

ROOTS OF CHANGE

2023 Impact report



novuamin

VEGETAL AMINOACIDS & PEPTIDES



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Only true innovation will be able to move our society forward and help the transition to a more sustainable model. Thanks to R&D we can prove that this model is possible.

(Luca Bonini, CEO Hello Nature Group)



LETTER TO STAKEHOLDERS

From Sara Arisi, CEO of Novamin



Dear stakeholders,

It is with great pride and enthusiasm that I present to you Novamin's first Impact Report.

Thirteen years have passed since our journey began, yet reflecting on everything we have accomplished, it feels like a far longer period.

As a dynamic and innovative company, Novamin has embedded environmental stewardship, human health, and respect for our planet at the core of its mission. By offering a range of natural products that support sustainable agriculture capable of feeding a global population of 8 billion people, Novamin is moreover committed to preserving and regenerating soils.

Our products not only deliver essential nutrients and stimulation to soils and crops but also enhance agricultural productivity in a way that prioritizes long-term sustainability. Today, we face an unprecedented challenge: to produce ever-increasing amounts of food to feed billions without compromising the environment. Furthermore, we must achieve this in regions deeply affected by the devastating impacts of climate change.

As you will see in the following pages, Novamin has been committed from the very beginning to the careful use of resources and the continuous development of innovative formulations designed to improve crop yields. These efforts often enable a reduction in the use of chemical fertilizers, aligning with our mission to promote sustainable agriculture.

The past few years have been anything but easy. The global pandemic from 2020 to 2022 disrupted lives and businesses worldwide, exacerbating an already fragile geopolitical situation. It brought about dramatic challenges, including disruptions in intercontinental transportation, price volatility, and raw material shortages.

2023 proved to be another turbulent year. Ongoing conflicts, such as the Israeli-Palestinian war alongside the war in Ukraine, heightened tensions globally. Energy markets remained unstable, raw material shortages persisted, inflation reached levels unseen in years, and critical trade routes like the Suez Canal, Panama Canal, and Black Sea faced numerous disruptions.

These challenges severely impacted companies around the world. Yet, Novamin's resilience, experience, and commitment to quality allowed us to navigate these obstacles effectively. By the end of the year, we achieved remarkable milestones: expanding our customer portfolio, enriching our product catalog, and growing our dedicated team. With unwavering commitment, dedication, and ethical principles, Novamin has emerged stronger than ever.

None of these accomplishments—in production, market leadership, sustainability, or financial performance—would have been possible without the incredible people who make up Novamin. These are the individuals who showed up to work every day during the pandemic, despite the risks, ensuring that agriculture continued to function because it simply could not stop. They overcame countless logistical and supply chain challenges, as well as raw material and packaging shortages, with resourcefulness and determination.

To all the people of Novamin, I extend my heartfelt thanks. Without their skill, diligence, and devotion, we would not have achieved the goals we celebrate today. Without them, we would still be operating in the pilot plant where we first began—filled with hopes but lacking the certainties we now possess. I also want to recognize our exceptional sales network, whose efforts over the years have opened new markets, brought in new customers, and uncovered new opportunities, directly contributing to Novamin's growth and stability. At Novamin, people are not just a resource—they are our greatest value.

However, our commitment to people and the environment would be empty words without a robust code of ethics and governance rooted in transparency, care for individuals, and integrity in our dealings with public institutions and competitors.

In the following pages, you will discover Novamin's story, mission, ESG policies, the goals we've achieved, and the ambitious strategies we are pursuing to meet the even greater challenges that lie ahead.

Enjoy the read.

Sincerely,

Sara Arisi, CEO, Novamin

2023 AT A GLANCE



I. ENVIRONMENTAL IMPACT & USE OF RESOURCES

49,3%

OF ELECTRIC ENERGY USED IS FROM RENEWABLE SOURCES, INCLUDING 4,2 % FROM SOLAR PANELS

-3,3%

REDUCTION IN OUR CARBON FOOTPRINT (TON.CO_{2EQ}) VS 2022

64%

OF OUR WASTE IS RECYCLED

II. GUARANTEE FOR QUALITY, SAFETY AND SUSTAINABILITY



2

FORMULAS GRANTED WITH **CE** MARK AS BIOSTIMULANT AND 30 PRODUCTS MARKETED AS EC FERTILIZER CONTAINING PLANT BIOSTIMULANT

92%

OF OUR RAW MATERIALS COME FROM LOCAL AND EUROPEAN SUPPLIERS

PRODUCT-RELATED ACTIVITIES AIMING AT PROMOTING **SOIL HEALTH AND WELLBEING, REGENERATIVE AGRICULTURAL PRACTICES** AND AT FIGHTING **CLIMATE CHANGE**



III. PEOPLE, SOCIAL IMPACT & COMMUNITIES

100%

OF PERSONNEL IS
LOCALLY HIRED

+80%

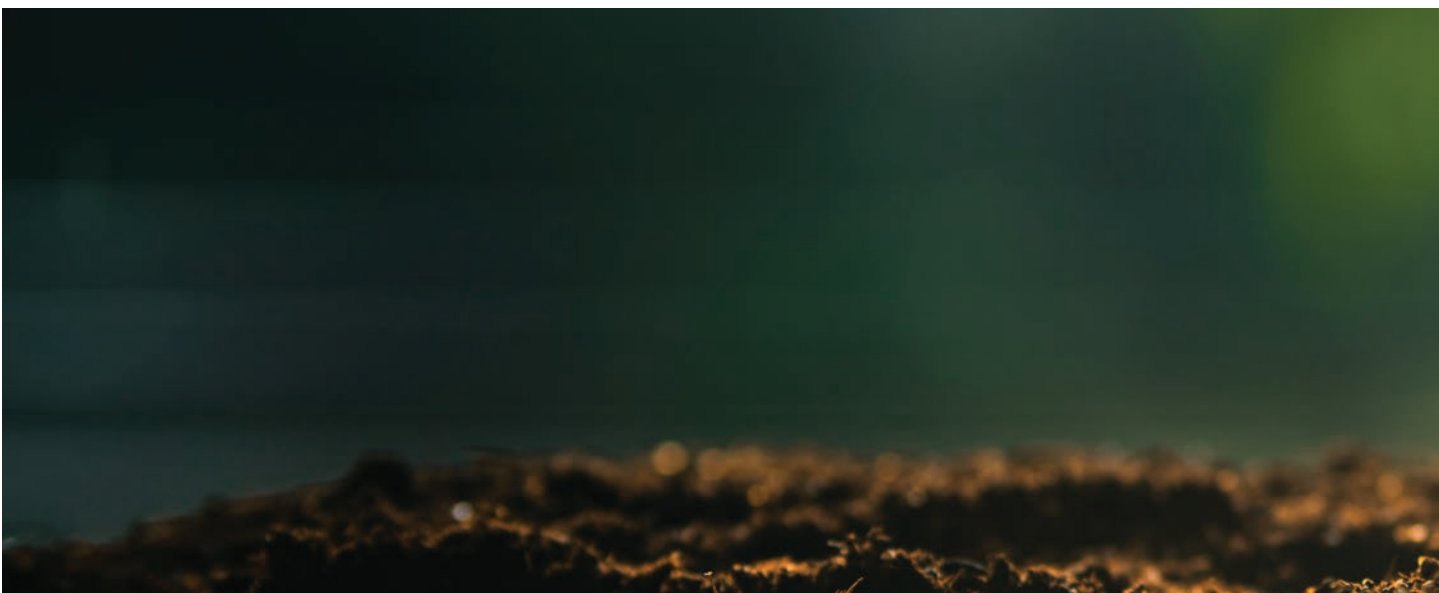
AVERAGE HOURS
OF TRAINING PROVIDED PER
EMPLOYEE
VS 2022

**NOVAMIN
CODE OF
ETHICS IN
FORCE**

TOGETHER FOR THE FUTURE OF OUR PLANET

At **Novamin**, we aspire to profoundly impact sustainable agriculture with our biostimulant products. In the last 10 years we have led the continued growth of the biostimulant industry with our uncommon focus on research and technology. While the last number of years has seen dramatic progress in the understanding and use of biostimulants for farmers around the globe, there is still an immense opportunity and need. With a growing population, the environmental trends are unsustainable, and the use of biostimulants is essential for the future of agriculture.

We are excited to lead the conversation about the contribution of biostimulants to the United Nations' Sustainable Development goals (SDGs), and we hope to catalyze efforts across the industry. The very nature of **Novamin** products, our production processes, and our contribution to sustainability and the quality of food production naturally align with many of the goals. Even so, we would like to further dedicate to them our expertise and ingenuity, our people and ideas, and our passion.



As a sustainable leader company, we are proud to state our support of the SDGs and do our part to achieve the United Nation's 2030 Agenda for Sustainable Development. Our people will play an important role as we work together to determine focus areas and the commitments we can make.

We evidence below the SDGs that more closely align with our activities, goals and aspirations:



NOVAMIN IN A GLIMPSE



2013

TRAINER, star biostimulant product based on vegetal protein hydrolysates is **officially launched on the international market**, with a great success.

2014

Novamin biostimulant solutions are **recognized on the global market for their quality, efficacy and efficiency on a broad range of crops**. The company starts to plan the building of a second plant in the US to better meet the growing demand.

2011

Novamin was founded after several years of research in the field of vegetal peptides and their great biostimulants property. First pilot factory near Novara (Italy).

2015

The new factory in Biandate is inaugurated: the facility of 5000 sqm is set not only for the production of vegetal protein hydrolysates but also of solutions for plant nutrition with micronutrients. The facility can produce 1 M Liters of VPH per year.



2018-2022

The company continues to **invest in R&D** in order to improve the offer of biostimulants and nutritional solutions. **Many new products and ranges are launched.** Ecocert certification is extended to most of them.

2023

Investments are made to **improve the warehouse capacity.**

2023

It marks **10 years of TRAINER presence** in the market of biostimulants. **TRAINER** and other **Novamin** solutions obtain **CE mark** as biostimulants in Europe. A great achievement recognizing the quality, safety and efficacy of Novamin's products. The interest for this type of solutions is still raising, and the company starts to plan investments to expand production capacity.

2017

The **Hello Nature Park** in Anderson (Indiana - USA) is inaugurated. It has been designed on an improved Novamin production process. This facility can **produce up to 2 Millions Liters of VPH per year**, meeting the demand of the huge US and Latin american markets.



HISTORY AND IDENTITY OF NOVAMIN

Novamin S.r.l. was established in 2011 in the countryside of Novara, situated along a strategic route connecting the Po Valley to the Alpine regions on one side and the ports of Genoa and Livorno on the other.

As the second production plant of the Hello Nature group, **Novamin** was founded to fulfill a strategic need: expanding the group's product portfolio by introducing a complete range of liquid fertilizers and other highly innovative nutritional and biostimulant solutions, complementing its existing solid organic fertilizers.

The company's first facility was a pilot plant, created to apply a decade of research conducted in the group's laboratories. This effort led to the development of Trainer, the world's first product based on protein hydrolysate of vegetal origin.

The revolutionary innovation introduced by Novamin lies in its "biostimulant" solutions—cutting-edge agricultural products designed with specific, targeted functions and objectives. Thanks to their plant-based raw materials, these solutions offer superior effectiveness and efficiency compared to products derived from animal amino acids. Additionally, they are 100% safe and free from pathogens.

Trainer, along with other Novamin products, is certified for organic farming and caters to the growing vegetarian and vegan population, as well as individuals with ethical or religious dietary preferences seeking food free from any animal-derived contamination.

Modern agriculture faces the challenge of achieving sustainability from every perspective, reducing environmental impact while maintaining high productivity. Farmers today are expected to grow more food while minimizing their carbon footprint, chemical fertilizer usage, and land exploitation. Novamin's solutions are specifically designed to help farmers address these daily challenges while ensuring fair compensation for their efforts.

As highlighted, Trainer is **Novamin's** flagship product, but it is far from being the only one. Trainer is powered by PSP (Plant Stimulating Peptides) technology, which has been utilized since the beginning as a foundation for developing additional product lines tailored to meet diverse agricultural needs, varying by country and cultivation conditions.

