

MAINETTI ITALIA
SUSTAINABILITY
REPORT

2024

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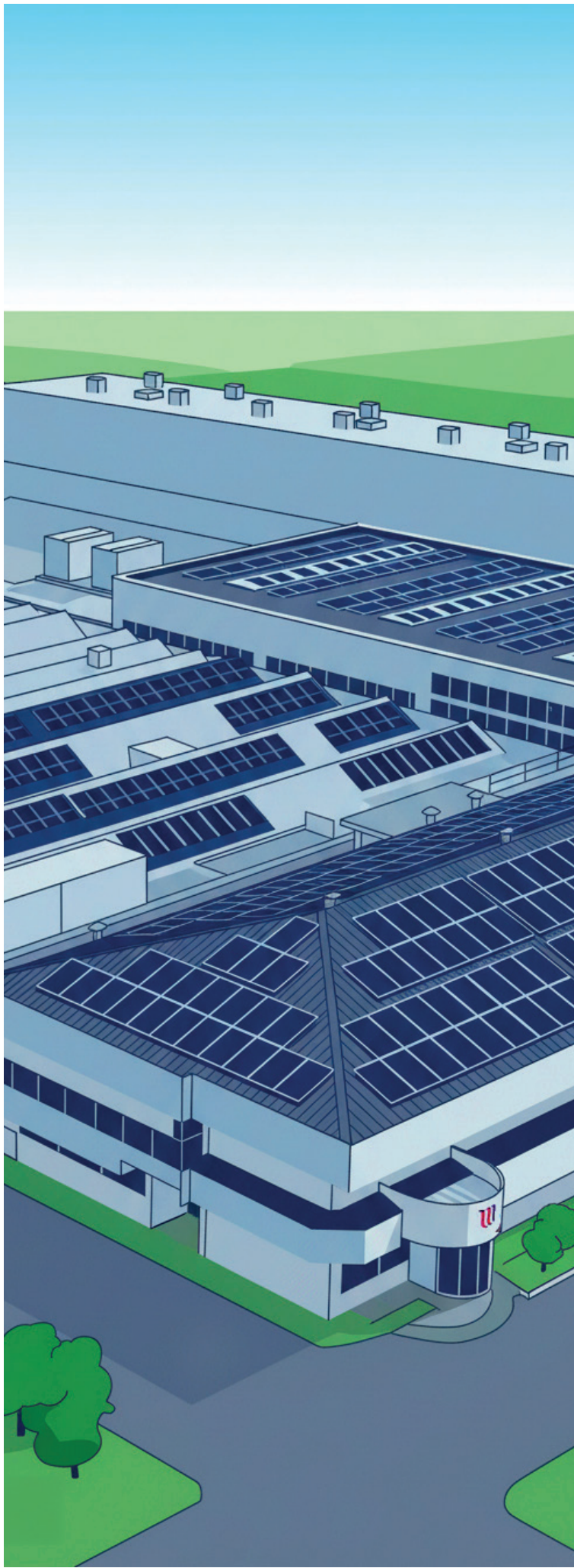
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SUSTAINABILITY REPORT 24
**DECLARATION ON SUSTAINABLE
DEVELOPMENT STRATEGY**



Mainetti is proud to present its second Sustainability Report, a document that showcases the entire Group's commitment to responsible, long-term growth. This report is the result of collective effort and confirms our commitment to integrating sustainability into every level of our business strategy.

With over 90 locations across six continents, the Mainetti Group is recognised globally as a leading partner for sustainable, innovative, high-quality solutions in the fashion and retail sector. Within this international context, Mainetti Italia plays a central role in promoting Italian manufacturing excellence, thanks to its technical expertise, creativity, attention to detail, and ability to offer aesthetically pleasing, functional, and environmentally responsible solutions. Italy's reputation for manufacturing excellence is reflected in the contribution that the Italian offices make to the Group's overall quality and global partnerships every day.

Mainetti's sustainable development strategy is based on three main guidelines:

Environmental protection through resource optimisation, expansion of recycled materials, reduction of emissions, and promotion of the circular economy throughout the product life cycle.

The second guideline is valuing people by ensuring safe, inclusive, collaborative and professionally oriented work environments, with a view to achieving genuine organisational well-being.

The third guideline is ethical and transparent governance, based on integrity, responsibility and continuous improvement. These elements strengthen the relationship of trust with customers, partners and communities.

Globally, the Group pursues structured initiatives such as Full Circle, which are aimed at decarbonisation and the progressive reduction of emissions. The Group also runs programmes dedicated to the reuse, recycling and innovation of materials and processes. Integrating these initiatives at a local level enables Mainetti The objective is to achieve carbon neutrality and to progressively reduce emissions, in addition to implementing programmes dedicated to the reuse, recycling and innovation of materials and processes. The integration of these initiatives at a local level allows Mainetti Italia to contribute to the sustainable transformation of the Group and to position itself as a point of reference for customers seeking more responsible products and services.

This second report confirms the progress made by Italian companies and represents a further step in the construction of a business model based on sustainability as a shared and non-negotiable value. The path that Mainetti is pursuing requires continuity, determination and collaboration. The company will continue to invest in innovation, quality and responsibility, thereby contributing to the growth of the Group and the sustainable development of present and future generations.

THE SIGNATURE OF THE CHAIRMAN

A handwritten signature in black ink, appearing to read 'Mainetti' followed by a stylized name, possibly 'Gianni'.

SUSTAINABILITY REPORT 24 METHODOLOGICAL NOTE

Mainetti Italia's second Sustainability Report (henceforth referred to as the "Report" or "Document") has been prepared with the aim of communicating to stakeholders the company's performance in the social, environmental and governance areas. This Report has been prepared to demonstrate the company's commitment to reporting. This commitment is intended to allow for an understanding of the business, its performance, its results and the impact of its activities on the community and the environment.

Mainetti S.p.A. prepares its consolidated financial statements in accordance with Italian Legislative Decree No. 127 of 9 April 1991. The following directly controlled companies are included in the scope of consolidation: Mainetti S.p.A. is part of an international group that includes manufacturing and commercial companies in the world's major countries. The group is made up of the following companies: Mainetti Aski Sanayi ve Ticaret A.S., Etablissements E. Roybier et Fils S.A.S., Nueva Mainetti S.A., Reca Group S.p.A., Mainetti Omaf S.r.l. and Morresi Enzo & C. S.r.l. This 2024 Sustainability Report contains information exclusively relating to Italian companies, namely Mainetti S.p.A., Reca Group S.p.A., Mainetti Omaf S.r.l. and Morresi Enzo & C. S.r.l., collectively defined as Mainetti Italia. Should you require any further information regarding the scope, please refer to the note that is presented directly where the reference indicator is shown.

In the event of any significant changes, please note the following: on 12 December 2023, Mainetti S.p.A. merged with its subsidiary Mainetti Bags S.r.l. SUSTAINABILITY REPORT 24 METHODOLOGICAL NOTE with effect from 1 January 2024. On 29 July 2024, Mainetti S.p.A. acquired the entire shareholding of Morresi Enzo & C. S.r.l. with effect from 1 August 2024.

Mainetti Italia prepared the Sustainability Report in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021, adopting criteria such as accuracy, balance, clarity, comparability, completeness and sustainability. The key factors to consider are context, timeliness and verifiability.

The application of these principles has ensured the quality, reliability and transparency of the information reported. This has enabled clear and consistent communication of the Group's economic, environmental and social performance. In addition to the framework, the appendix to the document presents a correlation table with the ESRS (European Sustainability Reporting Standards). The aim of this is to initiate a process of alignment with the requirements of the CSRD (Corporate Sustainability Reporting Directive). Please be advised that this Sustainability Report has not been subject to external assurance.

This report has been prepared in accordance with the GRI Standards 2021 and contains qualitative and quantitative data and information relating to the Group's performance in the period from 1 January 2024 to 31 December 2024. Please note that this coincides with the period covered by the Annual Financial Report. Please be advised that the publication frequency is scheduled to be annual. Please find the GRI Content Index at the end of the document. This index provides an overview of the indicators reported, accompanied by the respective reference pages.

The purpose of this document is to report in a clear and transparent manner the results achieved and the objectives that Mainetti Italia intends to achieve with the sustainability path it has undertaken with respect to the results of the materiality analysis process.

Please be advised that the key performance indicators used are in accordance with the standards set out, and are representative of the various areas, as well as consistent with the business and the impacts generated. The selection of these indicators was made following the double materiality analysis process that was carried out during 2025. A range of environmental data relating to energy, water and waste was collected on the basis of invoices, meter readings and official forms and registers.

The values are consolidated on an annual basis for all companies within the scope, and verified through consistency checks between administrative documents and operational data. It is important to note that estimates are only used in exceptional and clearly identified cases. For details of the emission factors used, please refer to the Position Green software.

In order to ensure the accuracy of our performance representation and the reliability of the data, we have limited the use of estimates wherever possible. In instances where estimates have been employed, these are derived from T D E, the most effective methodologies available, and are disclosed in accordance with the relevant regulations. Where relevant, the information contained in the R N Financial Statements has been presented alongside a comparison to the previous financial year.

Should you have any questions regarding this document, please contact the designated contact point: esg.italy@mainetti.com

SUSTAINABILITY REPORT 24
MAINETTI ITALIA

C.1



64

Over 64 years
OF HISTORY

110

billion euro
TURNOVER ANNUALLY

MAINETTI ITALIA
CORPORATE IDENTITY

Italian Business Units

FOR INNOVATIVE AND
SUSTAINABLE SOLUTIONS

HISTORY

On 8 May 1961, Romeo, Gianni, Luigi and Mario Mainetti established a small company with ambitious plans for the future.

Since its foundation in San Quirico, Italy, Mainetti has established itself as a reliable and reputable partner for retailers and brands. For over six decades, the organisation has maintained a steadfast commitment to customer satisfaction and the provision of high-quality products. This commitment has been the driving force behind its growth and expansion on a global scale. Today, the four Italian companies continue to build on this legacy, providing innovative and sustainable solutions that shape the future of the retail and fashion industries.

THE BEGINNINGS

In the late 1950s, the Mainetti brothers invented a product that transformed the retail industry.

A NEW COMPANY

The Mainetti brothers established their first company in San Quirino, Italy, in 1961.



PIONEERS OF THE CIRCULAR ECONOMY

In 1980, Mainetti was the first to introduce the recycling and reuse of hangers.

PIONEERS IN SUSTAINABILITY

In 2007, Mainetti was the first company in its field to be certified as Platinum.



INTERNATIONAL DEVELOPMENT

In 1970, the company initiated a strategic expansion into the UK, France, Germany and the Netherlands.

INTERCONTINENTAL DEVELOPMENT

The first Intercontinental Development business was opened in Canada in 1983.

In 1996, Plendy Plastics was acquired, thus marking Mainetti's entry into the Far East.

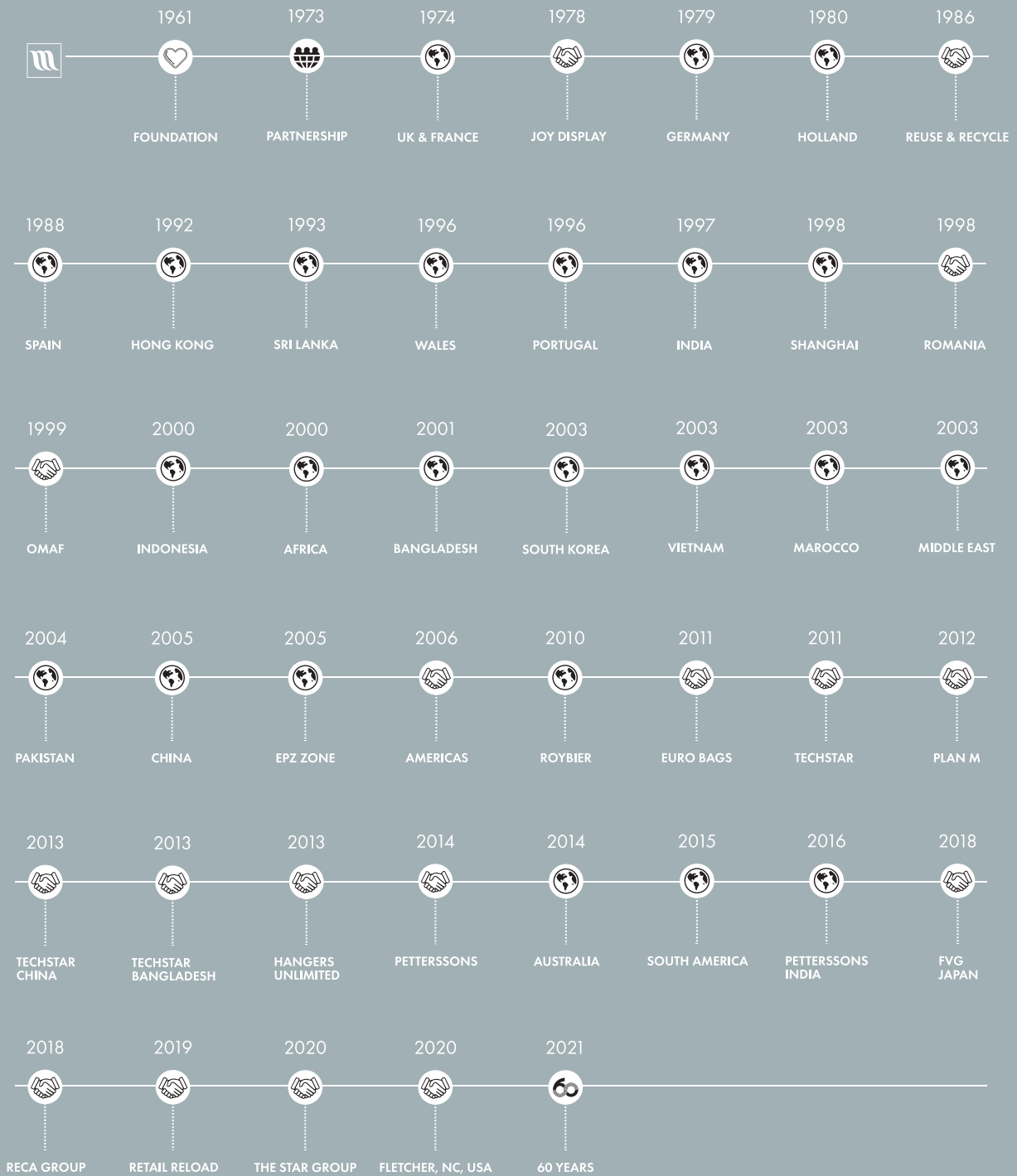


GLOBAL PRESENCE

In 2014, the Group achieved global presence when Mainetti Australia was established, thus becoming a multinational organisation operating on six continents.



MAINETTI MILESTONES



OFFICES AND
PRODUCTION
FACILITIES

AMERICAS

Brazil
Canada
Dominican Rep.
El Salvador
Mexico
Perù
USA

EUROPE

Belgium
France
Germany
Greece
Italy
Netherlands
Portugal
Romania
Spain
Sweden
Turkey
UK

**MIDDLE EAST
& AFRICA**

Egypt
Jordan
Kenya
Lesotho
Morocco
South Africa
UAE

**INDIAN
SUB-
CONTINENT**

Bangladesh
India
Pakistan
Sri Lanka

**ASIA &
AUSTRALIA**

Australia
Cambodia
China
Hong Kong
Indonesia
Japan
Malaysia
Myanmar
Philippines
Singapore
South Korea
Taiwan
Thailand
Vietnam

MAINETTI ITALIA'S INTERNATIONAL PRESENCE

Mainetti Italia is part of an international group that is a leader in the production of hangers, packaging solutions and integrated systems. The group is recognised for its ability to offer innovative and sustainable products. The Group has a presence in over 62 countries, with a network of 90 operating sites and production facilities in 42 countries. In line with its commitment to a circular economy model, the company has developed recycling and reuse operations in 24 countries. This has led to the promotion of waste reduction and resource reuse throughout the entire supply chain.

The group's holding company is Mauna N.V., which is registered in Helmond, the Netherlands. The holding company's primary functions include financial and controlling management for its direct and indirect operating subsidiaries, including Mainetti Italia. Management and coordination activities are carried out by MHG Management Services Limited, a company based in Scotland.

Today, the organisation collaborates with some of the most prominent global brands in the retail and fashion sectors. The company has established a robust commercial network, with a substantial presence in Europe and the United States. It has also implemented operational and logistics units in close proximity to its clients' primary production districts, ensuring efficient and effective service delivery.



THE BUSINESS UNITS

Mainetti Italia is a manufacturing complex with business units located throughout Italy. It specialises in the strong and diversified production of hangers, paper and fabric packaging, labels, tags, polybags and smart solutions (RFID).

Mainetti Italia's operational scope encompasses a number of specialised companies located across the country, each of which possesses distinct capabilities and plays a pivotal role in the production chain:

MAINETTI S.P.A. is headquartered in Castelgomberto (VI), where its registered office and production plant are located. The plant is dedicated to the manufacture and recycling of hangers, fabric and paper packaging. The company also has a second site in Treviso, which houses a paper packaging manufacturing facility.

RECA GROUP S.P.A. (hereinafter also ReCa) has its operational base in Carpi (MO), a centre for research and development, as well as the design and marketing of labels, tags and RFID solutions.

MAINETTI OMAF S.R.L. (hereinafter also referred to as Omaf) operates two production units. The first is located in Martina Franca (TA) and is dedicated to the production of hangers. The second is located in Taranto (TA) and is focused on the production of flexible packaging. The increased availability of production space has led to the promotion of new-generation, compostable raw materials and the employment of a new extruder for the recycling of Low-Density Polyethylene (LDPE) waste.

MORRESI based in Pollenza, was acquired in August 2024.

Morresi Enzo & C. Srl is a renowned player in the paper processing industry, celebrated for its excellence in the production of boxes. The recent acquisition demonstrates Mainetti's ongoing dedication to delivering services to prestigious clientele in key markets.





MAINETTI S.P.A. VICENZA



MAINETTI S.P.A. TREVISO



MAINETTI OMAF S.R.L.



RECA GROUP S.P.A.

MORRESI ENZO & C. S.R.L. (hereinafter also referred to as Morresi) operates in Pollenza (MC) and is the latest company acquired by Mainetti Italia. The company is distinguished by its specialisation in the production and marketing of paper and other materials boxes for the fashion, electronics, food and sports sectors.

In alignment with the Group's strategic direction, we are dedicated to integrating systems, production methodologies, and materials that harmonise our actions with the principles of ethics, environmental sustainability, and social responsibility.

The acquisition of Morresi represents a significant strategic opportunity. It will allow us to provide our customers with added value through innovative design, high-quality products, and customised solutions.

Morresi's long-standing presence in the fashion, footwear and leather goods sectors, along with its in-house production capabilities, enhances Mainetti's operational agility and expands its market prospects. The integration of Morresi into the structural packaging division will expand the portfolio of solutions for the most prestigious luxury brands, thereby strengthening competitiveness and the offering of high value-added services.



MISSION, VISION AND VALUES

Mainetti Italia has over sixty years of experience in the sector and continues to be a point of reference for leading global brand retailers. The company's solid reputation is built on its ability to offer innovative solutions, high-quality products, personalised services and global support that is capable of responding to the ever-changing needs of the market. At the core of its operations is a steadfast dedication to minimising its ecological footprint by implementing sustainable production methods and progressively incorporating circular economy principles at every stage of the value chain.

Mainetti's mission is to support businesses by creating value through design, quality and excellent service, while promoting a sustainable and innovative business model. Mainetti is at the forefront of the circular economy, making a significant contribution to the transition towards a more resilient, efficient and environmentally friendly production system.

The company's daily operations are guided by shared values that are firmly embedded in its corporate culture and market approach:

INNOVATION is defined as the ability to develop increasingly advanced solutions and delivery methods that meet customer needs.

SUSTAINABILITY is pursued through the responsible use of resources, respect for people and protection of the planet.

QUALITY is expressed in the continuous improvement of products and processes to increase efficiency, reduce waste and create added value.

INTEGRITY translates into transparency, fairness, responsibility and respect for ethical principles in every relationship.

EXCELLENCE IN SERVICE is achieved through flexible, tailor-made solutions that anticipate trends and support customers in their growth.

