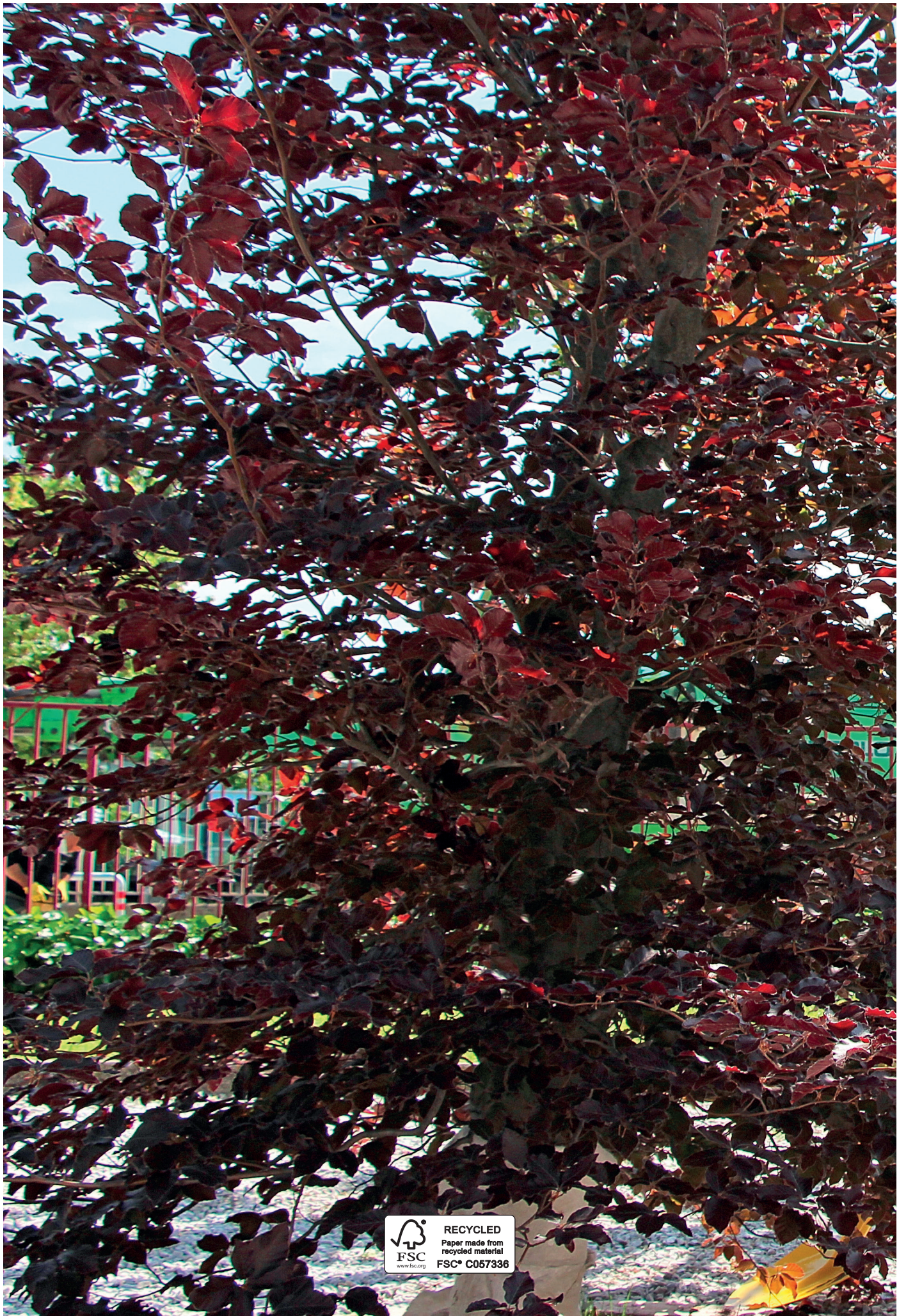


MAINETTI ITALIA
SUSTAINABILITY
REPORT

2023



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SUSTAINABILITY REPORT 23
**DECLARATION ON SUSTAINABLE
DEVELOPMENT STRATEGY**



Throughout history, Mainetti has always placed innovation at the core of its international growth journey. We have demonstrated our commitment to sustainability since introducing plastic hangers and reusing garment hangers over 40 years ago. Today, with 30 dedicated centres worldwide, we continue to promote recycling and reuse, serving the leading global fashion retail chains.

Our “Full Circle Initiative” is embedded in the corporate culture of Mainetti Italy and represents a decisive step toward a carbon-neutral future. To achieve 100% renewable energy by 2030, we also support reforestation projects in the Amazon, Africa, and the United Kingdom. In line with circular economy principles, we are addressing the challenge of single-use plastics. One example is the introduction of PAPERFORM, our paper hanger, which meets new market expectations and strengthens our commitment to sustainable solutions.

Mainetti’s commitment extends beyond the environment to the people involved in our processes—from employees and partners to workers across our production chains. In 2023, we commissioned and inaugurated in July 2024 a 1-megawatt trigeneration plant at Mainetti S.p.A.’s headquarters in Vicenza. Operating at full capacity for over 5,000 hours a year, this facility saves us 1,224 tons of CO₂. This cutting-edge technology enables efficient energy generation by utilizing dissipated heat and producing chilled water.

We believe that achieving our ambitious goals requires investing in our employees’ training and skill development. Through our Agile-based Academy, we are integrating the expertise of our Italian companies to drive sustainable innovation. Training initiatives focused on organizational improvement and environmental performance enhancement have led to the attainment of ISO 14000, ISO 9001, and SA8000 certifications.

Creativity, manufacturing excellence, and a global supplier network allow us to meet the needs of top fashion brands with customized packaging solutions that blend style and aesthetics with a strong commitment to sustainability.

Building on these achievements, Mainetti will continue leading the shift toward a more sustainable future through responsible management that prioritizes the environment, people, and innovation.

We invite you to read Mainetti Italy’s first sustainability report, where we transparently present our ESG data and progress.

Happy reading!

CHAIRWOMAN

Giovanna Mainetti

A handwritten signature in black ink, appearing to read "Mainetti Giovanna", is displayed on a light beige rectangular background.

SUSTAINABILITY REPORT 23 METHODOLOGY NOTE

This document is the first Mainetti Italia Sustainability Report (hereafter also referred to as the 'Report' or 'Document'), which has been prepared with the aim of communicating to stakeholders the social, environmental and governance performance achieved. This Report has been prepared to demonstrate our commitment to reporting that enables us to understand our business, its performance, its results and the impact of our activities in the community and the environment.

Mainetti S.p.A. prepares consolidated financial statements in accordance with Legislative Decree No. 127 of 9 April 1991, including the following directly controlled companies in the consolidation area: Mainetti Aski Sanayi ve Ticaret A.S., Etablissements E. Roybier et Fils S.A.S., Nueva Mainetti S.A., Mainetti Bags S.r.l., Reca Group S.p.A. and Mainetti Omaf S.r.l.

Mainetti S.p.A., a wholly owned subsidiary of Mauna S.A., is part of an international group with production and sales companies present in the main countries of the world.

The information contained in this 2023 Sustainability Report refers exclusively to the Italian companies, the parent company Mainetti S.p.A., Mainetti Bags S.r.l., Reca Group S.p.A. and Mainetti Omaf S.r.l., which are hereafter defined as Mainetti Italia. Any and further perimeter limitations are reported in the note directly where the reference indicator is presented. With reference to any significant changes occurring after the reporting period of this document it should be noted that as of 1 January 2024 Mainetti S.p.A. incorporated the subsidiary Mainetti Bags S.r.l. through a merger transaction.

In preparing this report, Mainetti Italia has taken into account the reporting principles of the Global Reporting Initiative Sustainability Reporting Standards 2021, such as: accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability, which have allowed it to ensure the quality of the information reported.

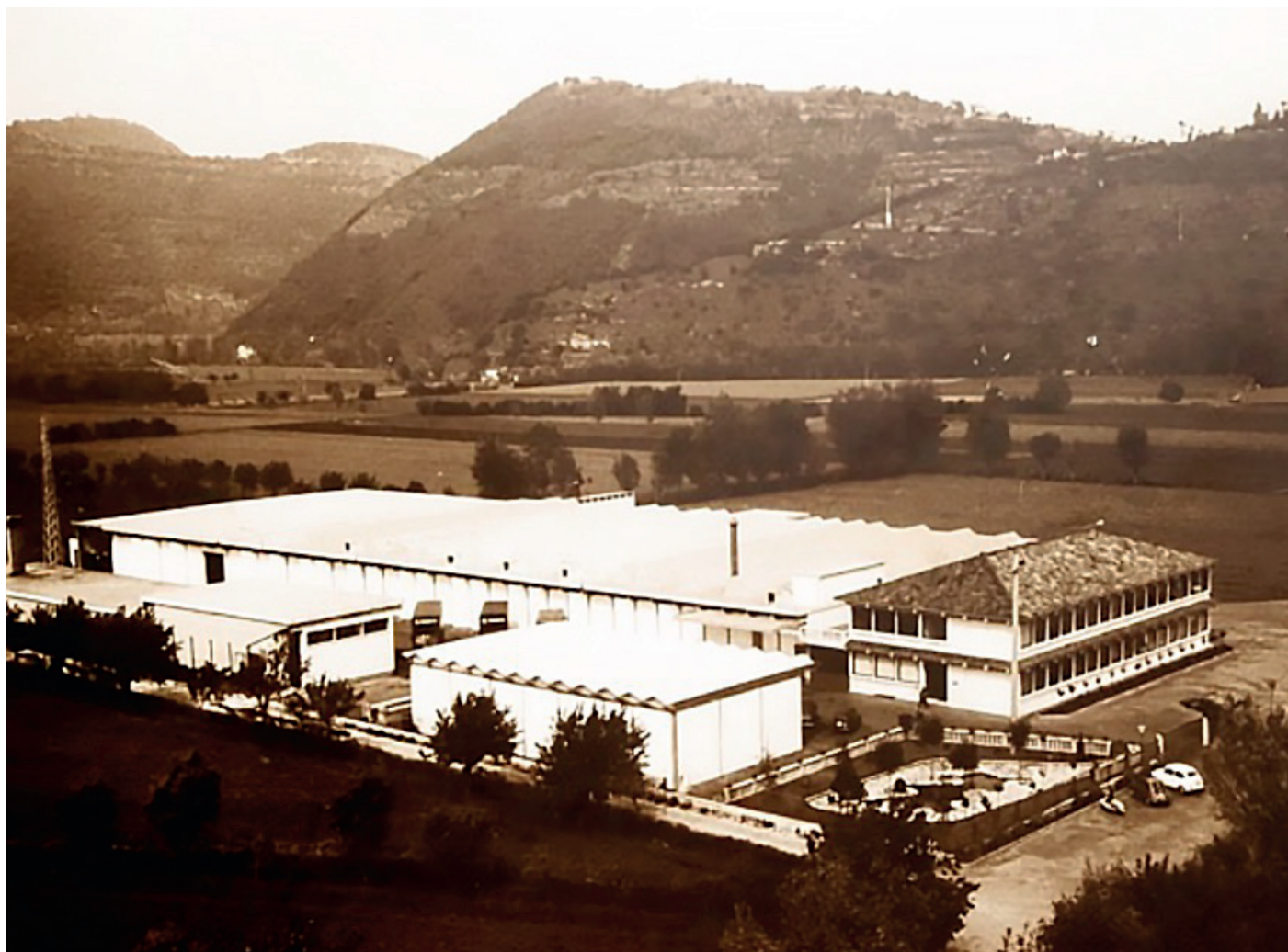
The Report was prepared in compliance with the GRI 2021 Standards and refers to the period between 1 January 2023 and 31 December 2023, coinciding with the Annual Financial Report.

It should be noted that the publication frequency is set on an annual basis. At the end of the document there is the GRI Content Index, which provides an overview of the reported indicators and the relevant reference pages. The key performance indicators used are those required by the standards and representative of the various areas, as well as consistent with the business and impacts generated. The choice of these indicators took into account the materiality analysis process conducted during 2023.

In order to ensure the reliability of the data and to provide a correct representation of performance, the use of estimates has been limited as much as possible. If present, estimates are based on the best available methodologies and are appropriately reported. Furthermore, where possible, the information in the Financial Statements has been provided with a comparison to the year 2022.