From the very beginning, **Novamin** has been able to offer its customers a comprehensive range of biostimulants and nutritional solutions, designed not only to nourish plants and soils but also to address challenges related to climate, environment, soil conditions, and nutrient deficiencies.

The success of our efforts was so remarkable that, within less than two years of production, we began planning a new facility to manage the extraordinary increase in demand. In 2014, construction began on a new 5,000-square-meter plant. This expansion was driven not only by the need to serve existing markets but also by the rapid opening of new ones.

Our initial market entry was so successful that plans were quickly developed for a similar facility in the United States. This would allow us to serve new customers more efficiently while tapping into the vast market potential of the American continent.

By 2017, less than three years after the inauguration of the Biandrate factory, the production facility in Anderson, Indiana, was operational, producing at twice the scale.

In recent years, continuous investments in R&D—carried out in collaboration with renowned Italian universities and international institutions—have allowed us to enrich and refine our formulations. These innovations have further increased the efficiency of our products, ensuring they meet the evolving needs of farmers, customers, and global markets.

Novamin's remarkable growth is further evidenced by the ongoing expansion of its corporate structure, which has solidified the company's central role—not only within the Hello Nature group but also on the global agricultural stage.

Our philosophy places people at the heart of our success. On one hand, we foster a work environment that prioritizes employees' needs, including a strong emphasis on work-life balance. On the other hand, we provide opportunities for professional development through career advancement and job rotation.


Thanks to a rigorous R&D policy, cutting-edge technology, and a highly skilled and qualified workforce, **Novamin** is poised to maintain its position as a leader in the sector. We are ready to expand our production capacity and develop new, even more high-performing technologies in the coming years.

Novamin has always upheld a strong commitment to the environment. As noted earlier, our products contribute to environmental protection by addressing soil degradation, enhancing biodiversity, preventing desertification and climate change, and significantly reducing the environmental impact of agricultural practices. This includes optimizing nutrient use to minimize reliance on chemical fertilizers.

From the outset, every detail of our production facilities has been meticulously designed to minimize waste, reduce resource consumption, and limit the use of packaging materials. Our production cycle is optimized to conserve water, lower emissions, and minimize energy usage. Additionally, we recover and repurpose every possible byproduct from our processes—for example, turning production residues into a fertilizer rich in organic matter. As demonstrated by the data in this report, our waste levels are exceptionally low, especially considering the scale of our operations.

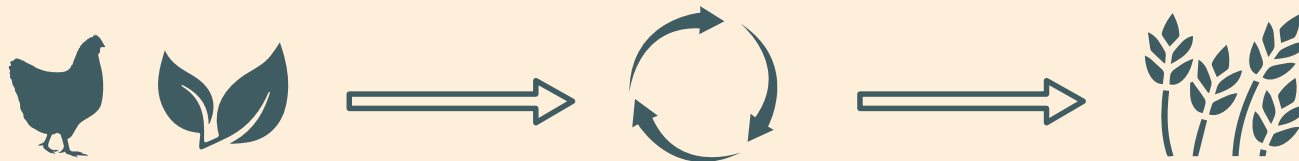
In conclusion, **Novamin** is guided by the principles embodied in its products: to play a crucial role in combating world hunger, addressing climate change, and fostering a more sustainable industry. We remain dedicated to respecting nature and safeguarding the planet for future generations.





Novamin's goal is to empower farmers and agricultural communities by providing innovative, vegetal-based biostimulants that enhance soil health, improve crop resilience, restore biodiversity, and promote regenerative farming practices. We are committed to delivering safe, transparent, and science-backed solutions that support plant growth and wellbeing, human health, and the profitability of farmers, while contributing to a more resilient and regenerative global food system.

NOVAMIN IS PART OF THE HELLO NATURE GROUP



MORE THAN 90% RAW MATERIALS FROM RENEWABLE SOURCES OF ANIMAL AND VEGETAL ORIGIN

50+ years of experience founded in 1971, a family-owned business for 3 generations



12 Subsidiaries & commercial offices

All around the world



6 Plants & Manufacturing facilities

For the **sustainable & circular production** of biostimulants of vegetal origin, beneficial microbials and organic fertilizers.



5% of turnover invested in R&D

Biostimulants & enhanced Nutrition catalog

More than **80 products**

70 % suitable for organic farming



5 formulas with **CE mark** as biostimulant (EU)

Member of



GLOBAL PRESENCE:
More than 80 countries

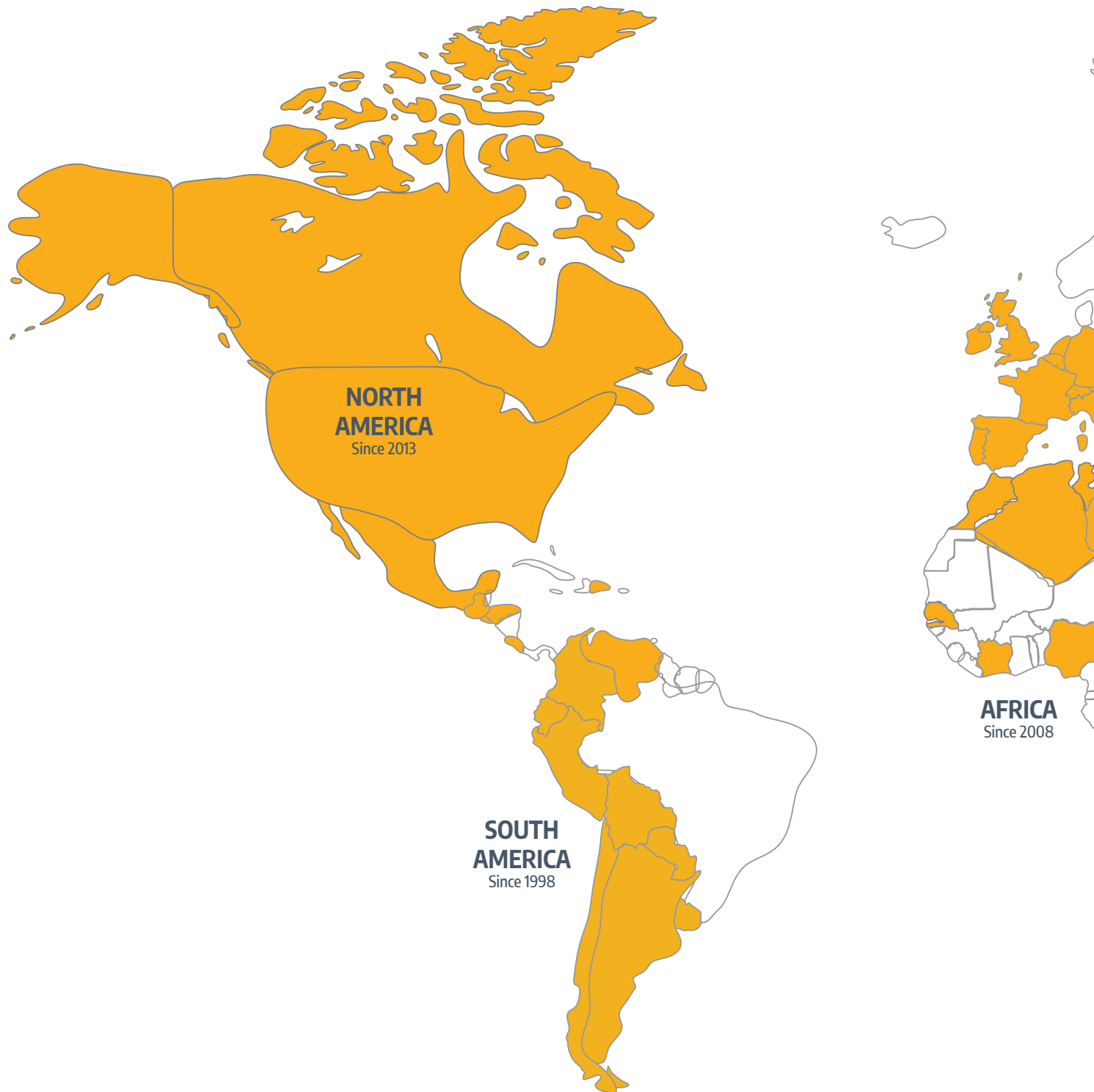
TURNOVER 2022:
65 millions €
(consolidated)

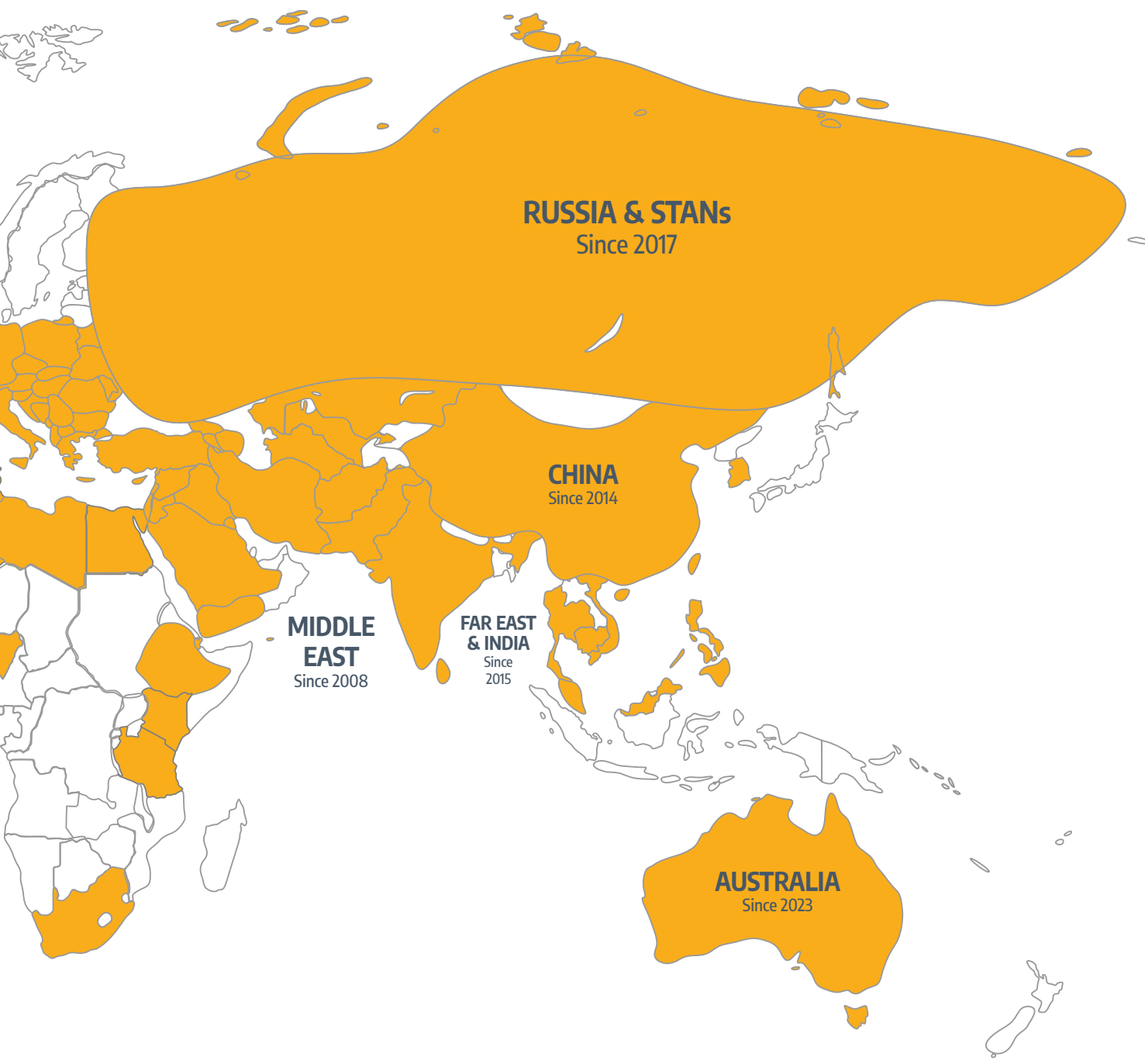


EMPLOYEES:
160



NOVAMIN'S WORLDWIDE PRESENCE MORE THAN 80 COUNTRIES





OUR MAIN BUSINESS: BIOSTIMULANTS

What are biostimulants?