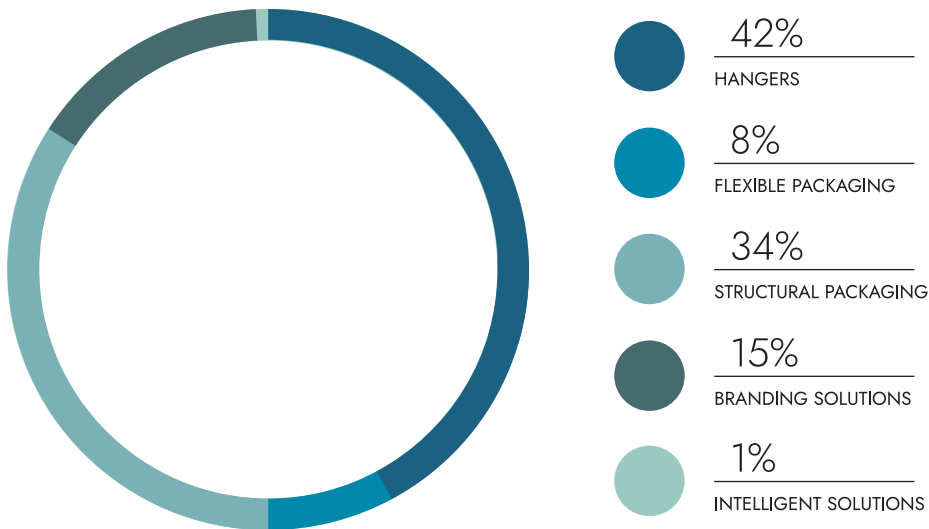
LEADERSHIP is defined as the aspiration to uphold a position of prominence at both the national and international levels within its sector of activity. This is achieved through the implementation of sustainable innovation and the assurance of the quality of its offerings.

Mainetti Italia continues to strengthen its position as a reliable and responsible partner. This contributes to the creation of a more sustainable future for businesses and the communities in which it operates.

ONE STOP SHOP

Mainetti Italia is a market leader in its field, thanks to its integrated and sustainable approach. The company brings together all its packaging and product identification solutions in a single hub.

SALES BY PRODUCT SEGMENT



Note: Sales by product segment refer exclusively to Southern Europe. Intercompany transactions between all Mainetti Group companies are excluded.

SALES BY GEOGRAPHICAL AREA



Note: Sales by geographical area have been calculated by dividing the main brands according to their reference market.

INNOVATION AND ENHANCEMENT OF THE BRAND

In recent years, Mainetti Italia has strengthened its production network by integrating new skills in the manufacture of woven labels, tags and packaging. Its facilities, located across the country, ensure highly responsive, rapid and precise production capacity. The Group combines a long-standing tradition of manufacturing excellence with cutting-edge technological expertise to develop original and responsible solutions. These solutions are the result of continuous research and a commitment to understanding and responding to cultural and social changes. Mainetti Italia is committed to promoting sustainable growth, underpinned by a commitment to innovation, ethical practices and environmental responsibility. This commitment is integral to every strategic decision made by the company.

The organisation provides a comprehensive range of solutions specialising in brand enhancement, with a particular focus on the luxury and fashion sectors, as well as other market areas. The company's activities are divided into five main divisions. We are proud to offer a comprehensive range of products, including hangers, structural packaging, flexible packaging, branding solutions and intelligent solutions (RFID). Each of these products is guaranteed to be innovative and of the highest quality.

Mainetti Italia offers a range of solutions designed to foster closer relationships with customers and promote its products in a direct and personalised manner. Through e-commerce, consumers and businesses can explore the comprehensive selection of shopping bags, hangers, garment covers, boxes, polybags and labels, all of which are conveniently coordinated and customisable. Mainetti is proud to announce its presence on the Amazon.it marketplace, offering a comprehensive selection of hangers that meet the highest quality and aesthetic standards. These hangers are not only reliable for businesses but also provide a customisable solution for individuals, ensuring that every purchase meets the customer's expectations. The brand's global network of branches and shops can access Mainetti's exclusive packaging solutions, including labels, hangers, flexible packaging, and RFID, through a dedicated 24-hour digital platform. This platform is supported by a streamlined logistics system, ensuring efficient delivery and management of packaging resources. The Reserved Area is a space designed to provide inspiration, offering a wide range of products and solutions. These are available upon request for a password, ensuring a comprehensive and dedicated service for customers.

PRODUCTS

HANGERS

Mainetti provides a comprehensive range of solutions for the display and transportation of hanging garments. These solutions have been developed to ensure functionality, aesthetics and sustainability through the use of innovative materials and targeted designs.

START LINE

The Start Line offers the widest range on the market, with over 25 models available in a variety of sizes to meet every need for hanging garments. A wide variety of materials is available, including traditional, recycled, biocomposite and bio-based options, in order to meet different customer requirements and the most stringent sustainability standards.

FUSION LINE

The Fusion line comprises eight models that combine aesthetics and functionality. This is achieved through the overprinting technology of rubber inserts, which offer anti-slip performance and technical solutions that are unique in the market. The product is available in the same materials as the Start line, thus ensuring both versatility and consistent production.

12.07 LINE

The 12.07 line, manufactured from embossed polypropylene, combines a minimalist design with remarkable lightness, making it perfect for bulky garments or those that require greater manoeuvrability.



PRODUCTS

LINGERIE LINE

The Lingerie line offers practical, essential, single-material models designed to cover most of the sector's needs. The focus here is on aesthetics, functionality and the reduction of raw materials used.

SARTORIAL LINE

The Sartorial line includes sturdy and durable hangers, which are suitable alternatives to wooden display products. The product is available in a range of materials, including traditional, recycled, biocomposite and biobased options. These materials have been selected for their robustness and aesthetic quality.

SUSTAINABLE PAPER SOLUTIONS: PAPERFORM HANGERS

Mainetti Paperform Hangers represent a major innovation which has been integral to the progress of the company in the field of sustainability. These products are made from 100% recycled paper, are fully recyclable and are FSC® certified. They combine aesthetics, environmental responsibility and functionality.

The product is available in a range of sizes and in the classic U-shape. There are over 150 colours and finishes available, including velveting, soft-touch, painting, rubberising and other solutions that guarantee maximum customisation and visual impact. In 2024, the Paperform system was awarded ATICELCA certification, achieving level B on a scale from A++ to C. This certification attests to the system's optimal alignment with the recovery and recycling processes within the Italian paper industry.



MAINETTI LIFTPACK: TRANSPORT SOLUTION

The Mainetti LiftPack is a new product for 2024. It is a patented, plastic-free box made from recycled cardboard. It is designed for transporting hanging garments.

The following options are available for supply:

- A segmented internal bar for hangers, or
- tubular section bar is made from recycled paper.

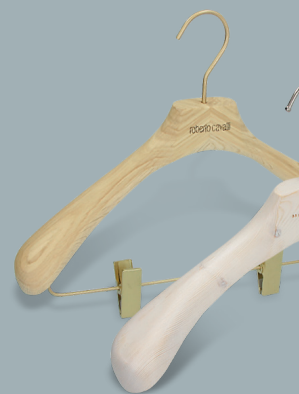
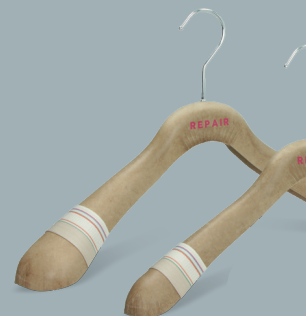
This sustainable, reusable packaging has been designed to streamline logistics by minimising the use of plastic.

TOP WOODS LINE

For customers who value exclusivity and brand identity, the Top Woods Line is the perfect solution. These natural wood hangers are crafted with meticulous attention to detail and are fully customisable in shape and colour thanks to advanced production technologies.

STRUCTURAL PACKAGING – FABRIC

It is vital to understand that packaging plays an essential role in protecting, enhancing and ensuring the sustainability of a product throughout its life cycle. Garment bags are an essential component of this category, as they are specifically engineered to safeguard apparel during various stages of production, transportation and retail. These bags are crafted to ensure durability and reusability, making them a valuable asset for any business. In addition, drawstring bags, manufactured for the leather goods and footwear sector, provide practical and customisable solutions. These bags are also ideal as value-added accessories for customers. The range is completed by bags with flaps or other types of closures, available in different sizes to hold clothing and home accessories, such as trousers, jumpers, cushions or throws. The range also includes reusable and customisable fabric shopping bags, designed for promotional events or packaging for end customers. Mainetti Italia's solutions are focused on promoting a packaging approach that prioritises functionality, aesthetics and sustainability.



This commitment to environmental responsibility involves a reduction in the use of plastic materials and a preference for recycled and recyclable materials, aligning with the principles of the circular economy.

STRUCTURAL PACKAGING – PAPER

The shopping bags in the Hand Made line embody the excellence of Mainetti Italia's sustainable luxury packaging. Manufactured using heavyweight paper sourced from certified, responsibly managed forests, these products combine elegance, durability and customisation. A wide range of materials, finishes and high-quality enhancements are available. The automatic line has been designed to accommodate medium and large volumes, while maintaining the same standards of quality and sustainability that are integral to our business. This product is available in flat, cord and turned cord versions. It combines functionality, aesthetics and reduced environmental impact.

The range is completed by luxury boxes and envelopes that are made from recycled paper. These are available in a variety of sizes and finishes, ranging from Havana kraft to 100% recycled duplex paper. All items are reusable and customisable. The option to embellish each package with tissue paper, ribbons or decorative accessories creates distinctive and circular solutions that fully express Mainetti Italia's attention to detail and respect for the environment.



FLEXIBLE PACKAGING

Mainetti Italia has developed flexible packaging solutions that combine innovation, functionality and respect for the environment, in line with the transition towards a more circular production model. All of these packaging solutions have been manufactured from sustainable materials, including compostable, 100% recycled polyethylene and an M-Film Bio biopolymer. They are GRS, RCS and ISCC certified, and represent a concrete step towards reducing the use of virgin plastic and promoting the reuse of resources.

In support of this vision, the company has patented the Polyloop system, an innovative process that allows transparent polyethylene to be recycled. This process transforms the polyethylene into new raw material, ready to be reintroduced into the production cycle. Among the main solutions are polyethylene garment covers that can be customised with logos, graphics and decorations to enhance brand identity, and transparent or opaque bags with adhesive zip closures or minigrips, which are practical, versatile and completely recyclable.

These products are available in a range of sizes, formats, and colours, showcasing the company's commitment to blending aesthetics, functionality, and sustainability. They play a key role in reducing the environmental impact, starting from the raw materials all the way to end-of-life disposal.



BRANDING SOLUTIONS

Textile labels represent a distinctive feature of garments, capable of effectively conveying the identity and value of the brand to consumers. These products are made from soft jacquard fabric, which makes them both imperceptible on the skin and durable over time. They are designed to integrate into the product's overall aesthetic rather than merely serving as a functional accessory. The tags combine functionality and aesthetics, providing customers with clear information about the brand, composition, price and instructions for use. The colourful, customisable patches add identity and recognisability to garments, accessories and footwear.

The external labels, manufactured from rubber, silicone, leather, metal or recycled materials, are designed to be in line with seasonal trends, while upholding the highest quality standards. Authenticity seals, available in recycled polyester, wood or metal, guarantee security and traceability. Meanwhile, ribbons, in jacquard, silk, cotton or recycled yarns, embellish and refine every detail with style. The range is completed by a selection of promotional gadgets and accessories, including key rings, pins, buttons and bracelets which have been designed to enhance customer relations and promote a concept of integrated, sustainable and constantly evolving design.



SERVICES

RESEARCH & DEVELOPMENT

At Mainetti Italia, innovation has always been the driving force behind our growth. Our company is committed to ongoing research and development at every stage of the creative and production process. This involves integrating design, technology and sustainability to ensure the best possible outcomes. The collections are a result of an experimental approach that combines aesthetics and functionality to offer original solutions that anticipate trends and respond precisely to customer needs. Each project is the result of continuous dialogue between creativity and the market, with attention to cultural and social transformations providing the foundation for new proposals.

CUSTOMIZED DESIGN SERVICE

The Design Service brings together technical expertise, creativity and sustainability. A team of specialised designers supports customers in the development of customised solutions. This support extends from the concept phase through to prototyping and pre-press, with a focus on optimising time, costs and environmental impact. The objective is to create products that combine aesthetics, efficiency and responsibility, harmonising design and practicality with manufacturability and waste reduction. This approach is designed to enhance the customer's brand by ensuring consistent, distinctive and sustainable proposals.

COLLECTIONS

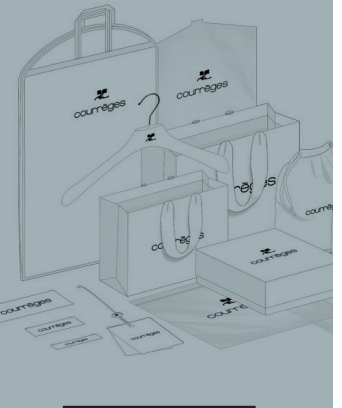
Each collection is the result of a process of observation, research and experimentation that reflects changes in society, technology and consumer behaviour. This is not merely a collection of accessories; it is a visual narrative of the present, capable of translating emerging trends into shapes and colours. Twice a year, in January for spring/summer and in June for autumn/winter, the creative team presents new proposals that combine innovative materials, contemporary colour palettes and original styles. These proposals mark the evolution of taste and sustainable design. Each collection serves as a testing ground for new concepts, where established practices are continually evolving to establish new aesthetic trends.

INTERNATIONAL TRADE FAIRS

Mainetti Italia's extensive sales network, with strong local roots, enables the company to operate on a global scale, with the flexibility to adapt to specific local conditions. The Group's international presence enables it to closely monitor market trends, identify customer needs and respond promptly through customised solutions. Attending leading international trade fairs and events in the fashion, cosmetics, and food & beverage sectors is an effective way to strengthen dialogue with partners and promote a culture of sustainable and innovative packaging. In this way, the company consolidates its position as a global leader in the design and supply of integrated, sustainable and high-quality solutions.

INTELLIGENT SOLUTIONS (RFID)

Mainetti Recca is committed to investing in research and development for the integration of smart technologies into its products, in order to contribute to the development of an increasingly transparent and connected supply chain. RFID tags are a sustainable and innovative solution for inventory, logistics and garment traceability throughout the supply chain. They contain no chemical components or PET inlays. Thanks to UHF (Ultra High Frequency) technology, it is possible to read up to a thousand labels simultaneously within a radius of ten metres, thus optimising time and processes. NFC (Near Field Communication) tags, which are also manufactured using materials that are free from chemicals, facilitate direct interaction with the customer. They guarantee brand security and protection thanks to their anti-counterfeiting and authentication functions, which can also be activated via smartphone. The offer is complemented by customisable QR codes – printed, woven or engraved – which activate brand protection, customer engagement and raw material traceability tools, with a focus on the circular economy. The implementation of advanced solutions such as NextLevel RFID and dedicated SaaS platforms enables the monitoring of in-store flows, thereby enhancing productivity and optimising the management of each item across the entire supply chain.



SOURCING ASIA

Mainetti has improved supply chain efficiency and ensured increasingly responsible sourcing by strengthening its international structure through the establishment of a dedicated Sourcing Office in Asia. This direct presence enables to monitor and qualify suppliers with greater precision, thereby reinforcing ESG standards throughout the supply chain.

The Sourcing Office provides ongoing support to the Special Projects Office, contributing to the development and management of complex projects, particularly those relating to: wooden hangers made from traceable and certified materials; sustainable packaging solutions and innovative products with high technical and environmental content. This integrated collaboration is useful for a more careful selection of partners, reduced supply risks, stricter quality control and more efficient use of resources. This, in turn, promotes the use of sustainable materials within the product portfolio.

PICK & PACK SERVICE

This service is a comprehensive solution for order management, customisation and preparation, designed to optimise the customers' logistics processes.

The P&P model is a system of management which controls the processes of picking, packaging and customisation. It allows companies to reduce unnecessary handling, limit material consumption and waste, increase efficiency and operational flexibility, and significantly improve punctuality and service quality.

The P&P service supports a leaner and more sustainable supply chain thanks to the integration of operations, logistics and customer service. This contributes to reducing environmental impact and improving the customer experience.



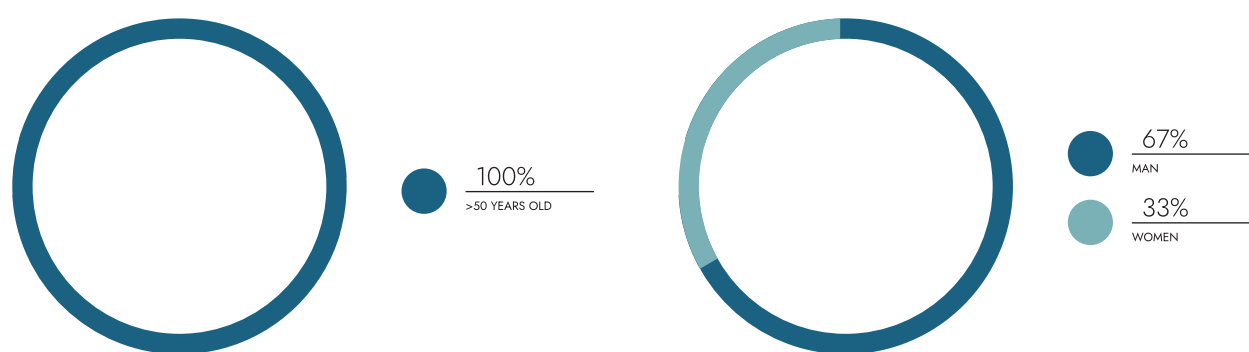
In order to respond effectively to the interests of our shareholders, the traditional form of administration is adopted; the corporate bodies' structure as at 31 December 2024 with specific reference to the parent company is as follows in accordance to the Italian Civil Code:

MAINETTI ITALIA CORPORATE GOVERNANCE

- 1.**
The Shareholders' Meeting
This is a corporate body that, through its resolutions, expresses the will of the shareholders.
- 2.**
The Board of Directors
This is entrusted with strategic management for the pursuit of corporate objectives. It also oversees the implementation of strategic guidelines by the company's management and ensures the adequacy of the internal control and risk management system. The Board of Directors is also responsible for decision-making processes and monitoring the Group's impact on the economy, the environment and people.
- 3.**
The Board of Statutory Auditors
It is responsible for monitoring compliance with legislation and the company's Articles of Association, as well as for controlling management.
- 4.**
The Supervisory Body
Established in accordance with Legislative Decree 231/01, is responsible for monitoring the effectiveness, efficiency, maintenance and updating of the organisation, management and control model in accordance with the aforementioned legislation.
- 5.**
The Independent Auditing Firm
is responsible for conducting the statutory audit of the financial statements.

The members of the Board of Directors, who will remain in office until the date of the Shareholders' Meeting called to approve the Financial Statements as at 31 December 2025, are shown in the following table:

DIRECTORS	POSITION	GENDER
Giovanna Mainetti*	President	W
Roberto Peruzzo	Chief Executive Officer (CEO)	M
Gabriele Bosco	Director	M



COMPOSITION OF THE BOARD OF DIRECTORS BY AGE GROUP

COMPOSITION OF THE BOARD OF DIRECTORS BY GENDER

The Board of Directors is responsible for the ordinary and extraordinary management of the Company and performs its duties by carrying out all acts it deems necessary or useful for the implementation and achievement of the corporate purpose, with the exception of acts that the law or the Articles of Association specifically reserve for the approval of the Shareholders' Meeting.

In terms of the responsibilities of the highest governing body, the companies have adopted a structure of delegated powers and responsibilities. This structure is intended to ensure the segregation of duties and the efficient and regular performance of activities.

All appointments of directors are based on merit. Candidates are proposed and selected on the basis of objective criteria, taking due account of diversity within the Board itself.

With regard to the responsibilities of the Board of Directors, this body is responsible for the following:

- Assessing and deciding on all aspects relating to the Group's general strategy, strategic objectives, annual budgets, annual and half-yearly results, the approval of major transactions, related party transactions, and any other significant operational and financial aspects;
- Defining and monitoring the sustainability strategy of the entire organisation. With regard to ESG management, the Board addresses sustainability issues on a yearly basis. This includes related projects, activities carried out and main results achieved. The Board also uses the annual reporting required by the sustainability report.

The Board of Directors is able to maintain a clear and up-to-date view of the impact of sustainability strategies, thus ensuring that the organisation remains aligned with its long-term objectives.

The Board of Statutory Auditors is responsible for monitoring compliance with legal regulations, the Articles of Association and the principles of proper administration in the conduct of corporate activities. In addition, it oversees the adequacy of the organisational, administrative and accounting structure adopted by the Company, as well as the effectiveness of the internal audit system and the independence of the statutory auditor. The committee is composed of a chairman, two standing auditors and two alternate auditors. All members of the Board of Statutory Auditors are eligible, possess the requisite integrity and professionalism as defined by law. Please find below a list of the members of the Board of Statutory Auditors who are in office until the date of the Shareholders' Meeting called to approve the Financial Statements as at 31 December 2025.