SUSTAINABILITY REPORT 23
MAINETTI ITALIA

C.1



60

Over 60 years of history

MAINETTI ITALIA ORGANISATION DETAILS

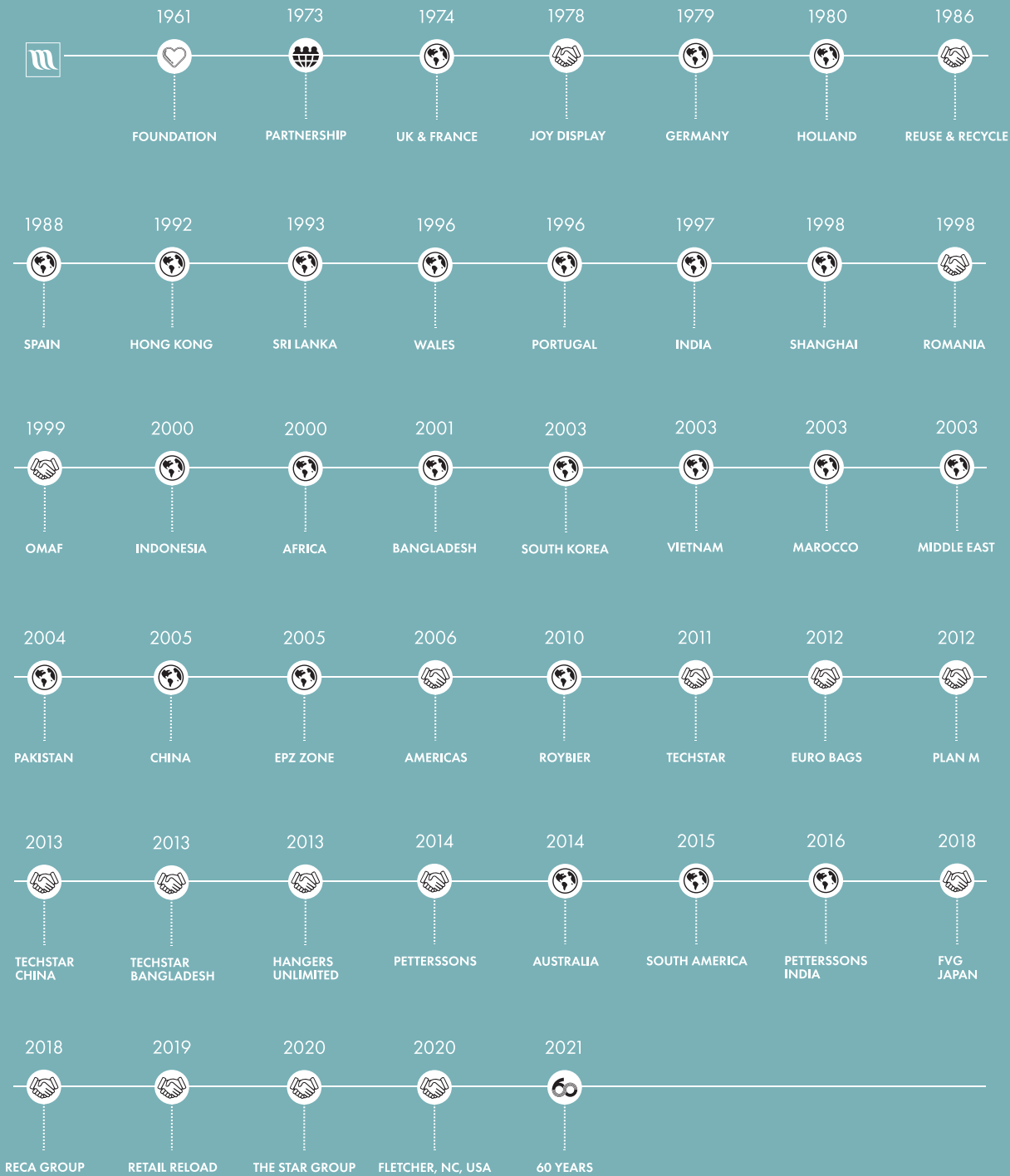
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4 italian business units providing innovative and sustainable solutions

HISTORY

On 8 May 1961, Romeo, Gianni, Luigi and Mario Mainetti established a small company with a clear vision. Since its inception in San Quirico, Italy, Mainetti has established itself as a reliable and reputable partner for retailers and brands, with a focus on customer satisfaction and high-quality products. This commitment has driven the organisation's growth and expansion worldwide over the past six decades. Today, the four Italian companies build on this legacy, providing innovative and sustainable solutions that shape the future of the retail and fashion industry.

MAINETTI
MILESTONES





OFFICES AND
PRODUCTION
FACILITIES

AMERICAS

Brazil
Canada
El Salvador
Mexico
Perù
USA

EUROPE

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

**MIDDLE EAST
& AFRICA**

Egypt
Ethiopia
Jordan
Kenya
Lesotho
Morocco
South Africa
Swaziland
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

THE BEGINNINGS

In the late 1950s, Fratelli Mainetti invented a product that transformed retail

THE ESTABLISHMENT OF A NEW COMPANY
FOLLOWED

In 1961, Fratelli Mainetti established the first company in San Quirico, Italy

INTERNATIONAL EXPANSION

Expansion into the UK, France, Germany and the Netherlands began in 1970

PIONEERING THE CIRCULAR ECONOMY

In 1980, Mainetti introduced the recycling and reuse of hangers

INTERCONTINENTAL DEVELOPMENT

In 1983, the first business was opened in Canada. In 1996, Mainetti acquired Pendency Plastics, marking the company's entry into the Far East

A LEADER IN SUSTAINABILITY

In 2007, Mainetti opened its first Platinum certified company



BUSINESS UNITS

Strong in the diversified production of hangers, paper and fabric packaging, labels, tags, polybags, intelligent solutions (RFID), Mainetti Italia is a manufacturing group with four business units located in Italy:

VICENZA, where the parent company Mainetti S.p.A. is based with the production and recycling of hangers and fabric packaging;

TREVISO, the headquarters of Mainetti Bags S.r.l. (hereinafter also Mainetti Bags), with the production of paper packaging;

CARPI, the plant of Reca Group S.p.A. (hereafter also Mainetti Reca), which is home to research and development as well as design and marketing of labels, tags and RFID;

TARANTO, with Mainetti Omaf S.r.l. (hereafter also Mainetti Omaf), where Flexible Packaging production is developed.

In line with the Group's strategic direction, we are dedicated to implementing systems, processes and materials selection that balance our actions with the values of ethics, environmental responsibility and social responsibility.



MAINETTI



MAINETTI SPA VICENZA

Hangers
37,500 sqm
223 employees

Pre-sale services, direct sales, customer service, production and logistics services.



MAINETTI BAGS TREVISO

Structural packaging paper
30,000 sqm
112 employees

Pre-sale services, direct sales, customer service, production and logistics services.



MAINETTI OMAF TARANTO

Flexible packaging
3,400 sqm
56 employees

Pre-sales, direct sales, customer service, production, logistic services and sales organisation shared with Mainetti S.p.A.



MAINETTI RECA CARPI*

Branding & Intelligent solutions
2,000 sqm
53 employees

Marketing, pre-sale services, direct sales, customer service, logistic services, sale organisation partially shared with Mainetti S.p.A.



** With reference to Mainetti Reca, a contract was signed for the purchase of the new plant, with a total investment of EUR 3.4 million, part of which will be postponed until 2025. Renovation work is currently in progress, with the move to the new offices planned for early 2025.*

THE INTERNATIONAL GROUP: A GLOBAL PRESENCE

Mainetti Italia is part of a global group that is a leader in the production of hangers, packaging and integrated solutions. The group has a presence in over 62 countries and 90 locations worldwide. Specifically Mauna N.V., which is headquartered in Helmond, The Netherlands, is the holding and holding company of Mainetti Italia's direct and indirect operating subsidiaries. The Italian companies are subject to management and coordination by MHG Management Services Limited, based in Scotland.

Today, after 60 years of activity, the Mainetti Group stands alongside the world's best known retail and apparel brands and has consolidated a solid commercial network in Europe and the United States, with operating and logistical units close to the production districts of the main fashion customers, reaching an annual turnover of 500 million Euro.

MISSION, VISION AND VALUES

With over six decades of experience, Mainetti Italia continues to be a trusted partner to the world's most prestigious brand retailers. Its ability in providing innovative products is recognised worldwide, processes designed to reduce environmental impact and global support.

MAINETTI'S MISSION IS TO SUPPORT COMPANIES THROUGH EXCELLENCE IN DESIGN, QUALITY AND SERVICE, WHILE REMAINING A PIONEER IN THE CIRCULAR ECONOMY.

The values that are the driving force for operations are:

INNOVATION: Mainetti Italia is committed to innovation thanks to design and delivery of products and services;

SUSTAINABILITY: using resources in a responsible and respectful way for people and the planet;

QUALITY: continuous and constant improvement aimed at increasing efficiency and reduce costs;

INTEGRITY: Mainetti Italia is committed to upholding the principles of loyalty, transparency, responsibility and honesty;

EXCELLENCE IN SERVICE: offering customers different solutions to meet their needs and to follow market trends;

LEADERSHIP: Italian companies want to keep the production and distribution leadership in the reference sector.

excellent expertise in the field, makes it possible to reconcile aesthetics and functionality with feasibility.

The term 'one-stop shop' perfectly describes the ability to offer a wide range of integrated services to its customers: Mainetti is able to meet all the needs of its partners in the fashion and retail sectors, reducing the complexity of logistics while optimising processes.

Shopping bags, hangers, flexible and fabric garment covers, boxes, labels and tags. One key point for many needs in retail, and fashion under one signature.

Mainetti Italia is either global and local thanks to its widespread commercial network ready to promptly respond to the many customers' needs. The proof is the attendance to international exhibitions in fashion, beauty, food and beverage industries.

Furthermore, with a view to the continuous evolution of the business and the new means of communication, the traditional direct sales channel has been joined by an e-commerce service for individuals and companies. Customers can purchase shopping custom bags, hangers, garment covers, boxes, polybags and labels according to their needs.

THE STAGES OF MAINETTI
ITALIA'S VALUE CHAIN ARE:

