

Every Day Matters

Sustainability Report 2024/25





Every Day Matters

This summary document was created to be accessible and therefore perceived, operated, and understood by the widest possible number of people.

We chose to create an **accessible Report** because we believe that sustainability should not only be told, but also shared through a path of **transparency, inclusion, and trust**, values that inspire Fater's daily commitment.

Letter to Stakeholders

Dear Stakeholders,

We are pleased to present our Sustainability Report for fiscal year 2024/25, the fourth of our journey. For all people working in Fater, this document represents far more than a reporting exercise: it is a precious opportunity to reflect on the journey we have taken together, on the responsibility we embrace in contributing to a more sustainable future.

This Report is the result of the dedication of many people, inside and outside Fater, who work every day with enthusiasm and responsibility. Thanks to this commitment, over the past six years we have grown both in revenue and in profit, demonstrating that sustainability not only can, but must, go hand in hand with business growth.

This year we have tried to make our Report more focused and readable, divided into 5 sections.

Every Day Together. Fater's culture, called "People First", is built on **open and continuous dialogue with our stakeholders**. Our starting point is always listening, as it enables us to focus our attention and align ourselves with the needs of people both within and outside the Group. We believe this is the best way to build a path that ensures consistency between our intent—what we say—and our work program—what we do every day. In this year's report, we have gathered comments from some of the stakeholders who accompany us on our transformation journey.

Every Day Fater. In this section, you will find how sustainability values permeate every aspect of our culture and strategic decisions. This is why in Fater sustainability is not a separate chapter, but **it is our identity**.

Every Day a Better Society. Our commitment to reducing the gender pay gap continues, supported by concrete plans to achieve full parity while upholding meritocracy. During the year, Fater obtained the **Gender Equality Certification**, confirming our determination to overcome stereotypes and inequalities. With the support of an external partner, we are also finalizing the **analysis of Brand Purpose initiatives** launched last year, enabling us to measure their impact on communities more precisely and to set more targeted objectives.

Every Day Climate Protection. Over the past five years, compared to our 2020/2021 baseline, we have reduced our overall Carbon Footprint by 15%, a result that confirms Fater's ongoing focus on **reducing CO₂ emissions**. However, we know that sustainability is a goal built together. For this reason, we feel a responsibility to promote best practices across our entire supply chain, aware that real transformation comes from interconnection and collaboration with all our partners. We have strengthened a procurement model in which environmental impact assessment is an integral part of decision-making. Reducing CO₂ emissions together with our



suppliers is becoming increasingly central. Our goal is to continue reinforcing this dialogue across the value chain, fostering virtuous collaborations and contributing together to our ambitious sustainability objectives.

Every Day Responsibility. Fater has obtained the **EcoVadis Gold Medal**, the global benchmark platform for evaluating ESG performance. This achievement places us among the highest-performing companies in the sector and demonstrates the value of the commitment we dedicate to sustainability every day. At the same time, we know that every recognition is only a milestone on our journey: we continue to challenge ourselves with the same willingness to learn and improve, convinced that growth comes from listening, continuous dialogue, and a constant drive for innovation.

At Fater, we believe that every day makes a difference: “Every Day Matters.” This statement reminds us that Fater is what we do every day to build a more sustainable future, always working to put people at the center.

Finally, a message for everyone who has the interest and the patience to read our Sustainability Report. We hope that the publication of this document can also become an opportunity for listening. We therefore invite you to share your thoughts and suggestions; we will use them to continue improving together.

Enjoy the read!

Antonio Fazzari
General Manager and Chief Operating Officer of Fater



Highlights 2024/2025

Every Day a Better Society

Social Impacts

Growth and stability: 1,632 employees (+2.3%), 92% on permanent contracts

Gender equity: Gender pay gap reduced to 1.6%; women in managerial roles 38.5%

Workplace climate: 75% internal satisfaction, target achieved

Social initiatives: 622,000 people reached through projects and Brand Purpose activities

Inclusion: 66 employees with disabilities; +24% under 30

Certified equality: Gender Equality Certification obtained

Protection: Extended leave for women victims of gender-based violence (up to 6 months fully paid)

Work-life balance: Kids@Campus, smart working up to 5 days/week, No Meeting Zone before 9 a.m. and after 6 p.m.

