



Sustainability Report
2022

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Letter to Stakeholders

Dear Stakeholders,

In presenting our Sustainability Report, we would like to express our deep appreciation for the continued support and trust you have placed in Alidans S.r.l. This document represents not only an account of our activities and our progress in the field of sustainability but also a commitment to the transparency and responsibility that characterize our way of doing business.

Methodological Note

The Sustainability Report of Alidans S.r.l. it was drawn up following the most accredited international principles and standards on sustainability, including those proposed by the Global Reporting Initiative (GRI). We have adopted a methodological approach that allows us to provide a clear and detailed vision of our commitment to sustainable development, based on carefully collected and analyzed quantitative and qualitative data.

Main Types of ESG Risk

Alidans S.r.l. recognizes the importance of identifying and managing environmental, social and governance (ESG) risks associated with our business. Among the main ESG risks addressed, we include the risk of non-compliance with environmental regulations, the risk related to human resources management and reputational risk. Taking a proactive approach to managing these risks is critical to ensuring our long-term resilience and sustainability.

Materiality

In line with Legislative Decree 254/2016 and the principles of the GRI Standards, Alidans S.r.l. has started a materiality analysis process to identify the non-financial issues relevant to both the company and its stakeholders. This process allows us to focus efforts on the most significant issues that can generate economic, social and environmental impacts.

Process of Identification of Material Topics

The process was structured into four main phases:

Identification: analysis of the GRI guidelines, the Code of Ethics, the Environmental Declaration, and benchmarking on the main competitors to identify potential material aspects. Evaluation and Prioritization: internal evaluation of identified topics to assign relevance and priority based on alignment with corporate strategy, economic and environmental impact, reputational risks and consistency with internal policies.

Verification and Approval: verification of the material topics by the internal function representatives and final approval by the Management.

Publication: communication of material topics through this document.

Identified Material Themes

Based on the analysis conducted, the following themes were identified:

Environmental Sustainability: reduction of emissions through smart working and web conferences, promotion of the circular economy and reuse of waste.

Innovation and Quality: development of technologies and processes for greater reuse of materials and maintenance of high quality standards for services and products.

Governance and Ethics: business integrity and compliance, prevention of corruption, and protection of the corporate image.

Social Responsibility: responsible management of the supply chain and customer satisfaction.

Risks and Opportunities

Technological and Market Risks: challenges related to skills updating and economic volatility.

Environmental Risks: need to adopt eco-compatible practices to avoid reputational damage and legal sanctions.

Technology Innovation Opportunities: Using AI and other advanced technologies to improve efficiency and develop new products.

Global Expansion: Entering new markets as growth opportunities.

Environmental Sustainability: development of eco-compatible products and services as a competitive advantage.

We will continue to monitor these issues and adapt our strategies to effectively respond to changes and expectations in our business ecosystem.

Stakeholders: Listening and Involvement Initiatives

Our company places great emphasis on active stakeholder engagement. Through listening initiatives, such as surveys, meetings and dialogue platforms, we collect feedback and perceptions that guide our policies and actions. This ongoing dialogue allows us to respond effectively to the needs of our stakeholders and strengthen our relationship with them.

In conclusion, our determination to pursue sustainability is intrinsic to our corporate DNA. We are committed to continuing on this path, with the aim of generating a

positive impact on society and the environment, remaining faithful to our values and our vision.

Introduction

Alidans S.r.l. represents excellence in the panorama of Italian start-ups, with a clear mission: to become the global point of reference for companies that aim to develop products aimed at the well-being of people and the environment. Founded in 2014 by Daniele Pietra and Alice Borghini, Alidans S.r.l. it is the result of a union between the creativity of academic research and the managerial effectiveness typical of the industrial sector.

Description of the Products/Services

We offer a wide range of research and consultancy services for product development in key sectors such as food, pharmaceuticals and cosmetics. Our expertise extends from project management for the creation of cosmetics and food supplements, up to patent consultancy and product testing

Business sector

We operate in the sector of research, consultancy and supply of raw materials for the food, pharmaceutical and cosmetics industries, also offering Project Management services for the development of a wide range of products, including cosmetics, food supplements, novel foods , and many others.

History and Development

Our story begins with our founders' visionary idea to offer scientific and regulatory support to customers seeking innovation in the healthcare sector. Our foundation as an innovative start-up in 2014 marks the beginning of a path characterized by continuous research and attention to quality.