**MAINETTI ITALIA
THE VALUE CHAIN:**

**PRODUCT DESIGN
AND DEVELOPMENT**

R&D

INDUSTRIALISATION

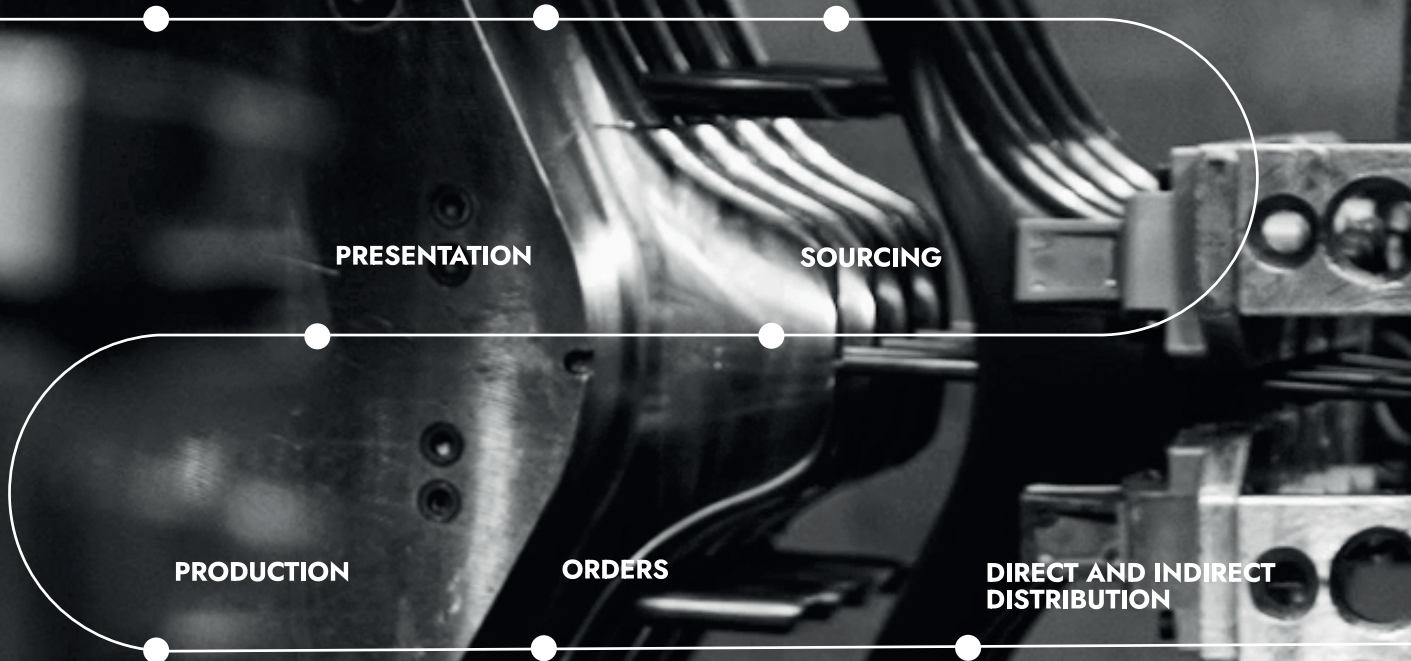
PRESENTATION

SOURCING

PRODUCTION

ORDERS

**DIRECT AND INDIRECT
DISTRIBUTION**

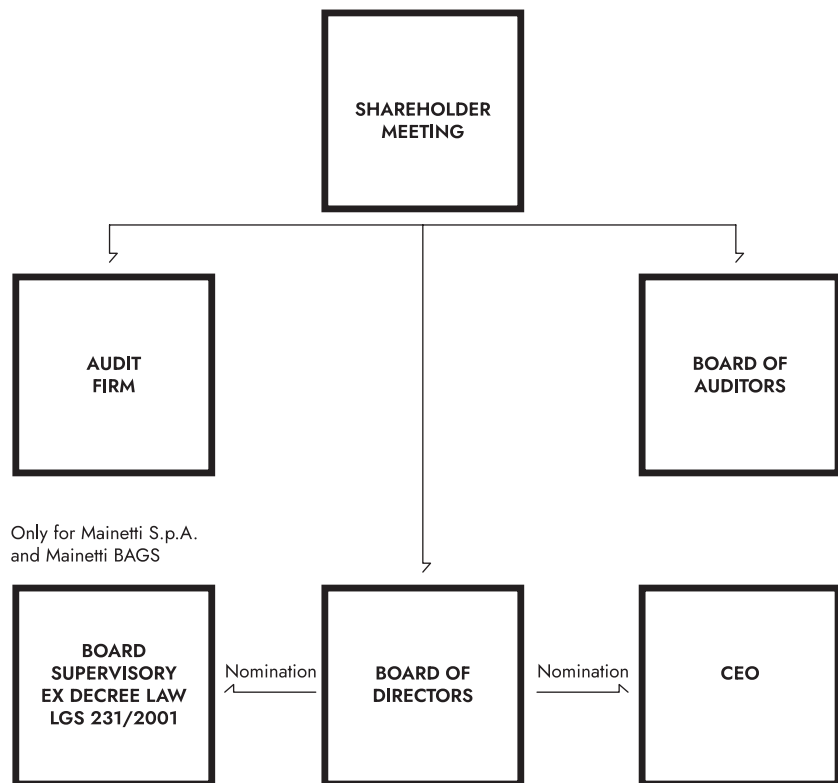


The companies of Mainetti Italia exert a management and control system based on the traditional model, in accordance with the Italian Civil Code, which is divided into a management body, the Board of Directors, a control body, the Board of Statutory Auditors, an auditing and control body, the Auditing Company.

The Parent Company, Mainetti S.p.A., is a joint stock company registered with the Vicenza Chamber of Commerce and has its registered office in Castelgomberto (VI), via Casarette, 58. In terms of ownership and legal structure, 100% of the capital is held by Mauna N.V. For further information, please refer to Mainetti S.p.A.'s Visura.

The Board of Directors of Mainetti S.p.A. and Mainetti Bags S.r.l. has also appointed the Supervisory Board in accordance with Legislative Decree no. 231 of April 2011 and has adopted the Organisation, Management and Control Model.

The internal governance structure is as follows:



The governance model adopted by the Company, in addition to compliance with the regulations applicable in Italy, consists of a set of rules, standards, practices and procedures structured to make Mainetti's activities effective and transparent.

BOARD OF DIRECTORS

The Board of Directors is responsible for the ordinary and extraordinary management of the Company, carrying out its functions by performing all acts that seems 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 to the approval of the Shareholders' Meeting.

The Board may, at its discretion, grant specific proxies and powers of sub-delegation to individuals not part of the Board. The Companies have adopted a structure of proxies and sub-delegated powers with the aim of ensuring the segregation of duties and the efficient and regular performance of activities.

The appointments of directors are based on merit, with candidates being proposed and selected according to objective criteria that take due account of diversity within the Board itself. These criteria include, but are not limited to, gender, age, education, professional experience, skills and nationality.

The Board of Directors of Mainetti S.p.A. is responsible for defining the overall strategy as well as reviewing the operational and financial performance of Mainetti Italia.

The Board of Directors is responsible for evaluating and making decisions on all aspects of the Group's overall strategy, objectives, annual budgets, annual and half-years results, approval of major transactions, related party transactions and any other significant operational and financial matters. The Board also defines and monitors the sustainability strategy and ensures that an adequate internal control and risk management system is in place.

The Board of Directors of Mainetti S.p.A. was appointed by the Shareholders' Meeting of the Company held on 12 July 2023 for the three-year period 2023-2025.

As of the date of this Report, the Board is composed as follows:

DIRECTORS	JOB TITLE	GENDER	AGE
Giovanna Mainetti*	CHAIRWOMAN	F	>50
Roberto Peruzzo	CEO	M	>50
Robert Dennerlein**	CFO	M	>50

*The President of the highest governing body is not a senior executive of the organisation.

**Robert Dennerlein no longer in office for 2024-2025

STATUTORY AUDITOR BOARD

The Board of Statutory Auditors is responsible for monitoring compliance with legal and regulatory frameworks, as well as the principles of proper administration in the conduct of the Company's business. It also monitors the adequacy of the organisational, administrative and accounting structure adopted by the Company, the effectiveness of the internal audit system and the independence of the statutory auditor. The composition as at 31 December 2023 is as follows:

STATUTORY AUDITORS	JOB TITLE	GENDER	AGE
Giorgio Grosso	CHAIRMAN	M	>50
Stefano Rudelli	STATUTORY AUDITOR	M	>50
Marco Ziliotto	STATUTORY AUDITOR	M	>50
Alessandra Tavella	DEPUTY STATUTORY AUDITOR	F	>50
Marilena Panighel	DEPUTY STATUTORY AUDITOR	F	>50

SUPERVISORY BOARD

In accordance with the provisions of Legislative Decree no. 231/2001, the Companies Mainetti S.p.A. and Mainetti Bags S.r.l. have established a Supervisory Board whose primary task is to ensure the functioning, effectiveness and implementation of the Organisation, Management and Control Model, adopted by the Companies pursuant to the Decree. The Supervisory Board consists of five (in 2023) members appointed by the Board of Directors and selected from qualified and experienced persons.

MAINETTI ITALIA BUSINESS INTEGRITY AND ANTI BRIBERY



Adherence to the Ethical Code and to the OMC 231 is further guaranteed, in Italy, by the Supervisory Board in charge of overseeing the observation of the Code and its dissemination, verifying any news of violations and informing the competent company bodies and functions, and proposing changes to the content of the Code to adapt it to the changing context in which the Company operates.

Mainetti Italia actively communicates its policies to all employees, business partners and other interested parties through a series of communication channels, online and offline. This ensures that everyone is aware of the standards adopted and the expectations the company has set for responsible business conduct. In this regard, communication of the organisation's commitments to ethics and integrity is active and continuous, mediated through online sharing through which all Mainetti employees can stay up-to-date and constantly informed of the activities carried out; the publication of documents within Inaz, the portal where each employee can manage their requests, check their timings and view published documents; and finally, training and information activities for all employees.

In addition, the companies direct their research, development and marketing activities to high quality standards for their products and services. In relations with customers and clients, Mainetti Italia ensures correctness and clarity in commercial negotiations and in the assumption of contractual obligations as well as the faithful and diligent fulfilment of contracts.

All the company's actions and operations must be adequately recorded while checking the decision-making, authorisation and implementation processes. For each operation there must be an adequate document so that controls can be carried out at any time to certify the characteristics and reasons for the operation and identify who authorised, carried out, recorded and verified the operation itself.

In order to allow all people and Company's stakeholders to report, in good faith, any behaviour that is not in line with the Code of Ethics, Policies and Procedures or applicable regulations, Mainetti Italia has adopted a Whistleblowing Policy following the implementation of Legislative Decree no. 24 of 10 March 2023, which came into effect on 30 March 2023 (the Decree) in implementation of EU Directive 2019/1937 on Whistleblowing. This procedure has been drawn up by the Companies in accordance with the 'Guidelines on persons who report violations of Union law and protection of persons who report violations of national regulations' adopted by ANAC with Resolution no. 311 of 12 July 2023, as well as the 'Whistleblowing Operational Guide' published by Confindustria on 27 October 2023.

This procedure establishes the methods for reporting an unlawful act or omission that constitutes, or may

constitute, a violation of laws and regulations, of the values and principles established in the Company's Code of Conduct, and/or that could cause any type of damage (e.g. economic, environmental, to the safety of workers or third parties, or merely reputational) to the Organisation, its customers, partners and third parties. In this direction, Mainetti Italia is committed to respecting the highest standards of transparency, probity and responsibility, thanks also to the mechanism that allows staff and other members of the Group to express their concerns/reports/complaints/suggestions in a responsible and effective manner.

As evidence of Mainetti Italia's constant commitment to guaranteeing ethics and integrity in the conduct of company activities, in the two-year period 2022-2023 there were no reports and/or complaints for failure to comply with laws or regulations, nor legal actions for anti-competitive conduct, antitrust and monopoly violations, both in and out of court. Furthermore, there have been no episodes of corruption.

MAINETTI ITALIA ECONOMIC PERFORMANCE

92%

Economic value distributed
represents 92% of economic
generated value

78%

Value distributed to suppliers
represents 78% of
distributed value

+15%

+15% distributed value to community
between 2022 and 2023

In 2023, in a global economic scenario dominated by uncertainty, Mainetti Italia managed to keep revenues stable compared to 2022 and significantly increase EBIT by over 90% compared to 2022. Having improved its margins and profitability compared to the previous financial year, Mainetti Italia has been able to confirm that it has all the necessary requirements to manage complexity and to look to the future challenges with confidence.

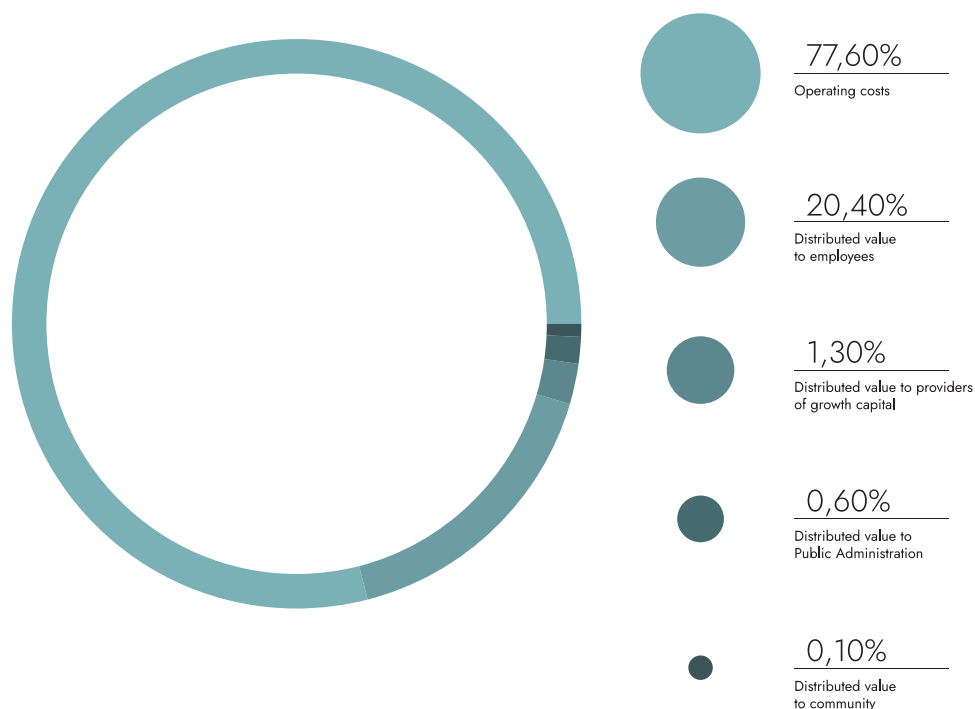
MAINETTI ITALIA/ €	2022	2023	%
Revenues	123,766,968	123,109,616	-0,5
EBIT	2,651,727	5,077,468	91,5
EBITDA	8,293,345	11,500,504	38,7
Operating result	1,703,627	2,893,269	69,8

In the wake of the economic data presented, the economic value generated remains stable (-0.5%), the economic value distributed decreases due to a general decrease in operating costs and, specifically, in the costs of raw materials. This decrease is partially offset by a higher value distributed to employees, capital providers and the Public Administration. The retained economic value is positive and represents the difference between the generated economic value and the distributed economic value, adjusted for the typically non-monetary components of amortisation, depreciation and write-downs, as well as allocations to provisions.