Biostimulants are the future of agriculture

(www.biostimulant.com)

Biostimulants have been identified in the late 90's as substances able to promote plant growth. Since then, they have become more and more crucial to modern ways of growing crop, until 2019 when they have been officially defined for the first time in the (EU) 2019/1009 Fertilizing Product Regulation.

European Institutions decided to define biostimulants by a functional approach with four kind of functions/claims. The harmonized definition of a biostimulant is **a product stimulating plant nutrition processes independently of the product's nutrient content** with the sole aim of improving one or more of the following characteristics of the plant or the plant rhizosphere:

- Nutrient use efficiency
- Tolerance to abiotic stress
- Quality traits
- Availability of confined nutrients in soil or rhizosphere

This definition is associated with a clarification that biostimulants are fertilizing products and are not plant protection products.

Now that Europe has published an official definition for the **BIOSTIMULANTS** category, many other countries are looking at it and are starting the discussions to regulate the biostimulant sector (USA, Brazil, China, India etc..).

These solutions are vital to tackle the actual challenges agriculture is facing: climate change, soil degradation, loss of biodiversity, producing enough food for a growing population on less land, reduction of the use of Plant Protection Products...

Biostimulants can be of different type and origin: protein hydrolysates (vegetal or animal), seaweed and plant extracts, organic acids, beneficial microbials and more.

In Novamin, we produce exclusively biostimulants based on protein hydrolysates 100 % of vegetal origin, containing Plant Stimulating Peptides (PSP) proven to be the best ingredient able to stimulate plant responses.

Novamin's Vegetal Protein Hydrolysate products are made exclusively from the highest quality, non-GMO vegetal sources and are guaranteed to contain no animal by-products. They are produced using a proprietary Enzymatic Hydrolysis process. We call them Plant Stimulating Peptides (PSP). Unlike free amino acids, PSP have a more prominent, assured, and natural biostimulant effect to enhance nutrient absorption, mitigate the effects of abiotic stress and increase fertilizer efficiency.



WHAT ARE THE DIFFERENCES WITH ANIMAL HYDROLYSATES?

- Hydroxyproline and Hydroxylysine present in hydrolysed collagen (leather) cannot be used by plants.
- Glycine, the major component in a collagen hydrolysate, has a stimulatory effect at low dosage and can easily induce phytotoxic effects on cells at relatively low amounts.

PLANT STIMULATING PEPTIDES

Stimulation of lateral rooting

Play hormone-like activity

Stimulate photosynthesis and plant growth

Beneficial effect on plant metabolism

Yield increase

Increase tolerance to adverse climatic conditions

Enhance root activity

Improve protein synthesis

Synergistic action with most plant protection products

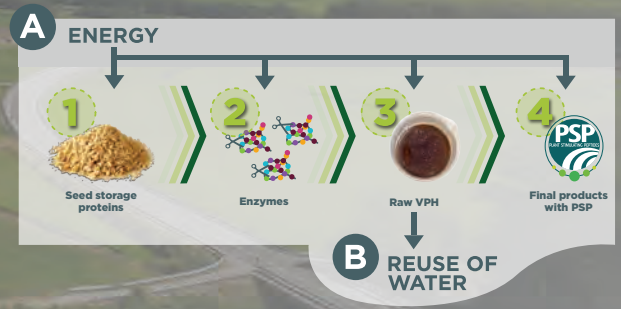
Delay the senescence process

Better assimilation of macro and micronutrients

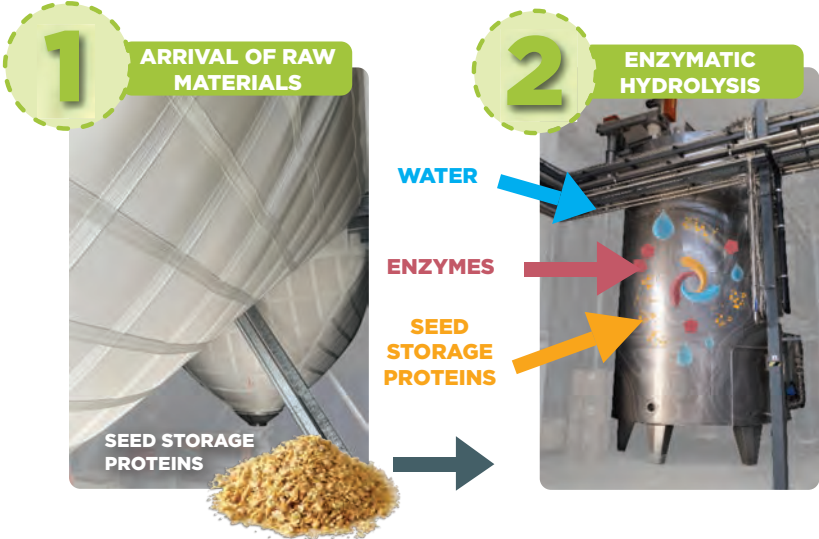
Improve ripening and fruit organoleptic quality

No risk of contamination from BSE, Salmonella, Escherichia coli and other pathogens from animal origin

OUR PRODUCTION PROCESS



1 & 2 ARRIVAL OF RAW MATERIALS AND ENZYMATIC HYDROLYSIS

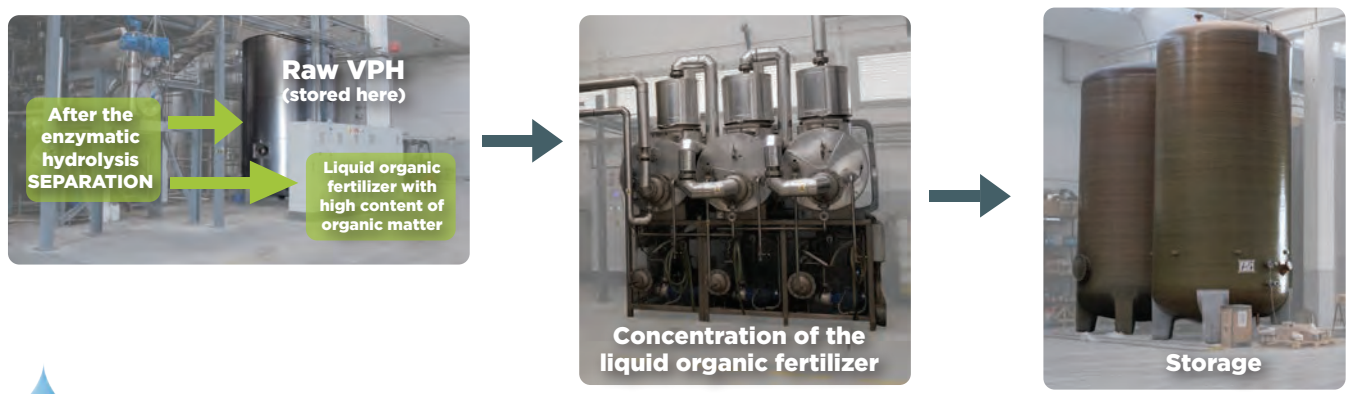


What is enzymatic hydrolysis ?

BENEFITS

- Process designed to preserve PSP and their biological value
- High content of PSP inside
- Low energy cost and low environmental impact
- Complete reproducibility of the bioactive peptides cocktail

Water + Seed storage proteins + enzymes are the raw materials needed for the enzymatic hydrolysis, at the beginning of our process. Timing and temperature are managed according to the goal.



3

CONCENTRATION

3.1

SEPARATION OF SOLID PART

The separation takes place here



Solid residues are separated and collected in a container, then reused in other Hello Nature solutions

Raw PSP

PSP final product



The output of the process is stored here

Raw VPH is concentrated removing excess water

RECYCLING OF WATER IN THE PROCESS

3.2

WATER REMOVAL

Tanks where recycled water is stored



Here is where the concentration takes places

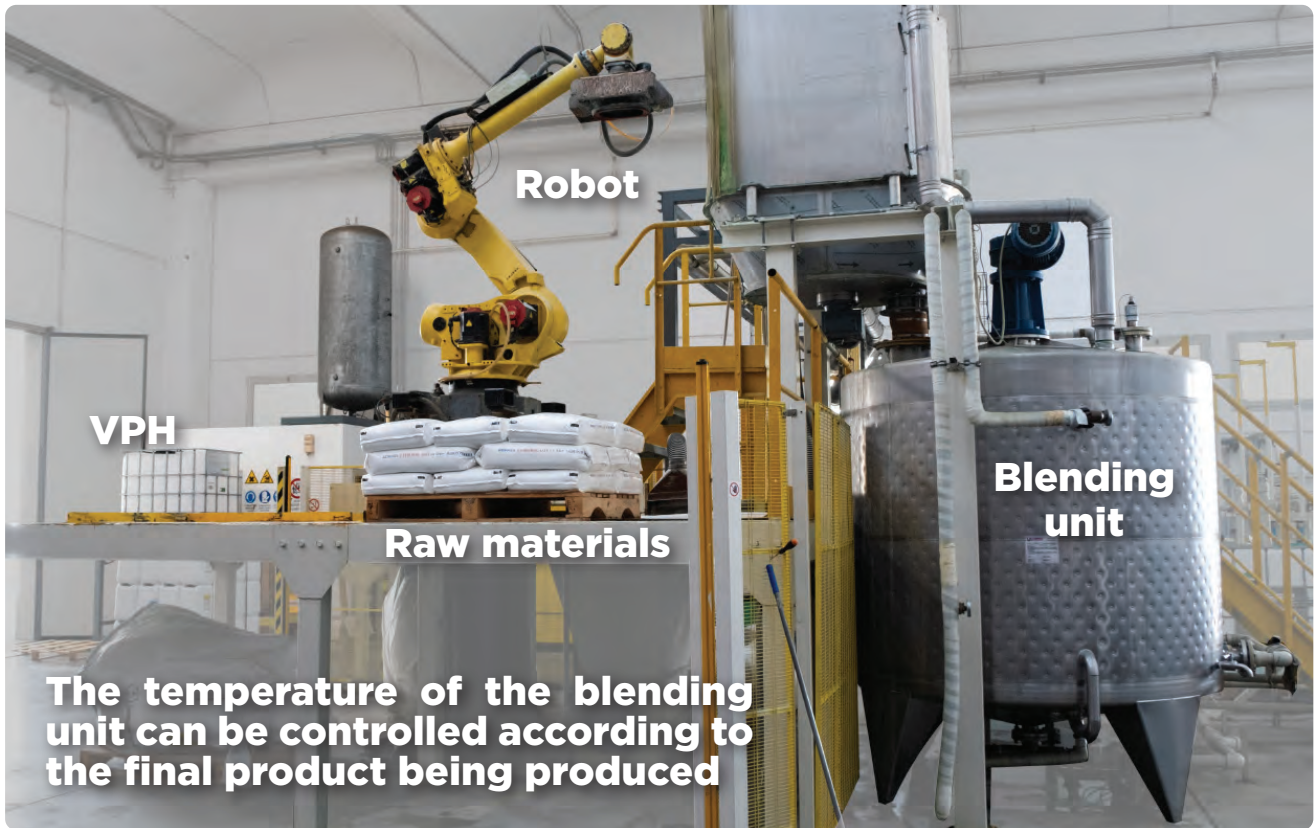


We are able to make 3 complete cycles per week and to produce a total of 30.000 Liters per week on average.

After the concentration, the vegetal protein hydrolysate is ready to be packaged or to be blended with the additional ingredients (like macro and micronutrients).

4

ROBOTIC FORMULATION



BENEFITS

- Safe for operators
- Precise formulation without any loss
- Extensive formulation capacity
- High processing capacity



5

PACKAGING AND STORAGE



Limited stock availability - On-demand production



**Packaging we propose:
1 - 5 - 20 L and 1000 L IBC**

WHY TO CHOOSE THE IBC ?

- Low transportation and logistic cost
- Less packaging material
- Low environmental impact

NOVAMIN 2023: TOTAL PRODUCTION

1 691 629 L

AVERAGE OF 32 000 L PER WEEK



OUR RANGES: ONE TECHNOLOGY, MANY PRODUCTS FOR SPECIFIC GOALS!