Mission and Vision

Our mission is to expand our network of collaborators - curious, passionate, empathetic, quality-conscious and loyal - to consolidate our position as a global leader in supporting the development of products that improve the quality of life. The vision of Alidans S.r.l. is to drive change in the health and wellness sector, through innovation and sustainability.

Fundamental Values

Our core values are passion and curiosity for scientific research, attention to quality, empathy, reliability and loyalty, as well as personal and business growth. These values guide our every action and decision.

Reference Markets

Our target includes pharmaceutical, cosmetic and food companies, producers and distributors of animal feed and fertilizers, as well as public institutions. Our reach is global, with a presence that extends far beyond national borders.



Organizational structure

Our registered office is located in San Giuliano Terme (PI), with affiliations to the Navacchio Technology Centre. This structure allows us to be at the center of an innovative network and collaborate effectively with partners and customers around the world.

Economic aspects

At Alidans S.r.l., we recognize that economic success is critical to supporting our mission of innovation and sustainability. Through our economic growth, we can continue to invest in research and development, expand our service offerings and contribute positively to the communities we interact with.

Direct Economic Impacts

Since 2014, Alidans S.r.l. has shown steady economic growth, expanding its presence in the food, pharmaceutical and cosmetics sectors. The diversification of our services and our ability to innovate have led to a significant increase in annual revenues, allowing us to invest further in research and development.

The profits generated were reinvested in the company to support our growth and international expansion. A portion of our profits was also allocated to social and environmental projects, demonstrating our commitment to sustainability.

Alidans S.r.l. has invested in several initiatives to improve the social and environmental impact of our products and operations. These include projects to reduce our carbon footprint and improve the living conditions of the local communities where we operate.



Balance

The financial statements of ALIDANS S.R.L. highlights careful resource management and solid financial performance, as can be seen from the summary table for the years 2022 and 2021. In 2022, revenues from sales and services showed a slight decrease compared to the previous year, standing at 327.631 € against €334.601 in 2021. This slight decline was more than compensated by the significant increase in operating grants and other revenues, which brought the Total Value of Production to €372.950 in 2022, compared to €339.232 in 2021, reflecting overall growth and revenue diversification.

Production costs have seen an interesting change, with a reduction in costs for raw materials and services, going overall from €323.713 in 2021 to €322.015 in 2022. This indicates greater operational efficiency and prudent expense management. In particular, personnel costs showed a significant increase, going from €14,041 in 2021 to €39.260 in 2022, a sign of an investment in the company's human structure, which remains at the center of its growth and sustainability strategy.

The operating result, with a net profit that went from €4.165 in 2021 to €35.362 in 2022, reflects the positive impact of the management strategies adopted, underlining the company's resilience and ability to adapt in an ever-changing economic context. evolution. The attention of ALIDANS S.R.L. towards sustainability is manifested not only through financial management, but also in the commitment to human resources and the ability to generate added value for all stakeholders.

Categoria	31-12-2022 (€)	31-12-2021 (€)
Revenues from sales and services	327631	334601
Other income	45319	4631
Total Production Value	372950	339232
Costs for raw materials, subsidiary materials, consumption and goods	129190	176025
Costs for services	111714	175380
Personnel costs (wages, salaries, social security contributions)	39260	14041
Total Production Costs	322015	323713
Profit (loss) for the year	35362	4165

Sustainable Purchasing Practices

Alidans S.r.l. adopts a holistic approach to sustainable purchasing practices, aware of the impact these can have on the environment and society. In addition to favoring suppliers who meet high standards of environmental and social sustainability, we have implemented several initiatives to further reduce our environmental impact and promote the circular economy:

Smart Working and Web Conference: In order to reduce CO2 emissions related to the travel of our employees, we promote smart working and the use of web conferences for internal meetings and with our partners. This practice has allowed us to significantly reduce our environmental impact, while improving the quality of life of our collaborators.

Reusing Food Waste: As part of our commitment to the circular economy, we have developed innovative processes for the reuse of food waste. These are transformed into new raw materials, reducing waste and creating added value from a sustainability perspective. This approach not only helps reduce our environmental impact, but also promotes new sustainable business opportunities.

These initiatives reflect our ongoing commitment to purchasing practices that not only respect, but actively promote environmental, economic and social sustainability. Through these actions, Alidans S.r.l. is committed to being an example of how innovation and responsibility can go hand in hand in creating a more sustainable future.