GRI 201-1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

ITEM (€)	2022	2023	%
Generated economic value	123,850,287	123,261,275	-0,5%
Economic distributed value	116,435,132	113,692,280	-2,4%
<i>Operating costs</i>	92,735,048	88,234,488	-4,9%
<i>Distributed value to employees</i>	22,632,358	23,247,203	2,7%
<i>Distributed value to providers of growth capital</i>	445,079	1,458,155	227,6%
<i>Distributed value to Public Administration</i>	591,988	717,009	21,1%
<i>Distributed value to community</i>	30,659	35,425	15,5%
Economic value retained	7,415,155	9,568,995	29,0%

In general terms, it can be seen that the distributed economic value represents 92% of the generated economic value



It should be noted that all the economic data shown above differ from the data reported in the consolidated financial statements as of 31.12.2023 of Mainetti S.p.A., considering that the scope of consolidation of this sustainability report only includes Italian companies.

In a world of continuous technological evolution, Mainetti Italia is aware that the risks linked to cyber threats are constantly increasing and changing. The main risks related to cyber security concern possible cases of fraud and cyber attacks, which are carried out against companies with increasing frequency and complexity. In recent years, Mainetti has accelerated the adoption of procedures and technologies to reduce the risk of cyber incidents and which will guarantee an efficient organisational setup in the near future to protect against and react to digital threats. The main activities carried out are:

MAINETTI ITALIA CYBERSECURITY

- 1** continuous monitoring of data traffic through a security system that identifies, and possibly blocks, any type of suspicious activity. This system is managed by an external Security Operation Centre that constantly monitors (24/7) any alerts that the security systems may report (XDR, SIEM);
- 2** the adoption of a programme for Mainetti Italia users that through the simulation of phishing campaigns and the launch of training and evaluation campaigns provide with advice, suggestions and recommendations on security threats, the correct use of company devices and good standards of use and management of company data;
- 3** continuous sharing of the same security technologies among all Mainetti Italia companies, interlinked through the use of Firewall devices that monitor all traffic to and from the outside, blocking any threats and malicious files;
- 4** setting up a special encrypted connection (VPN) for security purposes for mobile working (remote working), which uses an MFA (Multi-Factor Authenticator) system;
- 5** adoption of adequate technical and organisational measures to protect personal data against unlawful destruction, loss, alteration, disclosure or unauthorised access. As of 31 December 2023, Mainetti Italia has not received any complaints regarding breaches of customer privacy. Furthermore, there have been no identified episodes of leakage, theft or loss of customer data.



SUSTAINABILITY REPORT 23
SUSTAINABILITY

C.2

Starting in 2022, Mainetti Italia conducted a materiality analysis able to identify material information regarding the impacts, risks and opportunities related to sustainability. The process of developing this first exercise included detailed internal mapping, to identify the most relevant ESG issues.

Based on this panel, several interviews were carried out with the area managers of each single impact category, that led to the identification of 16 main issues considered material. The sustainability issues guided the organisation's strategy until the end of the previous fiscal year. In 2023, Mainetti Italia updated the materiality analysis carried out previously following the update to the 2021 version of the GRI Standards, entailing significant changes in the collection and presentation of sustainability information. For the purposes of impact analysis, internal working groups were involved in the four companies, which, supported and guided by external consultants, carried out all the necessary steps for the development of the analysis.

For the impact analysis, internal working groups from the four companies were involved, which, supported and guided by external consultants, took all the necessary steps to develop the materiality process. The four detailed phases of the process carried out are as follows:

SUSTAINABILITY MATERIALITY PROCESS

FASE 1

UNDERSTANDING THE SUSTAINABILITY CONTEXT

As a preliminary step, a benchmark analysis was carried out on the main sustainability impacts by analysing available documents and the main sustainability publications of the reference sector, with a focus on trends.

FASE 2

IDENTIFICATION OF IMPACTS

In this phase, the main actual and potential impacts on the economy, the environment and people, including those on human rights, have been identified within the scope of the activities and business relationships of Mainetti Italia.

FASE 3

EVALUATION OF THE SIGNIFICANCE IMPACT

Interviews were held with the departments' managers. They were asked to give a score from 1 to 5 for both the severity and the likelihood of the occurring impact. The combination of severity and likelihood generates the significance value of the impact.

FASE 4

PRIORITISATION OF THE MOST IMPORTANT IMPACTS FOR THE REPORT

The impacts have been ranked according to their level of significance and divided into three categories: high, medium and low. Prioritisation has enabled Mainetti Italia to determine and consider the list of material themes to be reported. In terms of sustainability governance, during 2023, following an internal organisational change, Fabio Perin was appointed Regional Operation Manager for Southern Europe by the Group CEO. In 2024, his role will be further expanded with the appointment as Sustainability Manager, to underline the strategic importance of sustainability for the company's operations. This dual responsibility reflects the Mainetti S.p.A. commitment to pursuing more efficient and sustainable operations.

SUSTAINABILITY SUSTAINABILITY IMPACTS

IMPACT	POSITIVE/NEGATIVE	DESCRIPTION	CHAIN VALUE	GRI
Climate changes and energetic consumption	Negative	Less GHG reduction along the value chain, in line with Paris Climate Change agreements, away from resource exploitations to generate economic growth.	Company Upstream Downstream (logistic and distribution)	GRI 302-1 GRI 305-1 GRI 305-2
Materials and use of chemicals	Positive	Monitoring of raw materials prioritising the use of eco-friendly and social responsible textile fibers , plastic, paper for better results in terms of social and environmental sustainability respectful to other traditional productions.	Company	-
Suppliers' responsible management	Positive	Selection of suppliers on social and environment criteria. Incentive to collaboration, partnerships, and loyalty of suppliers to ensure flexibility and efficiency.	Company	GRI 204-1
Human rights	Negative	Impairment of equal treatment and opportunities based on race, ethnic group, caste, nationality , religion, disability, gender, sexual orientation, trade union membership, political affiliation, marital status, pregnancy, appearance, HIV or age	Upstream company (supply chain)	GRI 406-1
Health and safety	Negative	Workers' exposure to short and long-term occupational risks due to work-related accidents and diseases.	Upstream company (supply chain)	GRI 403-9
Use of water resources	Negative	High water consumption and low quality standard of water drainage not in compliance with legal requirements and / or presence of harmful substances.	Upstream company (supply chain)	GRI 303-1 GRI 303-2 GRI 303-3

IMPACT	POSITIVE/NEGATIVE	DESCRIPTION	CHAIN VALUE	GRI
Human capital development	Positive	Focus on talents by means of training programs and professional development opportunities.	Company	GRI 401-1 GRI 404-1
Research, development and innovation	Positive	Investments on new business models and innovative projects for key challenges.	Company	-
Economic performance	Positive	Local generated and distributed value for stakeholders, where the company operates.	Company	GRI 201-1
Diversity and inclusion	Positive	Promotion of inclusive business culture, supporting diversity and condemning discrimination to reach gender equality in managerial positions.	Company	GRI 405-1
Cybersecurity	Negative	Improper data management and consequent violation of personal data protection legislation.	Company	GRI 418-1
Product Quality and Safety	Negative	Inadequate efforts to face product or service safety along the life cycle, to the detriment of consumers or rule and code infringements.	Company	-
Business integrity and anti corruption	Negative	Adoption of ethic, responsible commercial uses and transparency in relations with stakeholders.	Company	GRI 205-3 GRI 206-1



SUSTAINABILITY FULL CIRCLE GOOD FOR THE BUSINESS GOOD FOR THE ENVIRONMENT

61%

61% of the **energy used** by the international group is renewable

6,000

6,000 trees

Paperform made of recycled paper

Paperform hanger in **recyclable and recycled paper**

Hangerloop Polyloop

New innovative projects saving virgin resources: hangerloop and polyloop

To reduce its impact on the environment and as a demonstration of its commitment to environmental sustainability, the International Group, followed by the four Italian companies, promotes the Full Circle initiative with the aim of providing solutions to mitigate climate change and involving customers in the adoption of a circular new business model.

In line with this approach, Mainetti Italia has established the environmental goal of increasing its energy efficiency, switching to renewable electricity when possible and thus offsetting the remaining balance of its carbon footprint. Currently 61% of the energy used by the international group, which also covers Italy, is renewable. The aim is to increase this percentage to 80% by 2025 and to 100% by 2030 in line with the SBTi (Science Based Target initiative).

As an example of the attention paid to such issues, Mainetti Italia has started a process to become Carbon Neutral with the aim of reaching 100% renewable energy by 2030; it also backs important reforestation projects in the Amazon, Africa and the UK with 6 thousand trees already planted in different parts of the world, which will create the Global Mainetti Forest.

Mainetti Italia, in line with the global sustainability strategy, has adopted a series of initiatives:

IN 2021, DURING THE 60TH ANNIVERSARY, IT STRENGTHENED ITS COMMITMENT TO THE ENVIRONMENT AND TO PEOPLE AND, AS A



SYMBOLIC ACT, ONE OR MORE TREES WERE PLANTED IN EACH MAINETTI ITALIA FACILITY;

IN 2023, THE NEW PAPERFORM PAPER HANGER MADE OF RECYCLED AND RECYCLABLE PAPER WAS INTRODUCED IN THE PRODUCT CATALOGUE.

Furthermore, Mainetti Italia, in line with the international Group, already a partner of the Ellen MacArthur Foundation since 2021 and a signatory of The Global Commitment to accelerate the transition to a circular economy, has taken a further step towards the objectives set for the four-year period 2021-2025. The company has obtained level B (on a scale from A to E) in the implementation of the circular economy for its four Italian sites, according to the assessment of Circulytics, a tool that provides companies with a clear view of progress in the implementation of circular practices.

In this context, new product lines made from renewable materials, such as paper, cardboard and compostable materials, have been introduced, extending the range of reusable hangers for more customers and minimising the use of virgin plastic. This initiative is based on the success of the closed-loop recycling programme, Mainetti **HANGERLOOP**, launched in 1986, which uses Mainetti's global network of 42 production reuse and recycling facilities to recover and reuse hangers, by repackaging them and returning them to the markets of origin.



In the wake of Hangerloop's success and with the objective of promoting the responsible use of polymers, the international Group and its Italian companies have launched a new programme for the recycling of the polyethylene bags used in the transportation clothing. Transparent polybags are mainly used to protect garments during transportation, particularly with the increase of the online shopping. Recently the world's first plant recycling polybags was inaugurated, that produces a recycled raw material of high quality and transparency. The project, called Mainetti **POLYLOOP**, aims to recycle 100% of the polyethylene by means of a purification process that eliminates ink and paper from the bags, thus obtaining a transparent granule with characteristics comparable to those of virgin plastic, and less environmental impact.

Mainetti's journey towards sustainability, which began in the 1970s with the first plastic recycling projects, is continuing today with products, systems and initiatives in clothing packaging on a global scale.