DIRECTORS	POSITION	GENDER	AGE
Giorgio Grosso	President	M	>50
Stefano Rudelli	Statutory Auditor	M	>50
Marco Ziliotto	Statutory Auditor	M	>50
Alessandra Tavella	Substitute Statutory Auditor	W	>50
Marilena Panighel	Substitute Statutory Auditor	W	≤50



COMPOSITION OF THE BOARD OF STATUTORY AUDITORS BY GENDER



COMPOSITION OF THE BOARD OF STATUTORY AUDITORS BY AGE GROUP

MAINETTI ITALIA BUSINESS INTEGRITY AND ANTI-CORRUPTION

Ethics and integrity represent fundamental values for Mainetti Italia. It is vital to operate with honesty, transparency and responsibility in order to consolidate stakeholders' trust and ensure long-term sustainable growth.

A Code of Ethics has been adopted for both the international group and the Italian group, with consistent application across the four Mainetti Italia companies. The Code has been approved by each supervisory body and is an integral part of the Company's Organisation, Management and Control Model, as required by Articles 6 and 7 of Legislative Decree No. 231/2001. The document is an important tool that reflects the organisation's commitment to promoting ethical, social and environmental responsibility. It also clearly defines the rights, duties and responsibilities of the organisation towards all stakeholders.

The organisation's commitment to upholding the principles of the Code and Model 231 is ensured by the presence of a Supervisory Body. The Supervisory Body's responsibilities include:

- monitoring effective compliance with ethical principles
- promoting the dissemination of the Code
- examining any reports of violations
- proposing updates to the Code, as necessary, to ensure alignment with regulatory and organisational changes.

The company's ethical approach is also reflected in its research, development and marketing activities, which are geared towards meeting high quality standards. Mainetti Italia is committed to providing clarity, fairness and reliability in its dealings with customers and clients, both during negotiations and in the execution of contractual agreements. It is imperative that every business transaction is traceable, fully recorded and supported by adequate documentation. This ensures that decision-making, authorisation and operational phases are always verifiable. This oversight will enhance the transparency of processes and enable effective and timely controls.

Mainetti Italia's procedure for reporting violations and whistleblowing sets out the methods for reporting any violations of national or European Union regulations that harm the public interest or the integrity of the company. It also covers illegal conduct relevant to Legislative Decree no. 231 of 8 June 2001, No. 231. Anyone who has become aware of such violations in the context of their employment, collaboration or professional relationship with the Group, or in any case in the workplace, is encouraged to report them.

During 2024, Mainetti Italia confirmed its commitment to complying with applicable regulations, operating in full compliance with the laws and regulations in force in the contexts in which it operates. No significant cases of non-compliance were identified during the reporting period, reflecting the constant attention paid to monitoring legal and regulatory risks. Furthermore, it adopts a structured and proactive approach to regulatory compliance, integrating high standards of legality, transparency and integrity into the management of its activities. This approach reflects the organisation's core values and its commitment to promoting an ethical and responsible corporate culture, in line with stakeholder expectations and long-term sustainability objectives.

Mainetti Italia is committed to upholding the highest standards of integrity and ethical conduct in its business dealings. It has adopted a zero-tolerance policy towards any form of corruption, favouritism or collusive practices. It is strictly prohibited to request or accept, either directly or indirectly, any personal benefits that could be perceived as violating the core principles of honesty, fairness, respect and professionalism that guide the organisation's conduct. Acts of commercial courtesy, including gifts and forms of hospitality, are permitted provided they are of modest value and do not compromise the integrity or impartiality of the parties involved. Furthermore, they must not be interpreted by an outside observer as inappropriate or unethical. During 2024, Italian companies maintained a corruption-free reputation.

Furthermore, no disciplinary measures were taken, no dismissals were recorded due to corrupt conduct, and it was not necessary to terminate or renew contracts with business partners due to violations related to corruption. In addition, there were no legal cases in the public domain concerning incidents of corruption against Mainetti Italia or its employees during the reporting period.

In 2024, Mainetti Italia was not involved in any legal proceedings relating to anti-competitive behaviour or violations of antitrust regulations. This result confirms the company's ongoing commitment to promoting fair competition, which is widely recognised as an essential element for sustainable development, innovation and continuous improvement. In line with this, the company operates in accordance with the principles of fairness, transparency and integrity in market relations. This means that relationships are consolidated and based on clear rules and responsible behaviour. Mainetti will continue to closely monitor compliance with regulations, promptly adopting the necessary corrective and preventive measures to further strengthen the safeguards of legality and ensure transparent and responsible governance.



MAINETTI ITALIA ECONOMIC PERFORMANCE

96%

THE ECONOMIC VALUE
DISTRIBUTED OF THE VALUE
GENERATED

21%

THE VALUE DISTRIBUTED TO
EMPLOYEES OF THE
DISTRIBUTED VALUE

In 2024, the economic and production context was marked by pervasive market uncertainty, escalating raw material and energy costs, and a decline in demand across various sectors, notably in the fashion and retail sectors. In this scenario, the company's ability to adapt, its strong organisational structure and its commitment to innovation were all key factors in ensuring continuity and competitiveness in the market.

In this context, Mainetti Italia has recorded a slowdown in its main economic and financial indicators compared to the previous year, in line with the general market trend.

Revenues totalled €111.9 million, which reflects a 9.1% decrease compared to 2023. The company's financial results for the year, amounting to €980,000, represent a decrease compared to the previous year. However, they affirm the company's financial stability and its capacity to implement effective management strategies.

Despite a contraction in margins, Mainetti Italia has continued to pursue a strategy of sustainable growth and development. The company has invested in technological innovation, enhanced production efficiency and reduced its environmental impact. These commitments form part of the company's long-term vision, which is focused on ensuring responsible and resilient growth, capable of generating shared value for customers, employees and other stakeholders.

MAINETTI ITALIA/ €	2023	2024
Revenues	123.109.616	111.974.449
EBIT	5.077.468	1.485.364
EBITDA	11.500.504	7.963.403
Operating result	2.893.269	979.920

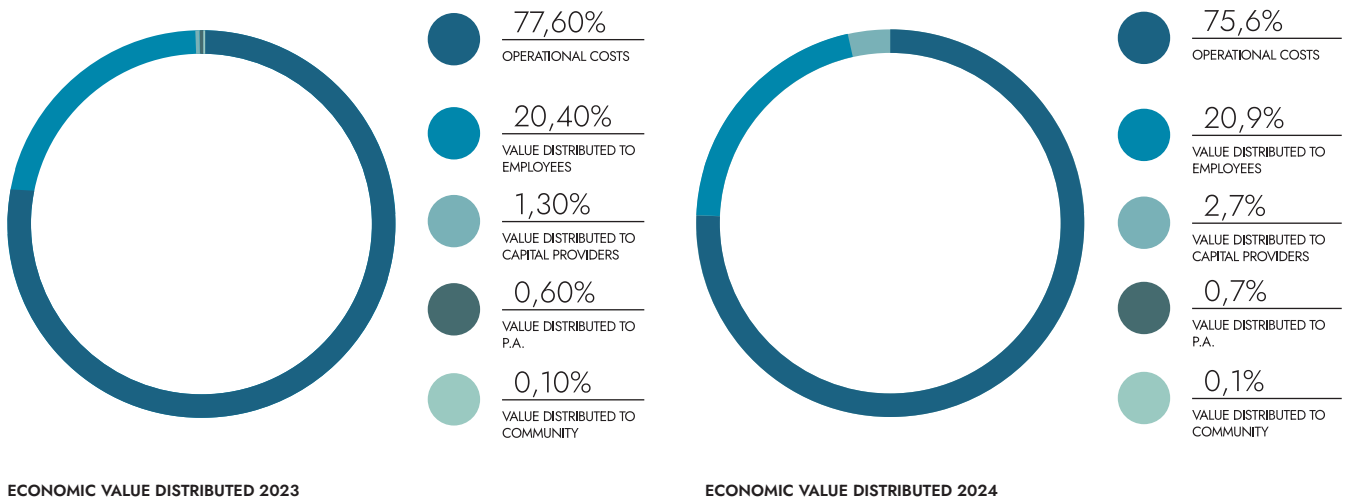
In terms of the value generated and distributed, Mainetti Italia maintained a balanced distribution of economic value, primarily allocating resources to operating costs (suppliers) and employees.

The economic value distributed amounted to €107.9 million. The financial resources allocated to the community have increased considerably, from €35,000 in 2023 to €115,000. This demonstrates Mainetti Italia's dedication to social and solidarity initiatives.

To summarise, despite the decline in revenues and margins, Mainetti Italia continued to manage the distribution of economic value in a responsible and sustainable manner, supporting its employees, suppliers, institutions and the community.

GRI 201-1 (€) DIRECT ECONOMIC VALUE CREATED AND DISTRIBUTED

ITEM (€)	2023	2024
Economic value created	123.261.275	111.911.637
Economic value distributed	113.692.280	107.875.960
<i>Operational Costs</i>	88.234.488	81.600.789
<i>Value distributed to employees</i>	23.247.203	22.500.059
<i>Value distributed to capital providers</i>	1.458.155	2.953.348
<i>Value distributed to P.A.</i>	717.009	706.764
<i>Value distributed to community</i>	35.425	115.000
Economic value retained	9.568.995	4.035.677



ECONOMIC VALUE DISTRIBUTED 2023

ECONOMIC VALUE DISTRIBUTED 2024

Please note that all the financial data presented above differ from the data reported in the consolidated financial statements of Mainetti S.p.A. as at 31 December 2024, considering that the scope of consolidation of this sustainability report is representative of Italian entities only.

MAINETTI ITALY IT SECURITY AND DATA PROTECTION

In recent years, the organisation has reinforced its IT security measures. This has been achieved by adopting advanced technological solutions and implementing organisational practices. These practices are aimed at mitigating the risk of cyber incidents. They also ensure a timely and effective response to digital threats.

One of the main measures adopted is the implementation of a continuous data traffic monitoring system, which is managed by an external Security Operation Centre that is active 24/7. This system is capable of identifying and blocking suspicious behaviour through advanced detection technologies (XDR and SIEM). Simultaneously, the company has initiated an awareness and training programme for employees. This programme includes periodic simulations of phishing campaigns and educational initiatives on the safe use of company tools and the proper management of data.

Mainetti Italia's IT infrastructure is integrated across its various offices by state-of-the-art firewall devices. These devices ensure centralised and constant control of incoming and outgoing traffic, intercepting any potential threats and malicious files.

In order to protect the security of mobile working, an encrypted VPN connection has been implemented, combined with the mandatory use of multi-factor authentication (MFA). The aim of this is to protect remote access to company systems.

Protecting personal data is another focus area for us, and we are committed to implementing appropriate technical and organisational measures in accordance with Regulation (EU) 2016/679 (GDPR). These measures are designed to prevent unauthorised access, destruction, alteration or unlawful dissemination of information.

AS OF 31 DECEMBER 2024, THERE HAVE BEEN NO REPORTS OF THEFT, LOSS OR DATA LEAKS. NOR HAVE ANY COMPLAINTS BEEN RECEIVED REGARDING VIOLATIONS OF CUSTOMER PRIVACY. THIS CONFIRMS THE EFFECTIVENESS OF THE IMPLEMENTED MEASURES AND THE ORGANISATION'S COMMITMENT TO PROTECTING INFORMATION. IMPLEMENTATION OF THE SYSTEM HAS BEEN COMPLETED, AND THE ORGANISATION IS COMMITTED TO PROTECTING SENSITIVE INFORMATION.

As part of the Group's prevention activities, all employees were invited to participate in the mandatory cybersecurity training programme (KnowBe4). This programme includes theoretical modules and periodic phishing simulations.

Training engagement was monitored through the average time spent per user, which was:

Training engagement was measured by monitoring the average time spent per user, which was calculated as follows:

Castelgomberto – 00:50:03;
Carbonera – 00:47:40; OMAF – 00:31:35; ReCa – 00:50:13;
Morresi – 00:43:16.

SUSTAINABILITY REPORT 24
SUSTAINABILITY

C.2

SUSTAINABILITY STAKEHOLDERS

Mainetti Italia is committed to listening carefully to its stakeholders on a daily basis.

The objective is to establish trust and shared value, fostering relationships characterised by transparency, mutual respect and collaboration.

The assessments resulting from these meetings were instrumental in identifying the priority areas for action..

By understanding the needs and expectations of those who interact with the company, we can make improvements to our internal processes and make more informed decisions. This allows us to integrate organisational priorities with those of the external context.

During the 2024 financial year, Mainetti Italia engaged with the managers of the main corporate functions during the double materiality analysis window. This allowed the identification of the priority issues covered in this Report.

Specifically, the managers of the corporate functions of the four Italian companies included in the scope were involved in mapping and analysing internal needs, expectations and points of view. The aim of this process was to identify sustainability priorities.

The assessments resulting from these meetings were instrumental in identifying the priority areas for action.

The organisation's stakeholder categories were defined through a detailed analysis. This analysis included mapping the main stakeholders and assessing the mutual influence between them and the group's activities. It also included reviewing the documents in the internal management system.

1. EMPLOYEES
2. SUPPLIERS
3. COMMUNITIES AND LOCAL AUTHORITIES
4. CUSTOMERS
5. REGULATORY AND CERTIFICATION BODIES
6. BANKS
7. ADMINISTRATIVE AND CONTROL BODIES
8. TRADE ASSOCIATIONS
9. SHAREHOLDERS AND INVESTORS
10. UNIVERSITIES AND RESEARCH CENTRES

Please find below a list of the stakeholders involved, along with details of their involvement and participation procedures:

STAKEHOLDER	PURPOSE	INVOLVEMENT
EMPLOYEES	Enhance employee wellbeing, encourage their involvement and promote a working environment open to collaboration and diversity	<ul style="list-style-type: none"> · On-boarding · internal communication (meeting, e-mail) · Website · Corporate events · HR communication platform
SUPPLIERS	Cultivating collaborative partnerships based on trust ensuring reliable, high-quality supplies and supporting the adoption of responsible and sustainable practices	<ul style="list-style-type: none"> · Audit · Quality-purchase interactions · Submission of forms and / or documents
COMMUNITY AND LOCAL AUTHORITIES	Actively contributing to the well-being of local communities by promoting constructive relationships with institutions and supporting projects and initiatives of social and environmental value	<ul style="list-style-type: none"> · Support for social initiatives · Presence in the local area · Meetings with institutions
CLIENTS	Strengthen customer satisfaction with the aim of continuously improving quality and consolidating positive, lasting and constructive relationships.	<ul style="list-style-type: none"> · Website · Exhibitions · Corporate events · Sustainability report
CERTIFICATION BODIES AND REGULATORS	Ensure compliance with industry regulations and standards. Collaborate with certification bodies to obtain and maintain the required certifications and actively participate in validation processes.	<ul style="list-style-type: none"> · Audit · Regulation updates · Management system
BANKS	Maintaining solid financial relationships securing access to credit and the financial resources necessary to support business operations	<ul style="list-style-type: none"> · Meetings regarding funding opportunities · Ratings · Financial reports · Involvement in financial negotiations and discussions · Sustainability questionnaires
ADMINISTRATIVE AND SUPERVISORY BODIES	The commitment to ensuring effective and transparent governance by ensuring compliance with applicable regulations and internal policies. It also provides ongoing supervision and support for the management and control of company activities, promoting responsibility and compliance in all areas of work.	<ul style="list-style-type: none"> · Board of directors · Reports and periodic updates on company activities
TRADE ASSOCIATIONS	Representing the company's interests in the relevant sector, taking part in initiatives and debates aimed at guiding the definition of standards, regulations and policies specific to the sector	<ul style="list-style-type: none"> · Participation in events, conferences and meetings organised by trade associations to discuss issues relevant to the sector. · Collaboration with technical committees or working groups · Contribution to studies and research conducted by the association to share knowledge and best practices.
SHAREHOLDERS AND INVESTORS	Provide transparent information on the company's financial and strategic performance, ensure effective communication and build trusting relationships with investors	<ul style="list-style-type: none"> · Shareholders' meeting · Board of directors · Press releases · Institutional website
UNIVERSITY AND RESEARCH CENTRES	Stimulate collaboration in research and development of new technologies and innovative solutions, access resources and specialised skills to support the company's growth and innovation	<ul style="list-style-type: none"> · Collaborations in scientific research · Participation in academic conferences or workshops · Sponsorship of academic programmes · Internships and postgraduate programmes

MAINETTI ITALIA MATERIALITY ANALYSIS

In 2023, Mainetti Italia began its sustainability reporting journey with a materiality analysis in line with the 2021 version of the GRI (Global Reporting Initiative) Standards.

In light of the Corporate Sustainability Reporting Directive (CSRD) coming into force and the reporting obligations that will arise from it, Mainetti Italia took a step forward in 2024 by initiating an initial adjustment in this regard through performing a double materiality analysis.

This approach enabled the identification of priority material issues, i.e. those that generate significant sustainability impacts for stakeholders and influence the organisation's financial performance and resilience in the medium to long term.

A central element of this methodological evolution was also strengthening internal stakeholder involvement through workshops with the managers of the Italian entities within the reporting scope. The four main phases of the process are outlined below:

Phase 1

UNDERSTANDING THE SUSTAINABILITY CONTEXT

Mainetti Italia's double materiality assessment began with an initial phase of understanding the context in which the organisation operates. At the same time, a preliminary benchmark analysis was carried out with regard to the main sustainability impacts on a panel of Mainetti Italia's peers. This involved desk analysis of available documents and an analysis of the main sustainability publications relating to the sector in question, with a focus on trends.

Phase 2

IDENTIFICATION OF IMPACTS, RISKS AND OPPORTUNITIES (IROS)

In light of the findings of the above analyses, it was possible to compile an initial list of applicable IROs. In most cases, the impacts were associated with corresponding risks and/or opportunities. When identifying and assessing the impacts, risks and opportunities, Mainetti Italia considered the entire reporting scope.

Phase 3

VASSESSMENT OF IROS, IMPACT MATERIALITY AND FINANCIAL MATERIALITY

As the assessment of significance is the only criterion for determining the relevance of an issue for reporting purposes, an internal stakeholder engagement activity was carried out in the form of a workshop with the main department managers of the four business units included in the scope of Mainetti Italia. This provided multiple assessments.

Specifically, the identified IROs were assessed to determine their level of relevance based on:

MATERIALITY OF IMPACT

Once the list of impacts relating to Mainetti Italia had been identified, the main department managers of the four business units included in the Italian scope met to validate the results and proceed with the impact assessment.

This process involved classifying each impact by multiplying its magnitude and scope. For potential impacts, the assigned probability value was also multiplied using a scale of 1 to 5 for each criterion. Impact materiality enables us to identify the most significant sustainability issues by evaluating the effects of Mainetti Italia's activities on people and the environment throughout the entire value chain.

FINANCIAL MATERIALITY

Following the impact assessment, the risk and opportunity assessment process involved the Administration, Finance and Control (AFC) department. At this stage, a further assessment of severity and probability was carried out using the same methodology as in the impact assessment phase. All risks and opportunities were evaluated in terms of their potential impact on the company's development, financial position, economic performance, cash flows, access to financing, and cost of capital, in line with reporting standards.

Phase 4

RESULTS OF THE DOUBLE MATERIALITY ANALYSIS AND PRIORITISATION OF IDENTIFIED IMPACTS

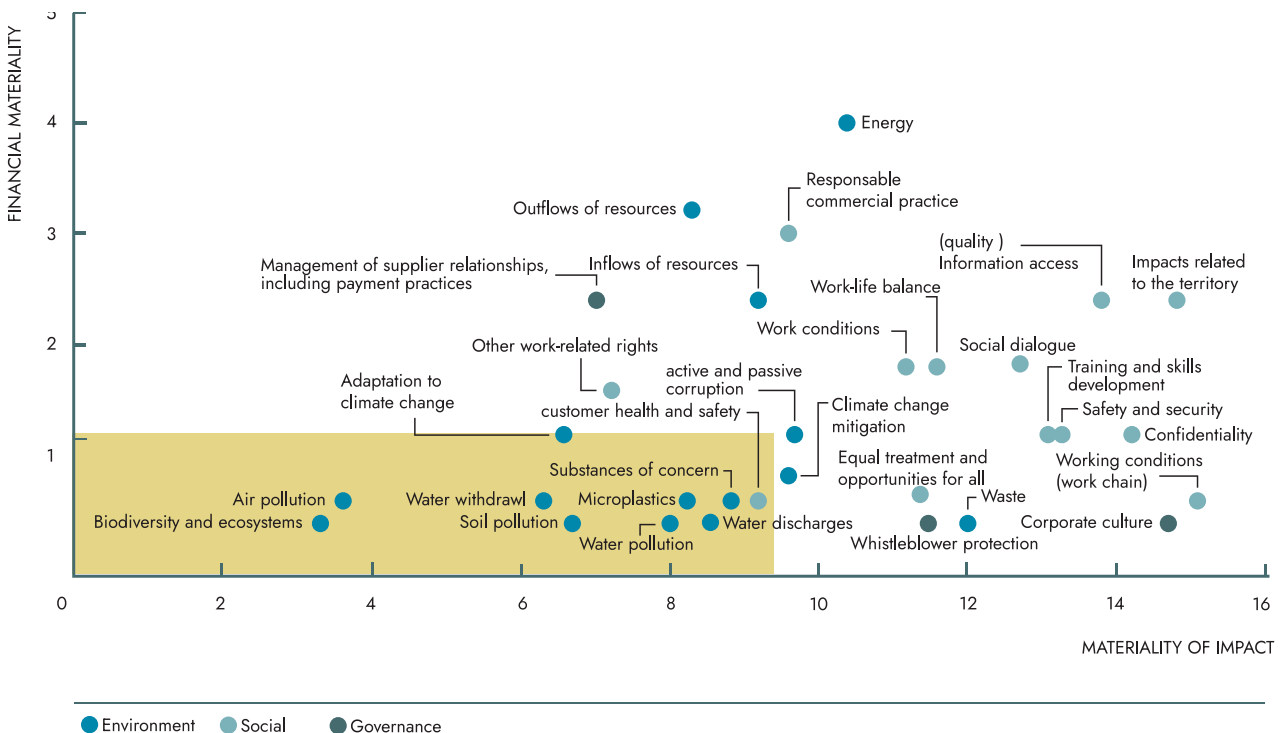
The identified IROs were classified and divided into themes, and the results of the assessment were reported in a matrix. Financial materiality was placed on the vertical axis and impact materiality on the horizontal axis.