Safety: Zero serious injuries

Talent: 56% under 30 among new hires; positive turnover 7.1% (9.2% for women)



Every Day Climate Protection

Environmental Impacts

CO₂ reduction: - 15% vs. FY 2020/21 baseline

Sustainable packaging: -21% virgin plastic vs. FY 2020/21 baseline

Waste: Zero direct landfill disposal¹, 70% sent to recycling

Energy consumption: 551,718 GJ (+2% vs. FY 2023/24)

Water use: 398 megaliters (-2% vs. FY 2023/24)

Sustainable logistics: -15% CO₂ inbound logistics emissions vs. FY 2023/24

¹ Based on Fater industrial waste disposal suppliers' certificates.

Every Day Responsibility

Responsible Conduct Impacts

Sustainable suppliers: 65% with ESG rating; 100% of new suppliers assessed under SA8000

ESG Excellence: EcoVadis Gold Medal

Value generated: €1.128 bn; 95% distributed to stakeholders

Production procurement: €344 million; 97% from local/European suppliers

Code of Conduct: pilot roll-out initiated with a supplier panel

Zero confirmed cases of corruption



Every Day Together





Dialogue with Stakeholders

Below is an overview of some of the projects we have implemented together with our external stakeholders in recent months.



**Confindustria Abruzzo
Medio Adriatico**
Trade Association

Christian Scutti
Officer

Project

- Engagement of local SMEs in the Abruzzo region
- Direct meetings with suppliers, collection of insights and suggestions

“

With the support of Confindustria Abruzzo Medio Adriatico, roundtable discussions were organized with suppliers from different sectors to listen to their needs and understand the main challenges they face, with the aim of providing concrete support and enabling real and measurable improvement across the entire supply chain.

”



ALTIS Advisory
Partner

Valentina Langella
Head of Social Impact

Project

- Evaluation and reporting pathway for Brand Purpose initiatives

“

ALTIS Advisory is supporting Fater in building and implementing a structured pathway to monitor and report on brand initiatives addressed to the community. To this end, assessment frameworks will be developed to take into account the dimensions of change generated by Brand Purpose activities. Subsequently, weights and targets will be defined to support their measurement and evaluation over time.

”

Microsoft
Partner

Christoph Pawlowski
*Director, Strategic
Consulting Division for
Professional Services*



Project

- Digitalization of the company’s Carbon Footprint calculation and ESG metrics

“

We supported Fater in the digitalization of its corporate Carbon Footprint calculation through the implementation of Microsoft Sustainability Manager. This solution has enabled unified and compliant management of ESG metrics, in line with reporting requirements (GRI, CSRD), and has introduced advanced tools to simulate the environmental impact of products.

”



Graf Color
Supplier

Rafael Fianza
Purchase & Quality Manager

Project

- Development of digital and sustainable solutions for packaging and paper converting

“

Graf Color decided to invest in an innovative project called Eco Digital Print. The core strength of Eco Digital Print lies in developing a packaging and paper-converting program that is entirely digital and focused on environmental sustainability.

”



GS1 Italy
Non-profit organization setting global standards (including bar codes) to identify and track the supply chain

Carolina Gomez
ECR² Project Manager,
Collaborative Sustainability Projects

Project

- Participation in the update of the benchmark assessing the state of circular economy integration, in which GS1 analyzed how participating companies are embedding circularity principles into their organizational models

“

The analysis was conducted using Circol-UP, GS1 Italy's circularity measurement tool. Through this analysis, Fater contributed to the collection of circular-economy best practices in the FMCG sector, highlighting its decarbonization plan, which also involves suppliers in monitoring environmental performance. The assessment also made it possible to provide an overview of additional initiatives aimed at reducing emission impacts and to raise awareness of potential risks and adaptation strategies.

”

2 ECR = collaborative practices aimed at making the supply chain more efficient.

Esselunga
Client

Astrid Palmieri
Corporate Sustainability
Director



Project

- Through its double-materiality analysis, Esselunga is assessing material topics across its supply chain, which includes Fater



Esselunga is committed to operating sustainably from a social, economic, and environmental standpoint, placing employees, local communities, the environment, and the supply chain at the center of its strategy. In our most recent double-materiality analysis, the role of our supply chain emerged as central across many topics, including all major environmental themes, from climate change to pollution, water use, biodiversity, and circular economy. Working conditions across the value chain were also identified as highly relevant. For this reason, we are actively working to identify joint solutions together with our suppliers.