Another important milestone recognizes Mainetti Italia as a virtuous company in terms of sustainability practices, according to the survey promoted by Confindustria Vicenza in collaboration with the University of Verona, which started in May 2023. The research involved 289 companies, 28 of which are in the Plastics and Rubber sector, to which Mainetti belongs, and analysed four fundamental pillars of sustainability:

PROSPERITY: practices concerning local economic development, innovation and investments were evaluated;

PLANET: great attention to actions that concern the planet and the safeguarding of resources, which are fundamental for the survival of all species. Good practices for the prevention, the reduction of pollution and environmental impact, as well as the use of resources, intended as water reduction in processing, waste production, energy consumption, CO2 emission mitigation and, lastly, environmental management systems;

PEOPLE: a fundamental pillar is the respect for the rights of workers and employees, regulated by Mainetti Italia's Code of Ethics and supported by SA8000 certification. The company guarantees respect for human rights at work, gender equality, health and safety protection;

CORPORATE GOVERNANCE: this analyses the principles that regulate and discipline management and include ethics, integrity, stakeholder involvement, management practices and other values such as transparency and sustainability reporting.

In conclusion, the overall sustainability rating gives Mainetti Italia a score of 4.5/5. A result that confirms the commitment of the four Italian companies to innovating processes and practices related to sustainability in a win-win perspective.



SUSTAINABILITY CERTIFICATIONS



Mainetti Italia is constantly committed to improving its standards of sustainability, quality and social responsibility as fundamental elements of its business strategy. To demonstrate it, the Group's business units have obtained multiple internationally recognised certifications.

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

ISO 9001: this identifies a series of standards and guidelines developed by the International Organisation for Standardisation (ISO) that define the requirements for the implementation of a quality management system within an organisation, to manage business processes, improve effectiveness and efficiency in the creation of products and the provision of services, to obtain and increase customer satisfaction.

ISO 14001: this is a standard of the International Organisation for Standardisation that establishes the requirements for an environmental management system, aiming to improve the environmental performance of organisations.

GOTS (Global Organic Textile Standard): this certification ensures the adoption of strict standards for organic production, where the textile product must contain at least 70% natural fibres from organic farming, promoting agricultural sustainability and environmental responsibility.

FSC (Forest Stewardship Council): this is an international certification that promotes environmentally, socially and economically sustainable forest management. Sustainable forest management guarantees that the harvesting of wood and non-wood products ensures biodiversity and ecological processes, and also ensures respect for the rights of local communities and the workers involved.

GRS (Global Recycled Standard): promoted by Textile Exchange, one of the main international non-profit organisations for the promotion of sustainable practices in the textile industry. The standard recognises the importance of recycling in promoting a sustainable production and consumption model, with the aim of reducing the consumption of natural resources (virgin raw materials, water and energy) and improving the quality of recycled products, also guaranteeing respect for environmental and social criteria along the entire supply chain.



RCS: RCS (Recycle Claim Standard) This is an international standard that traces and verifies the use of recycled raw materials along the supply chain, guaranteeing that a product contains at least 5% recycled materials. It is used to ensure transparency in the chain of custody and to certify the percentage of recycled content in products.



OEKOTEX: it guarantees that textiles are tested for harmful substances and are safe for human health, in accordance with strict chemical and ecological criteria throughout the production chain.



TUV: it is a certification that guarantees the safety, quality and reliability of products and services. It ensures that they comply with recognised international standards, with the aim of protecting consumers and users through rigorous checks and inspections.

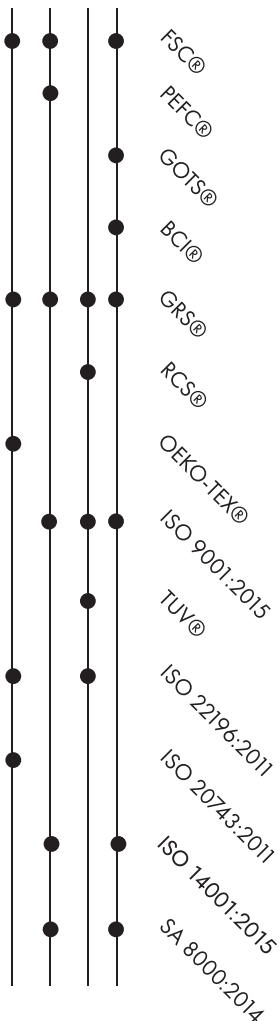


ISO 22196: this is a standard that specifies test methods for measuring antibacterial activity on plastic surfaces and other non-porous materials. This standard allows the effectiveness of treated surfaces against bacterial proliferation helping to ensure that products are safer and more hygienic.



ISO 20743: this is a standard that specifies the test methods for evaluating antibacterial activity on fabrics, allowing the effectiveness of materials in controlling bacteria to be measured.

MAINETTI SPA
MAINETTI OMAF
MAINETTI BAGS
RECA GROUP



SUSTAINABILITY REPORT 23
THE HUMAN CAPITAL

C.3

THE HUMAN CAPITAL MANAGEMENT AND DEVELOPMENT

98%

98% permanent contract

35%

35% of women out of the total number of employees

34%

34% under 30 hires

100%

total percentage of employees covered by collective labour agreements in 2023

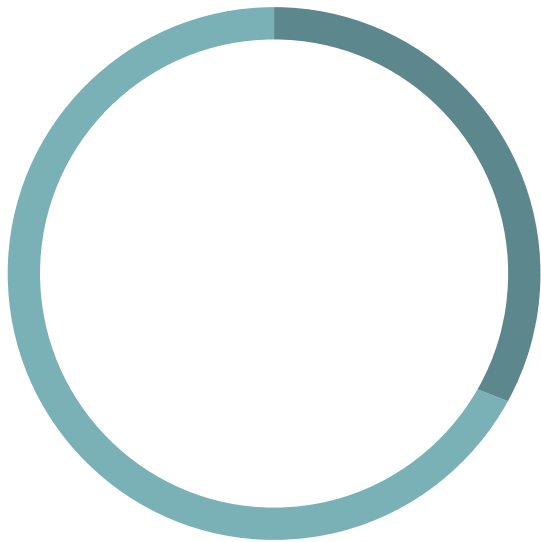
1700

more than 1700 training hours in 2023

The history of Mainetti Italia is not only a story of tradition, innovation and success, but also of individuals. Mainetti is committed to creating a fair and inclusive work environment based on collaboration and trust. Mainetti Italia offers opportunities for professional development and personal growth, with the aim of empowering employees. This commitment reflects the belief that the well-being of employees is fundamental for the organisation's success to build a strong and cohesive company community.

GRI 2-7 EMPLOYEES

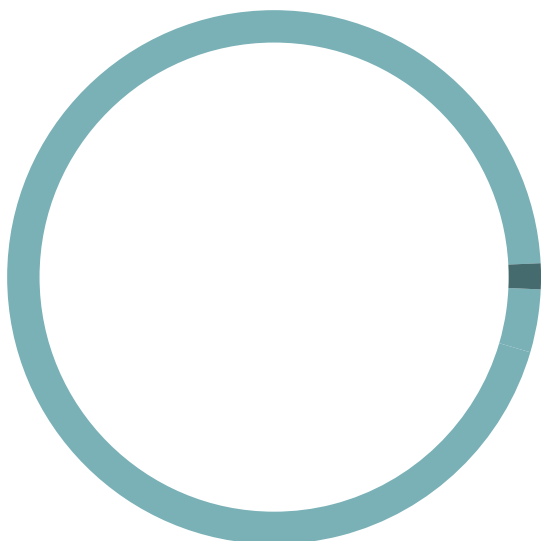
EMPLOYEES CONTRACT TYPE	2022	2023
Permanent contracts	431	434
<i>Women</i>	154	151
<i>Men</i>	277	283
Fixed-term contracts	7	10
<i>Women</i>	3	6
<i>Men</i>	4	4
Total	438	444



65%
Men



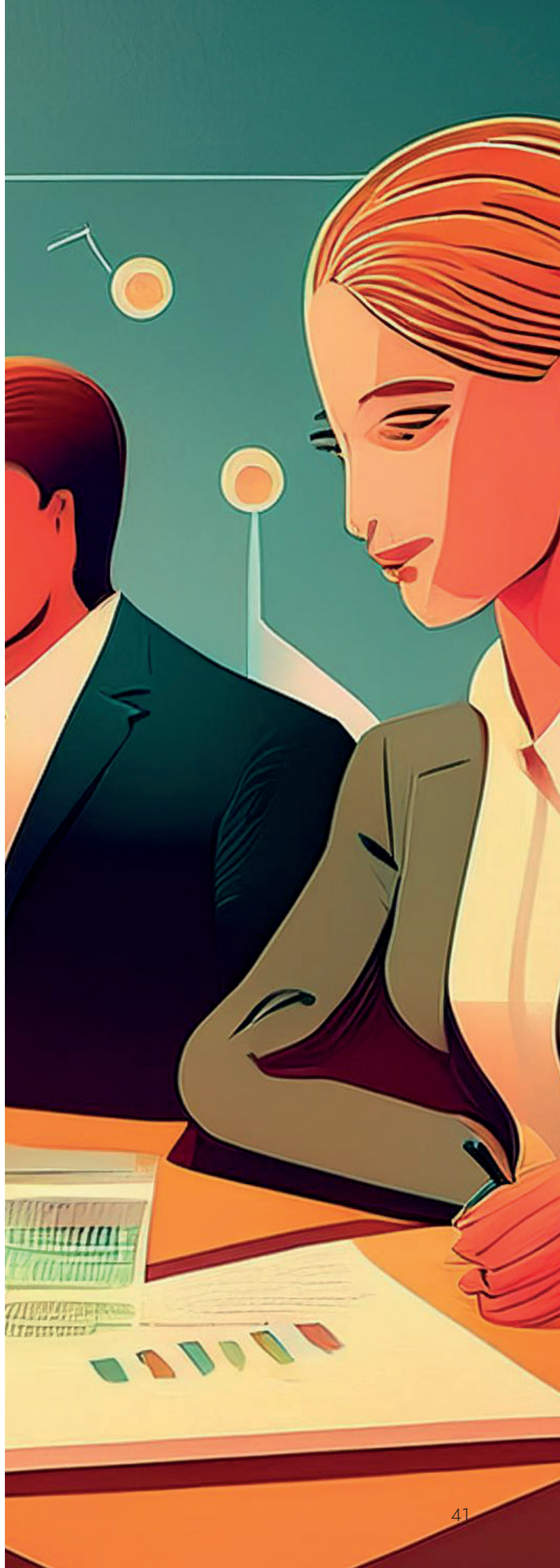
35%
Women



98%
Permanent contract



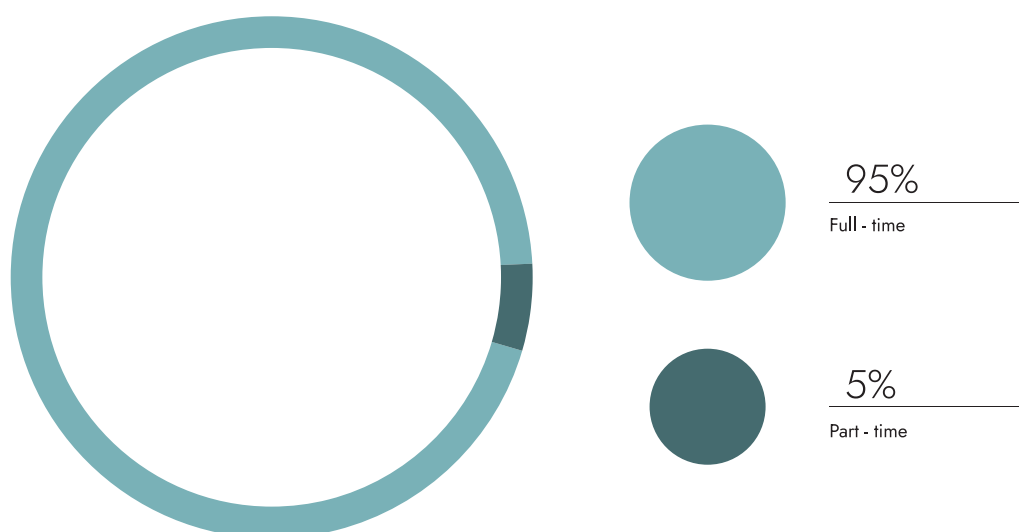
2%
Fixed-term contract



Mainetti Italia's commitment to establishing stable and long-lasting working relationships is confirmed by the high percentage of employees with permanent contracts, equal to 97.75% in 2023. Furthermore, it should be noted that there are no employees with not guaranteed work schedules either in 2022 or in 2023.