The double materiality analysis

This initial double materiality assessment was carried out in accordance with the cross-cutting principles of the European Sustainability Reporting Standards (ESRS). The assessment considered both impacts, with reference to impact materiality, and how sustainability impacts affect the company in the form of business risks and opportunities.

The IG1 guideline issued by EFRAG was used as a reference. Double materiality was assessed by combining the list of sub-topics provided by ESRS 1 with additional, specific sustainability aspects relevant to Mainetti Italia, based on its sector. Regarding the materiality of impacts, these were integrated with the ESRS sub-themes. Regarding financial materiality, the finance department was involved, enabling the contribution of the identified risks and opportunities to short-, medium- and long-term financial effects to be assessed.

A materiality threshold was also applied, determined by the median of the obtained scores, which identified the distinction between material (50%) and non-material (50%) topics. This allowed for balanced representation of the priorities that emerged.



Notes: a cutoff threshold was defined based on the median of the scores obtained. All topics above the threshold are material.

449

TONNES OF WASTE COLLECTED
IN ITALY AND ABROAD

6,26

MILLION HANGERS
REUSED

530,7

TONNES OF RECYCLED
POLYETHYLENE (PE) used instead
of virgin material

1225_{tCO₂e}

ESTIMATED CO₂ EMISSIONS
AVOIDED

To reduce its environmental impact and demonstrate its commitment to sustainability, the International Group is promoting the Full Circle initiative. This initiative aims to provide solutions to mitigate climate change and encourage customers to adopt a new business model based on the evolving concept of circularity.

As proof of its commitment to this issue, Mainetti Italia is on a journey to become carbon neutral, aiming to achieve 100% renewable energy by 2030. The company also supports significant reforestation projects in the Amazon, Africa and the United Kingdom, having already planted 6,000 trees worldwide to create the Mainetti **Global Forest**.

As a member of the **Ellen MacArthur Foundation**, Mainetti has always been attentive to environmental policies. The company began recycling its plastic products back in the 1970s and has since developed proprietary systems such as **Hangerloop** for the reuse of used hangers and **Polyloop** for the recycling of plastic materials. These initiatives form the core of FULL CIRCLE, the company's global programme that promotes a circular economy model based on energy efficiency, product reuse and recycling, as well as increasing the use of renewable resources. Mainetti Italia has consistently pursued these goals over the years.

Plastic continues to play a central role in the production of objects and packaging, but its sustainable management is essential to reducing environmental impacts and protecting human health. Using recycled plastics is a viable alternative to using virgin plastics. In this context, Mainetti Italia is promoting the transition from a linear 'disposable' model to a circular economy, in which goods and products are designed to be reused, regenerated, and recycled.

The Hangerloop system, which has been in operation since the 1960s, allows hangers and products at the end of their life cycle to be recovered according to a reuse and regeneration approach. Hangers in good condition are returned to the global distribution chain, while those that cannot be reused are transformed into new polymers for the production of new hangers. Polyloop, on the other hand, manages the recycling of transparent polyethylene used for protective sheets and bags, reducing the use of virgin plastic in production processes by up to 40%. Mainetti also uses alternative materials, such as compostable, 100% recycled polyethylene and M-Film Bio biopolymer, all of which are GRS-, RCS- and ISC-certified.

SUSTAINABILITY
FULL CIRCLE

MAINETTI'S COMMITMENT TO CIRCULAR MATERIALS AND EMISSION REDUCTION

In 2024, the company strengthened its circular economy initiatives, increasing the reuse and recycling of materials throughout the entire production chain:

- 449 tonnes of waste classified as EER 15 01 02 collected in Italy and abroad, including polypropylene (PP) and polystyrene (PS) hangers.
- 6,26 million hangers were reused, corresponding to approximately 150 tonnes of material.
- 530,7 tonnes of recycled polyethylene (PE) were used instead of virgin material.
- Emissions avoided: approximately 1,225 tCO_{2e}, calculated based on average emission factors for producing virgin materials.

These results demonstrate the company's dedication to minimising its environmental footprint and championing sustainable, circular production methods, thereby helping to decarbonise the supply chain.



In conclusion, in line with the International Group's commitment to decarbonisation, Mainetti continues to strengthen its energy performance.

In 2024, the use of renewable energy increased to 73%, up from 66% in 2023. A new photovoltaic system was installed at the Dongguan¹ production site in China in September 2024, demonstrating this progress. With a surface area of 3,486 m² and a capacity of 778 kWp, the plant covers 22% of the site's energy needs and is expected to reduce CO₂ emissions by 328.5 tonnes by 30 April 2025.

This development is a significant milestone in the Group's transition to a more efficient and sustainable energy model.

¹This site is not included in the scope of consolidation of this report, as the 2024 Sustainability Report refers only to Mainetti's Italian companies.



**ELLEN
MACARTHUR
FOUNDATION**

SUSTAINABILITY CERTIFICATIONS AND RATING



Mainetti Italia is committed to improving its sustainability, quality and social responsibility standards as fundamental elements of its corporate strategy. Proof of this commitment can be seen in the multiple internationally recognised certifications obtained by the various business units.

SA8000: is a standard management system modelled on ISO standards. It is based on the principles of the United Nations Declaration of Human Rights and the Conventions of the International Labour Organisation (ILO) within the UN. This certification attests to a commitment to social responsibility, ensuring respect for workers' rights, safe and dignified working conditions, and ethical business practices.

ISO 9001: identifies a series of standards and guidelines developed by the International Organisation for Standardisation (ISO). These define the requirements for implementing a quality management system within an organisation. The aim is to improve the effectiveness and efficiency of business processes and product manufacturing and service delivery, and to achieve and increase customer satisfaction.

ISO 14001: identifies a technical standard of the International Organisation for Standardisation (ISO) for environmental management systems, setting out the requirements for such a system.

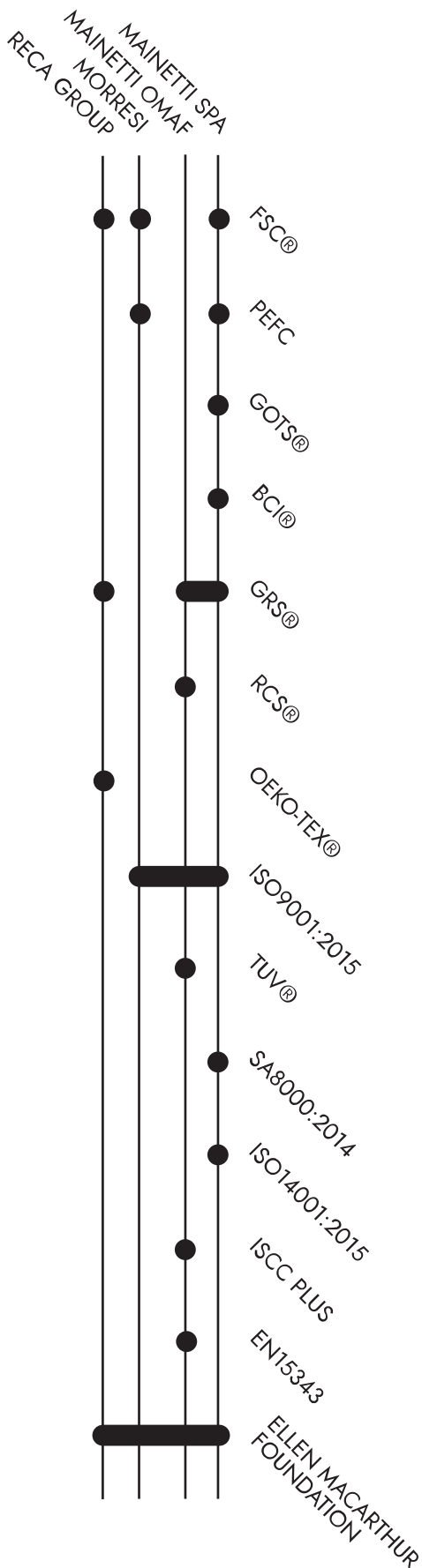
GOTS (Global Organic Textile Standard): This certification ensures strict standards are adopted for organic production. The textile product must contain at least 70% natural fibres from organic farming to promote agricultural sustainability and environmental responsibility.

FSC (Forest Stewardship Council): This certificate promotes respectful forest management worldwide from environmental, social and economic sustainability perspectives. Environmentally friendly forest management ensures that harvesting wood and non-wood forest products maintains biodiversity, productivity and ecological processes.

PEFC stands for the Programme for the Endorsement of Forest Certification Schemes: an international non-profit system that promotes sustainable forest management through certification. PEFC recognises and certifies national forestry schemes that meet high environmental, social and economic standards. It also verifies that wood products come from sustainably managed forests through a chain of custody (CoC) that guarantees traceability from the forest to the end consumer.

GRS (Global Recycled Standard): is promoted by Textile Exchange, one of the most important international non-profit organisations for responsible and sustainable development in the textile sector. The standard recognises the importance of recycling in

Request our FSC® certified products: Mainetti FSC® C103147 - Morresi FSC® C132237 - Reca Group FSC® C133148



promoting a sustainable production and consumption model, with the aim of reducing resource consumption (e.g. virgin raw materials, water and energy) and improving the quality of recycled products.

RCS (Recycled Claim Standard): is used in the chain of custody to track recycled raw materials throughout the supply chain, guaranteeing that a garment or product contains between 5% and 95% recycled raw materials.

OEKOTEX: guarantees that products are tested for harmful substances and are safe for human health, complying with strict environmental and chemical criteria.

TUV: certification represents a commitment to product safety, quality, and reliability, ensuring that products comply with internationally recognised high-quality and safety standards.

ISO 22196: is a standard that specifies test methods for measuring antibacterial activity on plastic surfaces and other non-porous materials. This ensures that our products are safe and hygienic.

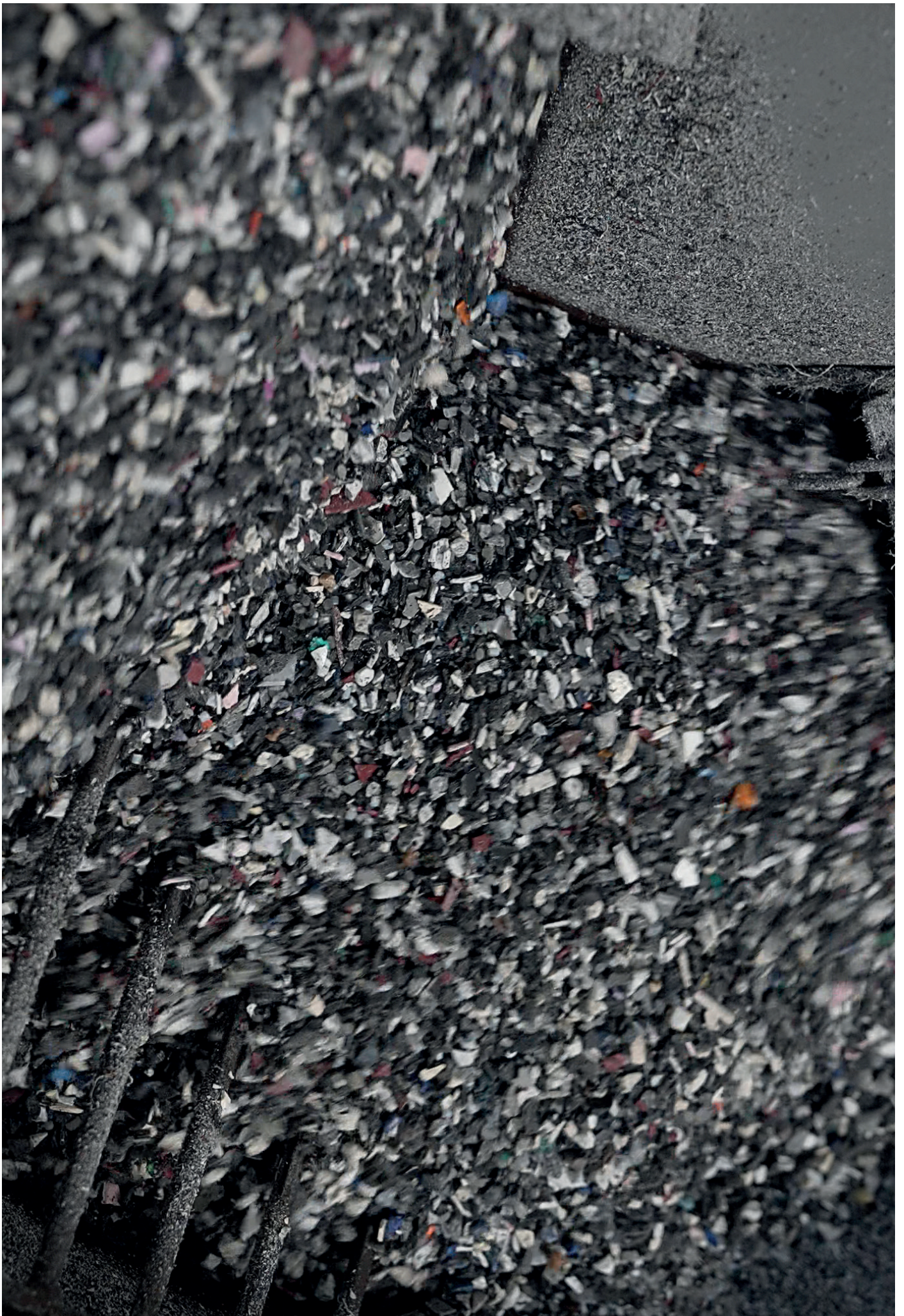
ISO 20743: certifies the effectiveness of Mainetti products in controlling bacteria through specific testing methods to evaluate antibacterial activity on fabrics.

RATING

In 2024, Mainetti S.p.A. was awarded the EcoVadis Bronze Medal in recognition of its commitment to key areas of sustainability.

The EcoVadis assessment is based on 21 criteria divided into four macro-areas: Environment, Labour Practices and Human Rights, Ethics, and Sustainable Procurement. It assigns scores that allow the objective measurement of the maturity of the sustainability management systems. The 'Bronze' medal indicates that the company ranks in the top 35% of those assessed globally.

This recognition confirms the effectiveness of the processes already implemented and represents an important starting point for continuous improvement. Mainetti plans to further strengthen its ESG practices and maintain or improve its EcoVadis rating in future assessments.



SUSTAINABILITY ASSOCIATIONS

CONFINDUSTRIA VICENZA

It is the main association representing businesses in the province of Vicenza. It promotes economic development, competitiveness and collaboration between companies, offering support on industrial, regulatory and sustainability issues.

ASSOCARTA

National association representing companies in the paper and graphics sector, promoting sustainable practices, innovation and attention to energy efficiency throughout the entire paper supply chain.

VALDAGNO AMENDMENT

Mainetti Italia is part of the Valdagno Amendment, a local group that brings together industrial companies in the valley where the Vicenza plant is located. The group aims to promote collaboration, territorial development and joint initiatives that benefit local businesses.



CONFINDUSTRIA
Vicenza



ASSOCARTA



SUSTAINABILITY REPORT 24
THE HUMAN CAPITAL

C.3

THE HUMAN CAPITAL MANAGEMENT AND DEVELOPMENT

453

EMPLOYEES

36%

WOMEN OUT OF TOTAL
EMPLOYEES

43%

OF EMPLOYEES are aged between
30 and 50 years

98%

hired on **permanent contracts**

100%

100% of employees covered by
**collective labour agreement in
2024**

2806

**HOURS OF TRAINING
DELIVERED**

The value of people is one of the organisation's fundamental pillars for the development and the achievement of strategic objectives. The company recognises the central role of human capital in driving innovation, improving performance, and fostering a sustainable, inclusive, and collaborative working environment.

Mainetti is committed to promoting a corporate culture based on trust and mutual respect, celebrating diversity and offering employees opportunities for personal and professional growth. Skills, knowledge and experience are considered essential resources and are supported through development and continuous training programmes.

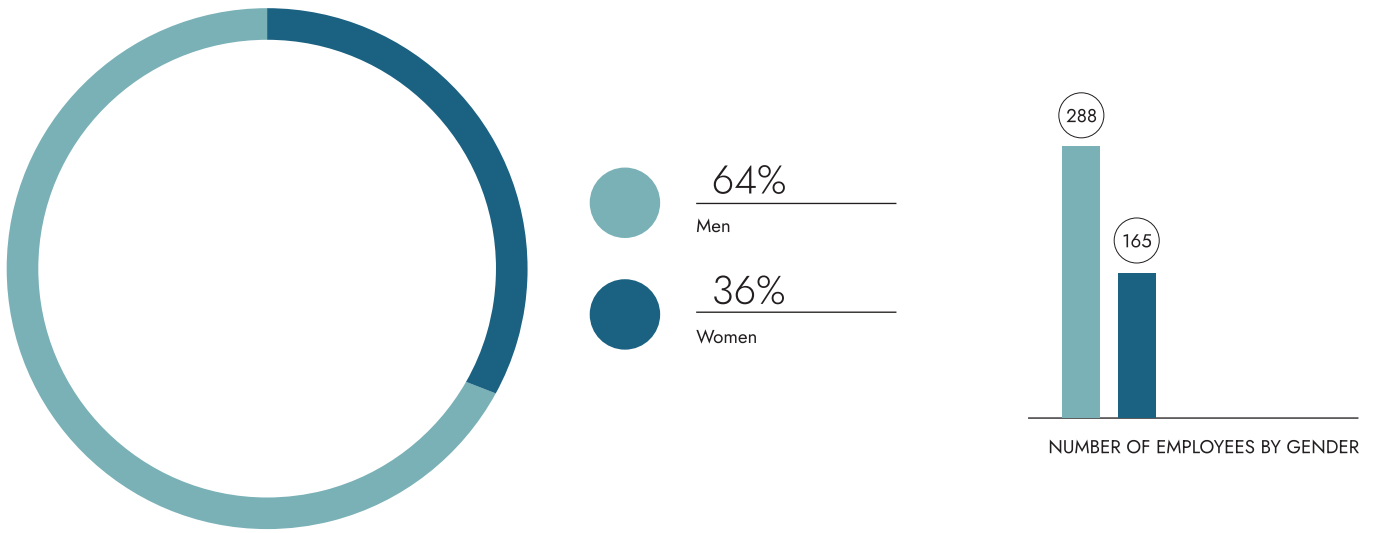
A focus on people's well-being and organisational climate is reflected in actions aimed at strengthening employee engagement, stimulating motivation, and fostering professional relationships based on trust and collaboration. This approach is oriented towards social sustainability, in which people are an essential element for continuous improvement and the creation of lasting value. As of 31 December 2024, the workforce consisted of 453 employees who are the beating heart of Mainetti Italia and the driving force behind its daily activities. A particularly significant aspect is the high level of contractual stability: 97.6% of employees (442 out of 453) are on permanent contracts. Furthermore, it should be noted that there were no employees with non-guaranteed working hours in 2024.

