

GREEN OLEO INCLUDED IN THE RANKING OF LEADING COMPANIES IN THE COMPANY WELFARE DRAWN UP BY IL SOLE 24 ORE AND BICOCCA UNIVERSITY

The ranking, conducted on 136 listed companies, includes 10 STAR and 8 Mid Cap companies

Cremona, 16 January 2024

GREEN OLEO (GRN:IM), a company listed on Euronext Growth Milan and one of the leading European producers of fine oleochemicals from renewable and biodegradable sources, has been **included in the ranking of leading Italian companies in corporate welfare, drawn up by Il Sole 24 Ore and Bicocca University** and conducted on a sample of 136 listed companies.

The ranking includes 10 STAR companies (Carel Industries, Esprinet, Cembre, Illimity Bank, IGD, Fiera Milano, Reply, Italmobiliare, Mondadori Group, Tesmec), 8 Mid Cap (RAI Way, Iren, Anima Holding, Acea, ENAV, Maire Tecnimont, MFE-Mediaforeurope, Lottomatica), 1 Small Cap (FNM) and 1 other EGM (Spindox).

The analysis also highlights a close correlation between the presence of women on the boards of directors and corporate welfare. **Beatrice Buzzella**, Major Shareholder, President and CEO of GREEN OLEO, commented: *"The success of our company has among its key assets the ability to attract and retain talent. Guaranteeing and improving the well-being of our employees with specific welfare initiatives, as well as incentivizing and rewarding their commitment and professionalism, are the driving force behind truly sustainable growth. Being present in this prestigious ranking compiled by Il Sole 24 Ore and Bicocca University is a source of pride for us and an incentive to further strengthen our commitment."*

Confirming the positive working environment and the possibility of reconciling private and work life, in 2022 100% of workers on parental leave returned to the company and kept their jobs.

GREEN OLEO provides a range of benefits to its employees, through a dedicated welfare portal, such as support for baby-sitting and children's education, as well as for family support, additional health services, supplementary pension provision and enhancement of leisure time.

The company also incentivizes and rewards its employees who, through their professionalism and constant commitment, participate in increasing the company's productivity and strengthening its market position. For this reason, in line with the provisions of the current industry collective bargaining agreement and the relevant legislation, it established a variable annual participation bonus, for the years 2021, 2022 and 2023, linked to parameters that enhance qualitative and management results. This bonus will of course be renewed shortly for the current three-year period, as well as other initiatives for the benefit of employees.

GREEN OLEO (GRN:IM – ISIN IT0005549768) is one of the leading European producers of fine oleochemicals from renewable sources. Based in Cremona, Italy, the company was acquired by the Buzzella family in 2012, when it was merged with a business unit historically active, since 1925, in oleochemical production and previously owned by Croda Cremona S.r.l.

The Company uses locally sourced raw materials, such as by-products from food industry processing (acid oils mainly from olive and animal fat), which are subjected to internal chemical processes such as splitting, distillation, separation, fractionation and hydrogenation, to obtain a variety of oleochemical products such as fatty acids distilled to different matrices depending on the starting fat, stearic acids (stearines), oleic acid, glycerins, fatty acid derivatives (soaps), esters. The Company operates in the Cremona plant, in an area of 64,000 square metres (of which about 20,000 square metres are covered) where 75 resources are employed, with an annual production capacity of 65,000 tonnes, of which 50,000 tonnes of fatty acids and glycerines and 15,000 tonnes of esters. The company's customers are industrial companies operating in multiple sectors such as detergents, elastomers, candles, paints, rubber and tyres, personal care and cosmetics, which, through further processing specific to the target sector, produce the final products for the end-consumer.

This press release is available on the Company's website www.greenoleo.com and www.1info.it.

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