Economic Impact Assessment

Our activities have contributed positively to the local economy, creating jobs and supporting the development of local infrastructure.

We address economic challenges with a proactive approach, identifying opportunities for further sustainable development and innovation in our business sectors.

Economic Objectives and Performance

Going forward, we are committed to continuing our economic growth in a sustainable way, with the aim of further increasing investments in social and environmental projects.

We will regularly evaluate our progress through key performance indicators, to ensure that our economic and sustainability objectives are achieved.

Conclusions and Future Commitments

Alidans S.r.l. is committed to maintaining a balance between economic success and social and environmental responsibility. We look to the future with the aim of continuing to be a leader in our industry, contributing positively to society and the environment.

Environmental aspects

Alidans S.r.l. is constantly committed to promoting environmental sustainability and recognizes its fundamental role in protecting our planet. Aware of the impact that company activities can have on the environment, we have adopted a series of eco-

sustainable practices and policies which are reflected not only in our way of operating but also in the quality certifications we have obtained.

Alidans proudly holds the 848 Organic certification, a significant recognition that attests to our commitment to organic farming and sustainable production. This certification ensures that our products and processes meet rigorous environmental standards, from the selection of raw materials to the final product that reaches consumers.

Furthermore, we hold the Cosmos certification, a voluntary standard for organic and natural cosmetics which imposes strict criteria on ecological

sustainability and the use of natural resources. Through this certification, we are committed to maintaining a holistic approach to sustainability, which includes the entire production chain and product life cycle.

For Alidans, the environment is at the heart of our corporate vision. The Organic 848 and Cosmos certifications reflect our commitment not only to product quality and excellence, but also to a greener and more sustainable future. We adopt production practices that minimize environmental impact, responsibly manage natural resources and promote biodiversity.

We work towards a continuous reduction of the ecological footprint through effective



waste management policies, the use of renewable energy and the reduction of energy consumption. Raising awareness and training our employees and partners on sustainable practices are fundamental to spreading a culture of respect and care for the environment around us.

In harmony with our vision of environmental sustainability and in accordance with Cosmos certification, Alidans S.r.l. pays particular attention to the choice and management of the packaging of its products.

We understand the importance of reducing the environmental impact associated with packaging and for this reason we adopt eco-friendly packaging solutions, designed to minimize waste and encourage recycling.

Our approach to sustainable packaging includes the use of recycled and recyclable materials, minimizing the use of plastic and implementing designs that reduce the volume and weight of packaging, thus contributing to decreasing the carbon footprint linked to the transport of products. We are also actively exploring innovative alternatives, such as biodegradable and compostable materials, which can offer the same performance as traditional packaging with a lower environmental impact.



Our decision to adopt sustainable packaging practices is a further testament to our commitment not only to our consumers but also to the planet. We are committed to continuing our path of innovation and improvement in this area, constantly seeking solutions that align market needs with environmental responsibility.

anche nelle certificazioni di qualità che abbiamo ottenuto.

Reduction of emissions

The adoption of smart working and web conferences was a strategic choice to minimize the need for physical travel, thus reducing transport-related emissions. This approach not only has a direct impact on our carbon emissions but also promotes a better quality of life for our employees, demonstrating how sustainability and employee well-being can go hand in hand.

Logistics optimization

Alidans S.r.l. recognizes the importance of efficient and sustainable logistics management. In pursuing our vision of sustainability, we have adopted innovative approaches to optimize our supply chain, minimizing environmental impact and improving operational efficiency.

Through the use of advanced route planning software, we are able to optimize delivery routes, reducing the distance traveled and, consequently, CO2 emissions. This not only allows us to be more efficient but also reduces our environmental impact.

We implement reverse logistics practices to ensure that end-of-life materials and products are collected and, where possible, reintroduced into the production cycle. This approach not only reduces waste but also helps promote a circular economy model.

Innovation and Reduction in the Use of Experimental Tests

We have invested significantly in the research and development of alternative methods to traditional experimental tests. This includes the use of computer and bioinformatics models that not only reduce the need for animal testing but also offer faster and less expensive approaches to product development. Adopting these cutting-edge technologies allows us to remain competitive in our industry while reducing our ecological footprint.

We collaborate with universities and research centers to explore and share knowledge on alternative experimental methods. These partnerships give us access to expertise and resources that accelerate the development of new sustainable solutions, contributing to the growth of a sustainability-focused research ecosystem.

