targets

- Startup of pump & treat plant (45 m³/h) - MISOP Pieve Fissiraga
- Dry Factory Pieve: 90% water recycled internally by end of 2031
- Purification BU: progressive reduction in groundwater volumes; reuse of treated water in Landriano reclamation



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Chapter 3

Social information

Highlights

People are central to the Group's growth, which promotes safe, inclusive workplaces focused on skills development.

Highlights 2025

People are the driving force behind Itelyum's sustainable transition

People are a key element of Itelyum's sustainability strategy.

In 2025, the Group expanded its workforce by 19%, reaching 1,833 employees, while supporting this growth through strengthened health and safety measures, inclusion policies, and training programs.

At the same time, the Group continued to develop its dialogue with local communities. This path reflects the Group's commitment to responsibly managing human capital and generating social value in the territories where it operates.



KEY NUMBERS 2025 / SOCIAL

1,833

Total employees in the Group

+19%

Workforce growth (vs. 2024)

90%

Permanent contracts

14.41

Injury rate (down from 15.21 in 2024, per million hours worked)

43%

Sites certified to UNI EN ISO 45001 (23 out of 54)

41,666

Training hours (+27% vs. 2024)

20.4%

Female workforce share (+30% vs. 2024)

Further information

Trends, performance and strategic direction

HEALTH AND SAFETY

In 2025, the Group reported an **improvement in the injury rate** despite a year-on-year increase in the workforce and hours worked. The recordable injury rate was 14.41 per million hours worked (15.21 in 2024), compared with a +27% **increase in hours worked**.

Recordable injuries (employees)	47 (vs 39 in 2024)
Recordable injury rate	14.41 per million hours (vs 15.21 in 2024)
Total hours worked 2025	3,260,219 (+27% vs 2024)
Employee H&S coverage	100% (1,833 employees)
ISO 45001 certified sites	23 out of 54 (43%) and growing

Main initiatives

- **H&S management system structured at individual entity level** - implementation of DVRs, operating procedures and prevention models consistent with activity-specific risks
- **Operational risk assessment and prevention** - structured hazard identification processes (including near miss and root cause analysis) and definition of measures according to the hierarchy of controls
- **Safety education and training** - mandatory and job-specific training plans with periodic updates and training on at-risk activities
- **Worker involvement in safety** - involvement through employee health and safety representatives, regular meetings, HSE committees, and reporting systems (including whistleblowing)
- **Health surveillance and health protection initiatives** - health protocols defined by the company doctor and supplementary programs

Targets

- **"Zero injury" goal** - strategic direction defined in the Sustainability Policy
- **Extension of ISO 45001 certification** - progressive strengthening of management systems

PEOPLE, INCLUSION & DE&I

The growth in the Group is accompanied by a gradual strengthening of its policies on staff inclusion, development and enhancement. In 2025, Itelyum reported an increase in the proportion of female employees, improved female presence in senior positions and expanded training and development activities.

New hires 2025	323 (18% women, 23% under 30)
Permanent contracts	90% (1,657 out of 1,833 employees)
Part-time employees	87 (of which 71 women)
Parental leave taken	89 employees (66 men, 23 women)
Rate of return from leave	78%
Total hours of training provided	41,666 hours (+27% vs 2024)

Main initiatives

- **Strengthening of the HR policy system** - integration of the Sustainability Policy, DE&I Policy and Human Rights Policy
- **Skills development and continuing education** - structured programs (Itelyum Boost, Itelyum Tribe, management and technical training) for a high proportion of the company population
- **Leadership and management development** - executive coaching paths, potential assessment and high potential programs
- **HR process evolution and digitalization** - digital onboarding and development of performance management systems
- **Promotion of diversity, equity and inclusion** - development of initiatives to strengthen the culture of inclusion

Targets

- **DE&I target setting** - a pathway that began in 2025 to introduce quantitative targets
- **Improved training and development programs** - expansion of initiatives and increased training hours
- **Development of structured performance appraisal systems** - increased transparency in growth paths

COMMUNITY AND LOCAL AREA

- **University and research** - collaborations with Sant'Anna of Pisa, Marche Polytechnic University, University of Brescia and SDA Bocconi on circular economy projects and management training
- **Schools and orientation** - educational visits, PCTO (work experience) programs and initiatives with Confindustria to bring young people closer to issues of industrial sustainability
- **Active local area and communities** - support for local initiatives such as Telethon, meetings with Legambiente, presentation of electric vehicles for urban waste collection in Trieste
- **Sports and social inclusion** - partnership with Varese Basketball and support for a local Paralympic club through the Itelyum Arena. Taking part in the Milano Relay Marathon to promote inclusive development projects.

VALUE CHAIN

The Group addresses the topic of workers in the value chain by means of a progressive approach based on Group policies, management systems and the initial configuration of a human rights due diligence process. Key business relationships began to be monitored in 2025, with a focus on mainly local and European suppliers. The monitoring of social risks in the value chain is a developing area and will be further structured in the coming years

Main initiatives

- **Topic oversight** through the Sustainability Policy, Human Rights Policy, Code of Ethics.
- **Coordinated management** of external companies on site, with prior qualification, coordination meetings, joint inspections and dedicated security tools.
- **Engagement of workers in the value chain** through training, reporting channels and continuous monitoring.

Targets

- Strengthen **supplier monitoring and assessment processes based on risk level**.
- Maintain **high safety standards** for workers in outside enterprises throughout the value chain.
- Further develop **skills and tools dedicated** to human rights and responsible supply chain management.

PRODUCT AND SERVICE QUALITY AND SAFETY

In 2025, the Group continued to ensure high product and service quality and safety standards through structured management systems, by monitoring nonconformities, and communicating transparently with customers. Constant dialogue with the market contributed to a continuous improvement in the products and services it offers, with no reports related to customer health and safety during the period.