GRI 2-7 EMPLOYEES

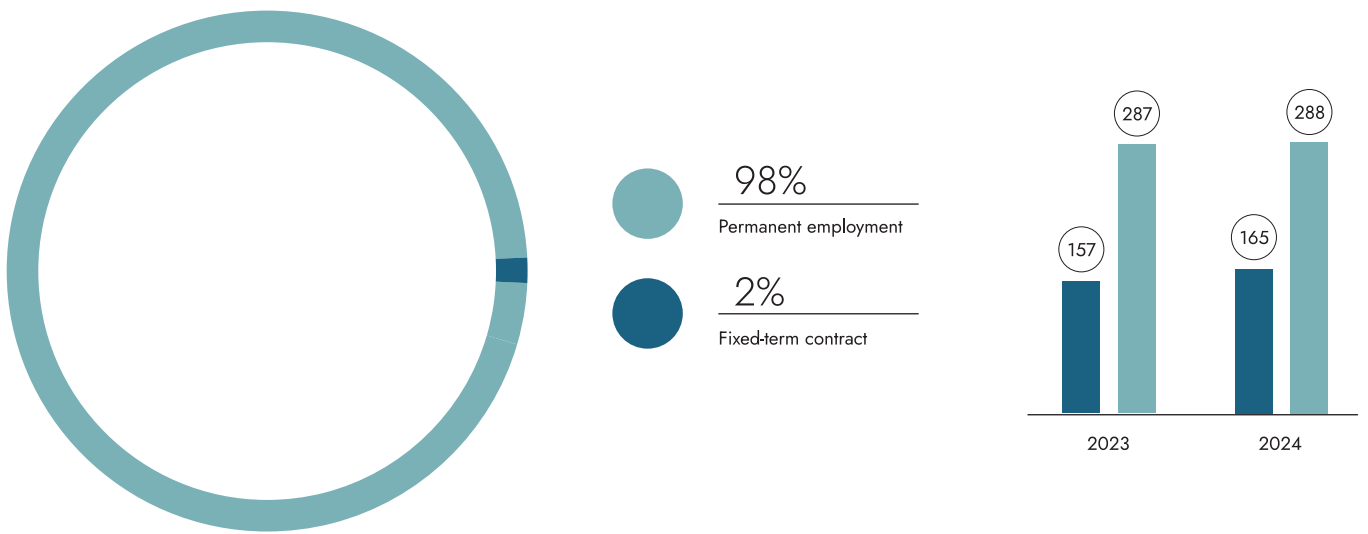
EMPLOYEES BY TYPE OF CONTRACT	2023	2024
Permanent contract	434	442
<i>Of which women</i>	151	160
<i>Of which men</i>	283	282
Fixed-term contract	10	11
<i>Of which women</i>	6	5
<i>Of which men</i>	4	6
Total	444	453

Notes: the data are expressed in headcount at the end of the reporting period. There are no employees with zero-hour contracts.

In addition to these, 16 temporary workers are employed by Mainetti S.p.A. to manage seasonal peaks in activity and transitional phases.



% OF EMPLOYEES BY GENDER



% OF EMPLOYEES BY TYPE OF CONTRACT

The graph shows the trend in the number of Mainetti Italia employees broken down by gender, women and men, in the two-year period 2023-2024. Over the two years, there was a slight increase in the total number of employees, with this trend being more pronounced for women.

Currently, 26 employees are on part-time contracts. Full-time employees represent 97% of the total workforce, and in line with previous years, no differences in employee benefits were observed in 2024 between full-time and part-time contracts.

In Italy, all Group companies apply the National Collective Labour Agreement (CCNL) applicable to their sector. This ensures compliance with minimum wages and the protections provided therein. Specifically, Mainetti S.p.A. and Mainetti Omaf apply the Rubber and Plastics sector contract; Morresi applies the Paper Industry sector contract; and Mainetti Reca applies the Graphic Arts and Related Industries sector contract. In all cases, contractual conditions are guaranteed in accordance with national labour rights and conditions standards.

GRI 2-7 EMPLOYEES

EMPLOYEES BY TYPE OF CONTRACT	2023	2024
Full - time	421	427
<i>Of which women</i>	146	149
<i>Of which men</i>	275	278
Part - time	23	26
<i>Of which women</i>	13	16
<i>Of which men</i>	10	10
Total	444	453



100% of Mainetti Italia employees are covered by collective labour agreements, thus ensuring fair and transparent working conditions in line with industry regulations.

¹ At Reca, workers on fixed-term contracts benefit from all the provisions of the relevant national collective labour agreement, with the exception of supplementary healthcare.

Recognising the central importance of people, both professionally and personally, the Mainetti Group has long promoted initiatives aimed at strengthening workers' active participation in the company's success. Since the 1990s, a second-level agreement has been in place to align individual performance with the achievement of strategic objectives while strengthening motivation and a sense of belonging.

Signed with internal and external trade unions and renewed every three years, this agreement is a key tool for consolidating a participatory, performance-oriented model of industrial relations.

The bonus provided for in the agreement is intended for workers covered by the National Collective Labour Agreement for Rubber and Plastics Industrial Companies (Mainetti S.p.A. and Mainetti Omaf), and its payment is linked to the achievement of specific indicators of productivity, innovation, organisational efficiency, competitiveness, profitability and, more generally, the company's economic performance. The agreement also aims to promote better quality and efficiency conditions, which are necessary for maintaining employment levels and expanding market share.

Mainetti Italia also undertakes to ensure that working hours comply with current legislation and are in line with the requirements of SA 8000 certification. This promotes the well-being of workers throughout their employment cycle and responds to the diverse needs that may arise at different stages of life.

The right to free association and trade union representation is fully guaranteed in all locations, in accordance with the main international conventions and national regulations.

This commitment reflects the company's desire to promote an inclusive and transparent working environment based on dialogue and mutual respect. Even in the Group's international units, all employees are guaranteed the right to form or join trade unions in accordance with local legislation. While internal trade union representation is not mandatory, the various operating entities encourage open and collaborative industrial relations that protect workers' rights and promote constructive dialogue.

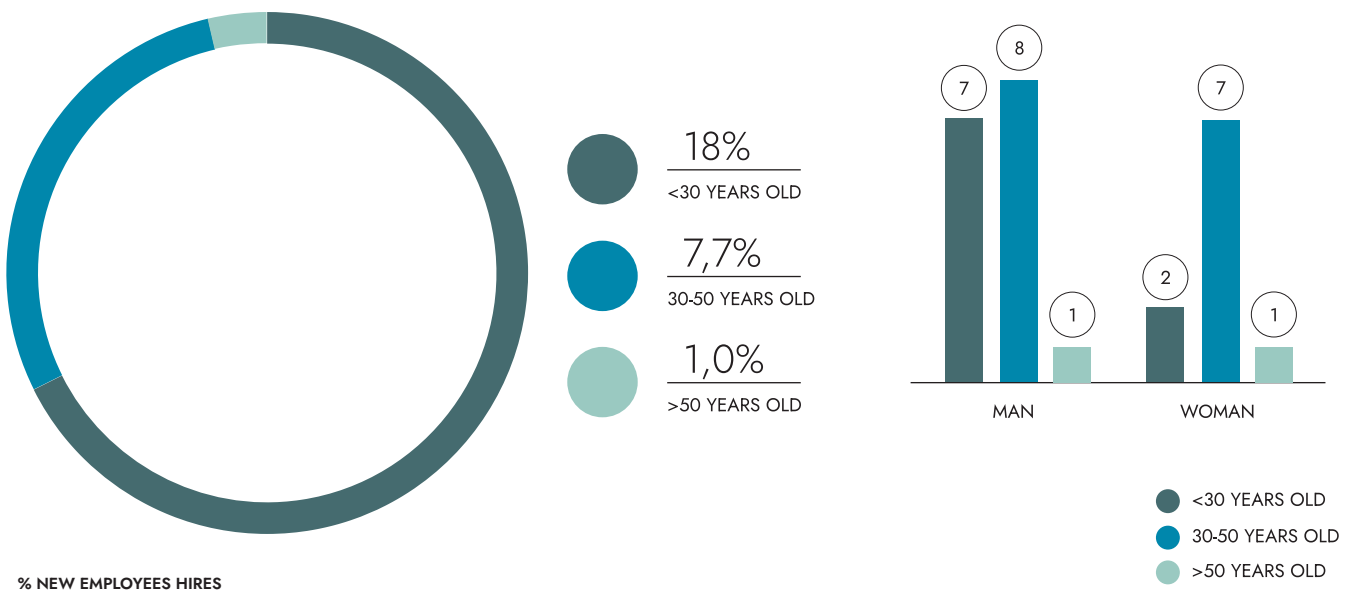
In particular, parent company Mainetti S.p.A. maintains constant, transparent and constructive dialogue with social partners, recognising discussions with workers' representatives as essential to promoting a positive, participatory working environment. Through regular meetings, relevant information is shared regarding corporate strategies, investments, employment dynamics, workplace safety, training opportunities, and production requirements. This approach promotes shared decision-making, improved working conditions and stronger industrial relations, thereby contributing to the organisation's overall sustainability.

During the recruitment phase, there is no formally standardised procedure, except for the collection, verification and registration of the documentation necessary to regularise the contractual position. Depending on the role, a dedicated advertisement is published and selection activities are carried out to identify suitable candidates.

Once the selection phase is complete, new staff undergo an introductory onboarding programme that includes training and orientation sessions to facilitate their full integration into the organisational structure. This programme includes a presentation of the company, its operational processes, internal policies, and the ethical and sustainability principles that guide the Group’s activities. The aim is to promote a shared corporate culture based on transparency, collaboration and professional growth from the outset.

**GRI 401 - RECRUITMENT OF NEW EMPLOYEES AND EMPLOYEE TURNOVER
HIRING NEW EMPLOYEES¹**

Employees	2023					2024						
	Men	%	Women	%	Total	%	Men	%	Women	%	Total	%
<30 years old	11	35,5	7	31,8	18	34,0	7	22,6	2	10,5	9	18,0
30 -50 years old	17	14,9	15	19,0	32	16,6	8	6,9	7	8,8	15	7,7
>50 years old	4	2,8	0	0,0	4	2,0	1	0,7	1	1,5	2	1,0
Total	32	11,1	22	14,0	54	12,2	16	5,6	10	6,1	26	5,7



Over the years, the company has developed policies and programmes aimed at ensuring that each individual has a work experience that promotes personal and professional growth. These policies encourage active participation, sharing of knowledge and a sense of belonging. Through continuous training initiatives and personalised development paths, Mainetti Italia invests in strengthening technical and cross-cutting skills, supporting people in facing the challenges of an ever-changing economic and technological landscape.

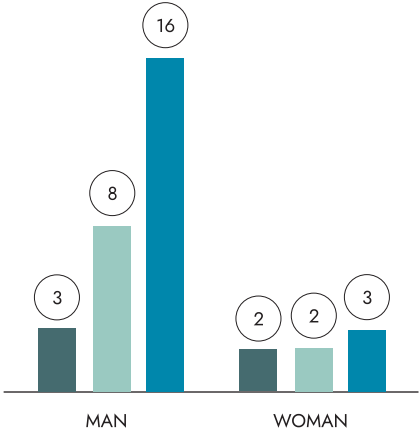
Mainetti Academy is a dynamic space for training, dialogue and innovation, created with the aim of promoting professional growth and strengthening corporate culture. Over the years, the project has evolved significantly, expanding its scope and involving an increasing number of employees, thus becoming an internal reference point for knowledge, experience and best practice.

EMPLOYEES TURNOVER²

Employees	2023						2024					
	Men	%	Women	%	Total	%	Men	%	Women	%	Total	%
<30 years old	-	-	2	9,1	2	3,8	3	9,7	2	10,5	5	10,0
30 -50 years old	4	3,5	2	2,5	6	3,1	8	6,9	2	2,5	10	5,1
>50 years old	10	7,0	5	8,9	15	7,6	16	11,3	3	4,5	19	9,2
Total	14	4,9	9	5,7	23	5,2	27	9,4	7	4,2	34	7,5



% EMPLOYEES TURNOVER



- <30 YEARS OLD
- 30-50 YEARS OLD
- >50 YEARS OLD

In 2024, the Academy enjoyed great success, confirming the effectiveness of its training model in response to the organisation's growth and innovation needs.

The results achieved built on the progress made in previous years, further strengthening the Academy's strategic role as a tool for organisational development, skills enhancement, and the dissemination of corporate culture. The training and discussion activities promoted during the year, helped to create an increasingly dynamic, inclusive, and improvement-oriented working environment.

In line with its mission to generate value, enhance skills, and experiment with new topics and technologies, the Mainetti Academy continued to operate according to three fundamental guidelines: Innovation, Sustainability and Generational Coexistence. These three pillars form the basis of all the Academy's initiatives and guide the definition of development priorities, in line with the strategic objectives shared with the company's management.

FOCUS BOX: MAINETTI GREEN – THE VALUE OF SUSTAINABILITY

MAINETTI ITALIA CONSIDERS SUSTAINABILITY A FUNDAMENTAL VALUE THAT IS CROSS-CUTTING IN EVERY AREA OF ITS BUSINESS. WITH THE AIM OF MAKING THIS PRINCIPLE INCREASINGLY CONCRETE AND SHARED, THE ACADEMY HAS DEVELOPED THE MAINETTI GREEN PROJECT, THE VALUE OF SUSTAINABILITY, AIMED AT SPREADING OFTEN COMPLEX CONCEPTS IN A SIMPLE AND ACCESSIBLE WAY. DURING THE YEAR, THE ACADEMY DESIGNED AND CREATED THREE SHORT, TARGETED TRAINING MODULES DEDICATED TO THE TOPICS OF SUSTAINABLE PROCESSES, SUSTAINABLE MATERIALS AND CERTIFICATIONS. THESE CONTENTS, AVAILABLE ON THE MIC (MAINETTI IN CLOUD) COMPANY PLATFORM, REPRESENT A FURTHER STEP IN THE PROCESS OF INTERNAL AWARENESS AND TRAINING, REINFORCING THE CULTURE OF SUSTAINABILITY THAT GUIDES EVERY DECISION MADE BY MAINETTI ITALIA.

The Academy has planned new activities for 2025, with the aim of enhancing continuous learning and further developing human capital. The main areas of intervention include creating a School of Arts and Crafts dedicated to passing on and enhancing the technical and operational skills that characterise the company, improving onboarding programmes to support new recruits through a structured, participatory integration process, expanding sustainability initiatives to promote forward-looking behaviours and visions, and organising summer internships to attract and train young talents.

Sharing the results achieved with the Steering Committee was a pivotal moment in the Academy's growth, enabling us to promptly define priorities and identify new opportunities for improvement.

During the second half of 2025, the focus will be on deepening digital skills, which are increasingly strategic in a rapidly evolving, competitive production environment. In this context, the Academy will develop training courses dedicated to the use of artificial intelligence tools, paying close attention to aspects related to personal data protection and compliance with privacy regulations.

This new phase is a significant challenge that the Mainetti Academy intends to tackle with the awareness and determination of those who recognise knowledge, training, and sharing as fundamental pillars to promote ongoing progress, innovation, and sustainability.

A total of 4,884 hours of training were recorded during 2024: each employee received an average of 10 hour training, with men receiving an average of 10 hours and women an average of 9.

**GRI 404 -1 AVERAGE NUMBER OF TRAINING HOURS PER YEAR PER EMPLOYEE
AVERAGE HOURS OF TRAINING PROVIDED PER CATEGORY**

Employees	2023 (total)	2024 (total)
Manager	16	1
Office worker	3	5
Worker	7	7
Total	9	6

**GRI 404 -1 AVERAGE NUMBER OF TRAINING HOURS PER YEAR PER EMPLOYEE
AVERAGE HOURS OF TRAINING PROVIDED PER CATEGORY AND AGENT**

2024

Employees	MEN	WOMEN	TOTAL
Manager	0,8	-	0,8
Office worker	6,3	4,7	5,3
Worker	7,7	3,4	6,8
Total	7,2	4,2	6,1

NUMBER OF TRAINING HOURS PER CATEGORY

2024

Training	MEN	WOMEN	TOTAL
Health and security	1.354,5	308,5	1.909,0
Quality	65,5	115,5	177,0
Cyber security	119,0	3,0	224,0
Managerial	702,0	-	702,0
Other	775,0	1.097	1.872,0
Total	3.016,0	1524,0	4.884,0

During the year, various training initiatives were carried out at Mainetti S.p.A. in Vicenza to support the professional growth of staff.

In particular, training meetings dedicated to flexible and fabric packaging were organised to deepen technical skills and promote increasingly sustainable production practices. In addition, employees were able to further develop their soft skills through refresher courses at the company Academy. The training programme was also enriched with an Agile course aimed at promoting flexible and collaborative working methods and a Project Management course aimed at strengthening skills.

Alongside the training courses provided in 2024, the HSE sustainability programme emphasised the importance of health, safety, and environmental protection, and highlighted the certifications necessary to maintain corporate competitiveness in today's market.

At the same time, the intergenerational coexistence course promoted understanding and appreciation of the different age groups within the organisation, encouraging an effective exchange of knowledge and skills. In terms of innovation, the training promoted digitalisation as a strategic lever for modernising work processes, with a particular focus on the integration of artificial intelligence technologies.

Finally, the networking course stimulated the creation of a lasting network of professional contacts, to facilitate the exchange of ideas, information and growth opportunities.



HUMAN CAPITAL DIVERSITY AND INCLUSION

The Group promotes the values of diversity, equity and inclusion, integrating them into business practices and relationships in line with the Code of Ethics and Group Policies adopted to protect human rights and diversity.

Italian companies are inspired by current regulations and international principles on this subject, thus ensuring a fair and respectful working environment for all.

GRI 405 - 1 DIVERSITY IN GOVERNANCE BODIES AND AMONG EMPLOYEES %EMPLOYEES PER CATEGORY AND GENDER

Employees	2023			2024		
	Men	Women	Total	Men	Women	Total
Manager	1%	–	1%	1,1%	0,0	1,1%
Office worker	15,1%	24,2%	39,4%	14,6%	24,1%	38,6%
Worker	48,4%	11,3%	59,7%	47,9%	12,4%	60,3%
Total	64,5%	35,5%	100%	63,6%	36,4%	100,0%

Note: the category of employees also includes middle managers, while the category of workers also includes intermediate workers and apprentices.

In a creative and constantly evolving sector such as Mainetti's, freedom of expression plays a central role. Understanding and anticipating social, cultural and market changes means knowing how to listen to the aspirations of different generations and promoting open and inclusive dialogue that can create value for the whole organisation.

In line with these principles, Mainetti Italia is committed to fostering a corporate culture that promotes respect, equal opportunities, and the celebration of individuality. This approach aligns with its commitment to sustainability and the challenges posed by an increasingly complex and interconnected society.

Mainetti has a zero-tolerance policy towards all forms of discrimination and guarantees equal opportunities and fair treatment, regardless of age, gender, ethnicity, political or religious orientation, health status, or trade union membership. During the reporting period, there were no cases of discrimination against employees or stakeholders.

Promoting diversity and inclusion is integral to Mainetti's corporate culture and a key element of its sustainability strategy. The company recognises the value of differences as an essential driver of development and innovation.

Mainetti S.p.A. continues to adopt and consolidate its commitment to complying with the principles of the SA8000:2014 standard by applying an ethical and responsible management model aimed at protecting workers and continuously improving working conditions. Where national legislation differs from the SA8000:2014 standard, the company is committed to applying the provision that is most favourable to workers, thus ensuring the highest standards of social responsibility.

To ensure full compliance with these principles, Mainetti S.p.A. allocates dedicated resources and maintains an active Social Performance Team (SPT). The SPT is made up of adequate employee representation and is responsible for assessing risks and monitoring the application of the standard within the organisation. The company also verifies that its suppliers, subcontractors, contractors and employment agencies comply with the standard's requirements, promoting a value chain consistent with its ethical principles.

To ensure transparency and fairness in labour relations management, Mainetti S.p.A. provides various channels through which any violations of the SA8000:2014 principles can be reported. Reports can easily and confidentially be made by using the red boxes dedicated to NC/SA8000:2014 reports, which are located in the company's factories. Alternatively, reports can be made by contacting the workers' representatives who are part of the company's Social Performance Team (SPT) directly. Alternatively, an email can be sent to the SPT at the following addresses: one for the Castelgomberto (VI) site and one for the Carbonera (TV) site.

FLEXIBILITY

To promote work-life balance and a corporate culture focused on well-being and flexibility, a company agreement on remote working was formalised in 2023. It came into force on 1 January 2023 for Mainetti Reca. Furthermore, with the aim of evolving the company's working model to meet the growing need of employees to balance their personal and professional lives, as well as promoting a profound cultural change in the concept of work — including greater accountability, autonomy, and a results-oriented approach — a company agreement on agile working was signed in July 2024 for the Mainetti S.p.A. headquarters in Castelgomberto.

All employees, whether hired on a fixed-term or permanent basis, part-time or full-time, whose duties are compatible with remote working without compromising the regular performance of the company's activities, are eligible for remote working.