GRI 2-7 EMPLOYEES

EMPLOYMENT TYPE	2022	2023
Full - time	415	421
<i>Women</i>	144	146
<i>Men</i>	271	275
Part - time	23	23
<i>Women</i>	13	13
<i>Men</i>	10	10
Total	438	444



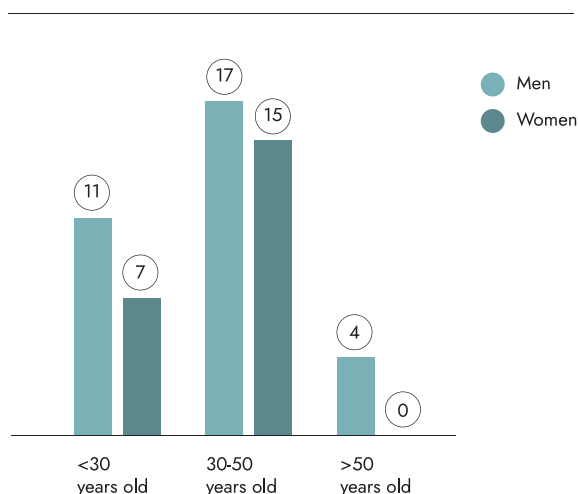
The data presented above are provided according to the criterion of counting the number of people at the end of the reporting period; furthermore, no geographical breakdown is presented as the data are all for Italy.

**GRI 401-1 HIRING AND MOBILITY OF STAFF -
NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER**

Employees	2022						2023					
	Men	%	Women	%	Total	%	Men	%	Women	%	Total	%
<30 years old	15	44,1	15	55,5	30	49,2	11	34,3	7	31,8	18	33,3
30 -50 years old	15	44,1	12	44,4	27	44,3	17	53,1	15	68,2	32	59,3
>50 years old	4	11,8	0	0	4	6,5	4	12,5	0	0	4	7,40
Total	34	55,7	27	44,3	61	100	32	59,3	22	40,7	54	100

¹ For the calculation methods used to determine the percentages in the table, please refer to the GRI 401-1 Reporting Standard

NEW EMPLOYEE HIRES



In 2023, 54 people were hired, of whom 33.3% are under 30 years of age, 59.2% are in the intermediate age group (30-50 years), while 7.4% are over 50 years age.

NEW EMPLOYEE HIRES¹

Employees	2022			2023		
	Men	Women	Total	Men	Women	Total
<30 years old	57,7%	78,9%	63,8%	35,5%	31,8%	34%
30 -50 years old	13,8%	15,8%	14,6%	14,9%	19%	17,2%
>50 years old	2,9%	0%	2%	2,8%	0%	2%
Total	12,7%	16,8%	14%	7,2%	5%	12,2%

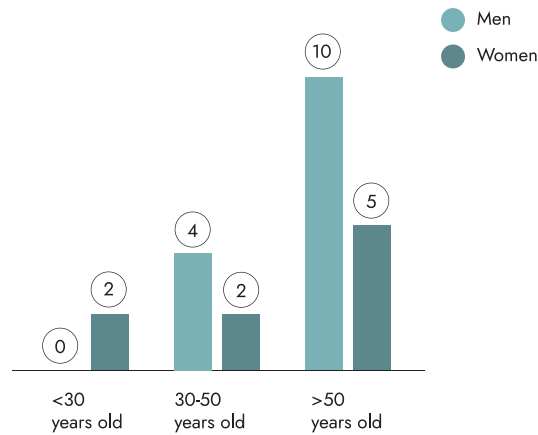
¹ For the calculation methods used to determine the percentages in the table, please refer to the GRI 401-1 Reporting Standard.

EMPLOYEE TURNOVER ²

Employees	2022						2023					
	Men	%	Women	%	Total	%	Men	%	Women	%	Total	%
<30 years old	4	25	2	15,4	6	20,7	0	0	2	22,2	2	8,7
30 -50 years old	6	37,5	9	69,2	15	51,7	4	28,6	2	22,2	6	26
>50 years old	6	37,5	2	15,4	8	27,6	10	71,4	5	55,6	15	62,2
Total	16	55,2	13	44,8	29	100	14	60,9	9	39,1	23	100

² For the calculation methods used to determine the percentages in the table, please refer to the GRI 401-1 Reporting Standard

EMPLOYEE TURNOVER



EMPLOYEE TURNOVER ²

Employees	2022			2023		
	Men	Women	Total	Men	Women	Total
<30 years old	14,3%	10,5%	12,8%	0%	9%	3,8%
30 -50 years old	5,5%	11,8%	8,1%	3,5%	2,5%	3,1%
>50 years old	4,8%	3%	3,9%	7%	8,9%	7,6%
Total	5,8%	8%	6,5%	%	%	5,2%

² For the calculation methods used to determine the percentages in the table, please refer to the GRI 401-1 Reporting Standard

100% of Mainetti Italia employees are covered by collective labour agreements. Specifically, for Mainetti Spa, Mainetti Bags and Mainetti Omaf, the national collective labour agreement of reference is that of the Rubber and Plastics sector, while Mainetti Reca refers to the Publishing and Related Industries sector.

As far as the Compensation & Benefit system is concerned, Mainetti Italia is committed to creating a work environment in which skills and performance are the main determining variables in the compensation process. The companies are strongly convinced that a positive work environment, as well as solid business success, can only be built by creating a working environment in which women and men can thrive professionally in equal measure.

Recognising the central role of people not only from a professional point of view, but also as human beings, the Company introduced a second-level agreement in the 1990s. This agreement aims to align employee performance with the achievement of strategic objectives, also to increase the motivation and involvement of workers in the company's achievements. This initiative reflects the Company's commitment to promoting a working environment that recognises the contribution of each employee, encouraging a culture based on collaboration and mutual successes.

This agreement was signed with internal and external trade union organisations, renewed and implemented on a three-year basis, in order to:

- to define a bonus for workers covered by the National Collective Labour Agreement for the Rubber and Plastics Industry, the payment of which is uncertain and the amount of which cannot be determined in advance as it is dependent on indexes that measure increases in productivity, innovation and organisational efficiency and, more generally, on elements of competitiveness and profitability linked to the company's economic performance;
- to encourage the creation of better quality and efficiency conditions, which are essential to maintain employment levels and acquire additional market share;
- to include the cost reduction per unit produced among the company's objectives;
- to directly involve workers in examining critical factors, identifying remedies and making suggestions aimed to increase quality and efficiency, also with a view to improving the company climate;
- to involve workers in the above objectives, in order to strengthen their sense of belonging to the company and achieve better economic results;

- to reinforce the industrial relations system in use, to ensure that behaviour is consistent with the above.

Mainetti Italia is committed to ensuring that working hours comply with the maximum number of hours established by current regulations, in line with SA 8000 certification, in order to guarantee the well-being of workers at all stages of the working relationship. The importance of responding to the diverse needs of people at different stages of their lives is acknowledged. Furthermore, in order to protect their employees and guarantee business continuity in an economic context characterised by uncertainties and challenges, Italian companies have used a series of social safety networking in the past.

These measures have included the adoption of flexible contracts, introduced to dynamically manage the personnel directly involved in production, in response to the variations in demand and orders. The main objective has been to minimise the negative impact on human resources, while preserving the financial stability of Italian companies. The careful management of social safety networking reflects a balanced approach, aimed at protecting employment and maintaining a sustainable and stable working environment, in line with the company's commitment to corporate social responsibility.

Mainetti Spa and Mainetti Bags are committed to maintaining a constant, active and constructive dialogue with the social partners. Open and transparent communication with workers' representatives is considered fundamental to fostering a positive working environment and collaboratively addressing any challenges that may arise. Through regular meetings and timely exchanges of information, it is ensured that company decisions are understood and shared, which favour consensus and cooperation. This participatory approach enables the Company in the finding of shared solutions, the improvement of working conditions and the guaranteeing of respect for the workers' rights, contributing to the sustainable growth and well-being of the company community. During the periodic meetings with the social partners, various relevant information is shared, including:

- company Management strategies on company policies;
- forecast data regarding productive investments, the strengthening of existing ones, market prospects, employment forecasts and data relating to employment, divided by employment type;

- issues related to the environment and safety in the workplace;
- critical business factors;
- training opportunities;
- requirements to add additional working hours to the ordinary ones.

FOCUS BOX – STAFF COMMUNICATIONS

THE INTERNAL COMPANY COMMUNICATIONS SYSTEM FOR MAINETTI BAGS AND MAINETTI SPA IS BASED ON INAZ, THE EMPLOYEE PORTAL. EACH EMPLOYEE CAN MANAGE A SERIES OF FUNCTIONS, SUCH AS SUBMITTING RECEIPTS AND EXPENSE CLAIMS, OR CHECK ON DOCUMENTS SUCH AS THE CODE OF ETHICS. IN ADDITION, EMPLOYEES CAN RECEIVE COMMUNICATIONS FROM THE COMPANY, TO EASE SHARING AND TRANSPARENCY. MOREOVER, FOLLOWING THE EXAMPLE OF BAGS AND SPA, AN INTERNAL COMMUNICATION CHANNEL HAS BEEN DEVELOPED IN ITALY, WITH MONTHLY NEWSLETTERS THAT UPDATE EACH EMPLOYEE ON THE MAIN NEWS, INITIATIVES AND CHANGES TAKING PLACE WITHIN THE VARIOUS COMPANIES.

To help employees achieve a better work-life balance and promote a positive transformation of the corporate culture, the company has formalised a work-from-home agreement. The agreement came into effect on 1 January 2023 for Mainetti Reca, while for Mainetti Spa it is planned to start in 2024. The programme aims to offer employees greater flexibility in managing their work activities, thus contributing to a more sustainable balance between professional and personal needs. This new way of operating reflects the commitment of Italian companies to recognising and supporting the different worker needs, promoting a workplace that enhances well-being and productivity.

Human capital development as an opportunity for growth

From 2020 to the present day, Mainetti Italia has been running the 'Mainetti Academy', a platform dedicated to the creation and promotion of digital business that offers training courses to develop and coordinate the training activities of the four companies Mainetti Italia. Thanks to this innovative tool, employees can have access to short practical videos in micro-learning format, which provide useful information and quick insights. Each employee has the opportunity to become not only a learner, but also a trainer, thus contributing to an ever-evolving and dynamic container. The main objective of the programme is to increase business performance, improve the company climate, reduce costs and inefficiencies, as well as discourage turnover. This can be achieved by developing teamwork, recognising the diversity among people and dealing constructively when conflicts arise within work groups and teams.

During 2023, a new training project was introduced for 30 employees of the four companies, which includes two courses given by senior colleagues. These courses aim to implement a common working method, called Agile, and to promote integration between different 'skills' and know-how. The first part of the training course underlined the importance of codifying and clearly transferring the skills and know-how acquired over time by employees, whose profession is based on experience and dedication. The second part included a training course dedicated to Vertical Structural Packaging, addressed to the Head of Sales, Sales Managers and internal sales representatives interested in the business unit, held in online mode on 6 September. The course included live polls, a historical overview of Mainetti and its values, as well as an in-depth look at the technical details related to the production of fabric packaging. These elements animated the course, providing useful explanations on the necessary steps for a project management from its start.

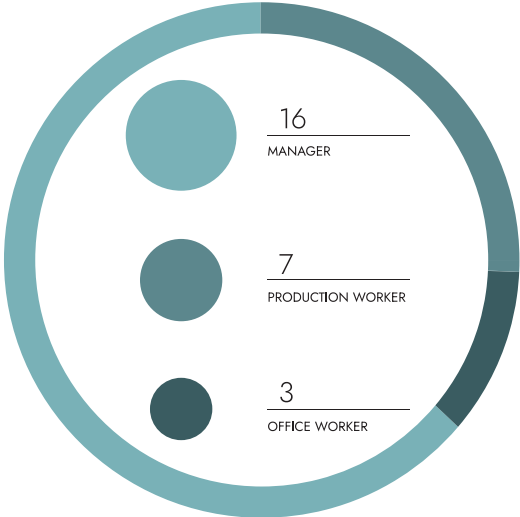
A further significant project is Mainettipedia, the online encyclopaedia that offers employees the opportunity to explore a wide range of terms and concepts specific to the Mainetti world. By logging in with their credentials, each employee is able to deepen its understanding of the sector and the Italian companies operating in it, thus facilitating access to information and fostering greater awareness of the inside. The project contributes to a more informed and cohesive organisational culture, in addition to supporting the company’s strategic objectives.