Every Day Fater





Our Identity

Founded in 1958 in Pescara by Francesco Angelini, Fater has been a joint venture between Angelini Industries and Procter & Gamble since 1992.

A leader in the Italian market for personal hygiene absorbent products with the brands Tampax, Lines, Lines Specialist and Pampers, Fater is also a key European player in home and fabric care with the brands ACE and Neoblanc, distributed both in Italy and abroad. Until December 2025, Fater distributed Hero Solo branded baby food products in Italy.

Fater's product portfolio is distinguished by its extensive breadth and depth, designed to meet the needs of consumers and distribution partners.



Baby Care

Feminine Hygiene

Incontinence Care

Home and Fabric Care

Pampers

LINES **TAMPAX**

LINES
SPECIALIST

ACE **NEO BLANC**



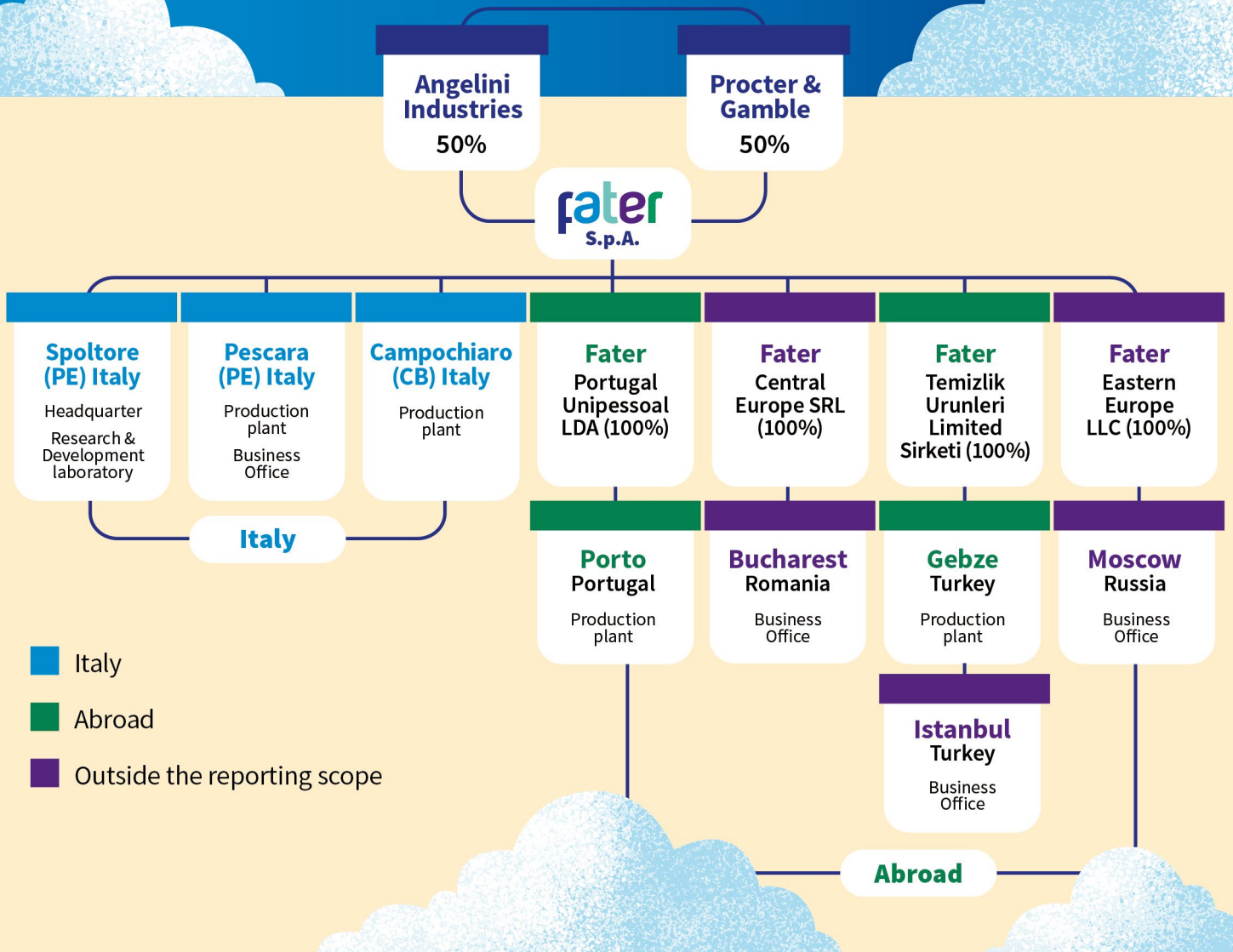
Two New Businesses - Amuchina and Infasil join Fater as of 1 January 2026

In July 2025, Fater signed an agreement with Angelini Pharma for the acquisition of two new brands, Amuchina and Infasil, effective 1 January 2026. This is a strategically significant transaction for both companies, with the objective of fully enhancing two historic and highly recognizable brands in the market.