This initiative offers employees greater autonomy in managing their work, thus contributing to a more sustainable balance between professional and personal needs.

The two companies are working together to promote remote working and inclusive and responsible organisational models. These models will improve people's quality of life, motivation and productivity. This measure forms part of the Group's wider commitment to sustainable human resource management, in accordance with national and international best practices in organisational well-being and equal opportunities.

INTERNAL COMMUNICATION

At present, structured internal communication activities are mainly implemented at the parent company, Mainetti S.p.A., with the aim of ensuring the transparent and timely circulation of information and strengthening employee engagement.

The company uses a variety of internal communication channels to ensure effective interaction with its employees. These channels include company emails, internal notice boards and the INAZ staff portal. The latter is a digital platform that facilitates the viewing of payslips and the management of various operational functions. These functions include the processing of receipts, expense reports and company documents, including the Code of Ethics. At the Carbonera (TV) headquarters, WhatsApp groups are also used as a complementary channel to facilitate more immediate and operational communication between teams. The INAZ portal serves as the primary internal interaction tool for the parent company, enabling employees to access company communications in a straightforward and centralized manner. This approach ensures transparency, facilitates information sharing and ensures traceability of information.

In 2024, Mainetti Reca also introduced the INAZ portal for attendance tracking, marking the first step towards a broader alignment of management and communication systems at group level. The other Italian companies in the Group are gradually aligning themselves with this model, with the aim of standardising internal communication processes over time and strengthening organisational consistency.

In line with this evolution, a new internal communication channel has been introduced in the form of monthly newsletters. These are sent to all employees, the sales force and foreign offices. The newsletter is a vital tool for keeping staff informed about the main initiatives, news and projects underway in the various Group companies. It plays a key role in promoting greater cohesion and dissemination of the corporate culture.

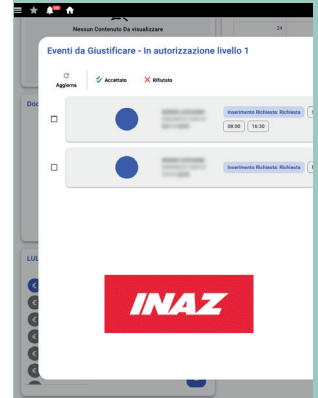
CORPORATE WELFARE

At our company, we consider people's well-being to be of the utmost importance and we have integrated it into every aspect of our organisation. This commitment is reflected in all company activities, from the design and supply of sustainable products to production and organisational processes, from customer and supplier relations to the direct involvement of employees' families and local communities. The promotion of this initiative is achieved through the collaboration and active participation of all individuals, adopting an approach of continuous improvement, both individually and collectively. The company's goal is to establish a work environment that is inclusive, secure and stimulating. This environment will place a strong emphasis on the value of individuals and will contribute to the advancement of sustainable practices.

At present, the Tre Cuori welfare platform is exclusively utilised by Mainetti Spa. This digital tool provides employees with access to a range of customisable benefits designed to support individual and family well-being. These benefits include healthcare services, family support, vouchers for training, leisure and cultural activities. The other companies in the Group are committed to aligning themselves with the parent company's approach over time, implementing similar initiatives to promote flexibility, inclusion and quality of working life in all companies. This initiative is a reflection of our commitment to valuing people and promoting a sustainable, fair working environment that is geared towards the continuous improvement of individual and collective wellbeing.

Mainetti Italia is committed to providing welfare services that exceed legal requirements, demonstrating a genuine concern for the overall well-being of its employees. Depending on the location, welfare initiatives may include social and healthcare services, prevention programmes, insurance coverage for medical expenses and periodic check-ups.

A particular focus is given to the issue of parenthood, which is recognised as a key element in the promotion of equal opportunities and the well-being of employees. In accordance with current legislation, Mainetti Italia guarantees all employees the right to parental leave in the event of maternity, paternity or adoption, and provides practical support to support parents and facilitate a smooth return to work.



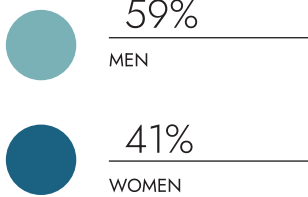
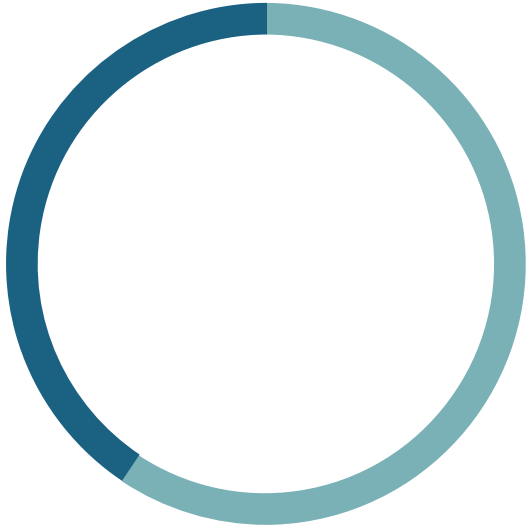
COLLABORATIONS WITH ACADEMIC INSTITUTIONS AND BUSINESS SCHOOLS

In 2024, Mainetti Italia launched a structured Employer Branding and potential development programme. The objective of the programme was to attract and train a new generation of talents.

The initiative, which was carried out in close collaboration with some of Italy's most prestigious universities and business schools, was created with the aim of fostering young professionals and encouraging the integration of new skills and innovative visions within company teams.

The company's strategy for 2024 includes the strengthening of academic partnerships. The aim is to create an ongoing dialogue between the worlds of education and business, promoting growth paths that combine the experience of managers with the creativity and motivation of the younger generation.

In 2025, the programme will be further expanded to include young people from university and post-master's courses in disciplines such as Management, Engineering, Economics, Marketing, Foreign Languages and Master's degrees in areas such as Business Management, Digital Marketing, Sustainability and Finance. This will be achieved through targeted internship projects and personalised professional development plans.



PERCENTAGE OF EMPLOYEES TAKING FAMILY LEAVE ENTITLED TO IT

In 2024, all 32 eligible employees took parental leave, with 100% of them returning to work at the end of the leave period. This confirms the effectiveness of company policies supporting parenthood and reintegration into the workplace.

HUMAN CAPITAL HEALTH AND SAFETY OF EMPLOYEES

Mainetti Italia recognises the paramount importance of environmental protection and the health and safety of people in its sustainability strategy. The company is committed to the continuous improvement of its environmental and worker protection performance, leveraging organisational, instrumental and economic resources to ensure a safe working environment that complies with current regulations.

Mainetti Italia is committed to proactively identifying, assessing and mitigating risks in the workplace. We also promote awareness and involvement among all employees.

The Health, Safety & Environment (HSE) department is responsible for overseeing these aspects. It reports directly to senior management and coordinates prevention and protection activities in the production, logistics and laboratory departments.

The HSE department is responsible for ensuring that risk assessments are regularly updated, that health surveillance and training programmes are effectively implemented, and that regulatory compliance and relations with the relevant authorities are maintained.

Mainetti Italia has adopted a Workplace Safety Management System (SGSL) in accordance with the guidelines "Lavoro Sicuro" (Safe and Healthy Work), as defined by Confindustria Veneto and INAIL (National Institute for Insurance Against Accidents at Work). The company has integrated this with procedures and operating instructions for environmental management, in line with its internal organisational model.

All reports of accidents, near misses and injuries are recorded and analysed within the management system. This helps to identify causes and implement effective corrective actions with a view to continuous improvement.

The Management is committed to ensuring the active involvement of all company figures, from managers to supervisors, from workers to safety representatives. This commitment is underpinned by a policy of promoting informed and responsible participation.

Mainetti Italia is committed to fostering collaboration across various company departments and engaging in constructive dialogue with institutions, suppliers and contractors. This approach aims to cultivate a shared commitment to safety and environmental protection, ensuring that these values become deeply ingrained in our corporate culture. The objective is to establish a functional system grounded in prevention, innovation and respect, with the capacity to generate value for individuals, the organisation and the community.

During the period under review, the majority of accidents recorded were minor incidents of an accidental nature, primarily linked to incorrect movements or distractions during operational activities.

The primary causes of injury identified in this study include loss of balance when descending stairs, tripping while moving equipment, accidental collisions with mechanical parts or guards during maintenance and adjustment work, and bruises caused by manually handling materials in the warehouse.

All incidents were handled in accordance with established procedures. This involved a subsequent analysis of the causes and the implementation of preventive measures to avoid the recurrence of similar situations.

GRI 403-9 ACCIDENTS AT WORK

ACCIDENTS AT WORK FOR EMPLOYEES	2024
Number of deaths due to accidents at work	–
Work-related fatality rate	–
Number of accidents with serious consequences ³ (deaths excluded)	–
Serious injury rate (deaths excluded)	–
Recordable workplace accident number	8
Recordable workplace accident rate ⁴	12,52
Number of hours worked	638.945
Accidents at work for all non-employees whose activities and/or work are under the control of the organisation⁵	
Number of deaths due to accidents at work	–
Number of accidents with serious consequences ³ (deaths excluded)	–
Recordable workplace accident number	–

Risk assessment is an essential component of the strategy implemented to ensure the prevention and protection of health and safety at work. The process is overseen directly by the employer, with the support of the RSPP (Head of the Prevention and Protection Service). A structured approach is employed, taking into account the probability and severity of each risk. This ensures proactive and constant safety management. Any significant changes affecting plants, structures, production or organisational processes are communicated, analysed and assessed in advance. This results in an update of the Risk Assessment Document (DVR) and the definition of any necessary corrective measures.

Risk assessment is also the tool used to analyse the potential risks arising from interference between the company's activities and those entrusted to third parties. It is used to identify and implement appropriate prevention and protection measures to eliminate such risks or, where this is not possible, to reduce them to a minimum.

Reca conducted a work-related stress risk assessment. This was carried out in accordance with the methodology proposed by INAIL and through the completion of a preliminary assessment questionnaire. The analysis indicated a low level of risk, yet it also identified some areas for improvement. These areas were identified through direct discussions with workers during the compilation phase. An ATEX risk assessment was also carried out for the trolley recharging station, the results of which did not reveal any particular critical issues.

All employees are provided with personal protective equipment (PPE) suitable for their role, and training is provided to emphasise the importance of conscientious and responsible conduct. Supervisors have a pivotal role in fostering a culture of safety. They support their colleagues in adopting the correct practices and report any critical issues.

In accordance with Article 35 of Legislative Decree 81/08, the company organises a safety meeting on an annual basis. These meetings are attended by all individuals involved in health and safety management, including the Workers' Safety Representatives (RLS). We would like to assure you that internal communication on these issues is constant and cross-functional, through formal and direct channels with the HSE department, which is always available to listen and discuss.

In the event of an accident or incident, a thorough investigation is conducted to identify the underlying causes and implement effective corrective measures. Although a formalised procedure for managing 'near misses' is not yet in place, all reports are collected, evaluated and investigated with a view to continuous improvement and strengthening the culture of prevention.

Mainetti Italia's commitment to health and safety is twofold. Firstly, it is committed to routine risk management, and secondly, it is committed to emergency planning and management. First aid, firefighting and emergency management personnel are identified, trained and regularly updated. In addition, evacuation drills are carried out annually in line with regulatory requirements. The appointed occupational physician has a number of key responsibilities. These include monitoring the health of workers, supporting them with a schedule, assessing their fitness for work on the basis of medical examinations, deciding on any necessary restrictions, collaborating with the employer in risk assessment and participating in employee training and information.

3 Serious consequences' means accidents that lead to death or damage from which the worker cannot recover, does not recover or cannot realistically be expected to recover to their pre-accident state of health within 6 months, or which result in an absence of more than 6 months (180 days).

4 (No. of accidents at work / No. of hours worked) x 1,000,000.

5 Interns are considered non-employees. Furthermore, it should be noted that there were no accidents involving external workers. Rates cannot be calculated due to the lack of data on hours worked. This will be integrated in future reporting periods.



SUSTAINABILITY REPORT 24
**SOCIAL RESPONSIBILITY
AND LOCAL
COMMUNITIES**

C.4

Mainetti Italia is committed to sustainability, recognising the community and the local area as key stakeholders in its work. The local area and community are regarded as a cohesive system in which to establish networks and collaborations between citizens, institutions and organisations. The objective is to contribute to the creation of inclusive, safe and sustainable places to live.

Mainetti Italia is committed to promoting and supporting initiatives with a social impact, in line with its corporate responsibility. The company is working to consolidate relationships with various local organisations involved in solidarity, cultural, educational and research activities. This is in order to strengthen its role as a responsible and active member of the community.

Mainetti Italia is committed to maintaining its social responsibility, as it has consistently demonstrated over the years. The company will continue to support social projects that have a positive impact and benefit the communities in which it operates.

INITIATIVES IN FAVOUR OF THE COMMUNITY

“Run for Children” is a fun sporting event open to all, aimed at raising funds for the *Giocare in Corsia* (Playing in the Ward) project run by LILT, the Italian League for the Fight against Cancer. The R4C sports association in Treviso is promoting an initiative that aims to bring smiles and moments of fun to children hospitalized in the city’s paediatric wards.

The company’s involvement in and support for this event, which is held in the historic city of Treviso, strengthens its ties with the local community and underscores the company’s commitment to values of solidarity, inclusion and collective well-being. This initiative also promotes a corporate culture that prioritises people and the community.

Mainetti Italia is proud to announce its continued participation in the **“Cleaning Day”** initiative, in partnership with its valued customer, Decathlon. This year’s edition, held in September in Thiene (VI), aligns with our commitment to environmental sustainability and community engagement. The initiative, which focuses on the cleaning and enhancement of public spaces, exemplifies a tangible collaborative effort between companies, employees and the local community. It underscores a collective dedication to environmental protection and the promotion of sustainable practices.

In 2024, the company spearheaded a solidarity initiative through a fundraiser based on voluntary donations of working hours by employees. The company subsequently doubled the total amount raised, demonstrating its concrete commitment to the affected communities. The funds were allocated to support the victims of the floods in Emilia-Romagna and the hurricane that hit New Jersey. This support contributed to relief and reconstruction efforts in the most affected areas.



SUSTAINABILITY REPORT 24
**ENVIRONMENTAL
SUSTAINABILITY**

C.5



8%

less energy consumed
COMPARED TO 2023

44.489,20 tonCO2e emitted

3.355 tonCO2e emitted

for scope 1 and 2
location based

44.732 tonCO2e emitted

for Scope 3

ENVIRONMENTAL SUSTAINABILITY MONITORING ENERGY CONSUMPTION

Mainetti Italia is proud to confirm and renew its commitment to placing respect and protection for the environment at the heart of its corporate strategy. The company is committed to continuing its efforts to raise awareness and involve the entire production chain.

The company recognises its responsibility towards the environment and is committed to adopting practices that will progressively reduce its environmental impact, operating in a responsible and sustainable manner. Mainetti Italia's approach is founded on three core pillars: the circular economy, energy efficiency and the responsible management of natural resources. These pillars serve as the guiding principles for the company's medium- to long-term corporate vision.

Mainetti Italia is unwavering in its commitment to preserving natural resources for future generations. The company is dedicated to achieving a balance between economic development and environmental responsibility through the implementation of concrete policies and actions.

In 2011, the CEO of Mainetti Italia launched the PLAN M – Making Mainetti Sustainable programme, an initiative that still represents the Group's sustainability strategy today. This demonstrates the company's commitment to environmental responsibility and social responsibility.

The programme, which is subject to constant development, promotes projects with the aim of preserving natural resources and the territories in which the company operates. The programme is divided into five main pillars:

- 1**
Plan M adopted and implemented by the four Italian companies
- 2**
Climate change mitigation
- 3**
Sustainable use of resources through the reduction of virgin raw materials
- 4**
Waste and waste reduction
- 5**
Ethical and responsible conduct towards employees and partners.

Among the priority areas for action, efficient energy management plays a central role. Given the significance of energy consumption in production processes and the resulting environmental impact, Mainetti Italia continues to adopt measures aimed at optimising energy efficiency, while promoting the use of renewable sources and modern technologies.

ENERGY CONSUMPTION	UNIT OF MEASUREMENT	2023	2024
Natural gas	GJ	8.765,22	12.305,55
Diesel	GJ	2.280,63	2.435,60
Petrol	GJ	-	226,70
Total fuel	GJ	11.045,85	14.967,85
Purchased electricity	GJ	38.086,73	27.867,36
<i>Of which from renewable sources</i>	GJ	-	157,56
Produced electricity	GJ	1.057,96	2.098,01
<i>Of which sold</i>	GJ	299,08	444,01
<i>Of which consumed internally</i>	GJ	758,88	1.653,99
Total Consumed energy	GJ	48.102,04	44.489,20

Notes: For the conversion factors used, please refer to the Position Green carbon inventory tool.

In line with previous years, Mainetti Italia's energy consumption was attributable to the operation of production and auxiliary systems in its factories, including cooling and winter heating. Electricity is the main source of energy used for production and management activities, while natural gas is used to produce the heat required for the flexographic line drying processes and, to a lesser extent, for heating the premises and offices.

It should be noted that the increase in electricity production was made possible by the expansion of the photovoltaic park at Mainetti S.p.A.; Mainetti Italia plans to invest in the installation of new photovoltaic panels in the coming years, which will reduce the amount of electricity purchased from the grid.

In this regard, at the end of July, a 1-megawatt trigeneration plant was inaugurated at Mainetti S.p.A.'s headquarters in Vicenza, designed to operate 5,000 hours/year at full load and maximum efficiency, enabling annual savings of 1,224 tonnes of CO₂. The plant uses high-efficiency technology that recovers dissipated heat and simultaneously produces chilled water.

With an estimated annual electricity consumption of around 7 million kWh, Mainetti S.p.A. had already implemented a 135 kW photovoltaic system in previous years. The installation of the trigeneration system complements this technology, improving energy efficiency and meeting 73% of the company's total electricity needs.

The Organisation's Scope 1 (direct) and Scope 2 (indirect) emissions are presented below.

SCOPE 1	UNIT OF MEASUREMENT	2023	2024
Gas	tonCO2e	493,70	625,73
Diesel	tonCO2e	55,85	183,47
Petrol	tonCO2e	-	13,16
Total direct emission	tonCO2e	549,55	822,36

Note: For emission factors, please refer to Defra 2025.

SCOPE 2	UNIT OF MEASUREMENT	2023	2024
Location Based*	tonCO2e	3.332,59	2.553,00
Market Based**	tonCO2e	4.834,90	3.431,00

Notes: The emissions reported in the table were calculated using the Position Green tool. For the emission factors used, please refer to the tool.

Scope 3 emissions include all other indirect emissions along the value chain, such as those related to the production and transport of raw materials, the use of products sold and the production of waste, representing a significant part of the organisation's overall climate impact.

These are shown in the table below.

SCOPE 3	UNIT OF MEASUREMENT	2024
3.1 PURCHASE OF GOODS AND SERVICES	tonCO2e	39.362,00
3.2 CAPITAL ASSETS	tonCO2e	686,00
3.3 FUELS AND RELATED ENERGY ACTIVITIES	tonCO2e	808,00
3.4 INCOMING TRANSPORT	tonCO2e	1.231,00
3.5 WASTE	tonCO2e	119,00
3.6 BUSINESS TRIPS	tonCO2e	92,00
3.7 EMPLOYEE TRANSFER	tonCO2e	153,00
3.9 OUTBOUND TRANSPORT	tonCO2e	2.280,00
TOTAL	tonCO2e	44.732,00

Notes: The emissions reported in the table were calculated using the Position Green tool. Please refer to the tool for the emission factors used.

SCOPE 1	tonCO2e	822,36	1,71%
SCOPE 2 LOCATION BASED	tonCO2e	2.533,00	5,26%
SCOPE 3	tonCO2e	44.732,00	93,03%
TOTAL	tonCO2e	48.087,36	100,00%

MAINETTI ITALIA REDUCES EMISSIONS WITH THE SHIP GREEN PROGRAMME

The global climate challenge is a priority for Mainetti Italia, which has chosen to reduce its emissions through the Ship Green programme.

Recognising that limiting the increase in global temperatures to below 1.5°C requires a significant reduction in greenhouse gases, the company has entered into an agreement with the freight forwarder Rohlig to import its goods by container with the shipping company Hapag-Lloyd, according to customised criteria developed specifically for Mainetti Italia.

The Ship Green programme involves the exclusive use of second-generation biofuels produced from waste materials and renewable resources, enabling a 100% reduction in greenhouse gas emissions compared to traditional fuels.

The agreement also includes periodic certification to guarantee transparency and traceability throughout the entire supply chain. This allows for the monitoring and reporting of key indicators, including:

- tonnes of CO₂ saved;
- miles travelled;
- tonnes of goods transported.

