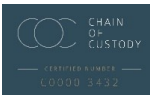


FAGGI ENRICO S.P.A.

RJC ANNUAL REPORT

15.03.2026



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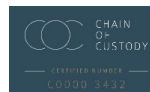
CONTACT INFORMATION

COMPANY NAME: FAGGI ENRICO S.P.A.
DATE: 15.03.2026
REPORTING PERIOD: 01.01.2025 – 31.12.2025
CONTACT: Claudia Ianni

ISSUES

Faggi Enrico S.p.A. will be providing details on the following issues identified during our due diligence activities:

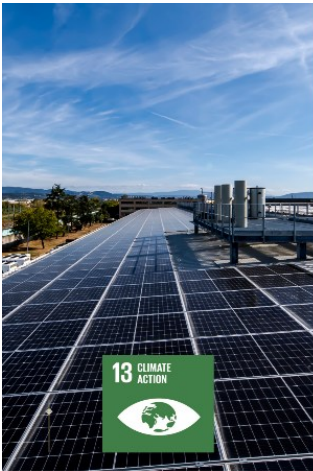
- Human Rights
- Factory working conditions
- Supply Due Diligence
- Use of Natural Resources



SUSTAINABLE DEVELOPMENT GOALS (SDGS)



<p>GENDER EQUALITY (INCLUSION AND EQUAL OPPORTUNITIES)</p>	<p>DECENT WORK AND ECONOMIC GROWTH (ETHICS, SECURITY AND VALUE)</p>	<p>BUSINESS, INNOVATION AND INFRASTRUCTURE (INNOVATION FOR REGENERATION)</p>	<p>RESPONSIBLE CONSUMPTION AND PRODUCTION (THE HEART OF THE CIRCULAR ECONOMY)</p>
<p>In a traditionally male-dominated sector, Faggi supports the growth of female role models, demonstrating that competence and merit have no gender. We create a fair and inclusive work environment, where everyone has equal opportunities for professional development, in full accordance with our ethical values and corporate culture.</p> <p>Highlights:</p> <ul style="list-style-type: none"> • 0 incidents of discrimination • 22% female employees • 37% female researchers 	<p>We promote growth that protects people and values work. We guarantee the highest health and safety standards and adopt a zero-tolerance policy towards child and forced labour throughout our value chain. Our circular model generates ethical and social value, reducing dependence on extraction in vulnerable countries.</p> <p>Highlights:</p> <ul style="list-style-type: none"> • 0 accidents • 0 incidents of corruption • 69 employees • 500 hours of training provided • UNI ISO 45001 certification • Certified COP and COC member of the Responsible Jewellery Council 	<p>At Faggi, we transform recovered metals into strategic resources for European industry, developing cutting-edge processes that combine efficiency, safety and sustainability. We continuously invest in advanced technologies and smart infrastructure, creating an industrial model capable of responding to the challenges of energy and technological transition.</p> <p>Highlights:</p> <ul style="list-style-type: none"> • Progetto “Green cat” Bando POR FESR Regione Toscana • Progetto “EN.SA” Bando POR FESR Regione Toscana • Progetto “S.G.A.” Bando POR FESR Regione Toscana 	<p>Traditional mining has environmental and ethical impacts that are now unsustainable. Our business has always been a real alternative: an advanced circular economy model that can turn industrial waste into high-value resources.</p> <ul style="list-style-type: none"> - Every gram of metal we recycle: Prevents new mining in fragile areas. - Cuts CO₂ emissions way down compared to primary mining. - Protects ecosystems and biodiversity by limiting land and water consumption. <p>Highlights:</p> <ul style="list-style-type: none"> • 1,223.60 tonnes of waste processed in 2024 • 100% of gold and platinum group metals sourced from recycled material • 98%+ precious metal recovery efficiency



**FIGHTING CLIMATE CHANGE
(MINIMISING OUR FOOTPRINT)**

Taking action against climate change means making concrete choices every day.

Our circular economy model eliminates the most significant impacts of traditional extractive industries at source. By recovering and recycling strategic metals, we reduce our dependence on energy-intensive mining activities. Every stage of our processes is constantly monitored and optimised to minimise emissions and our carbon footprint.

Highlights:

- 100% of electricity consumption from renewable sources
- 100% carbon neutral from 2022 (Headquarters Via Ettore Majorana 101/103)
- First Carbon Footprint Report 2022 (Headquarters Via Ettore Majorana 101/103)
- (-10%) CO2 emissions in 2024 vs 2023

**LIFE ON LAND
(PROTECTING THE ENVIRONMENT)**

Recovery is our first step towards protecting the environment. Every material we regenerate reduces the need for new extraction, protecting natural ecosystems and preserving biodiversity from the impact of mining. This commitment is not limited to the metals we recover it extends to all our activities, which are managed with rigour, responsibility and constant attention to the environment.