Novamin ranges are based on a 100% natural origin ingredient (seed storage proteins) and overall, their goal is to promote plant growth, development and wellbeing, by preventing deficiencies, nutritional imbalances and by boosting plant metabolism.

The majority of our products is suitable for organic farming, and they are designed to fit the needs of a large variety of crops. **Novamin**'s solutions have been tested for efficacy and performance, some examples:

Winter cereals: +3,4% yield (average of 15 trials in 5 years) and +0,3 points of protein content (average of 23 trials in 7 years)

Rapeseed: +2,4% (average of 24 trials in 7 years)

Corn: +5,9% (average of 23 trials in 6 years)

Soybean: +6,7% (average of 8 trials in 2 years)

Tomato: +7,5% Nutrient use efficiency

Our ranges have been designed to suit different crop needs and growing method, they can be applied either for fertigation or foliar, for seed coating or in soilless conditions. The products are mainly in liquid form.

The high content of peptides of 100% vegetal origin improves the physiological state of the plant, its ability to perform photosynthesis and it increases plant resistance to climatic stress such as high/low temperatures, drought and salinity.

Novamin products are recommended throughout the growing cycle to support plant development and to improve yield and other quality traits such as fruit size and weight, protein content, ° Brix, shelf life, homogeneity, nutritional content.

To create our ranges such as MYR, SCUDO, Hi-Q etc.. We mix high-quality input materials (coming mainly from European countries) with our vegetal protein hydrolysates, in order to obtain products suitable for various crop needs and farmers goals.

Overtime, we have put together a database of over **80 scientific publications** confirming the effects of our products on different crops and for different benefits.

TRAINER

IS OUR **BEST SELLER PRODUCT**
ON THE MARKET SINCE 2013!

NUTRIENT USE EFFICIENCY ACTION: it is able to improve the absorption and uptake of nutrients such as nitrogen, phosphorus and potassium, reducing the need for chemical fertilizers application.

BIOSTIMULANT ACTION: promotes the development of the plant and supports it in the most delicate phases without causing deformations or loss of consistency of the fruits.

NUTRITIONAL ACTION: is the ideal complement to traditional fertilization to obtain high production and quality results, thanks to the contribution of numerous biologically active substances that improve photosynthesis and the physiology of the plant.

Trainer is an innovative biostimulant that improves plant growth and development, while reducing nutrient loss, phytotoxicity from herbicide application, and plant stress. As an organic biostimulant, **Trainer** is a perfect application for sustainable farming as it increases plant and root health, resilience, and quality of yields.

Trainer is made of high-quality organic ingredients and it improves the plant's uptake of nutrients by acting on root development and plant growth, leading to higher yields, better fruit quality and healthier plants. The all-natural formula comes as a liquid, and is the ideal partner to implement sustainable agricultural practices.



FROM PLANTS TO...PLANTS



CORPORATE STRATEGY FOR SUSTAINABILITY



ROOTS OF CHANGE is the first Impact Report we release. The drafting of the report is done on a voluntary basis for us as we do not fall within the parameters of the European Directive (EU) 2022/2464 or CSRD (Corporate Sustainability Reporting Directive) adopted on 14 December 2022. We firmly believe in the importance of setting objectives to improve our environmental and social footprint and have a positive impact on the future of agriculture so we decided to dedicate our time and efforts to the publication of the report.

The name we have chosen **ROOTS OF CHANGE** reflects both our starting point on this journey and the vital role we play in fostering growth and transformation—just as roots anchor plants, nurture life, and pave the way for sustainable development.

As a company dedicated to producing innovative, vegetal-based biostimulants, our mission and values naturally align with the principles of sustainability and regenerative agriculture. Our products are designed to enhance plant health, optimize resource use, and support farmers in adopting practices that restore ecosystems and promote food system resilience.

This report is structured around three key pillars:

I. Environmental Impact & Use of Resources

II. Guarantee for Quality, Safety, and Sustainability

III. People, social impact & communities

Together, they represent our holistic approach to reducing our environmental footprint, ensuring the highest standards for our products, and creating positive change in the communities we serve.

ROOTS OF CHANGE symbolizes not only the foundation of our work but also our commitment to growth, transparency, and continuous improvement. By documenting our progress, we embrace the responsibility to nourish both people and the planet while striving for a more sustainable and resilient future.



I. ENVIRONMENTAL IMPACT & USE OF RESOURCES

Novamin's goal has always been the careful use of resources, the optimization of waste management, the minimization of waste in general.

Since its foundation, **Novamin** has pursued an environmental sustainability strategy strongly focused on circular economy, in which it seeks not only to save and safeguard resources, but also to recover as much as possible and to give new life or new use to the by-products of its production cycle, as well as to packaging.

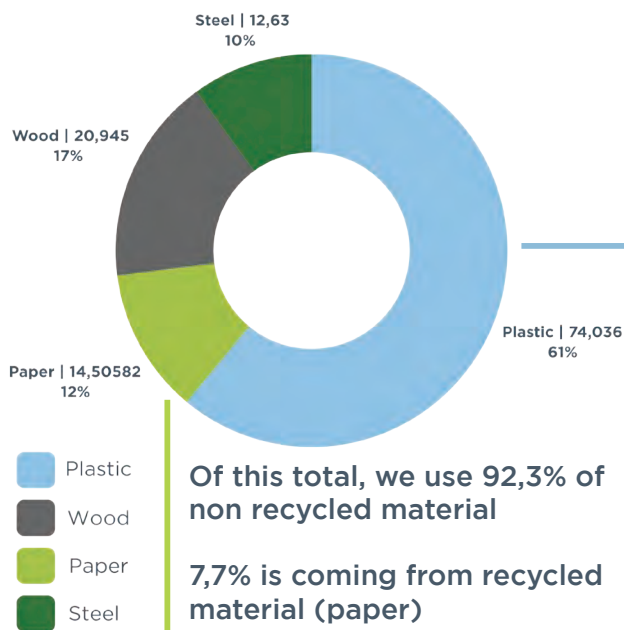
I. ENVIRONMENTAL IMPACT & USE OF RESOURCES

1. PACKAGING MANAGEMENT

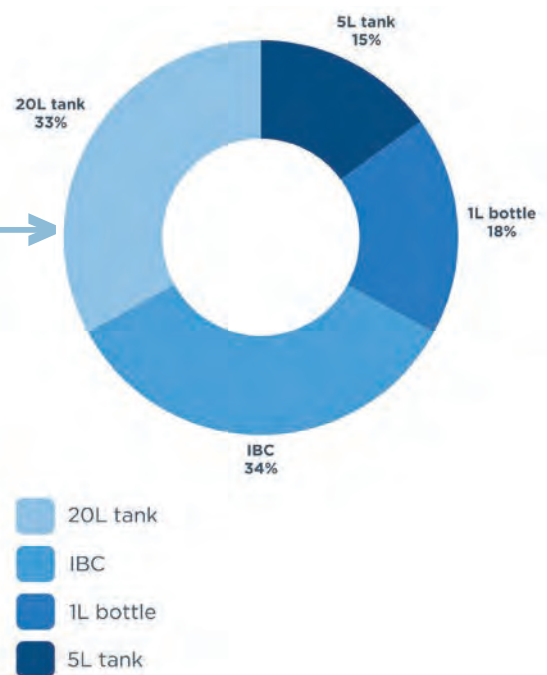
All non-returnable packaging used for delivering liquid raw materials is repurposed for discharging the semi-finished product made from the same raw material. This approach eliminates the need for washing the packaging, thereby avoiding the production of wastewater that would otherwise require disposal or purification. For returnable packaging, intact and fully functional boxes are reused, while damaged ones are repurposed as containers for collecting paper waste to be recycled.

Regarding our suppliers of cans and bottles, we have carefully chosen those who minimize packaging, using only a plastic film for wrapping. Additionally, all pallets used in the process are returnable.

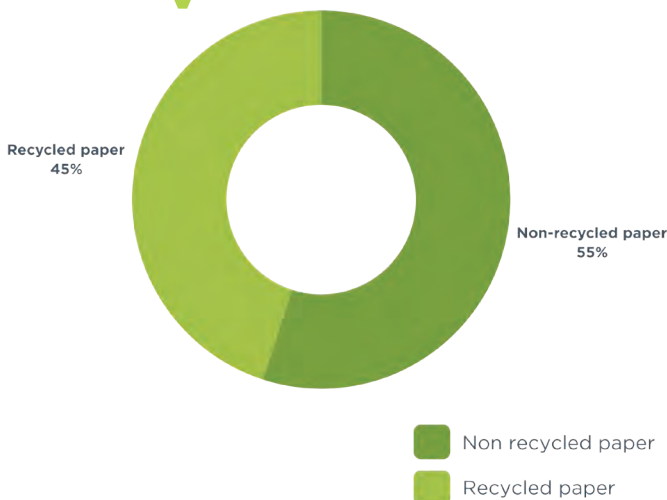
TOTAL OF MATERIALS USED (Ton)



PLASTIC



PAPER



OUR GOALS IN THE NEXT 5 YEARS:

Replace at least 25% of our plastic package with recycled plastic supply.

Increase the % of the recycled paper.

I. ENVIRONMENTAL IMPACT & USE OF RESOURCES

2. WATER MANAGEMENT

In **Novamin** we ensure a wise water use and we implemented careful water management practices to minimize the use and maximize its reuse within the process and for the needs of the plant.

WASHING WATER MANAGEMENT

After each production, the plant is cleaned with hot water. We use hot water that allows us, with less water expenditure, to have the certainty of thorough cleaning that avoids contamination between products. The water thus obtained is reused the next time to produce the same fertilizer. The little water that cannot be reused in production is accumulated in special silos and conveyed to the purification center.

In 2023 we used a total of
20.768 mc
of water

- **3,17%** vs 2022

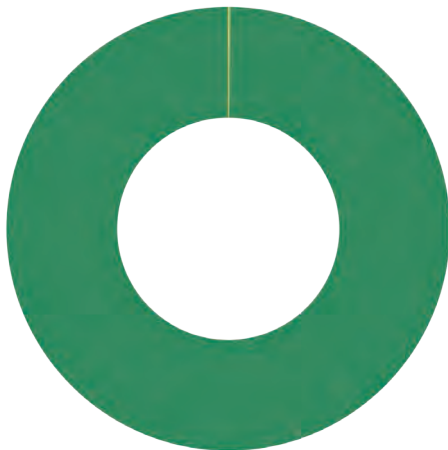
CLOSED CYCLE PRODUCTION

Thanks to the aerial filters and the collection of non-recoverable washing water in safe wells, we can say that the **Novamin** production cycle is closed, meaning that nothing is released into the environment surrounding the production site.

3. WASTE MANAGEMENT

An adequate and low-environmental impact production process means also a **responsible waste management**. At **Novamin**, it is about minimizing waste generation, promoting recycling and reuse, and ensuring safe disposal practices to protect the environment, conserve resources, and support circular economy. We minimize the amount of our hazardous waste (0,13% of the total) and work to reduce the non-recycled waste.

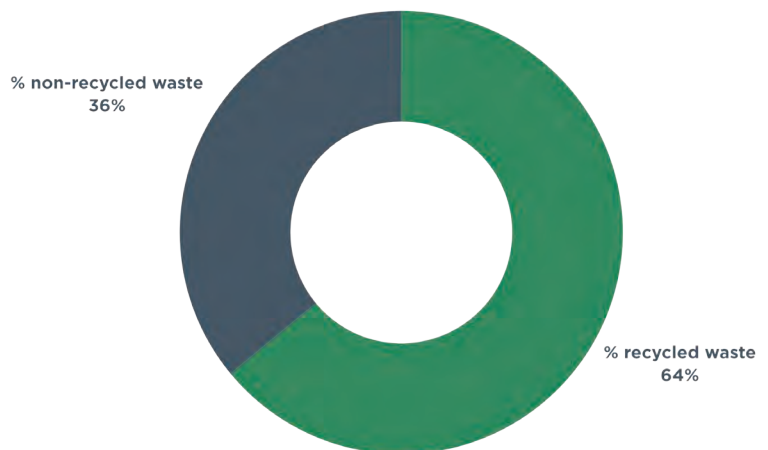
TOTAL WASTE (2971,8 TON)



Non-Hazardous waste | 2967,9
99.9%

- Hazardous waste 3,9 T
- Non-hazardous waste 2967,9 T

RECYCLED WASTE %



- % recycled waste
- % non-recycled waste

RECOVERY OF SOLID WASTE FROM THE PRODUCTION CYCLE

The solid waste resulting from the production of **Novamin**, rich in nutrients and organic matter, is collected and reused within other plants of the group to produce further nutritional solutions for plants, thus giving life to a circular process in which every by-product is valorized and reused.



