



**SICIT GROUP:  
BOD APPROVES 2021 BENEFICIARIES AND TARGETS FOR THE INCENTIVE  
REMUNERATION PLAN AND GROUP ESG POLICIES**

- **Identified 2021 beneficiaries and targets part of the "2020-2022 Incentive Remuneration Plan"**
- **Approved the Group ESG Policies on sustainability, human rights, health and safety, environment, diversity and anti-bribery**
- **Further information on the Veneto Region's resolution on the Innovation Agreement and the financing of SICIT's Agrifood Project**

*Chiampo (VI), January 29<sup>th</sup>, 2020* – **SICIT Group S.p.A.** (the "Company"), listed on the Italian Equities Market (MTA - STAR segment), announces that the **Board of Directors**, which met today, **approved the following resolutions.**

*Incentive Remuneration Plan - 2021 targets and beneficiaries*

The Company, on the basis of the "**2020-2022 Incentive Remuneration Plan**", also based on financial instruments and approved by the Shareholders' Meeting on 20 April 2020<sup>1</sup>, approved the identification of the relevant **beneficiaries**, including the Chief Executive Officer, as well as the **targets** for **2021**.

*Group policy on ESG*

Aware of its responsibility to implement Corporate Social Responsibility actions, consistent with Group guidelines, today the Board of Directors has also approved **six Group policies on sustainability, human rights, health and safety, environment, diversity and anti-bribery**. In relation to the most significant areas of responsibility, the policies are published and shared with other subsidiaries and stakeholders, in order to increase the awareness and strengthen the Group's commitment in these areas, as well as the consistency between actions taken and values.

The policies were prepared with the contribution of Key Advisory, based on international standards and best practices and integrated, where possible, with the indications that emerged during the ESG rating process.

The six Group policies are available on the Company's website [www.sicitgroup.com/en](http://www.sicitgroup.com/en), in the "*Sustainability / Group Policies*" section.

*Veneto Region resolution on Innovation Agreement and SICIT Agrifood Project*

Following the signing of the 16 Innovation Agreements authorised by the Italian Ministry for Economic Development (the "MiSE") on 25 January 2021, which include SICIT Group's study and development of innovative products derived from production waste for the future agriculture, the **Veneto Regional Government approved**, on 28 January 2021, the **resolution** giving the green light to the **signing of the agreements, which include a share of regional co-financing**.

The total expected costs of the project presented by SICIT amount to approx. € 12.2 million. The maximum total amount of subsidies that can be granted is approx. € 3.7 million: the MiSE authorised approx. € 2.4 million as a

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<sup>1</sup> For further details, please refer to the press release of 20 April 2020.



contribution to expenditure and approx. € 0.6 million of subsidised loan<sup>2</sup>, while the **Veneto Region** authorised approx. **€ 0.6 million of subsidised loan<sup>3</sup>**.

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This press release is available on the Company's website [www.sicitgroup.com/en](http://www.sicitgroup.com/en), in the "Investor Relations / Price-Sensitive Press Releases" section.

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### **SICIT Group**

Founded in 1960 in Chiampo (VI), **SICIT** was one of the first companies in the world to introduce protein hydrolysates of animal origin into the world market of biostimulants. The company, one of the pioneers of the circular economy, through a process of hydrolysis of residues from the tanning industry, creates high-added-value products for agriculture (biostimulants) and plaster industry (retardants). Thanks to a qualified team, highly automated and technological production plants, state-of-the-art laboratories and constant investments in R&D, SICIT has become a reference operator at international level, supplying the main players in the agrochemical and industrial sectors.

Since June 2020, the company has been listed on the MTA (Italian Equities Market), Star Segment, of Borsa Italiana.

**Web:** [www.sicitgroup.com](http://www.sicitgroup.com)

**LinkedIn:** <http://bit.ly/32Q1nrc>

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<sup>2</sup> See SICIT Group press release of 26 January 2021.

<sup>3</sup> The amounts granted by MiSE and the Veneto Region will be disbursed subject to reporting and recognition of expenses actually incurred.