Highlights:

- 0 environmental incidents such as spills or contaminations
- UNI EN ISO 14001 certification
- Emas registration (Headquarters Via Ettore Majorana 101/103)

**PARTNERSHIPS FOR THE GOALS
(COLLABORATION FOR THE FUTURE)**

Sustainability is a goal that is achieved together.

At Faggi, we believe that no one can act alone: we actively collaborate with partners, suppliers and institutions to promote responsible and innovative practices.

Through these synergies, we transform individual commitment into concrete results, contributing together to the achievement of the 2030 Agenda goals.

Highlights:

- Emas certification since 2005
- RJC Chain of Custody certification 2021
- Participation in three tenders with the Tuscany region
- Collaborations with: Department of Organic Chemistry at the University of Florence and Institute of Organometallic Chemistry



ACTIONS

Faggi Enrico S.p.A. have the following policies in place:

- **Company Policy** regarding business ethics, human rights, environment, health and safety of workers, quality, protection of privacy and confidentiality
- **Diversity, Equity and Inclusion Policy**
- **Responsible Sourcing Policy**

All these policies can be found on our website www.faggi.it.

As a company we have already taken action regarding business ethics, human rights, environment, health and safety of workers, quality, protection of privacy and confidentiality, Diversity, Equity and Inclusion and Responsible Sourcing Policy. These actions include training on relevant issues, adoption of Management System, procedures, operating instructions, regular audit. The outcome of these actions has been highlighted in SDGs paragraph.



HUMAN RIGHTS AND DUE DILIGENCE

Basic Inputs

Key activities such waste containing silver, gold and PGM inspection and laboratory testing process, recovery, silver, gold or platinum group metals purchasing process, supply chain risk assessment, refinery, storage, packaging, inventory, and products delivery were verified and audited.

The number of silver, gold or platinum group metals supplying counterparties is mainly confirmed having the same characteristics, with the following percentages:

Supplying Counterparties	Gold	Palladium	Rhodium	Platinum	Silver
Industrial mining operations (large or small scale)	-	-	-	-	-
Artisanal mining operations	-	-	-	-	-
Traders / brokers	80	45	3	4	58
Recycled material	17	39	68	81	25
Industrial scrap providers			-	-	-
Others:	3	16	29	15	17

Company management system

The company has developed the integrated management system (IMS) policy regarding due diligence for supply chain of gold, silver and PGM in compliance with COP/COC RJC. This policy is available on the company web site www.faggi.it.

The Company policy provides an overview of the management system governing the due diligence policy for gold, silver and PGM supply chain. Trainings for key persons as well as management team are also provided. The Company has assigned person responsible for the implementation of due diligence, a compliance officer, implemented internal and external communications provisions.

The Company has established and applies a procedure for the gold, silver and PGM supply within its Integrated management system according also to Know Your Customer principle.

The Company ensure that suppliers commit to a supply chain policy consistent with OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. In order to do this, the Company:



1. Establish, where practicable, long-term relationships with suppliers as opposed to short-term or one-off contracts in order to build leverage over suppliers.
2. Only accepts conflict free gold traceable from refiners or banks on the current LBMA Good Delivery List.
3. Only accepts conflict free palladium traceable from RJC chain certified companies and recycled palladium traceable from companies qualified according to OECD guidelines criteria on KYC and Due Diligence.
4. Communicate to suppliers expectations on responsible supply chains of minerals from conflict-affected and high-risk areas, and incorporate the Company Policy and the Ethical code into commercial contracts and/or written agreements with suppliers

Faggi Enrico S.p.A. have the following policies in place:

- **Company Policy** regarding business ethics, human rights, environment, health and safety of workers, quality, protection of privacy and confidentiality
- **Diversity, Equity and Inclusion Policy**

detailing our commitment to respect human rights throughout our supply chain and our supply chain due diligence on the following minerals: gold, silver, platinum group metals originating from conflict-affected and high-risk areas. Faggi Enrico S.p.A. endorse these policies to our suppliers and stakeholders by distributing them via e-mail or made them available on our website www.faggi.it.

To support supply chain due diligence, we have implemented the following internal measures:

- policies and procedures
- training operators
- qualified suppliers

The senior manager responsible for overseeing supply chain due diligence is the Commercial Manager Miss Aurora Faggi. To aid us in identifying our human rights impacts we have developed and implemented the ethic code. The senior manager responsible for overseeing our human rights impacts is HSE Manager Mrs Claudia Ianni.

Faggi Enrico S.p.A. have established a system of controls and transparency over our supply chain, which include our approach for identifying suppliers and identifying sources of our



materials/products by means of the application of appropriate procedures. These methods have strengthened our due diligence efforts by:

- establishing long-term relationships with your suppliers,
- in person visits,
- fair pricing,
- remote engagement,
- communicating our expectations regarding human rights and supply chain due diligence and helping suppliers to build capacity for them.

As a company we communicate our expectations regarding human rights and supply chain due diligence by communicating the corporate policy and code of ethics.