OUR GOALS IN 2 YEARS:

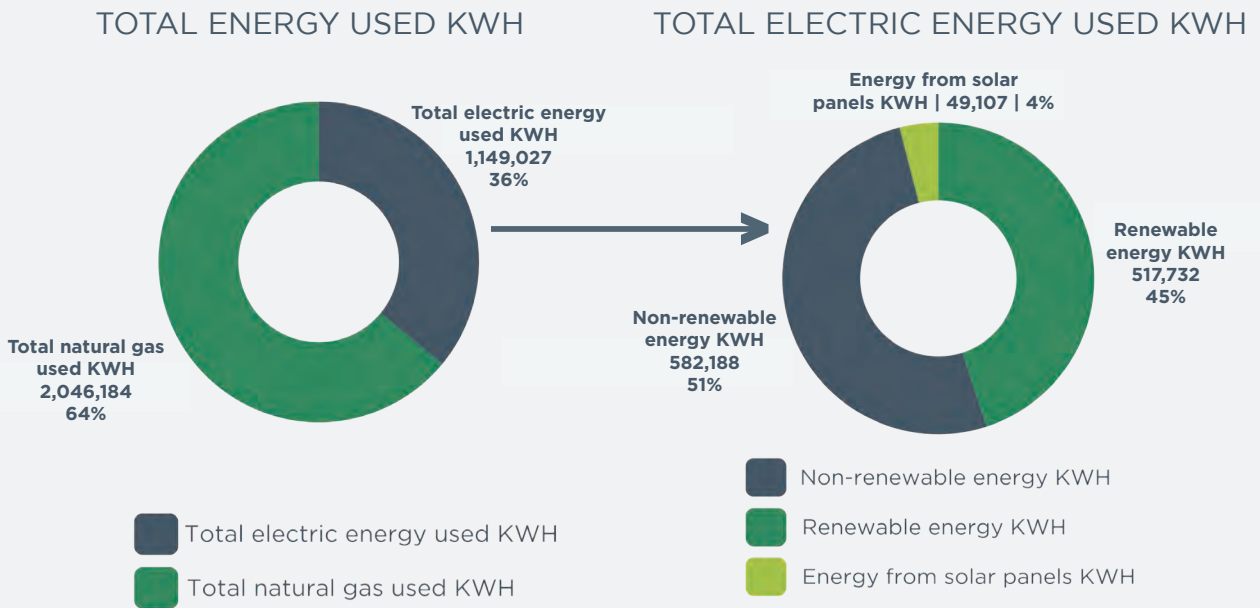
Lower the amount of our non-recycled waste by proposing the liquid by-product resulting from the process as a fertilizer rich in organic matter and put it on the market to restore and improve soil fertility and biodiversity (formula with CE mark)

I. ENVIRONMENTAL IMPACT & USE OF RESOURCES

4. ENERGY MANAGEMENT

Since the beginning, a careful energy management has been a priority for Novamin.

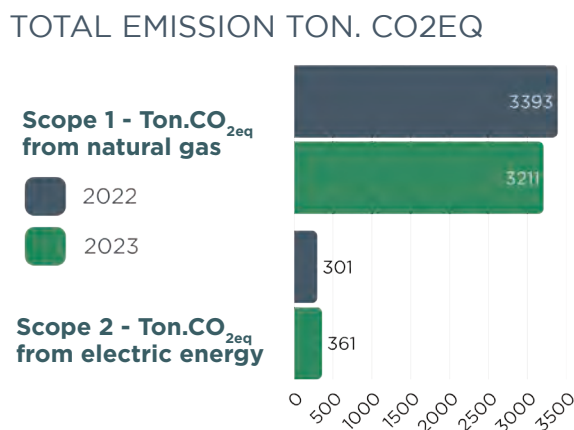
Thanks to numerous solar panels positioned on the roof of the plant, **Novamin** is able to partially reduce its demand for electricity and access a high percentage of “clean” energy: **almost half of the electric energy used in 2023 comes from renewable sources (49,3%).**



Still **Novamin** operates with the majority of non-renewable energy sources, whose use generates both direct emissions (deriving from the use of fossil fuels – primarily natural gas) and indirect emissions (due to the consumption of electricity).

The monitoring of such emissions allowed the **quantification and categorization under scope 1 and scope 2 categories.**

Total 2023 scope 1+2 = 3572 Ton.CO_{2eq} → 3,3% vs 2022



OUR GOAL IN 2024:

Add the quantification for SCOPE 3 emissions (indirectly linked to a company’s operations but not under its direct control) at least for the transportation activity.

Reusing washing water enables significant water savings. Additionally, installing thermal jackets wherever possible results in substantial energy savings, as they help maintain products at the correct temperature throughout the production cycle.

The introduction of label printers has also eliminated paper waste caused by outdated pre-printed labels that could no longer be used.

Furthermore, our offices follow a paperless policy, with all documents stored digitally.

To conclude, it's clear that in **Novamin** we act with a careful resources management: the complete the process is designed to **minimize the use of resources** (where it is possible prioritize the use of renewable ones), to **maximize the reuse** of materials and by-products, and to **lower our environmental impact**.





II. GUARANTEE FOR QUALITY, SAFETY AND SUSTAINABILITY

At the heart of our commitment to sustainability lies the unwavering pursuit of quality, safety, and environmental stewardship. As a company, we recognize that delivering superior products is not enough—our processes, practices, and principles must reflect the highest standards of responsibility and integrity.

In this chapter, we explore how we ensure the quality and safety of our vegetal-based biostimulants at every stage of their lifecycle, from sourcing raw materials to delivering final products to farmers. We also highlight our efforts to integrate sustainability into every aspect of our operations, aligning our products and practices with global environmental goals and the principles of regenerative agriculture. By prioritizing transparency, innovation, and compliance with rigorous standards, we aim to create value for our customers while protecting people, ecosystems, and the planet.

II. GUARANTEE FOR QUALITY, SAFETY AND SUSTAINABILITY



1. FOCUS ON CE MARK: WHY IT'S SO IMPORTANT?

The **CE mark** ensures that biostimulants comply with the **EU Fertilising Products Regulation (FPR)** (Regulation (EU) 2019/1009), which came into effect in July 2022. This regulation establishes clear, harmonized rules for the **production, labelling, and marketing of fertilizing products, including biostimulants**. It sets standards for:

- **Product safety** (free of contaminants and harmful residues).
- **Environmental sustainability** (minimal ecological impact).
- **Efficacy** (demonstrated positive effects on plant health or growth).

In the text of the regulation there are definitions for which component material can be used (and only these) to produce biostimulants like “Plants, plant parts or plant extracts” or “Micro-organisms”. These categories of materials are called “Component Material Categories” (CMC). Fourteen (14) CMC are defined in the Regulation. In order to ensure the compliance with all the Regulation requests, standards are in process of being developed prior the full application of the Regulation. (STANDARDIZATION: CEN/TC 455).

To obtain the CE mark, biostimulants must apply to a relevant module of conformity (Module B+C or Module D1) and must be evaluated by an independent notified body, Whatever the module of conformity, a complete report is required and must contain manufacturing process, recipes, analyses, label, technical data sheet, safety data sheet, efficiency trials...

By obtaining the CE mark, a company demonstrates that its products meet these stringent requirements, allowing legal distribution and sale across all EU member states without additional national approvals. The CE mark is a symbol of quality and compliance recognized by farmers, distributors, and regulators throughout Europe. For biostimulant manufacturers, it enhances credibility by providing assurance that the product is safe for users, consumers, and the environment and also that it delivers proven results in line with its intended claims.

The CE mark aligns with **Europe’s broader sustainability initiatives, including the Green Deal** and the Farm to Fork Strategy, which aim to make food systems more sustainable and reduce the environmental footprint of agriculture. Certified biostimulants contribute to these goals by offering eco-friendly alternatives to traditional agrochemicals.

The CE mark is a vital credential for biostimulant products in Europe. It signifies compliance with strict EU regulations, facilitates market access, builds trust, and aligns with Europe’s sustainability objectives. For manufacturers, obtaining this certification is not just a regulatory obligation but also a strategic investment in market growth and long-term success.

In 2023 Novamin obtained the CE mark for **2 formulas** allowing to market as EC fertilizer containing plant biostimulant almost all the ranges of its catalog.

FUTURE GOALS:

For 2024 >> To register CE as biostimulant one more formula to cover the remaining portion of products.

In 2 years time >> To complete the CE registration for the whole plant (module D1).



II. GUARANTEE FOR QUALITY, SAFETY AND SUSTAINABILITY

2. OTHER CERTIFICATIONS

Since the beginning of the activity, **Novamin** recognized the importance of delivering safe, guaranteed and certified products to farmers all around the world. This is why we have obtained the most important independent-body certifications of the sector such as **ECOCERT**, **OMRI**, **CDFA** for our solutions for **organic farming**.



ECOCERT confirms that **Novamin's** formulas meet rigorous standards for organic farming through an extensive audit process, which is repeated every year. This certification enhances the global marketability of our organic solutions, allowing them to be sold as organic in regions like Europe, the U.S., and Japan **under respective organic standards**.



Our Trainer product has been **OMRI-certified since its launch**. **OMRI (Organic Materials Review Institute)** certification is crucial because it ensures that a product meets the standards required for use in certified organic agriculture in the **United States**. This certification verifies that Trainer is suitable for sustainable and organic farming practices. It helps organic farmers comply with regulatory standards while ensuring their crops receive high-quality, eco-friendly inputs.



Trainer has also been certified by the **California Department of Food and Agriculture (CDFA)** for organic farming. The importance of CDFA certification lies in **its role in verifying that products meet stringent standards for organic agricultural use in California**. This certification is essential for gaining trust in a highly regulated organic farming market and ensuring products contribute to sustainable farming practices. It also opens up access to markets that prioritize environmentally responsible solutions.

FUTURE GOALS:

For 2024 >> To obtain biodynamic (Demeter) and Vegan certifications for Trainer.

In 3 years time >> Novamin will be certified ISO 9001 – a standard defining the requirements for a Quality Management System (QMS). ISO 9001 provides a robust framework for factories to deliver consistent, high-quality products while driving continuous improvement and enhancing overall efficiency.

3. TRACEABILITY: FROM RAW MATERIALS TO FINAL PRODUCTS

Certifications are not the only way in which **Novamin** guarantees the safety and quality of the formulas. Traceability, spanning from raw materials to the final product, is a cornerstone of modern business operations. It allows companies to ensure the quality, safety, and authenticity of their products by monitoring every step of the supply chain. This transparency builds trust along the supply-chain, in particular **distributor and consumer trust**. Moreover, traceability also enables **swift and precise responses to recalls or quality concerns**, minimizing potential damage to a company's reputation and ensuring consumer safety. Additionally, by identifying inefficiencies or risks in the supply chain, traceability supports sustainable and ethical sourcing practices, reinforcing corporate responsibility.