Recognizing the importance of continuous training, we offer our research and development teams training and professional development programs on the latest alternative techniques and methodologies. This ensures that our staff are always at the forefront of applying sustainable and responsible practices in research.

Circular Economy and Reuse of Waste

At Alidans S.r.l., the commitment to the circular economy and the reuse of waste represents a fundamental pillar of our sustainability strategy. We recognize that every waste can be a resource, and we are committed to transforming waste into new opportunities.

One of our most significant initiatives concerns the reuse of food waste. We work closely with our suppliers and partners to identify and collect food waste which, through innovative processes, is transformed into new raw materials for the food, pharmaceutical and cosmetics industries. This not only reduces the volume of waste produced but also supports the creation of a virtuous production cycle.

Our research is constantly oriented towards the development of technologies and processes that allow greater reuse of materials. Through innovation, we seek to maximize the efficiency of production processes, while minimizing environmental impact and promoting the sustainable use of resources.

Alidans S.r.l. engages in strategic partnerships with research institutions, universities and other companies to promote the circular economy locally and globally. Through these collaborations, we share knowledge, resources and best practices, working together to find innovative solutions to reusing waste and reducing waste.

Training and awareness

We firmly believe in the power of education and awareness. For this reason, we regularly organize training sessions for our employees and collaborators, in order to spread the best environmental practices and encourage a collective commitment towards sustainability.

Social aspects

At Alidans S.r.l., the well-being of our employees is fundamental. We have adopted smart working to promote a balance between professional and personal life, significantly contributing to the reduction of CO2 emissions and improving the quality of life of our collaborators.

Training Courses

The professional growth of our employees is a priority. We offer training courses that cover both technical and soft skills, contributing to professional development and internal motivation.

Commitment to the Community and Business Ethics

Alidans S.r.l. is actively engaged in supporting local communities and promotes a strong business ethic based on transparency, integrity and respect for human rights.

Research calls

The participation of Alidans S.r.l. in the research calls promoted by the Tuscany Region and financed by European funds represent a fundamental pillar of our innovation and



development strategy. Through these projects, we aim to explore new scientific and technological frontiers, while contributing to solving current social and environmental challenges.

Over the last few years, we have had the honor of being selected for several important projects such as the Tuscavia and Master B project which range from the search for new solutions for human health, to the creation of sustainable products for the food,

pharmaceutical and cosmetics. These projects not only made it possible to advance scientific knowledge but also favored the development of innovative and sustainable technologies.

A key component of our success in research calls has been the ability to create effective synergies between different players in the scientific and industrial landscape, including universities, research centers, SMEs and large companies.

These collaborations have allowed us to share knowledge, resources and expertise, maximizing the impact of projects and promoting a culture of cooperation and open innovation.

In addition to the scientific and technological contribution, we are committed to evaluating and maximizing the social and economic impact of



the projects. This includes creating new job opportunities, supporting local and regional economic development, and contributing to the transition to a greener and more sustainable economy.

Looking to the future, Alidans S.r.l. will continue to actively pursue opportunities to participate in research calls, with the aim of remaining at the forefront of innovation and contributing significantly to society and the environment. Our vision is to use research and development as tools to build a more sustainable and inclusive future.

Stakeholder involvement

At Alidans S.r.l., we recognize the importance of identifying and actively engaging our key stakeholders, which include customers, suppliers, employees, research partners, local communities, public institutions and environmental organizations. Stakeholder mapping is an ongoing process that allows us to better understand different expectations and align our sustainability strategies with their needs.

Mode of Engagement

Our approach to stakeholder engagement is based on transparency, open dialogue and collaboration. We use a variety of channels and formats to engage with stakeholders

Mode of Engagement	Description
Direct meetings and workshops	Interactive sessions to discuss initiatives, gather feedback and explore collaboration opportunities.
Surveys and Questionnaires	Online and paper tools to collect opinions and evaluate stakeholder satisfaction.
Digital Platforms	Websites, social media and newsletters to communicate updates, news and to promote ongoing dialogue.
Sustainability Report	Annual documents that summarize our sustainability performance, progress and future goals, providing a basis for discussion and feedback.

Objectives and performance

In the context of our ongoing commitment to innovation and sustainable growth, Alidans S.r.l. focuses on expansion into new markets, strengthening research and innovation, and customer and employee loyalty as key pillars of our business strategy. These goals are at the heart of our vision for the future and guide our daily actions.