Main initiatives

- **Structured management** of technical and safety documentation to support the proper use of products.
- Monitoring of complaints and nonconformities through **dedicated processes and corrective measures**.
- **Strengthened dialogue with customers** through customer care, satisfaction surveys, technical meetings and dedicated information tools.

Targets

- Maintain high quality and safety standards throughout the product and services life cycle.
- Progressively improve the transparency and accessibility of information provided to customers.
- Continue to improve service quality, responsiveness, and oversight of market needs.



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Chapter 4

Governance information

Highlights

Organizational strength is built on transparent, multi-level governance capable of integrating ESG aspects into decision-making processes and control systems.

Highlights 2025

Governance is the foundation on which Itelyum builds sustainable growth, integrity and trust.

Business conduct is a material area for Itelyum in three complementary aspects: promoting an ethical corporate culture, preventing corruption-related risks, and the ability to provide structured oversight of the an increasingly regulated compliance environment. Itelyum's governance is based on a system of rules, checks and responsibilities, which guide the Group's growth and sustain its credibility over the long term. In 2025, this commitment led to strengthened compliance safeguards, expanded communication and training on integrity issues, and the development of tools to support regulatory monitoring.



KEY NUMBERS 2025 / GOVERNANCE

0

Incidents of corruption, sanctions or litigation related to corruption

405

Employees trained on compliance, including anti-corruption (+470% vs 2024)

300

Employees reached by communications regarding the anti-corruption policy

100%

Coverage of reporting channels (whistleblowing) for employees and stakeholders

607

+8.6% vs 2024
Economic value distributed (Euro millions)

0

Privacy violations or complaints filed by customers

0

Critical cybersecurity incidents

Further information

Trends, performance and strategic direction

ETHICS AND BUSINESS INTEGRITY

In 2025, Itelyum further strengthened its business conduct governance system, guiding the Group's growth with robust control and risk prevention safeguards. Specifically, there was an increase in training and information initiatives on compliance and anti-corruption, starting with senior management and cascading to a growing proportion of the company population. There were once again zero incidents of corruption or bribery in 2025.

Main initiatives

- **Continuous updating of the Organization, Management and Control Models pursuant to Legislative Decree No. 231/2001**, developed at the individual company level based on structured risk assessment activities and mapping of risk areas.
- **Internal audits on a rotating basis** for a defined number of legal entities, to constantly and continuously monitor the effectiveness of control safeguards and compliance with the law and corporate procedures.
- **Enhanced compliance training**, with significant expansion in 2025 both in terms of people involved and content covered.
- **Launch of a Group digital tool to monitor HSE regulatory obligations.**

Targets

- Finalization and **progressive implementation of the Group Anti-Corruption Policy**, in order to integrate the existing safeguards into an organic framework.
- **Extension of 231 Models to newly acquired companies** to ensure uniform oversight of compliance risks.
- Consolidation of **recurring training programs** on business conduct and preventing corruption risk.
- Maintaining the permanent target of **zero incidents of corruption**, in line with the internal control system adopted.

CYBERSECURITY AND PRIVACY

In 2025, Itelyum continued to strengthen its cybersecurity system in response to the increasing complexity of the digital environment. The Group's approach is based on a structured model that combines advanced technologies, organizational processes and training initiatives. No critical cybersecurity incidents or breaches of customer privacy occurred during the reporting period

Main initiatives

- **Strengthening IT and OT infrastructure monitoring and control systems** by integrating advanced vulnerability management tools.
- **Strengthening the cybersecurity governance model**, based on centralized Group-wide coordination and employing a Data Protection Officer and Chief Information Security Officer.
- **Conducting periodic penetration tests** and adopting backup and data protection systems to ensure business continuity and system resilience.
- Beginning **awareness and training initiatives** for staff, with the goal of spreading a culture of cybersecurity within the organization.

Targets

- **Completion of business continuity and disaster recovery plans**, in line with operational needs and the relevant regulatory framework.
- Formalization and dissemination of a **Group-wide cybersecurity policy**.
- **Continuous strengthening of IT incident prevention** and response measures, including through updates to systems and procedures.
- Development of **structured cybersecurity training and awareness programs**.

VALUE GENERATED AND DISTRIBUTED

In 2025, Itelyum confirmed its ability to generate economic value solidly and sustainably, even in an uncertain macroeconomic environment. Its direct economic value generated reached Euro 646.0 million, while the value distributed totaled Euro 607 million, an increase on the previous year.

Main initiatives

- Development of a **business model geared toward sustainable growth** and operational efficiency, with a focus on long-term value creation.
- **Strengthening the supply chain**, consolidating relationships with strategic partners and supporting the Group's industrial development.
- **Increased investment in people**, with growth in compensation and benefits in line with organizational expansion.
- Consolidation of the **financial structure**, supporting growth and the ability to generate stakeholder value

Targets

- Continue on the **sustainable growth** pathway while maintaining a high capacity to **generate and distribute economic value**.
- Ensure **balanced distribution of value between stakeholders**, consistent with the Group's business model.
- Consolidate **financial strength and investment capacity**, supporting future development.
- Continuously monitor **value creation and distribution**, including in relation to the changing macroeconomic environment.



Itelyum
Sustainability Statement
2025
Highlights

Itelyum Group S.r.l.
Via Oglio 12
20139 Milan
Italy

For further information:
sustainability@itelyum.com
www.itelyum.com

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As one of the global pioneers of the circular economy, Itelyum is a national leader and recognised international player in the management and valorisation of industrial waste.

For more information
visit the site
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