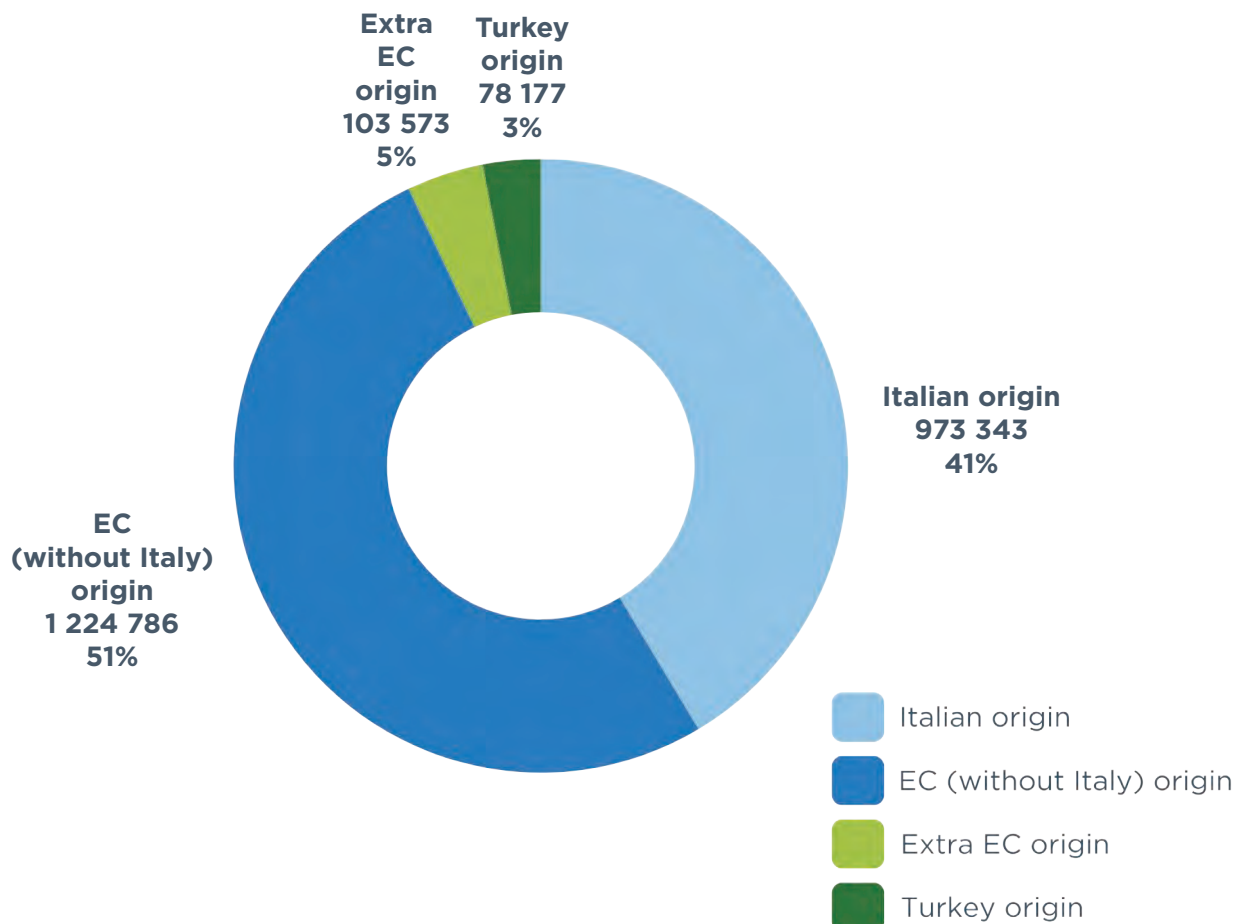
Novamin's building blocks for traceability are:

- Raw Material Identification: Capturing details about the origin, type, and source of raw materials, including certifications or standards compliance.
- Careful selection of suppliers: **Novamin's** suppliers are all from Europe, ensuring the alignment with stringent quality standards, promoting compliance with ethical and sustainable sourcing practices, and facilitating stronger partnerships.

To further confirm our commitment, we have analyzed the origin of our raw materials and we can state that 92 % of the total amount we use has an european origin (41 % Italy and 51% EC).

- Production Tracking: Monitoring the transformation of raw materials into intermediate and final products, ensuring all inputs are logged and processes are documented.

RAW MATERIALS ORIGIN (TONS)



II. GUARANTEE FOR QUALITY, SAFETY AND SUSTAINABILITY

- Batch tracking: 100% of our products are labelled* and marked with a specific batch number, that allows us to know exactly when the product has been produced and the formula it corresponds, in order to ensure higher transparency and a quicker answer in case of quality issues.
- Analysis: Each batch is analyzed by an external independent laboratory to check quality and uniformity of the composition.
- Packaging and Labeling: we make sure that accurate product information is included on packaging, such as ingredients, mode of use, disposal instructions.

* 

NON-MICROBIAL BIOSTIMULANT
Ingredients
 Vegetal Protein hydrolysate (CMC I: virgin material substance and mixture)
Instruction of use
 Doses and mode of application are to be determined according to the requirements and the nutritional situation of the crop. Under standard conditions:

Crops	Application rate	Application method	Application stage	Application number	Claims
Vegetation, ornamental, medicinal and aromatic crops	20 to 1.750 of fertilizer	Fertilization	From plantation	All every fertilizer application	Improvement of nutrient use efficiency, Nitrogen, Phosphorus, Potassium, Improvement of the weight of plants.
	2 to 1.5 Litre	Soil	All the relevant stages of development	1, 5	
	20 to 1.0 Litre	Foliar			
Woody Perennials (grape, berries, herb trees...)	20 to 1.750 of fertilizer	Soil	From plantation	In association with fertigation	Improvement of nutrient use efficiency, Nitrogen
	2 to 1.5 Litre	Foliar	All the relevant stages of development	1, 5	Improvement of nutrient use efficiency, Nitrogen, Improvement of the number of fruits per tree/plant
Broadleaf (cornell, beans, potatoes, wheat), cereals, citrus crops...	20 to 200 ml/100 kg of seeds	Seed coating		1	Improvement of nutrient use efficiency, Nitrogen
	2 to 10 Litre	Soil			
	20 to 100 Litre	Foliar	All the relevant stages of development	1, 5	Improvement of nutrient use efficiency, Nitrogen, Improvement of the number of grains per ear

Due to the plant-based material separation and color variations are normal. Shake well before use.
 It is recommended to perform the treatment in the cooler hours of the day to exploit the moments of maximum absorption of the plant. Apply using an adequate amount of water that will provide complete dilution of the product. This product, once diluted, is miscible with the most commonly used plant protection active ingredients and fertilizing products. In case of mixture, it is the user responsibility to test the mixture before application. Do not apply undiluted.
Recommended storage conditions
 The product is stable at ordinary temperatures and pressures. Store in a dry place at temperatures between 4 and 35 °C, in original container only and keep tightly sealed when not in use.
Information on safety and environment
 The safety data sheet is available on request by email: msd@hello-nature.com
 Do not contaminate water, food or feed by storage, disposal or cleaning of equipment. Dispose of unused product and empty containers in accordance with local regulations.
Additional information
 Allowed in organic farming according to REGULATION (EU) N° 2018/848.

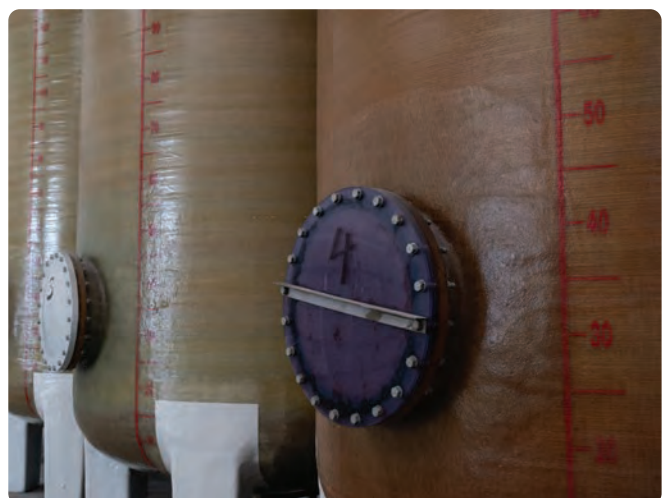
LIQUID - Volume net : 5 L - Poids net : 6,05 kg
 Evaluated by an European Notified Body under module B.

Produced by: HELLO NATURE INTERNATIONAL
 Via Valsesia, 94, 23061 Biancorte (VC) - Italy
 Tel. +39 0321 564230 - www.hello-nature.com

FUTURE GOALS:

For 2024 >> To put in place a clear and structured quality management system with focus on customers.

We will establish a customer complaints management system which will allow us to answer quickly and to analyze the complaints in order to tackle problematic areas of our business and improve them.



4. OUR PRODUCTS AIM AT SUSTAINABLY GROW CROPS

What is Regenerative agriculture?

Regenerative agriculture is an innovative, holistic approach to farming that prioritizes the restoration and enhancement of the soil, biodiversity, and ecosystems. Unlike conventional farming, which often depletes natural resources, regenerative practices aim to create a self-sustaining agricultural system that improves the environment over time. It is a different concept from organic farming. To resume, organic farming focuses on what is avoided (e.g. synthetic inputs), while regenerative agriculture focuses on what is restored (e.g. soil health, biodiversity, and climate impact). The two approaches can complement each other, but regenerative agriculture extends beyond organic farming by emphasizing ecological restoration and resilience. Regenerative agriculture's principles resonate with **Novamin's** ones and perfectly align with the advantages of our products.

This farming philosophy is centered on core principles such as improving soil health, increasing water retention, sequestering carbon, and fostering biodiversity. By prioritizing these goals, **regenerative agriculture offers a pathway to mitigate climate change, enhance food security, and promote ecological balance.**

The growing adoption of regenerative agriculture stems from the pressing need to address environmental challenges associated with traditional farming, such as soil degradation, water scarcity, and greenhouse gas emissions. Over one-third of the world's soils are degraded, with conventional farming practices like intensive tillage, monocropping, and excessive chemical inputs contributing to the problem. Regenerative agriculture responds to these challenges by employing techniques such as crop rotation, cover cropping, no-till farming, and the integration of livestock. **These practices not only restore degraded ecosystems but also create a resilient agricultural system capable of withstanding climate shocks.**

Biostimulant solutions produced in **Novamin** have emerged as a critical tool in achieving the goals of regenerative agriculture. Here is how they align with regenerative agriculture principles:

- Improving soil health
- Enhancing plant resilience
- Increasing carbon sequestration
- Reducing the need for synthetic inputs
- Boosting crop yields sustainably
- Protecting and restoring biodiversity

The integration of biostimulants into regenerative agriculture practices exemplifies the synergy between innovation and nature-based solutions. By enhancing soil health, improving plant performance, and reducing environmental footprints, biostimulants serve as a practical, scalable tool to transition toward more sustainable food systems. **As the world moves toward greener farming practices, combining regenerative principles with biostimulant technologies provides a viable pathway to not only restore the planet's degraded ecosystems but also ensure long-term agricultural productivity and food security.**

GOAL FOR THE NEXT 3 YEARS:

We will further confirm the actions of Novamin's products for regenerative agriculture by providing even more data to prove their contribution focusing in particular on soil.

II. GUARANTEE FOR QUALITY, SAFETY AND SUSTAINABILITY

5. PRODUCT-RELATED ACTIVITY FOR SUSTAINABLE & REGENERATIVE AGRICULTURE

5.1 Focus on NUE (Nutrient Use Efficiency)

The majority of the trials performed with **Novamin's** products in 2023 have been focusing on NUE, identified as a crucial challenge for agriculture in the next years and confirmed by the Green Deal and FarmtoFork strategy for Europe. Under the European Union's Farm to Fork Strategy, the goal is to **reduce the use of synthetic fertilizers by at least 20% by 2030**.

This is part of a broader effort to transition to a more sustainable food system, aiming to cut nutrient losses by 50% while preserving soil health and minimizing environmental pollution. The strategy also includes ambitious targets about the promotion of organic farming. Among the levers to enhance NUE, there are agronomic recommendations on top, like the identification of the right timing and method of fertilizer application to avoid losses, and the use of the right amount of fertilizer needed by the crops. Nowadays it's urgent to revolutionize agricultural practices to successfully overcome the challenges agricultural sector is facing, and for doing this we can count on Plant Biostimulants.

Biostimulants are able to improve directly and indirectly NUE, enhance plant metabolism and nutrients absorption and utilization to valorize the applied fertilizers. Plant biostimulants have the capacity of improving NUE of crops especially under low nutrient availability which means that less chemical fertilizers can be applied to obtain same or even better yield. **Studies have shown that by using biostimulants based on 100% vegetal protein hydrolysates, it is possible to reduce the application dose of fertilizers securing at the same time a profitable level of yield for the farmers.**

With the trials performed on several crops (wheat, corn, soybean...) we demonstrated that VPH are an innovative and valid tool to improve nutrient use efficiency (in particular for Nitrogen) and allow to reduce the application dose of fertilizers of **20-30% in average**, without reducing crop yield and quality.