This approach strengthens stakeholder confidence and demonstrates how sustainability can be integrated into business processes in a measurable and verifiable way. It shows Mainetti Italia's commitment to increasingly responsible practices.

Ship Green

The easy way to avoid emissions.





ENVIRONMENTAL MANAGEMENT THE MANAGEMENT OF WATER RESOURCES

Protecting water resources is a central element of Mainetti Italia's environmental strategy. The company takes an approach based on the efficient and responsible use of water, aiming to reduce consumption and minimise the environmental impact of its production processes.

Through consumption monitoring and control systems, Mainetti Italia limits water withdrawals and promotes practices aimed at conserving natural resources and local ecosystems.

Although it does not operate in a water-intensive environment, the company manages its water use carefully and consciously, encouraging sustainable behaviour among its employees and periodically monitoring the level of water stress in the areas where its operating units are located.

LOCATION	BASIN	WATER STRESS LEVEL	BASIN
Mainetti S.p.A.	Castelgomberto (VI)		Adige
	Carbonera (TV)		Piave

WATER STRESS LEVEL



Using the World Resources Institute’s Aqueduct Water Risk Atlas tool, which allows the level of water stress in the territories in which it operates to be assessed, the Group has identified areas exposed to water stress, identifying the sites that are potentially most vulnerable and subject to negative impacts. Details of the analysis carried out are provided below.

GRI 303-3 WATER WITHDRAWAL

Water withdrawal for source	2023		2024	
	All areas	Areas of water stress	All areas	Areas of water stress
Megalitres				
Groundwater	13,41	–	4,33	–
<i>Drinking water</i>	13,41	–	–	–
<i>Other</i>	–	–	4,33	–
Third-party water	3,51	–	5,88	–
<i>Drinking water</i>	3,51	–	5,88	–
<i>Other</i>	–	–	–	–
Total withdrawal	19,92	–	10,15	–

During 2024, the total water consumption of the Mainetti Italia Group companies was 10,15 million litres. Water is used primarily for sanitary purposes, with smaller amounts allocated for production and internal service activities, such as supplying the perimeter fire-fighting system. The majority of water is sourced from the public water supply, also known as municipal water. The installation of the trigeneration plant at the Mainetti S.p.A. headquarters has resulted in an increase in water consumption, primarily due to the operation and management of the new integrated energy system.

With regard to the production site in Carbonera (TV), the measures implemented to encourage responsible water management include the operation of the compressor and the dryer condensate treatment plant, followed by the subsequent disposal of the resulting waste. Furthermore, the water used in operations is sourced from a well situated in proximity to the thermal power plant. The company holds a concession for the utilisation of groundwater in this area.

This water is primarily utilised for the purpose of diluting water-based inks in printing machines, washing ink units, cleaning plant components and restoring carrier fluids in thermal power stations.

Morresi utilises water from the public water supply for both sanitary purposes and production support activities. Water is particularly used in the flexo printing machine for cleaning rollers and trays. The wash water is then collected in an elevated external tank, generating liquid waste containing ink residues. This is reported in the waste section of the report.

Mainetti S.p.A. is committed to operating in accordance with the stipulations of the Single Environmental Authorisation (AUA) for both of its production sites. The authorisation stipulates the requirement for periodic verification of the risk of environmental deterioration and the adoption of appropriate preventive measures. As of 2024, the AUA has also been issued for the company Omaf, thus extending the environmental compliance framework to an additional plant within the Organisation.

ENVIRONMENTAL MANAGEMENT MANAGEMENT OF MATERIALS AND WASTE

The only wastewater treatment plant at Mainetti S.p.A. is the one serving the plastic material regeneration lines.

The plant is not connected to the process wastewater discharge, but is used as a degassing water recirculation system, a feature specific to the lines dedicated to material regeneration.

The treatment generates only liquid and sludge waste, which is disposed of in accordance with current company procedures.

The system for treating condensate produced by compressors and dryers also remains in operation: treated water is discharged into the sewer system, while the resulting sludge is managed as waste.

INCOMING RESOURCE FLOWS

Mainetti Italia companies primarily utilise raw materials that reflect the Group's commitment to production diversification, along with a steadfast dedication to ensuring the quality, safety and sustainability of the materials employed. The raw materials used in production consist primarily of plastic polymers, textiles and paper. These materials are selected according to specific production requirements and in compliance with current regulatory and environmental requirements.

These are complemented by associated processing materials, such as inks, glues and other auxiliary products used in printing, finishing and assembly processes.

The paper products purchased for our company – such as labels, tags and support materials – are mainly FSC® certified, thus demonstrating our commitment to responsible forest resource management.

We are committed to monitoring and reducing the environmental impact of our packaging materials, including plastic film, polybags, tape, boxes and secondary components. This involves regularly checking their weight to encourage the use of recyclable, compostable or recycled materials.

All production items are designed and manufactured in accordance with the highest safety and sustainability standards. These standards integrate circular economy and environmental impact reduction principles into production processes. This is in line with the Group's ESG strategy.

As part of Mainetti Italia's commitment to sustainability, effective waste management is integral to our efforts to protect the environment and enhance production process efficiency. The company has adopted a structured and constantly updated set of procedures for the reduction, recovery and safe disposal of waste. These procedures comply with the provisions of Legislative Decree 152/2006 (the Consolidated Environmental Act) and the requirements contained in the Single Environmental Authorisations (AUA) of the various production sites.

All waste generated in company processes, including that classified as hazardous, is tracked and managed through a dedicated system. This ensures its correct classification, temporary storage in dedicated areas and subsequent transfer to qualified and authorised suppliers for recovery or disposal operations.

Waste management is an integral part of Mainetti Italia's environmental and operational strategy.

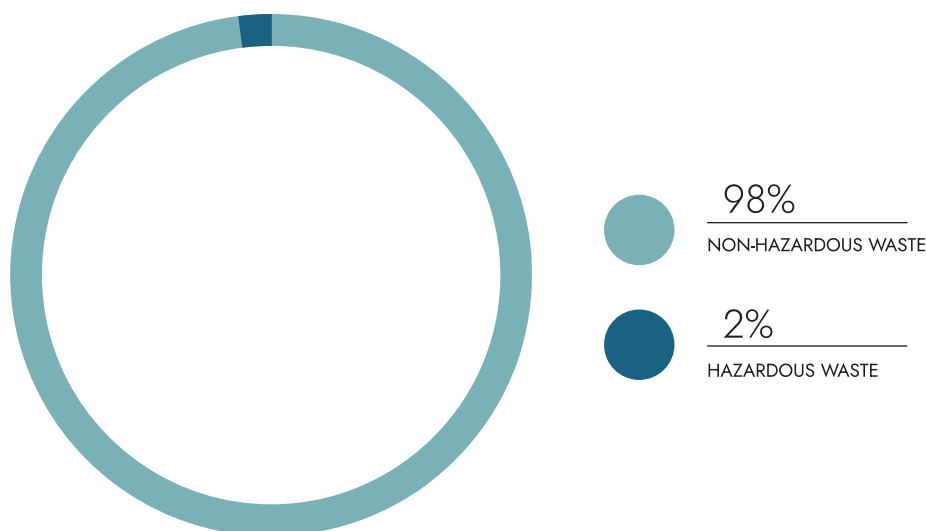
The company is committed to reducing waste and improving production efficiency and minimising environmental impact. We are committed to maximising the recycling potential of materials, promoting resource circularity and progressively reducing landfill disposal.

GRI 306-4 WASTE NOT SENT TO LANDFILL IN TONNES

TOTAL WEIGHT PRODUCED IN TONS	2023			2024		
	In site	Off site	Total	In site	Off site	Total
Total weight of hazardous waste not sent to landfill	–	12,6	12,6	–	17,89	17,89
<i>Other recovery operations</i>	–	12,6	12,6	–	17,89	17,89
Total weight of non hazardous waste not sent to landfill	–	733,8	733,8	–	1.307,60	1.307,60
<i>Other recovery operations</i>	–	733,8	733,8	–	1.307,60	1.307,60
Total weight of non hazardous waste not sent to landfill	–	746,4	746,4	–	1.325,49	1.325,49

GRI 306-5 WASTE SENT TO LANDFILL IN TONNES

TOTAL WEIGHT PRODUCED IN TONS	2023			2024		
	In site	Off site	Total	In site	Off site	Total
Total weight of hazardous waste not sent to landfill	–	2,0	2,0	–	13,92	13,92
<i>Sent to landfill</i>	–	–	–	–	7,74	7,74
<i>Other disposal operations</i>	–	2,0	2,0	–	6,18	6,18
Total weight of hazardous waste not sent to landfill	–	215,40	215,40	–	207,31	207,31
<i>Incineration</i>	–	215,40	215,40	–	5,16	5,16
<i>Other disposal operations</i>	–	–	–	–	202,15	202,15
Total weight of hazardous waste not sent to landfill in tonnes	–	217,40	217,40	–	221,23	221,23



% HAZARDOUS AND NON-HAZARDOUS WASTE

In 2024, Mainetti Italia generated a total of 1,546.72 tonnes of waste from its global production and operational activities. The main types of non-hazardous waste include plastic, metals, packaging made from various materials, glass, paper, cardboard, end-of-life electronic equipment, toner and sludge.

Hazardous waste includes ink waste, adhesives and sealants containing solvents, mineral oils and lubricants, contaminated packaging, absorbents and filter materials, and equipment and components containing hazardous substances. All waste was managed in accordance with regulations, with a focus on recovery and recycling to minimise environmental impact.

All Italian companies manage waste in compliance with local regulations and using the prescribed recovery and disposal methods. The waste quota is managed entirely outside each site. Additionally, company practices promote waste sorting and collaboration with companies specialising in the recovery and reuse of materials. Notably, the total amount of hazardous and non-hazardous waste not destined for disposal amounts to 85.7%.

In line with the previous year, Mainetti Italia continues to strengthen its commitment to reducing its environmental impact. The company aims to minimise waste production and is investing in technologies for the reuse and recycling of materials, particularly in the plastics sector. Recovery and recycling activities, such as the Reuse & Recycle programme, help reduce the use of virgin raw materials and promote a circular economy model.

The company is also committed to constantly monitoring its production processes to improve waste management efficiency and identify innovative solutions for reducing waste and recovering recyclable materials.

The company is committed to reducing waste and recovering recyclable materials.

Mainetti Omaf is responsible for the internal management of production waste selection and separation, and delivers plastic materials to specialised operators for regeneration. The majority of materials sent for recovery are polystyrene from the Martina Franca (TA) plant and polyethylene from the Taranto plant. Following the processes of sorting, washing and grinding, these materials are reintroduced into the production cycle in the form of black polystyrene and pre-consumer recycled polyethylene. This contributes to more sustainable resource management.

Each year, the Single Environmental Declaration Form (MUD) is used to report waste, with the objective of ensuring maximum transparency and traceability in the management of waste flows.



START LINE
TROUSER HANGER
NTR36

SUSTAINABILITY REPORT 24
PRODUCT

C.6

PRODUCT RESEARCH DEVELOPMENT AND INNOVATION

During 2024, Mainetti Italia maintained its substantial investment in research and innovation, thereby demonstrating its unwavering dedication to sustainable and competitive technological development. The company recognises innovation as a pivotal catalyst for economic growth, enhancing the efficiency of production processes, reducing environmental impact, and consolidating its position as a market leader in the fashion, packaging and clothing accessories sector.

Research and Development has always been a strategic pillar for the organisation. The department is focused on creating technologically advanced solutions and continuously improving the performance, quality and reliability of its products. The objective is to provide the market with solutions that respond promptly to customer needs, integrating innovation, sustainability and competitiveness.

In 2024, the Italian companies within the group pursued this trajectory, undertaking numerous development projects and attaining significant new achievements. The following innovations are of particular note:

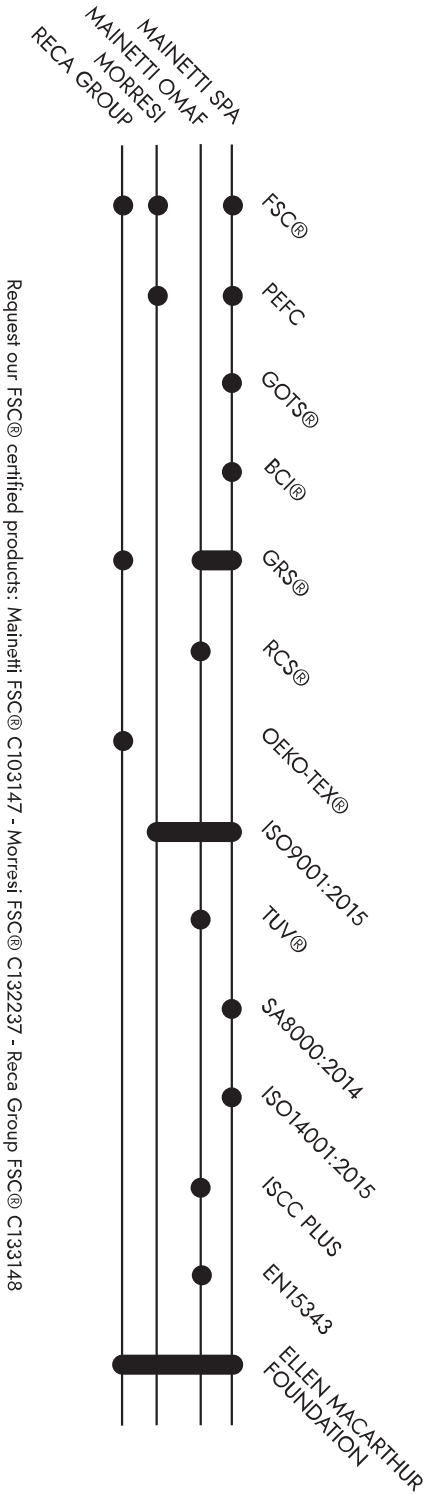
- 1.**
The creation of a plastic hanger equipped with RFID technology for Decathlon, designed and manufactured at the Vicenza plant, facilitating enhanced logistics management and garment tracking.
- 2.**
The launch of the new NTR trouser hanger and the introduction of the Glassine Paper project at OMAF, with production scheduled to commence in 2025, aiming to develop more sustainable and recyclable packaging solutions.
- 3.**
The development of the HA52 Babyhanger model for H&M, constructed from innovative WPC material (a blend of PP and wood), featuring a multi-model grouping system that optimises display and transport processes.
- 4.**
The introduction of the new GP26, an updated size for the “trouser/clip” model, and several custom-made wooden hangers for high fashion brands such as Eric Bompard, Schiaparelli and Lanvin.
- 5.**
The creation of the SVP with a 90 mm shoulder pad for Massimo Dutti and an extendable front hanger developed for Chanel, designed to combine aesthetics, functionality and low-impact materials.

Mainetti Italia is proud to confirm its commitment to responsible innovation through these initiatives. The company is dedicated to promoting a corporate culture that integrates sustainability, design and technology.

As the company looks to the future, it will continue to increase investment in research and development. This will include promoting the digitalisation of processes, the adoption of increasingly eco-friendly materials and the application of smart technologies to support production efficiency and traceability throughout the entire value chain.

PRODUCT CERTIFICATIONS AND SERVICE

Mainetti Italia's production activities are ethically conducted, with a focus on customer satisfaction, environmental responsibility and product quality. The company's dedication to responsible, safe and environmentally friendly practices is evident in its adoption of advanced management systems and the attainment of significant product certifications. These certifications are a testament to the company's ongoing commitment to ensuring the highest standards of safety and environmental responsibility in its operations.



Request our FSC® certified products: Mainetti FSC® C103147 - Morresi FSC® C132237 - Reca Group FSC® C133148

PRODUCT CERTIFICATIONS

FSC® Certification: certification of items made from cellulose sourced from forests managed in an environmentally and socially sustainable manner.

PEFC Certification is a recognised mark of assurance that the wood materials used in a product have been sourced from sustainably managed forests, thus ensuring environmental protection and biodiversity conservation.

GOTS® certification is a globally recognised label that ensures the adoption of strict standards for organic production. The textile product must contain at least 70% natural fibres from organic farming, promoting agricultural sustainability and environmental responsibility.

BCI Certification is a globally recognised mark of assurance that guarantees the more sustainable cultivation of cotton, thereby reducing its environmental impact, improving working conditions and promoting responsible agricultural practices.

GRS Certification is a guarantee that items made from recycled raw materials have been handled responsibly throughout the production process. It certifies the chain of custody of these raw materials right through to the finished product.

RCS Certification is a rigorous process that tracks and verifies the use of recycled raw materials throughout the supply chain. This ensures that a product contains a minimum of 5% recycled materials, aligning with global sustainability standards. This process is used to ensure transparency in the chain of custody and to certify the percentage of recycled content in products.

OEKO-TEX® Standard 100 certifies that textile products are free from substances that are allergenic, irritating and, more generally, harmful to human health.

TUV Certification is a renowned mark of assurance, ensuring products and services meet stringent safety, quality and reliability standards. It is guaranteed to ensure that they comply with recognised international standards. The aim of this is to protect consumers and users through rigorous checks and inspections.

EN15343 Certification is a rigorous standard that defines the requirements for plastic recycling. It ensures that regenerated materials are safe, quality-controlled and comply with European standards, thus guaranteeing the highest quality and safety for our customers.

PROCESS CERTIFICATIONS

ISO 9001:2015 Certification attests our commitment to excellence in quality management.

ISO 14001 is a standard set by the International Organisation for Standardisation (ISO) that establishes requirements for an environmental management system. The purpose of this system is to improve the environmental performance of organisations.

ISCC PLUS is a comprehensive Certification that guarantees the traceability and sustainability of raw materials and products throughout the supply chain. It ensures compliance with environmental, social and economic criteria, contributing to the promotion of sustainable practices and the assurance of supply chain integrity.

SOCIAL CERTIFICATIONS

SA8000: This Certification attests to the company's dedication to social responsibility, ensuring that workers' rights are upheld, safe working conditions are maintained, and ethical practices are followed.

PRODUCT QUALITY AND PRODUCT SAFETY

Mainetti Italia's commitment to product quality and safety is founded on a comprehensive and integrated approach that encompasses the entire product life cycle, from the procurement of raw materials to the delivery to the end customer. All Group companies adopt internal quality policies that are consistent with the Mainetti Group's global guidelines. This ensures uniformity and compliance with international standards.

Mainetti Italia's Quality Policy is a reflection of the company's ongoing commitment to ensuring high standards in its products and services, with a focus on customer and stakeholder satisfaction. In a business context, quality is widely regarded as a strategic element. It is seen as a vital tool for enhancing competitiveness, developing human capital and building relationships based on trust and reliability. The company's Quality Management System is compliant with the UNI EN ISO 9001:2015 standard and integrated with governance tools, risk analysis and performance indicator monitoring. This ensures alignment between strategies, processes and results, promoting continuous improvement at all levels.

The Quality Manual, which has been adopted at all Mainetti Italia sites and is updated periodically, is the primary tool for implementing the Group's policies and requirements. This manual provides guidance to companies on the design and manufacture of products and services. The manual ensures consistent standards and compliance procedures are in place to meet customer needs in a uniform manner. Quality is an integral part of our design process, ensuring that each product meets rigorous safety, efficiency and regulatory compliance standards.

During Management Review, a range of indicators are evaluated on a periodic basis and include product, process and service indicators, customer satisfaction, non-conformities, internal and external audit results and supplier performance. In this manner, management is able to verify the effectiveness of the Integrated Management System. This process enables the implementation of corrective or improvement actions, ensuring alignment with the company's strategic objectives and quality standards.

Mainetti Italia is committed to ensuring that all materials used in its products comply with the highest safety standards. All plastic hangers, fabric garment covers, polybags and other packaging components are subjected to rigorous safety and compliance testing. In addition, all textiles are GOTS and GRS certified, and all paper materials are FSC® certified. This commitment to certification ensures traceability, responsible resource management and reduced environmental impact. Polybags, manufactured from recycled and compostable materials, help to reduce the use of virgin raw materials and the impact on end-of-life disposal.



Prior to the release of each new product, accredited laboratories and certification bodies verify its compliance with applicable legislative requirements and regulatory standards.

During the two-year period 2024, there were no instances of non-compliance with mandatory and voluntary laws or regulations concerning the health and safety of products and services during their life cycle. This confirms the effectiveness of the Quality Management System. The Senior Management Team and the Chief Executive Officer are committed to ensuring that the system is constantly monitored, updated and improved. The staff are accountable for quality management.

The managers and employees of Mainetti Italia are committed to:

- It is vital to ensure that all relevant parties are aware of the company's quality objectives and their role in achieving them.
- It is vital that the procedures of the Quality Management System are adhered to, and that personnel participate in training programmes.
- It is vital to monitor, measure and continuously improve quality performance.
- It is vital to ensure that results and progress are communicated in a transparent manner.