Fater enthusiastically welcomes two major brands such as Amuchina and Infasil, which perfectly complement its current portfolio. Thanks to this addition, the company will be able to respond even more effectively to the needs of the many Italian families who choose the Group's products every day. The acquisition also includes the Casella production plant, where several Amuchina products are manufactured.



The Group³



³ The commercial site in Russia is inactive.

Governance as a Driver of Sustainability

Fater has undertaken a structured and ambitious journey to integrate sustainability into its strategic processes, involving all company departments.

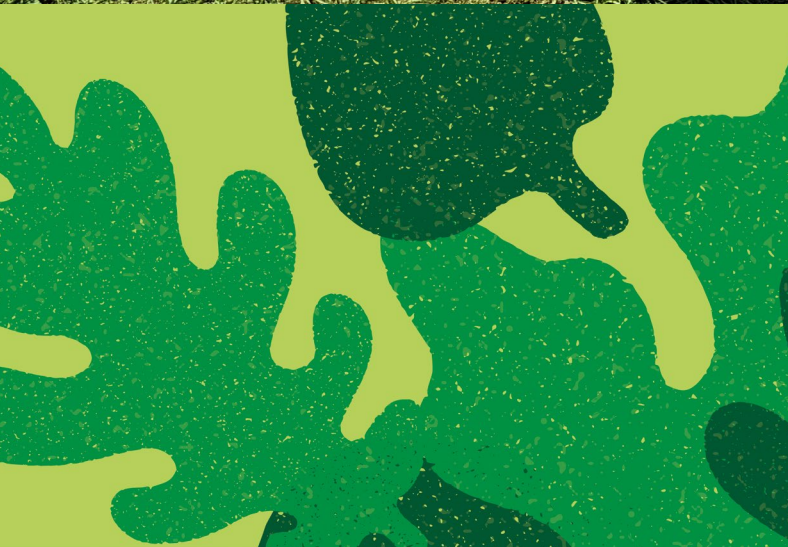
This is a cross-functional commitment that reflects the Group's intention to generate long-term value for its people, the community, and the environment, making sustainability an integral part of daily decision-making.



KPI and goals

Measuring Fater's progress







Objectives: Where Do We Stand?

FY 2024/25 marked a year in which Fater achieved two significant goals within its Social strategy.

First, the company reached the target level of internal satisfaction it had set for itself. The Happiness Survey, the company’s internal assessment of employee wellbeing, recorded a global score of 75%, meeting the established target.

The second completed KPI concerns Fater’s relationship with the communities in which it operates, encompassing all individuals engaged in Brand Purpose activities as well as those reached through donations to Banco Alimentare. More than 600,000 people were reached during FY 2024/25, surpassing the target value.

Better Society

Sustainability Topics	KPI	Baseline FY 2021/22	FY 2023/24	FY 2024/25	Target 2024/25	Target 2029/30	Target 2039/40
Diversity, Equity & Inclusion - DE&I	Gender pay gap	3.8%	2.4%	1.6%	-	0%	-
	Internal satisfaction survey	73%	73%	75%	≥75%	-	-
	Gender balance at managerial level	36%	37%	38.5%	-	-	50%
Community Relations and Brand Purpose	People reached	140k	343k	622k	≥600k	-	-

Below are the calculation methods for each KPI:

Gender Pay Gap

Percentage difference between the average compensation of men and women, calculated as the arithmetic mean of the gaps identified across each job level, net of seniority. The calculation includes permanent contract categories: Executives, Middle Managers, Supervisors, and White-Collar Employees. Blue-collar workers are excluded, as their numerical distribution would be too unbalanced and the resulting gap non-representative.

Gender Balance at Managerial Level

Ratio of women to men employed in managerial positions, considering the contractual classifications of the National Collective Agreement for White-Collar Employees, Supervisors, and Executives (including the Leadership Team).