Our grievance mechanism for internal or external stakeholders can be accessed via email to info@faggi.it or fill out the specific 'Reporting form for unlawful conduct' in the contact section of the website www.faggi.it.

These communications are received by Management, which guarantees the anonymity and protection of the whistleblower and intervenes, as appropriate, to:

- obtain a precise account of the report from the whistleblower;
- explain the grievance management procedure to the whistleblower;
- determine how the whistleblower would like the report to be handled;
- decide who internally is capable of managing the report, or assist in forwarding it to other entities, such as the relevant supplier, or an institution, such as a relevant industry organization;
- if the issues can be managed internally, gather further information, if possible and appropriate;
- identify the need to adopt any intervention or to undertake remediation processes in accordance with internal procedure and monitor the situation;
- communicate any decisions or outcomes to the whistleblower;
- keep documentation of the reports received and the subsequent internal proceedings for at least five years.

Furthermore, in accordance with Legislative Decree No. 24 of March 10, 2023, the Company has implemented an internal violation reporting system. This system is structured to ensure that reports are received, examined, and evaluated by the Supervisory Body autonomously and independently from the Company through a dedicated channel.

The Company has provided the following methods for submitting reports:

- **In writing:** via the reporting platform accessible from the Company’s institutional website, either openly or anonymously, at the following link: <https://faggi.segnalazioni.net>.
- **Orally:** through the messaging system (voice recording) available on the reporting platform, accessible via the link provided above.
- **Request for a meeting:** to report to the Internal Channel Manager, which can be requested through the aforementioned platform, in person, or by written communication (via email).

Complaints of any human rights violations received by e-mails from all stakeholders are monitored and analysed. Reports are handled in accordance with the non-compliance management procedure.

Complaints received and handled concerning human rights

2023		2024		2025	
Received	Handled	Received	Handled	Received	Handled
0	0	0	0	0	0

For 2025 year there were no injuries. The injury rates across the past three years are showed in the following tables:

Sesto Fiorentino 101 Site

Indexes	Year 2023	Year 2024	Year 2025	Company average (last three years)	Regional Average years 2008-2010
Injury frequency index ¹	11,32	0	0	11,32	28.20

¹ Number of injuries divided by hours worked per one million.



Injury severity index ²	0,11	0	0	0,11	3,54
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Arezzo Site

Indexes	Year 2023	Year 2024	Year 2025	Company average (last three years)	Regional Average years 2008-2010
Injury frequency index	0	0	0	0	24,94
Injury severity index	0	0	0	0	3,54

Firenze Catalysts Site

Indexes	Year 2023	Year 2024	Year 2025	Company average (last three years)	Regional average years 2008-2010
Injury frequency index	0	7,66	0	7,66	24,94
Injury severity index	0	0,2	0	0,2	3,54

Sesto 38 Site

Indexes	Year 2023	Year 2024	Year 2025	Company average (last three years)	Regional average years 2008-2010
Injury frequency index	0	0	0	0	24,94
Injury severity index	0	0	0	0	3,54

Identified & Assessed Risks

Faggi Enrico S.p.A. has identified and assessed the risk for the supply chain within the risk’s assessment process using the RJC Risk Assessment Toolkit. The identified risks are: incautious purchase, the missing application of IMS procedures and KYC principles. The risk level is low, no further action has been planned unless a change to the business or to the control effectiveness escalates the risk rating. During our assessment of our own and our supplier’s due diligence practices and those relating to human rights, we didn’t identify any potential and actual risks within our supply chain.

² Number of working days lost divided by number of hours worked per thousand.



Strategy

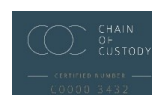
The Company has established the actions to prevent risk in the gold, silver and PGM supply chain such as:

- Communication of Policy and Ethical Code to internal and external stakeholders
- Competence of involved personnel
- Adoption of documented procedures within the integrated management system
- Defining roles, allocating responsibilities and accountabilities, and delegating authorities to ensure the effectiveness of the integrated management system and their procedures
- Record keeping procedure
- Training of involved personnel

Carry out a third-party audit

Faggi Enrico S.p.A. has joined the RJC in 2015 and since 2021 is a chain of custody certified entity of the Responsible Jewellery Council.

In support of our continuous improvement journey, our latest third-party RJC audit took place within our organisation against the RJC COP/COC 2019 on May 2024 by Bureau Veritas Italia SPA.



NATURAL RESOURCES

Faggi Enrico S.p.A. Environmental Management System is certified against UNI EN ISO 14001 since 2002. Therefore, the Company achieved the EMAS registration in 2005.

In 2021 the Company started to quantify and reporting its greenhouse gas emissions and their removal in accordance with UNI EN ISO 14064-1 and since 2022 has fully offset its GHG emissions through the purchase of certified carbon credits.

Information on its environmental aspects, including the use of natural resources, is provided in the Environmental Statement.

REPORTING

All the policies, the Environmental Statement, the GHG Report and the Annual Report are available on the company web site <http://www.faggi.it> .