5.2 Launch of Hi-Q range - November 2023



HI-Q is the new range designed to address micronutrient deficiencies in crops efficiently and effectively. It is a complete range of ten innovative solutions combining Plant Stimulating Peptides (PSP) and a high content of micronutrients, for a strong nutritional and biostimulant action. The presence of PSP improves the ability of plants to absorb nutrients in order to better prevent or cure nutritional deficiencies and disorders.

Here's what makes it so remarkable:

- **Precision Nutrition:** Hi-Q foliar fertilizers offer precise nutrient delivery directly to the plant's leaves, ensuring rapid uptake and utilization. This precision allows growers to target specific nutrient deficiencies with pinpoint accuracy.
- **Enhanced Nutrient Efficiency:** the presence of PSP maximizes nutrient absorption and efficiency, minimizing environmental impact. This eco-friendly approach aligns with sustainable farming practices.
- **Versatility:** HI-Q range is versatile, suitable for various crops and growing conditions.
- **Scientifically Formulated:** HI-Q products are meticulously developed based on the latest research and expertise. The production process is completely managed internally, and the formulations are designed to optimize plant growth, improve yield, and enhance crop quality.
- **Economic Benefits:** the enhanced crop yields and improved quality resulting from the use of HI-Q foliar fertilizers can translate into increased profitability for farmers.

The introduction of the HI-Q Micronutrients Foliar Fertilizers Range marks a significant milestone in the journey of agriculture. It signifies a commitment to precision nutrition, eco-conscious farming, and the sustainable cultivation of crops.





III. PEOPLE, SOCIAL IMPACT & COMMUNITIES

At the heart of every sustainable organization lies a deep commitment to people — both within and beyond its walls. This chapter explores how our efforts extend beyond environmental initiatives to foster meaningful social impact, strengthen communities, and uplift individuals.

We recognize that our responsibility as an organization goes far beyond profitability and environmental stewardship; it encompasses our role as a driver of positive change within society. We seek to empower people, create opportunities for progress and innovation, and enhance the well-being of those around us.

III. PEOPLE, SOCIAL IMPACT & COMMUNITIES

1. OUR STAKEHOLDERS

As a company mainly active as a BtoB business, clients are of course at the center of our activity and they are key stakeholders, but we have identified different other interlocutors relevant in our panorama, from multiple sectors and areas. Each of the following stakeholder plays a different role in the ecosystem of the business:

1) Farmers and agricultural producers are at the heart of our mission and the foundation of our success. As key stakeholders, they guide us in the development of innovative biostimulant solutions, helping us ensure that our products address the real challenges they face in their fields every day. Through active engagement and open dialogue, we listen to their needs, gather valuable insights, and co-create solutions that improve crop productivity, resilience, and sustainability. At **Novamin** we are deeply committed to supporting farmers' activities by providing them with tailored training and resources. From sharing best practices in application methods to delivering education on sustainable farming techniques, we empower farmers to maximize the benefits of our products while adopting practices that protect the environment.



2) Distributors and retailers play a vital role in bridging the gap between our company and the farmers who rely on our biostimulants. As our direct interlocutors, they serve as the face of our products and the first point of contact for many of our end customers. Recognizing their importance, we prioritize building strong, long-term partnerships based on trust, mutual growth, and shared values. Through close collaboration, we ensure that our distributors and retailers are equipped with the knowledge and tools needed to effectively represent our solutions. This includes comprehensive training on product benefits, usage guidelines, and the science behind our biostimulants, enabling them to provide expert advice to farmers. We also work together to understand market trends, identify emerging needs, and tailor our offerings to meet the demands of local agricultural communities.



3) Suppliers are essential partners in our commitment to delivering high-quality and safe biostimulants to farmers and agricultural producers. They provide the raw materials and ingredients that form the foundation of our products, making their role critical to our success.

4) Regulatory bodies and government agencies are pivotal stakeholders in ensuring that our products meet the highest standards of quality, safety, and environmental compliance. These institutions set the legal frameworks and guidelines that govern the development, production, and distribution of biostimulants, safeguarding the health of consumers, farmers, and the environment. We actively collaborate with these entities, maintaining full transparency and aligning our processes with both national and international regulations. This includes rigorous testing, registration processes, and adherence to safety protocols to ensure our products meet or exceed all requirements.

III. PEOPLE, SOCIAL IMPACT & COMMUNITIES

1. OUR STAKEHOLDERS

5) **Trade associations** play a vital role in connecting our company with the broader agricultural and biostimulant industry. These organizations act as platforms for knowledge-sharing, advocacy, and the establishment of industry standards. Through active participation in trade associations, we stay informed about market trends, regulatory changes, and emerging scientific developments.

6) **Universities and research institutes** are essential partners in driving innovation and advancing the science behind biostimulants. These institutions provide the expertise, cutting-edge research, and experimental platforms needed to develop novel solutions that address the evolving challenges of modern agriculture.

7) **Financial institutions and banks** are crucial partners in our growth and long-term development. Their support provides the financial resources necessary for expanding our operations, investing in research and innovation, and scaling our impact on sustainable agriculture. These partnerships enable us to pursue ambitious goals, from advancing biostimulant technology to reaching new markets and communities worldwide.

8) Our engagement with **local communities** aims at creating added value on the territory. Among local interlocutors, we have universities (visiting the plant), social associations for sports, culture, charity.

9) **Employees** are the backbone of our company and the driving force behind our mission. Every member of our team plays a crucial role in shaping our success and fostering a positive impact in the agricultural sector. We are deeply committed to creating a workplace culture that values inclusivity, collaboration, and continuous learning. By investing in professional development, offering opportunities for growth, and promoting a healthy work-life balance, we empower our employees to reach their full potential. Our employees are not just contributors to our operations; they are ambassadors of our values and key stakeholders in our journey toward sustainability.



ADDED VALUE

Added value summarizes the company's ability to produce wealth and to distribute it to the various stakeholders.

FOR 2023 OUR ADDED VALUE is 359.472

III. PEOPLE, SOCIAL IMPACT & COMMUNITIES

2. PEOPLE MANAGEMENT

At **Novamin** we have always given great importance to the right balance between work and personal life, and our policy on gender balance has always been a pillar.



Given the crucial importance of these themes, in 2023 **NOVAMIN** has put a **CODE OF ETHICS** in place.

Introducing a **code of ethics** is essential for establishing clear ethical standards and guiding principles within a company, fostering a culture of integrity, inclusion, accountability, and respect that aligns with both organizational values and stakeholder expectations.

Here is an extract of the code.

Integrity and protection of personnel

Novamin guarantees the right to working conditions that respect the dignity of the person, combating any attitude or behavior that is discriminatory or harmful to the individual. Sexual harassment is firmly condemned and behavior or speech that may disturb the sensitivity of the person must be avoided. All personnel must be hired with a regular employment contract in accordance with legal obligations: no form of irregular work or work that does not comply with current legislation is tolerated. The evaluation of personnel to be hired is carried out based on the correspondence of the candidate profiles with those expected and with the company's needs, in compliance with equal opportunities for all interested parties. In the context of personnel management and development processes, any form of racial, sexual, political or religious discrimination is strictly prohibited. **Novamin** is committed to spreading and consolidating a culture of safety in the workplace, developing awareness of risks, using preventive actions and informing people about the risks and emergencies they may encounter and the protective devices available.

Rules relating to gifts and other forms of benefits

Employees who, in the performance of their duties, receive gifts or other modest benefits are required to promptly notify the company management: the latter will assess the appropriateness, possibly requesting the return of the gift.

III. PEOPLE, SOCIAL IMPACT & COMMUNITIES

2. PEOPLE MANAGEMENT

Relationships with customers and suppliers

Relations with customers are based on the full satisfaction of their needs with the aim of creating a solid relationship inspired by the principles of correctness, honesty, efficiency and professionalism. **Novamin**'s primary interest is full customer satisfaction and understanding of their needs.

The pillars on which the customer satisfaction policy is based are the following:

- Attention in identifying needs, even unexpressed ones, expanding the channels of listening and establishing a relationship of mutual trust;
- Credibility, which comes from acting accordingly for every commitment made, by behaving consistently with what has been declared;
- Transparency, informing the customer in an exhaustive manner to make him aware both in the choice of products and in regard to the actions of the company to satisfy his requests;
- Flexibility in adapting promptly to the needs and developments of the market and the environment in which it operates;
- Treating customers with courtesy and respect, aware that their satisfaction is vital for the well-being of the company.

Consequently, contracts and communications to customers must be based on full transparency and correctness; compliance with the law and current regulations; completeness, so as not to overlook any element relevant to the customer.

Novamin's suppliers are required to respect the laws and human rights of workers, with specific attention to child labor and the provisions of the law on health and safety. They are also required not to support in any way, either directly or indirectly, mafia, terrorist or criminal associations.

Relations with the judicial authority

Novamin operates, in carrying out its activities, in a lawful and correct manner, collaborating with the Judicial Authority and the Bodies delegated by it, if investigations are carried out against it. Given that, employees are required, if requested, to provide truthful, transparent and exhaustively representative testimonies of the facts, not adopting omissions in the presence of a legal obligation to act. In the event of inspections, all existing documentation will be made available to the Judicial Authority with the absolute prohibition of destroying or altering registrations, minutes, accounting records or any other type of document, as well as lying or persuading others to do so.

Environmental protection

Novamin considers environmental protection one of its priority commitments; it promotes respect for the environment by identifying it as a qualifying and rewarding element for each type of project.

Novamin is particularly committed to:

- Complying with applicable legislative requirements and additional requirements of regulations signed and concerning the environmental aspects of the company;
- Promoting training, awareness and responsibility activities of its staff regarding environmental issues and the concept of sustainable development;
- Adopting all possible procedures to minimize environmental impacts resulting from possible emergency situations both at production and operational sites and at customers level;
- Limiting the consumption of raw materials and energy to a minimum;
- Following environmental protection and low environmental impact criteria in all operational and administrative choices.

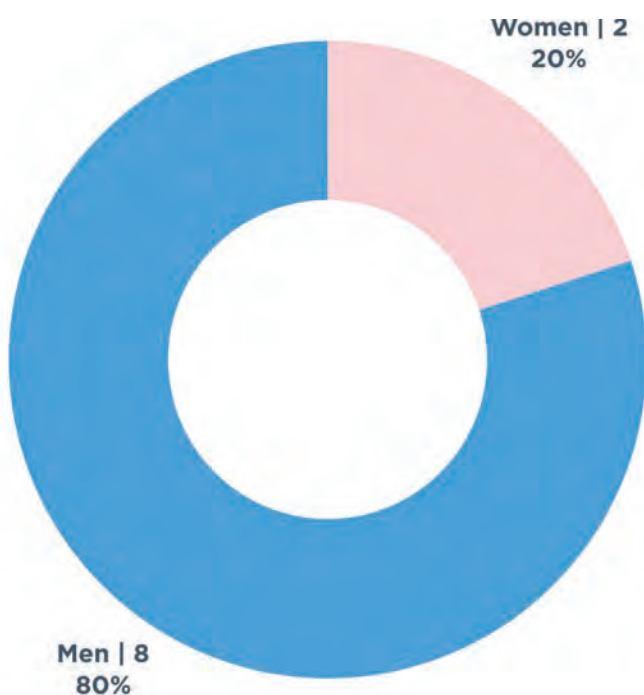
Protection of company assets

The financial statements, reports and corporate communications required by law must be drawn up with clarity and transparency and represent the company's financial and equity situation in a correct and truthful manner. Those who are entrusted with the task of keeping accounting records, drawing up the financial statements or archiving accounting documentation are required to carry out their task in an accurate, complete, truthful and transparent manner. The reports, accounting records and every document of the Company must accurately and clearly represent the relevant facts and the true nature of the transactions, as well as report all the substantial facts of a transaction, without omitting any information that would be relevant in the interpretation of its content.

Apart from the establishment of the **Code of Ethics**, Novamin pays great attention to the safety and wellbeing of its employees.