Internal Satisfaction Survey

Starting from FY 2023/24, the Happiness Survey (Fater's annual assessment of employee wellbeing) has been conducted using Microsoft Viva Glint, a new digital tool.

People Reached

Includes the estimated number of individuals involved in the social responsibility projects (Lines WeWorld, Lines Domande Scomode, Pampers Village, ACE Retake), as well as those reached through the collaboration with Banco Alimentare.



Every Day Climate Protection

Objectives: Where Do We Stand?

Following the update of the emission factor database used to calculate the Carbon Footprint - driven by methodological revisions and updated source data - the resulting emission values were no longer directly comparable with those from previous fiscal years. For this reason, the Group decided to recalculate the emission baseline for FY 2020/21, thereby realigning all subsequent values to the new reference framework.

As a result, Fater's emission-reduction targets are currently under review by SBTi: the reduction percentages set for FY 2029/30 remain valid, but will be applied to an updated baseline.

In any case, **FY 2024/25 marked a significant milestone in Fater's decarbonization pathway:** the company's overall Carbon Footprint continued its decreasing trend despite an increase in the total volume of products sold.



	Base Year FY 2020/21	FY 2023/24	FY 2024/25
Total Emissions Generated (ktons CO₂eq)	664	611	564
Reduction vs. Base Year	-	-8%	-15%

Below is an update on the Climate Protection KPIs, relating to the 2030 and 2040 targets, as well as the reduction of virgin plastic in primary packaging.

Climate Protection

Sustainability Topics	KPI	Baseline FY 2020/21	FY 2023/24	FY 2024/25	Target 2029/30	Target 2034/35	Target 2039/40
Climate Change Mitigation*	Scope 1 & 2	31	45	29	18 (-42%)	-	-
	Scope 3 (Target Categories⁴)	459	398	388	344 (-25%)	-	-
	Net Zero 2040 (Target Categories⁵)	629	588	542	-	-	63 (-90%)
Sustainable Packaging	Reduction of virgin plastic in primary packaging	-	-8.7%	-26%	-60%	-75%	-

*Figure in ktCO₂eq

Below are the calculation methods for each KPI:

Climate Change Mitigation

Reduction of emissions impact (Scopes 1, 2 and 3).

Reduction of Virgin Plastic in Packaging

Reduction of virgin plastic used during the fiscal year for the primary packaging of internally manufactured products, as well as for the main home and fabric care products purchased from third party suppliers. The reduction is calculated in relation to production volumes and to the volumes of finished home and fabric care products purchased, using FY 2020/21 as the baseline year.

4 Target Categories: Scope 3.1 Purchased Goods and Services; 3.3 Fuel- and Energy-Related Activities; 3.4 Upstream Logistics.

5 Target Categories: Scope 1; Scope 2; Scope 3.1 Purchased Goods and Services; 3.3 Fuel- and Energy-Related Activities; 3.4 Upstream Logistics; 3.12 End-of-Life Treatment of Sold Products.

Every Day Responsibility



Objectives: Where Do We Stand?

From a sustainability governance perspective, Fater is fully aware that the procurement function is essential to achieving medium and long-term ESG objectives.

For this reason, alongside well-established internal tools, such as the environmental assessment (CO₂ and plastic) of product initiatives, Fater has equipped itself with instruments that enable mapping the supply chain from an ESG perspective, both in terms of risk and commitments.

Responsibility

Sustainability Topics	KPI	FY 2023/24	FY 2024/25	Target 2024/25	Target 2029/30
Responsible Procurement	Suppliers Assessed with ESG Criteria	50% weighted relevant suppliers with an ESG rating	65% weighted relevant suppliers assessed with ESG criteria; 100% ⁶ of suppliers mapped for ESG risk	80% weighted relevant suppliers assessed with ESG criteria	100% of relevant suppliers engaged and assessed with ESG criteria

Below are the calculation methods for each KPI:

ESG-Aligned Suppliers

Assessment of relevant direct and indirect suppliers, those accounting for at least 0.1% of the Group’s total spending, based on ESG criteria. This is a developing process aimed at engaging suppliers on ESG topics to support the achievement of shared goals.

⁶ Suppliers with annual spending below €15k are excluded.

Editorial Project Coordination:

Corporate Sustainability & Communication

Art Direction and Graphic Design:

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Project Accessibility Review:

AccessiBit

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