During the two-year period 2022-2023, Mainetti Italia led a training session called BOLT (Building Organisational Leaders for Tomorrow) in collaboration with Deloitte Touche Tohmatsu India LLP. This initiative involved 40 employees from all four Italian offices, offering the opportunity to explore issues related to innovation and leadership. The coaching sessions covered subjects including the development of the innovation idea and its implementation in various situations, while understanding the business context and the progress of goals to achieve from a smart perspective. Participants had the opportunity to follow classes live and to take part in workshops dedicated to solving practical cases and dealing with subjects raised during the training.

Mainetti also paid for an MBA for one of its employees, demonstrating the company’s dedication to fostering the professional growth and development of its personnel. This initiative is a substantial investment in ongoing training, with the purpose of cultivating leadership abilities within the organisation.

GRI 404-1 AVERAGE TRAINING HOURS TO EMPLOYEES

Employees	2022 (total)	2023 (total)
Manager	32	16
Office worker	3	3
Production worker	8	7
Total	43	26



Note: For this first year of reporting, only the average number of training hours for employee category is shown

During 2023, Mainetti Italia organised a variety of initiatives and training courses involving employees, totalling over 1700 hours. Please also note that Mainetti Bags is not included in the count, as there are still active training courses that will expire in 2024.

In addition, dedicated mandatory training courses are provided, including courses on environment, health and safety, fire prevention and training hours for the production department. Furthermore, Mainetti Italia is committed to the ongoing training of new recruits, offering a training programme that includes the delivery of the Code of Ethics during the on-boarding phase. The programme is in alignment with the policies and principles shared by the Group, to ensure that new employees are adequately prepared and informed about company standards and regulations.

Training and skills are fundamental to foster individuals and to maximise each person’s unique strengths and motivations. The objective is to encourage an inclusive and supportive environment where all individuals feel fully appreciated and recognised.



THE HUMAN CAPITAL DIVERSITY AND INCLUSION

60%

60% of staff is **operational**

39%

39% of staff is **office workers**

44%

44% of staff is **between
30 and 50 years old**

Mainetti Italia considers diversity and inclusion as key elements and is committed to promoting an inclusive work environment where the individual values can contribute to the well-being of all four companies. To ensure that this commitment spreads an approach based on the respect of rights and the appreciation of diversity, Mainetti Italia operates in accordance with the Group's Code of Ethics and Policies for the protection of Human Rights and Diversity. The Italian companies are compliant with current regulations and international principles in this matter, ensuring a fair and respectful work environment for everyone.

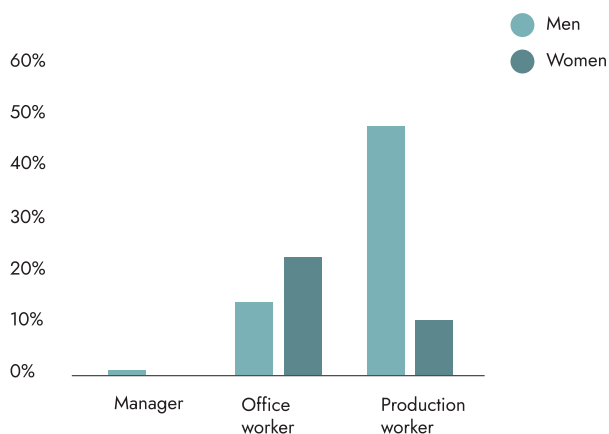
The Group acknowledges the importance of employees and collaborators as key factors in achieving company objectives, and adopts policies ensuring the utmost fairness and equal opportunities, without discrimination based on sex, race, age, sexual orientation, religious beliefs or any other grounds. Mainetti Italia is committed to offering all employees the same career opportunities, fair treatment based on job-related criteria for any career-related decision, without discrimination of any kind.

In view of the above, Mainetti Italia acknowledges the importance of equal pay and is currently committed to ensuring fair and equal treatment for all employees. One of the main objectives of Italian companies in the coming period is to report on gender pay diversity, to promote transparency and, if necessary, to implement support initiatives to face any critical situations.

**GRI 405-1 GOVERNANCE DIVERSITY AND EMPLOYEES.
% OF EMPLOYEES ACCORDING TO CATEGORY AND GENDER**

Employees	31.12.2022			31.12.2023		
	Men	Women	Total	Men	Women	Total
Manager	1,1%	–	1,1%	1%	–	1%
Office worker	13,4%	24,2%	37,5%	15,1%	24,2%	39,4%
Production worker	48,5%	12,8%	61,4%	48,4%	11,3%	59,7%
Total	63%	36,9%	100%	64,5%	35,5%	100%

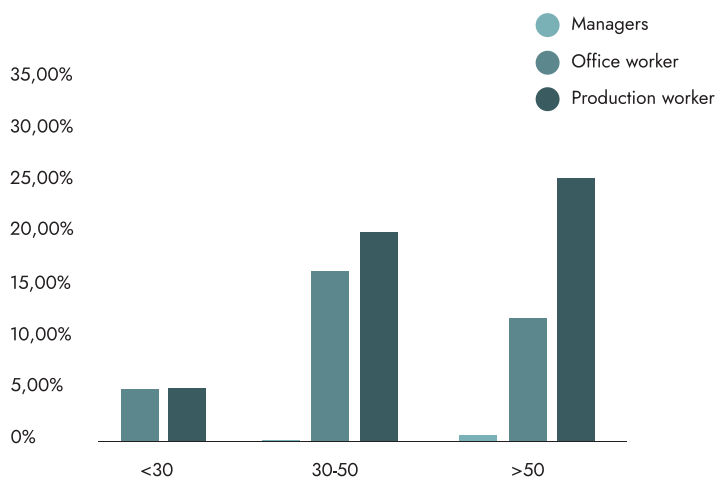
% employees according to category and gender 2023



**GRI 405-1 DIVERSITY IN GOVERNANCE AND EMPLOYEES.
% OF EMPLOYEES ACCORDING TO CATEGORY AND AGE**

Employees	31.12.2022				31.12.2022			
	<30	30-50	>50	Totale	<30	30-50	>50	Totale
Manager	0,0%	0,2%	0,9%	1,1%	0%	0,2%	,7%	1%
Office worker	5,3%	18,6%	13,6%	37,5%	5,9%	19,4%	14,0%	39,4%
Production worker	5,5%	23,7%	32,2%	61,4%	6,1%	23,8%	29,9%	59,7%
Total	10,8%	42,5%	46,7%	100%	12%	43,4%	44,6%	100%

% OF EMPLOYEES ACCORDING TO CATEGORY AND AGE



THE HUMAN CAPITAL HUMAN RIGHTS

The Company continues to pursue a long-term commitment to gender balance, paying particular attention to the inclusion of women in the workforce. Mainetti Italia believes that gender diversity is a key element in nurturing a collaborative and innovative working environment.

In short, Mainetti Italia believes that diversity is a highly valuable resource and that promoting a discriminations-free workplace is fundamental for the company's success and sustainability.

Mainetti Italia believes that respecting the requirements of social responsibility is a key element for the success of its business. By means of its Code of Conduct, the company is committed to guaranteeing human rights, health, safety at the workplace and the protection of workers.

Respect for the human rights of employees and workers in the supply chain is a central commitment in the company's strategies, embodied in the pillar on People. That pillar includes initiatives to promote diversity, fairness and inclusion, and to develop a corporate identity based on respect for the individual.

In addition, long-term investments are made to preserve craftsmanship and develop new talents, placing Mainetti Italia as a role model for new generations. The company regularly monitors employee engagement to improve their personal and professional well-being.

In line with the Group's Code of Conduct, Mainetti Spa and Mainetti Bags adopt the principles of the SA8000:2014 standard, committing to:

- 1**
not to use or support child labour (in accordance with ILO Conventions 182, 177 and 138, ILO Recommendation 146 and the United Nations Convention on the Rights of the Child);
- 2**
not to encourage forced or compulsory labour (in line with ILO Conventions 29 and 105);
- 3**
guarantee a safe and healthy workplace (in accordance with ILO Convention 155 and ILO Recommendation 164);
- 4**
respect the right of association and collective agreement (according to ILO Conventions 87 and 98);
- 5**
avoid all forms of discrimination (in accordance with ILO Conventions 100, 111 and 159, and the UN Convention on the Elimination of All Forms of Discrimination against Women);

6

exclude disciplinary practices that are detrimental to human dignity (in accordance with the Universal Declaration of Human Rights);

7

respect the working hours established by law and national contracts, guaranteeing more favourable conditions where established by the SA8000:2014 standard;

8

ensure a decent wage, respecting national collective contracts and any supplementary company agreements (in line with ILO Convention 98).

When there are differences between national legislation and the SA8000:2014 standard, Mainetti applies the most favourable provisions for the workers. To ensure compliance with these principles, the company:

- has set up a Social Performance Team (SPT), with worker representation, to assess risks and monitor the standard's application;
- checks that suppliers and subcontractors comply with the SA8000 standard;
- gives employees, collaborators and stakeholders the opportunity to report, even anonymously, any violations of ethical principles.



THE HUMAN CAPITAL HEALTH AND SAFETY

Mainetti Italia aims to provide assets in terms of instrumental and economic resources, to improve its performance over time in the areas of environmental and land conservation, as well as workers' protection, providing a healthy and safe working environment. Italian companies are committed to promoting a health and safety policy in which prevention is considered a priority, continually seeking to identify and mitigate risks in the workplace.

To safeguard health and safety, Mainetti Italia can count on an internal corporate body entirely dedicated to Health, Safety, and Environment (HSE), which reports directly to the Management. A structured organisation has been set up, which includes managers and supervisors in the various company areas considered to be at greatest risk, that includes production, logistics and laboratories.

The main roles and responsibilities of the Health, Safety and Environment (HSE) department are:

- coordination of the activities and people involved in the management of related aspects;
- correctly updating risk assessments;
- carrying out health surveillance and training of workers;
- ensuring regulatory compliance and relations with authorities;
- promoting a culture of safety among all stakeholders within Italian companies;
- managing environmental aspects.

To this purpose, Mainetti Italia has adopted an Occupational Safety Management System (OSMS) that complies with the 'Safe Work' guidelines agreed between Confindustria Veneto and INAIL. In addition, this is expected to be integrated with instructions and operational procedures for environmental management, within its internal Organization Model. To achieve the objectives of the continuous improvement of the health and safety performance of workers, the Management is committed to directly facing the aspects within its competence, and to guarantee the involvement, awareness and empowerment of all workers and collaborators. Attention to these issues is considered one of the basic conditions for the satisfaction of all internal collaborators and external stakeholders.

The Group also organises the company board (employer, functional delegate, managers, supervisors, prevention and protection service, emergency workers, workers) and external subjects (suppliers, contractors, visitors, etc.) for this purpose.

All reports of accidents, near accidents or injuries at work are systematically recorded in the management system. The system collects and documents details of each event, together with the relative investigations and corrective actions taken to prevent similar situations occurring in the future.

The Management of Mainetti Italia is committed to considering a series of points so that:

- 1**
compliance with current legislation on environment protection health and safety at work is guaranteed;
- 2**
there is a constant promotion and diffusion of a policy of steady improvement oriented towards the prevention of environmental pollution, accidents and work-related illnesses at all company levels;
- 3**
all risks to which workers may be exposed are assessed, aiming to eliminate them at source if possible or at least reduce them to a minimum;
- 4**
involve, educate and train all personnel of Italian companies so that each employee is aware of its role and responsibility in terms of environmental protection, health and safety;
- 5**
workers are guaranteed the right to be consulted, also by means of their safety representatives, on all aspects of health and safety at work;
- 6**
all workers are trained, informed, instructed where necessary and made aware of the importance of carrying out the tasks assigned to them;
- 7**
the entire company structure participates, according to its own roles and responsibilities, in achieving the assigned safety and environmental objectives;
- 8**
the design of machinery, installations, equipment and workplaces, the layout of workplaces, operating methods and other aspects are planned and organised so as to safeguard the health and safety of workers, third parties and the community in which the company operates, taking into account the state of the art;
- 9**
collective protection measures are given priority over individual ones;
- 10**
emerging needs during activities are dealt quickly and effectively;
- 11**
cooperation between the various company resources and collaboration with entrepreneurial organisations, external businesses and bodies are promoted;
- 12**
preventive actions and internal investigations are favoured to protect the health and safety of workers and to reduce or eliminate environmental impacts, so as to significantly reduce the likelihood of incidents, accidents or other instances of non-compliance, replacing what is dangerous with what is not dangerous or less dangerous;
- 13**
the policy and objectives are to be reviewed periodically, to achieve constant improvement in performance levels in terms of environmental protection, health and safety in the workplace.