All these activities enable Mainetti Italia to supply safe, reliable and compliant products, thereby strengthening the company's reputation and ensuring sustainable value for customers, suppliers and stakeholders. Systematic quality and safety management is therefore a fundamental pillar of the company's strategy. This approach integrates innovation, sustainability and regulatory compliance throughout the entire value chain.

GRI 416-2 INCIDENTS OF NON-COMPLIANCE CONCERNING THE HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES

	2024
Instances of non-compliance with regulations that have resulted in fines or penalties	0
Instances of non-compliance with regulations that resulted in a warning	0
Instances of non-compliance with voluntary customer codes/quality agreements	5

Note: During the reporting period, there were five instances of non-compliance relating to voluntary customer codes and quality agreements, all of which were attributable to colour fastness and chemical test results that did not meet customer specifications. These non-compliances were promptly addressed and successfully resolved through retesting, which confirmed that the products fully complied with the required standards.

During the year, the company's quality control activities were a fundamental pillar in ensuring safe, reliable products that complied with the required specifications. A total of 152 certified verification tests were carried out, in addition to numerous additional checks carried out internally at the start of each production run using specific checklists. A range of rigorous tests are carried out on products before they are made available for sale. These include colour fastness, rubbing and wear resistance tests, which are applied systematically to ensure compliance with the relevant regulations and standards.

At the same time, a total of 445 non-conformities were detected during the year, divided between those reported by customers (237), those identified within the organisation (56), and those relating to suppliers (60). Of these, 82 specifically concern the product, while 5 are customer non-conformities related to material, geometry or functionality defects. The four cases of colour bleeding had a negative impact on the colour fastness of the fabrics. These issues were addressed and corrected during the production process. In one instance, the customer's specifications were exceeded for chemicals. This issue was identified and resolved promptly through retesting.

These figures underline our ongoing dedication to monitoring and continuous improvement, thereby ensuring the safety, quality and compliance of our products throughout the entire production chain. This commitment is focused particularly on process efficiency, customer protection and supplier reliability.

Mainetti Italia is committed to complying with the REACH Regulation (EC Regulation No. 1907/2006) and meeting customer specifications. This commitment is driven by two key objectives: ensuring customer satisfaction and adhering to European regulations on chemicals.

In 2024, the REACH Manager continued to analyse, monitor and verify the compliance of semi-finished and finished products with regulatory and contractual requirements. This work was carried out in close collaboration with the technical and production departments.

The organisation is responsible for maintaining the register of substances and preparations used within the plant, ensuring that it is constantly updated. This ensures transparent and traceable management of the materials used.

REACH compliance is managed through a structured system of declarations and verifications. This system enables us to respond promptly to customer requests regarding the presence or absence of chemicals subject to restrictions or authorisations.

This approach is designed to guarantee that all articles placed on the market comply with the highest chemical safety standards, thereby minimising risks to human health and the environment.

The company is committed to building on its achievements to date and will continue to enhance its chemical management system. It will also promote the use of safer and more sustainable materials throughout its entire value chain.

SUSTAINABILITY REPORT 24
**RESPONSIBLE SUPPLIER
MANAGEMENT**

Mainetti Italia's commitment to sustainability is comprehensive and integrated, spanning the entire value chain from the procurement of raw materials to the distribution of finished products. In accordance with SA8000 certification, the company maintains its commitment to ethical, transparent and responsible practices, ensuring shared value for all stakeholders. This commitment fosters a culture founded on respect for human rights, environmental protection and fairness in commercial relationships.

Mainetti Italia is proud of its history and reputation. The company is committed to strengthening its sustainable supply chain. It recognises the strategic role of its supply chain in creating value and achieving the Group's ESG objectives. Despite having a well-established network of suppliers, the company maintains a dynamic and proactive approach to supply chain management. This approach is focused on continuous improvement, with the aim of enhancing processes, standards and monitoring tools.

Suppliers are selected and purchasing conditions determined through an objective and transparent assessment. This assessment considers economic aspects, such as price competitiveness and the ability to guarantee adequate service levels. It also considers the ethical heritage, social responsibility and environmental soundness of its commercial partners. This approach is instrumental in establishing and sustaining a responsible supply chain, aligning seamlessly with the core principles and values of the Mainetti Group.

To this end, a rigorous supplier selection and qualification process is applied. This process is described in the Global Quality Manual and adopted by the Italian Business Units. The aim of this process is to ensure compliance with the highest technical, social and environmental requirements. The following evaluation criteria have been adopted:

- It is vital to verify the supplier's ability to guarantee products and services that comply with the required specifications. This can be achieved by examining the technical aspects;
- It is vital to consider the commercial aspects in order to ensure competitiveness and stability of supplies;
- Please ensure that you have the necessary authorisation, i.e. the relevant certifications and licences;
- The company is committed to adhering to international standards, including UNI EN ISO 9001:2015, and to comply with current regulations on labour, health, safety and environmental protection.

It is vital to carry out constant monitoring of supplier performance, which includes analysing non-compliance and service disruptions. This helps to identify areas for improvement and promote a process of continuous improvement. The Group's Italian companies are implementing a structured plan of periodic inspections. The purpose of this plan is to verify compliance with contractual specifications, regulatory requirements and corporate ethical principles. These activities, which include rigorous checks in the event of complaints or anomalies, will be further strengthened in 2025, in line with Mainetti Italia's commitment to an increasingly transparent, traceable and sustainable supply chain.

GRI 204-1 PROPORTION OF EXPENDITURE ON LOCAL SUPPLIERS

Proportion of expenditure on local suppliers by geographical area	2023	2024
EU	4,0%	9,8%
Italy	89%	79,7%
NON EU	7,0%	10,5%

Mainetti Italia is committed to sustainability and continues to prioritise suppliers with local production or logistics bases. This approach is designed to minimise the environmental impact of transport, enhance supply chain resilience and support local economies.

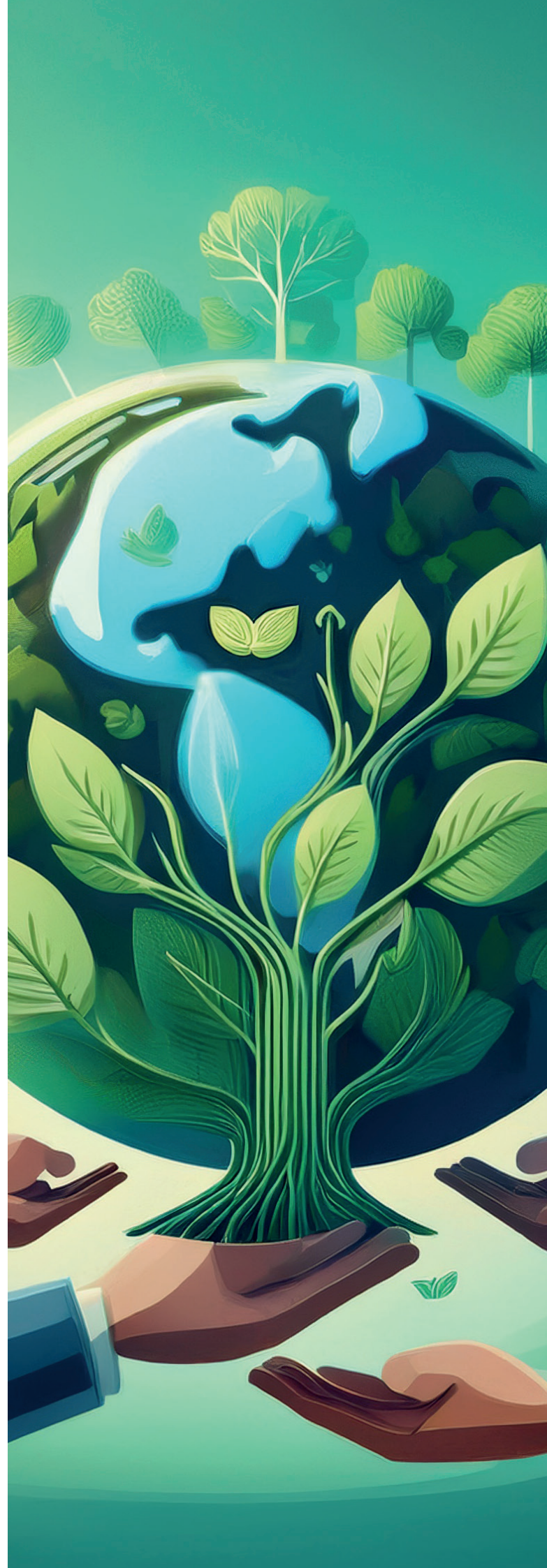
In 2024, local suppliers received 79.4% of total expenditure, which reflects a decrease compared to the previous year.

This change is indicative of a process of rationalisation and optimisation of procurement, with the aim of improving operational efficiency, reducing costs and transforming critical issues into opportunities for sustainable growth.

Mainetti Italia is committed to enhancing its sustainability standards across its entire value chain. This will be achieved by fostering closer collaboration with selected suppliers who share the company's ethical and environmental principles.

The objective is to incorporate sustainability into procurement processes in a more systematic manner, promoting innovative practices that enhance energy efficiency, reduce environmental impact and safeguard workers' rights. This contributes to the achievement of the Group's global ESG objectives.

Despite the absence of a standardised, systematic control procedure, no complaints were received in 2024 concerning issues related to human rights violations and environmental regulations along the supply chain.



SUSTAINABILITY REPORT 24 **GRI INDEX**

Statement of use	Mainetti Italia has reported the information mentioned in this GRI content Index for the period 1 January - 31 December 2024 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Core Principles 2021	
GRI STANDARD	DISCLOSURE	PARAGRAFO
GRI 2: General disclosures	2-1 Organizational details	Methodological note; CORPORATE IDENTITY; CORPORATE GOVERNANCE
	2-2 Entities included in the organization's sustainability reporting	Methodological note
	2-3 Reporting period, frequency and point of contact	Methodological note; back cover
	2-4 Reviewing Information	Methodological note
	2-6 Activities, value chain and other business relationships	Methodological note; CORPORATE IDENTITY
	2-7 Employees	MANAGEMENT AND DEVELOPMENT
	2-9 Governance structure and composition	CORPORATE GOVERNANCE
	2-11 Chair of the highest governing body	CORPORATE GOVERNANCE
	2-22 Statement on Sustainable Development Strategy	STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY
	2-27 Compliance with laws and regulations	BUSINESS INTEGRITY AND ANTI-CORRUPTION
	2-28 Membership in associations	ASSOCIATIONS
	2-29 Approach to Stakeholders engagement	STAKEHOLDERS
	2-30 Collective agreements	MANAGEMENT AND DEVELOPMENT
GRI 3: Material topics 2021	3-1 Process of determining material topics	THE MATERIALITY PROCESS
	3-2 List of material topics	THE MATERIALITY PROCESS
	3-3 Management of material topics	THE MATERIALITY PROCESS
GRI 201: Economic performance 2016	201-1 Economic value generated and distributed	ECONOMIC PERFORMANCE
GRI 204: Procurement practices 2016	204-1 Proportion of expenditure made with local suppliers	RESPONSIBLE SUPPLIER MANAGEMENT
GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and measures taken	BUSINESS INTEGRITY AND ANTI-CORRUPTION
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal Actions for Anticompetitive, Antitrust and Monopolistic Practices	BUSINESS INTEGRITY AND ANTI-CORRUPTION
GRI 302: Energy 2016	302-1 Energy consumption within the organization	MONITORING ENERGY CONSUMPTION
GRI 303: Water and tributaries 2018	303-1 Interactions with water as a shared resource	WATER RESOURCE MANAGEMENT
	303-2 Management of impacts related to water discharge	WATER RESOURCE MANAGEMENT
	303-3 Water Withdrawal	WATER RESOURCE MANAGEMENT
GRI 305: Emissions 2016	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	MONITORING OF ENERGY CONSUMPTION
	305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	MONITORING OF ENERGY CONSUMPTION
	305-3 Other greenhouse gas (GHG) emissions (Scope 3)	MONITORING OF ENERGY CONSUMPTION
GRI 306: Waste 2020	306-1 Waste generation and related significant impacts	MATERIALS AND WASTE MANAGEMENT
	306-2 Management of significant impacts on waste	MATERIALS AND WASTE MANAGEMENT
	306-4 Waste not sent to landfill in tons	MATERIALS AND WASTE MANAGEMENT
	306-5 Waste sent to landfill in tons	MATERIALS AND WASTE MANAGEMENT

GRI 401: Employment 2016	401-1 New employees hiring and employees turnover	MANAGEMENT AND DEVELOPMENT
GRI 403: Occupational Health and Safety 2018	403-9 Workplace accident	EMPLOYEE HEALTH AND SAFETY
GRI 404: Training and Education 2016	404-1 Average number of training hour per year per employee	MANAGEMENT AND DEVELOPMENT
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity in governance bodies among employees	DIVERSITY AND INCLUSION
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective measures taken	DIVERSITY AND INCLUSION
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints regarding breaches of customer privacy and loss of customer data	CYBER SECURITY AND DATA PROTECTION

ANNEX

GRI-ESRS INTEROPERABILITY INDEX

GRI STANDARD	DISCLOSURE	ESRS DISCLOSURE
GRI 2: General disclosures	2-2 Entities included in the organization's sustainability reporting	ESRS 1 5.1; ESRS 2 BP-1 §5 (a) and (b) i
	2-3 Reporting period, frequency and point of contact	ESRS 1 §73
	2-4 Reviewing Information	ESRS 2 BP-2 §13, §14 (a) to (b)
	2-6 Activities, value chain and other business relationships	ESRS 2 SBM-1 §40 (a) i to (a) ii, (b) to (c), §42 (c)
	2-7 Employees	ESRS 2 SBM-1 §40 (a) iii; ESRS S1 S1-6 §50 (a) to (b) and (d) to (e), §51 to §52
	2-9 Governance structure and composition	ESRS 2 GOV-1 §21, §22 (a), §23; ESRS G1 §5 (b)
	2-22 Statement on Sustainable Development Strategy	ESRS 2 SBM-1 §40 (g)
	2-27 Compliance with laws and regulations	ESRS 2 SMB-3 §48 (d); ESRS E2 E2-4 §AR 25 (b); ESRS S1 S1-17 §103 (c) to (d) and §104 (b); ESRS G1 G1-4 §24 (a)
	2-28 Membership in associations	ESRS 1 §AR 16
	2-29 Approach to Stakeholders engagement	ESRS 2 SMB-2 §45 (a) i to (a) iv; ESRS S1 S1-1 §20 (b); S1-2 §27 (e) and §28; ESRS S2 S2-1 §17 (b); S2-2 §22 (e) and §23; ESRS S3 S3-1 §16 (b); S3-2 §21 (d) and §22; ESRS S4 S4-1 §16 (b); S4-2 §20 (d) and §21
2-30 Collective agreements	ESRS S1 S1-8 §60 (a) and §6	
GRI 3: Material topics 2021	3-1 Process of determining material topics	ESRS 2 BP-1 §AR 1 (a); IRO-1 §53 (b) ii to (b)
	3-2 List of material topics	ESRS 2 SBM-3 §48 (a) and (g); BP-2 §17 (a)
	3-3 Management of material topics	ESRS 2 SBM-1 §40 (e); SBM-3 §48 (c) i and (c) iv; MDR-P §62, §65 (a); MDR-A §62, §68 (a) and (d); MDR-M §72, §75; MDR-T §72, §80 (b) and (j), §81 (a) to (b); BP-2 §17 (b) to (e); ESRS S1 S1-2 §27; S1-4 §39 and AR 40 (a); S1-5 §47 (b) to (c); ESRS S2 S2-2 §22; S2-4 §33, §AR 33 and §AR 36 (a); S2-5 §42 (b) to (c); ESRS S3 S3-2 §21; S3-4 §33, §AR 31, §AR 34 (a); S3-5 §42 (b) to (c); ESRS S4 S4-2 §20, S4-4 §31, §AR 30, and §AR 33 (a); S4-5 §41 (b) to (c)
GRI 201: Economic performance 2016	201-1 Economic value generated and distributed	ESRS 2 SBM-1 §40 (b)
GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and measures taken	ESRS G1 G1-4 §25
GRI 302: Energy 2016	302-1 Energy consumption within the organization	ESRS E1 E1-5 §37; §38

GRI STANDARD	DISCLOSURE	ESRS DISCLOSURE
GRI 303: Water and tributaries 2018	303-1 Interactions with water as a shared resource	ESRS 2 SBM-3 §48 (c) i and (c) iv; MDR-T §80 (f); ESRS E3 §8 (a) and (b); §AR 15 (a); E3-2 §17, §AR 20; E3-3 §24 and §2
	303-2 Management of impacts related to water discharge	ESRS E2 E2-3 §24 (a)
	303-3 Water Withdrawal	ESRS E3 E3-4 §AR 32
GRI 305: Emissions 2016	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	ESRS E1 E1-4 §34 (c); E1-6 §44 (a); §46; §48 (a); §50; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; AR §43 (c) to (d)
	305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	ESRS E1 E1-4 §34 (c); E1-6 §44 (b); §46; §49; §50; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; §AR 45 (a), (c), (d), and (f)
	305-3 Other greenhouse gas (GHG) emissions (Scope 3)	ESRS E1 E1-4 §34 (c); E1-6 §44 (c); §51; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 46 (a) (i) to (k)
GRI 306: Waste 2020	306-1 Waste generation and related significant impacts	ESRS 2 SBM-3 §48 (a), (c) ii and iv; ESRS E5 §AR 7 (f); E5-4 §3
	306-2 Management of significant impacts on waste	ESRS E5 E5-2 §19 and §20 (e) and (f); E5-5 §40 and §AR 33 (c)
	306-4 Waste not sent to landfill in tons	ESRS E5 E5-5 §37 (b), §38 and §40
	306-5 Waste sent to landfill in tons	ESRS E5 E5-5 §37 (c), §38 and §40
GRI 401: Employment 2016	401-1 New employees hiring and employees turnover	ESRS S1 S1-4, §38 (a); S1-14 §88 (b) and (c); §AR 82
GRI 403: Occupational Health and Safety 2018	403-9 Workplace accident	ESRS S1 S1-13 §83 (b) and §84
GRI 404: Training and Education 2016	404-1 Average number of training hour per year per employee	ESRS 2 GOV-1 §21 (d); ESRS S1 S1-6 §50 (a); S1-9 §66 (a) to (b); S1-12 §7
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity in governance bodies among employees	ESRS S1 S1-17 §103 (a), §AR 10
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective measures taken	ESRS S1 S1-17 §103 (a), §AR 10
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints regarding breaches of customer privacy and loss of customer data	ESRS S4 S4-3 §AR 23; S4-4 §35

The tables below shows the ESRS standard where the information is not included in the tables shown with GRI Standards.

INFORMATION REQUIREMENT E3-4 WATER CONSUMPTION		
2024	Total water consumption in m ³	10.155
	Net revenue in monetary units (1'000€)	111.911
	Water intensity	9,07%

INFORMATION REQUIREMENT E5-5 OUTGOING RESOURCE FLOWS

Total quantity, by weight, of waste not intended for disposal	Kg	1.325.491
Quantity, by weight, of waste destined for disposal	Kg	221.230
Total quantity of non-recycled waste	Kg	221.230
Percentage of not recycled waste	%	16,70%
Total quantity of hazardous waste	Kg	31.816
Total quantity of radioactive waste	Kg	-

INFORMATION REQUIREMENT S1-6 CHARACTERISTICS OF COMPANY EMPLOYEES
2024

Employees who left the company in headcount during the reporting period:

2024

Total number of employees who left the company		34
Voluntary		25
	Men	21
	Women	4
Due to dismissal		1
	Men	1
	Women	-
Retirement		8
	Men	7
	Women	1
Turnover rate		7,5%

INFORMATION REQUIREMENT S1-12 PEOPLE WITH DISABILITIES
2024

Persons with disabilities in headcount as at December 31, 2024

% number of people with disabilities out of total number of employees	5,5	
Number of people with disabilities among employees, except for legal restrictions on data collection	25	
	Men	16
	Women	9

DISCLOSURE REQUIREMENT S1-15 WORK-LIFE BALANCE METRICS

2024

% OF TOTAL

NUMBER OF EMPLOYEES ENTITLED TO FAMILY LEAVE

Total number of employees	453	100
Number of employees entitled to family leave	32	7
Men	19	4
Women	13	3

NUMBER OF EMPLOYEES WHO TOOK FAMILY LEAVE

Number of employees entitled to family leave	32	7
Number of employees who took family leave	32	100
Men	19	59
Women	13	41

DISCLOSURE REQUIREMENT G1-6 – PAYMENT PRACTICES 2024

2024	Average time taken by the company to pay an invoice (no. of days)	102,4
	Number of legal proceedings currently pending due to late payments	-



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