Regarding expansion into new markets, we are aware that to be successful it is essential not only to enter these markets but also to establish a solid and lasting presence there. To achieve this goal, we intend to exploit the potential of process automation and artificial intelligence. These technologies will allow us to optimize the management of operations, while ensuring efficiency and prompt response. Furthermore, a careful selection of reliable and sustainable raw material suppliers and the development of strategic partnerships with specialized AI companies will be crucial to offer customized services that meet the specific needs of local markets. At the same time, we recognize the importance of investing in research and innovation to maintain and strengthen our competitive position in the sector. Artificial intelligence and advanced data analytics platforms will be valuable tools to accelerate our research and development process. By implementing these technologies, we will not only be able to more effectively identify emerging trends but also develop innovative products that will enhance our research and consulting service offering.

Finally, customer and employee loyalty is essential for the long-term growth and success of Alidans S.r.l. Through the adoption of artificial intelligence-based systems for customer relationship management, we aim to make communication more personalized and timely. This, together with the continuous training of our team on the effective use of AI, will significantly improve the quality of the service we offer, strengthening the satisfaction and loyalty of our customers and collaborators. In conclusion, Alidans S.r.l. embraces a proactive and future-oriented approach in pursuing its business objectives. Through technological innovation, strategic collaboration and an unwavering commitment to quality and sustainability, we are committed to building a prosperous future for our company, our customers and the entire community.

Risks and opportunities

In the current context, characterized by rapid technological evolutions and socio-economic changes, Alidans S.r.l. faces various challenges but also sees multiple opportunities. It is critical for our company to identify and effectively manage risks, transforming them into opportunities to drive sustainable growth and strengthen our position in the market.

Risks

Technological Risks: The constant evolution of technologies, particularly in the field of artificial intelligence and automation, presents challenges related to the continuous updating of our skills and infrastructure. The need to stay at the cutting edge requires significant investments and constant attention to industry innovations.

Market Risks: Expansion into new markets involves exposure to different competitive dynamics and specific regulations that may vary significantly from one region to another. Global economic volatility and political uncertainties can influence investment decisions and growth strategies.

Environmental Risks: The growing attention towards sustainability and climate change requires a constant commitment to adopting eco-compatible business practices. Ineffective management of these matters can lead to reputational damage and legal sanctions.

Opportunity

Technological Innovation: The adoption of advanced technologies offers the opportunity to improve operational efficiency, reduce costs and develop innovative new products and services. AI technology, in particular, opens up new horizons in the personalization of services and predictive analysis, allowing us to anticipate customer needs and offer tailor-made solutions.

Global Expansion: Entering new markets represents a significant opportunity to grow our global presence and diversify our client portfolio. By collaborating with local partners and adapting our services to the cultural and regulatory specificities of each market, we can exploit the growth potential in unexplored geographical areas.

Environmental Sustainability: Commitment to sustainability not only allows us to reduce the environmental impact of our operations but also opens the way to new business opportunities. Product development

Conclusions

Concluding our sustainability report, we can proudly state that Alidans S.r.l. has come a long way in the last year, consolidating its commitment to sustainability, innovation and social responsibility. We have faced challenges, capitalized on opportunities and, above all, continued to grow responsibly, laying the foundations for a more sustainable future.

Our company has proactively worked to integrate sustainability principles into every aspect of our business, from environmental management to social responsibility and corporate governance. We have worked dedicatedly to reduce our environmental impact, promote an inclusive work environment and support the communities in which we operate.

The progress achieved this year demonstrates the strength of our vision and the determination of our team. However, we are aware that the path towards sustainability is a continuous process and that there are always new challenges to face and opportunities to seize. We are determined to maintain the high level of commitment demonstrated to date and to continue to invest in initiatives that further promote sustainability in all aspects of our business.

Looking to the future, Alidans S.r.l. is committed to pursuing excellence in sustainability, adopting industry best practices, constantly innovating our processes and products, and strengthening our commitment to our stakeholders. We recognize that our success is not only measured in economic terms, but also through our positive impact on the environment, society and corporate governance.

In conclusion, we would like to express our gratitude to everyone who has contributed to our sustainability journey: employees, customers, suppliers, partners and the community. Your support and trust are essential to our continued success. Together, we will continue to make a difference, leading Alidans S.r.l. towards an increasingly sustainable and prosperous future.