- 100% of our personnel is **LOCALLY HIRED**
- **ZERO Injuries/accidents happened in the plant since the start of the activity.**
- 100% of employees are covered by **collective employment agreements**
- 100% of employees have a **permanent contract**
- In 2023 all employees have been enrolled in training programs, resulting in a total of 174 hours of training provided (+ 80% vs 2022)

EMPLOYEES BY GENDER



III. PEOPLE, SOCIAL IMPACT & COMMUNITIES

3. ACTING TO POSITIVELY IMPACT OUR STAKEHOLDERS COMMUNITY

Local communities are integral to the fabric of our business and play a key role in the success of our mission. As neighbors to our operations and partners in agricultural ecosystems, they are vital stakeholders in creating shared value and fostering sustainable growth.

We are committed to building strong, positive relationships with local communities by contributing to their social and economic development. This includes creating employment opportunities, supporting non-profit local associations and strengthening **our relations with schools and universities**. Our efforts aim to uplift communities while respecting their cultural, social, and environmental contexts.

In 2023 our efforts have been focused on supporting **local sport associations**.

Our collaborations with Universities enable us to stay at the forefront of scientific discovery, from understanding plant biology and soil health to optimizing the efficacy of our products. Together, we conduct rigorous studies, field trials, and laboratory tests to ensure that our biostimulants deliver measurable benefits in improving crop yield, resilience, and sustainability.

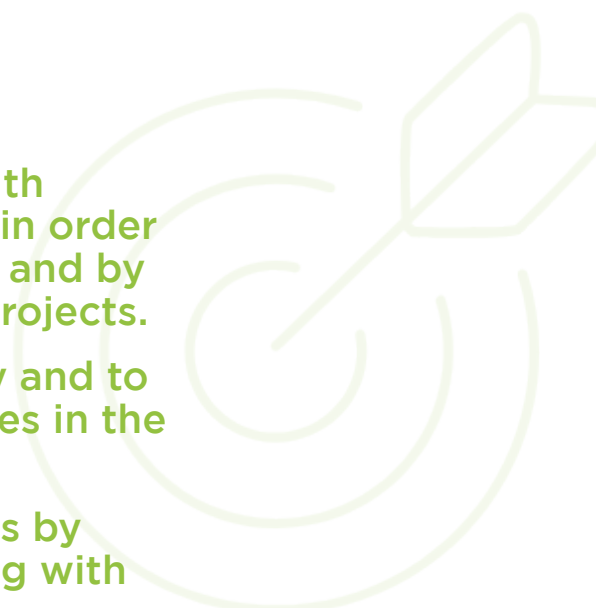
In 2023 we were able to host several plant visits, and the goal is to collaborate in **several educational and training programs**.

Collaborating with **non-profits and charities** offers us a unique opportunity to align with causes that resonate with the company's values and mission, while also addressing the needs of the communities they serve. It is an investment in building a more equitable and sustainable future. By working together, businesses and non-profits can tackle complex challenges, create lasting solutions, and empower communities to thrive. At **Novamin** we plan to establish **several long-term** collaborations especially with associations that offer the possibility to communities to cultivate vegetable gardens.

FUTURE GOALS:

To improve our impact by:

- Increasing our partnership with Universities, by hosting plant visits in order to provide education and trainings and by financially contribute to research projects.
- To contribute to local biodiversity and to lower CO₂ emissions by planting trees in the perimeter of the plant.
- To support charity associations by donating products and by assisting with knowledge and training.



Transparency is at the core of our values and is essential to building trust with **our clients, partners, and stakeholders**. That's why we make it a **priority to showcase our plant to our clients and stakeholders**. By offering them a firsthand look at our production facility, we provide an authentic, transparent view of our operations. Visitors can witness the care, precision, and sustainability that go into every stage of production. This transparency not only reassures our customers about the quality and safety of our products but also emphasizes our commitment to ethical practices and responsible manufacturing. Opening our doors to stakeholders gives them the confidence that we are not only meeting regulatory standards but also holding ourselves accountable to the highest environmental and safety benchmarks. It is **through this level of openness that we build strong, lasting relationships**—ensuring our clients and partners can trust both our products and our integrity.

In 2023 we host **several visits for our clients coming from all around the world**, including an open visit for the delegates of the Biostimulants World Congress 2023 held in Milan in November.



Picture of the visit of **Novamin** during the **Biostimulant World Congress** in November 2024

III. PEOPLE, SOCIAL IMPACT & COMMUNITIES

4. ECONOMIC DISTRIBUTION

During 2023, the company demonstrated a significant commitment to the fair and strategic distribution of economic resources, supporting various key stakeholders. Below is a detailed analysis of the allocated amounts:

EMPLOYEES

In 2023, **€ 490,853.59** was allocated to employees. This amount includes salaries, bonuses, and other benefits. The investment in employees reflects the company's commitment to ensuring a safe, inclusive, and motivating work environment while supporting continuous professional development and employee well-being.

PUBLIC ADMINISTRATION

A total of **€ 41,034.78** was paid to public administration in the form of taxes, levies, and contributions. This supports public services and infrastructure, underscoring the company's role as a responsible corporate citizen that complies with tax regulations and contributes to local economic development.

FINANCIERS

The company allocated **€ 249,554.40** to financiers as interest on debt and other forms of compensation for borrowed capital. This amount highlights the strength of the company's relationships with financial institutions and its ability to honor financial commitments while maintaining a sustainable risk profile.

SUPPLIERS

Suppliers were paid **€ 7,131,770.86** for goods and services. This represents a significant contribution to the global economy, ensuring the company's supply chain is resilient and sustainable. The substantial investment in suppliers demonstrates the company's commitment to maintaining strong business relationships and ensuring the quality of materials and services procured.

COMMUNITY

The company dedicated **€ 600,00** to community initiatives and social responsibility efforts. This reflects its support for local activities and projects, contributing to the well-being of the communities where it operates. The company plans to further increase these investments in the future, in line with its social sustainability goals.

COMPREHENSIVE ANALYSIS

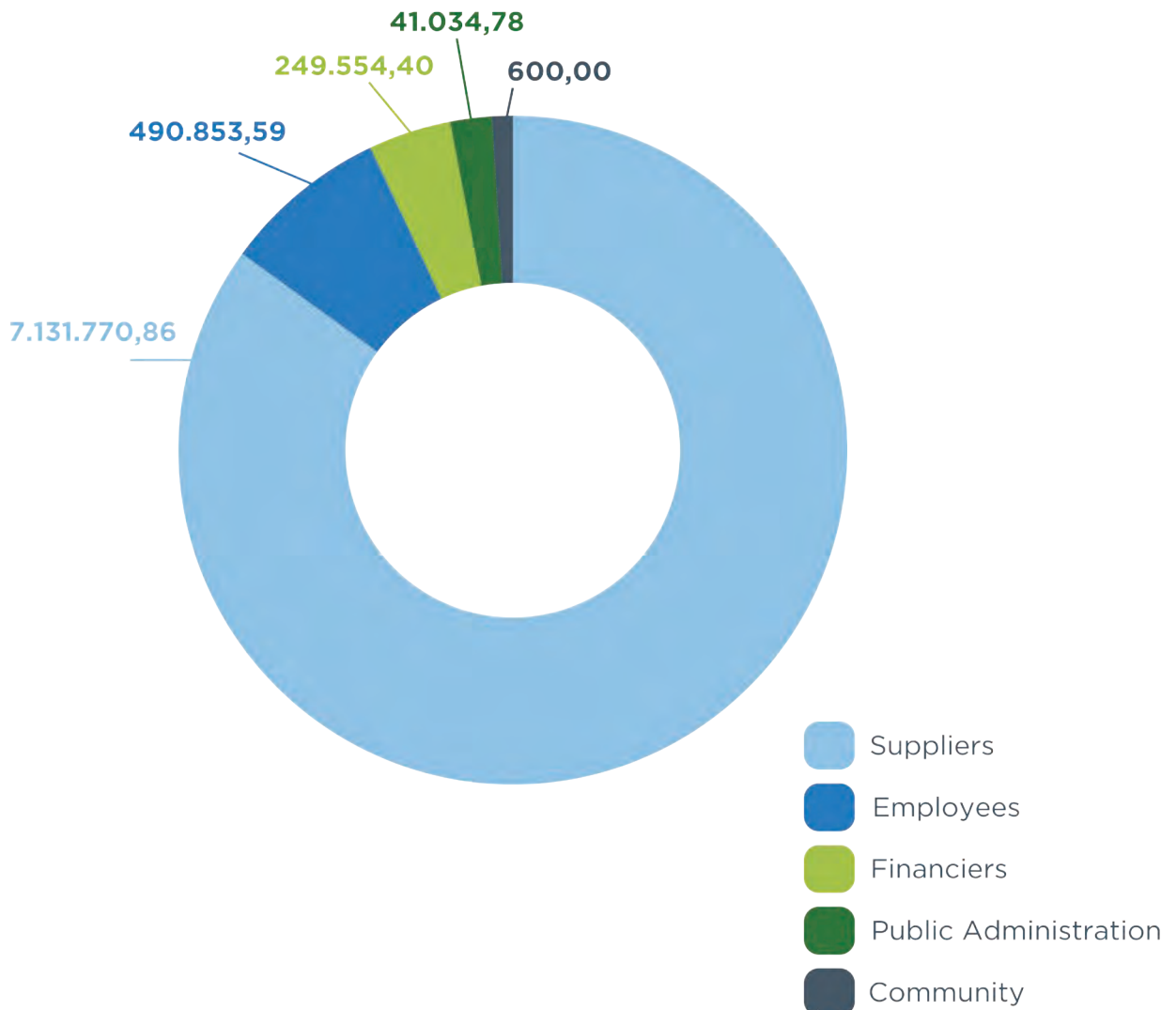
The company's economic distribution in 2023 shows a balanced approach to supporting employees, fulfilling tax obligations, compensating financiers, collaborating with suppliers, and contributing to local communities. These investments are fundamental to the company's sustainable growth and the strengthening of relationships with all stakeholders.

FUTURE OUTLOOK

Looking ahead, the company aims to continue along this path by increasing investments in sustainability and community support, continuously improving working conditions for employees, and maintaining solid and responsible financial management.

This detailed structure highlights the company's commitment to economic sustainability, community support, and value creation for all stakeholders.

ECONOMIC DISTRIBUTION €





FINAL REMARKS

From Alice Toderi, Chief Marketing officer, **Hello Nature**

As we conclude the first-ever edition of our impact report, **ROOTS OF CHANGE**, we reflect on the significance of this initial step.

Just as roots anchor a tree and provide the foundation for growth, this report marks the beginning of our journey towards a more sustainable way of driving the change in our business and hopefully, contribute to a greener future for the agricultural sector and the whole agri-food system.

As already stated, this report is a voluntary step for us—an intentional decision to demonstrate our commitment to transparency and accountability.

By sharing our progress and challenges openly, we aim to build trust with our stakeholders and inspire collective action.

This first attempt has been both a learning experience and a starting point. In this report, we have set some short-term goals to create immediate impact and drive progress.

However, we acknowledge that broader, long-term goals—such as the continued development of our factory and deeper transformations within our organization—will require sustained effort. These will be addressed in future reports, as we expand and refine our strategies.

Looking ahead, next year's report will go deeper into key areas such local communities' impact, GHG emissions and extend its scope to include more companies within our **Hello Nature Group**. With this broader approach, we aim to strengthen our impact and accountability.

We also understand that meaningful change begins within. To truly embed sustainability into the fabric of our organization, our first and most important audience is our employees. They are the advocates who can amplify our values and practices.

To this end, we are excited to announce the establishment of an internal team of sustainability ambassadors. These passionate individuals will help champion initiatives, foster engagement, and ensure sustainability becomes a shared commitment across every level of our organization.

This journey will not be without challenges, but we are committed to learning, growing, and evolving together.

We thank everyone who has contributed to this first report and invite you to join us as we continue to grow from these roots and create a thriving, sustainable future.

Together, we plant the seeds of change and nurture a legacy we can all be proud of.

Alice Toderi, Chief Marketing Officer Hello Nature



Hello Nature Global Team in **Novamin**





novamin

VEGETAL AMINOACIDS & PEPTIDES

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