Furthermore, Mainetti Italia is daily involved in activities to promote a prevention approach and to ensure workplace safety for every employee. The spread of a health and safety culture, individual responsibility and risk awareness are key elements in maintaining a safe working environment. For this reason, the company employs specialised staffs who ensure that the environment complies with current regulations, to define guidelines, to coordinate monitoring activities and, where necessary, to improve safety conditions.

GRI 403-9 WORK-RELATED ACCIDENTS

WORK -RELATED ACCIDENTS	2023
Number of deaths after work-related accidents	–
Death rate after work-related accidents	–
Rate of work-related accidents with severe consequences ³ (deaths excluded)	–
Recorded number of work-related accidents	13
Recorded rate of work-related accidents ⁴	3,30
Number of working hours	786,496
Work-related accidents occurred to indirect employees in workplaces under the company's control⁵	
Number of deaths after work-related accidents	–
Number of work-related accidents with severe consequences (deaths excluded)	–
Recorded number of work-related accidents	–

3 Serious consequences' means injuries that lead to death or to an injury from which the worker cannot recover, does not recover or it is not realistic to expect that he/she will fully recover to its state of health prior to the accident within 6 months or that he/she will be absent for more than 6 months (180 days).

4 (No. of accidents at work / No. of hours worked) x 200,000

5 In the category of non-employee workers, interns are considered. Furthermore, it should be noted that there were no accidents involving external workers. It is not possible to calculate the rates due to the lack of data on hours worked. It will be integrated in the course of the next reporting exercises.

The accidents that have occurred are due to falls, collisions, slips and sensitivity to the treated raw materials. With a view to continuous training, topics such as electrical risk, fire prevention and other subjects are addressed every month with the company's supervisors. The courses are held by the head of the Prevention and Protection Service (RSPP) at the International Group level.

Starting in 2022, small meetings have been held with staff to raise awareness of safety issues and to report any critical issues regarding safety and the environment in the workplace. A detailed report problems and the necessary corrective points out actions, who takes responsibility and sets deadlines for their completion. The HSE office constantly monitors their progress and resolution thus to manage effective and timely the claimed issues.

The HSE office is always present in the field and has a careful approach and listens to the needs that precisely reports to whom is concerned. This enables a direct and instant communication between workers and the HSE office that simplifies the flow of information and contributes to create a safer and more secure work environment.

During 2023, 13 audits were conducted on Mainetti Italia's procedures, as well as several follow-up activities from audits carried out in previously years. The audits were mainly conducted by external and independent audit companies. Precisely the 2023 activities focused on aspects related to HSE, Ecovadis, ISO 14001 and 9001, GOT/GRS and safety compliance.

General reviews of procedures relating to the main processes in place were conducted at Mainetti Italia companies audited in 2023. Specific activities were also carried out to check compliance with company principles and values, paying special attention to the contents declared and indicated in the company policies and other documents released by Mainetti Italia, such as, for example and where applicable, the Health and Safety System, the Human Rights policy, the Code of Ethics and the 231/01 Model.



SUSTAINABILITY REPORT 23
**RESPONSIBILITY TOWARDS
THE COMMUNITY**

C.4

3720h

3,720 hours of work donated

5

5 supported projects

Mainetti Italia is committed to making a concrete and significant contribution to the communities in which it operates, paying particular attention to strengthening relationships with local areas and stakeholders. The company's objectives, through initiatives that generate a positive impact for the community and the environment, are as follows:

- to support and consolidate relationships with the local social and economic composition;
- to increase the company's presence in the local area and at relevant cultural, sporting and social events, to affirm its closeness to the local community;
- to positively strengthen the image of Mainetti Italia in the local collective awareness and consideration.

In 2023, the commitment of the four companies was realised through partnerships, agreements and donations involving non-profit organisations, social cooperatives and charities, with a particular focus on children and disadvantaged individuals. Mainetti Spa and Mainetti Bags have selected a series of events and projects linked to the world of amateur and professional sport, with the aim to develop new relationships in the local area, involving customers and/or employees. In particular, the two Italian companies supported two important projects: Run for Children and Children's Day Event, both in favour of Giocare in Corsia (Playing on the Ward), an initiative of LILT (Italian League for the Fight against Cancer) promoted by the sports association R4C of Treviso, with the aim of raising funds to bring smiles and entertainment to children in the paediatric hospitals of Treviso and Conegliano.

Furthermore, to raise awareness about the importance of respecting the environment, the two companies participated in World Clean Up Day through a partnership with Decathlon in Thiene, to clean up some areas of the territory with the help of volunteers and employees of Mainetti Italia.

Mainetti Omaf and Mainetti Spa have confirmed their commitment to the development of various projects and social initiatives in support of children and disadvantaged individuals. In particular, Mainetti Omaf has been supporting an association for children with

Down syndrome for years and every year organises a cultural activity to involve them. In 2023, a visit was organised to a company that reuses and recycles plastic from glass and iron materials, to teach the basic principles of sustainability. Mainetti Spa, on the other hand, organises a Christmas raffle with the participation of all employees. The proceeds go to the Città della Speranza in Padua, to finance research projects on childhood cancer.

In line with its vision and values, Mainetti Italia has launched a solidarity campaign to help the populations of Emilia-Romagna affected by the flood that destroyed a large part of the region. Employees have donated over 220 hours of work and the company has doubled the amount raised for the initiative, and employees have donated over 220 hours of work.

Following the devastating earthquake that struck Syria and Turkey, Mainetti Italia, with the involvement of the Mainetti International Group, quickly implemented solidarity actions in support of the victims and their families, choosing UNICEF as recipient of the funds.

In a short time, employees donated over 3,500 hours of their time and made spontaneous donations. The amount collected was doubled by all Mainetti companies, and over 70,000 dollars were donated to the organization to support the emergency.

SUSTAINABILITY REPORT 23
**ENVIRONMENT
MANAGEMENT**

C.5



48.102,04 GJ

48,102,04 GJ used energy

5.384,45 tonCO₂e

5,384,45 ton CO₂e for scope 1 and 2 market based

Climate change, with its increasingly visible effects on the environment and society, is globally recognised as one of the most urgent and worrying challenges of our time. Mainetti Italia has chosen to prioritise respect and protection of the environment in its business strategy, undertaking a programme to raise awareness throughout the supply chain.

ENVIRONMENT
MANAGEMENT
CLIMATE CHANGE
ENERGY CONSUMPTION

-7%

-7% of energy used compared to 2022

17,5%

17,5% less water withdrawal

The company is fully aware of its own responsibility towards the planet and is committed to operating in a responsible way, progressively reducing the environmental impact of its activities.

Mainetti Italia's approach is based on three pillars: circular economy, energy efficiency and responsible management of natural resources. These principles are not just operational guidelines, but a key element of the company's medium- to long-term vision. Through practical policies and actions, the company is committed to protecting and preserving natural resources for future generations, seeking a balance between economic development and respect for the environment.

Confirming this commitment to the prevention of environmental risks, in 2011 the CEO of Mainetti Italia launched the PLAN M - Making Mainetti Sustainable programme. This initiative, which reflects the desire to develop projects and activities to preserve the resources and areas where the company operates, demonstrates the continuous commitment to the business sustainability, in constant evolution. The fundamental points of this programme consist of 5 pillars:

- 1** plan M for Mainetti Italia, adopted and implemented by the four Italian companies;
- 2** climate change;
- 3** sustainable resources by reducing the use of virgin resources;
- 4** fighting waste;
- 5** correct behaviour towards employees and business partners.

At a general level, Mainetti Italia believes that encouraging the participation and the concern of employees in environmental actions is successful for the company. Therefore, it invites employees to be an active part of the process by sharing information on environmental and sustainability issues. Finally, the Italian companies monitor and communicate their results of the environmental impact the related certifications and the results achieved to all stakeholders in a transparent way.

Efficient energy management is one of the main areas of intervention for Mainetti Italia, considering the relevance of energy consumption in the production process and the subsequent environmental impact. The company is well aware of the importance of reducing its energy impact and is actively committed to adopting measures to optimise energy efficiency, while promoting the use of renewable sources.

GRI 302-1 ENERGY CONSUMPTION

ENERGY CONSUMPTION	MEASUREMENT	2022	2023	%
Natural gas	GJ	9,302,21	8,765,22	-5,8%
Diesel	GJ	2,134,48	791,21	-62,9%
Total	GJ	11,436,69	9,556,43	-16,4%
Energy purchased	GJ	40,034,29	38,086,73	-4,9%
Energy produced	GJ	127,71	1,057,96	728,4%
<i>Sold</i>	GJ	–	299,08	
<i>Used</i>	GJ	127,71	758,88	494,2%
Total used energy	GJ	51,598,69	48,102,04	-6,8%

Note: The conversion factors used are taken from Defra for the years 2022 and 2023

In 2023, Mainetti Italia's energy consumption comes from production facilities, lighting and air conditioning in the workplace; this is in line with previous years. Analysing the overall consumption with reference to the two years under comparison, a minimal reduction in the total energy consumption of the four companies involved has emerged. The overall drop in fuel consumption between 2022 and 2023 highlights the launch of some energy efficiency initiatives.

The increase in the amount of electricity produced was made possible by the expansion of the photovoltaic system at Mainetti S.p.A.; however, Mainetti Italia is planning to invest in new photovoltaic panels in the coming years, which will help reduce the purchase of electricity from the grid.

FOCUS BOX: SAVING, IMPROVEMENT E BUSINESS STRATEGY

MAINETTI SPA AND MAINETTI BAGS PURSUE LONG-TERM SUCCESS IN A TRANSPARENT AND PRACTICAL WAY, BY CLOSELY CORRELATING BUSINESS PERFORMANCE WITH SUSTAINABILITY TARGETS IN 2022. A DEDICATED TEAM WAS SET UP WITH THIS IN MIND. THE PRIORITY IS : SAVING, IMPROVEMENT AND BUSINESS STRATEGY SO AS TO INTEGRATE BOTH ESG CRITERIA INTO PRODUCTION PROCESSES AND THE COMPANY ORGANIZATION. THIS PROCESS INCLUDES THE DEFINITION OF STABLE ANNUAL AND MEDIUM/LONG-TERM (3-5 YEARS) OBJECTIVES, MONTHLY MONITORING AND THE ADOPTION OF NEW GOALS THROUGH X-CHART, A REFERENCE TOOL IN USE FOR EACH COMPANY, CONSISTENT WITH THE INTERNATIONAL GROUP'S X-CHART. IT IS CLASSIFIED ACCORDING TO STRATEGIC IMPROVEMENT PRIORITIES AND IN DOING SO, MAINETTI ITALIA KPIS CAN BE ALIGNED WITH THOSE OF THE TWO ITALIAN COMPANIES THUS PROMOTING MORE SUSTAINABLE ATTITUDE AND PERFORMANCE IN THE MEDIUM AND LONG TERM.

For the parent company Mainetti Spa, the environmentally-focused improvement actions with strategic priority concerned the expansion of the photovoltaic system, the installation of a new trigeneration system completed at the end of 2023, and the replacement of machinery with low-energy equipment. At the same time, Mainetti Bags has implemented energy saving projects, including the replacement of lamps with energy-saving LED lights, and the replacement of latest generation heating systems.

The management of greenhouse gas emissions is a crucial issue for Mainetti Italia, aware of the impact that the industrial sector can have on climate change. The company has adopted a specific approach to monitoring direct emissions (Scope 1), deriving from the use of fossil fuels for energy production and company activities, and indirect emissions (Scope 2), related to the purchasing of electricity from external sources.

Mainetti Italia pursues ongoing optimisation in terms of energy efficiency, favouring the adoption of renewable energy and implementing solutions aimed at progressively reducing the impact of its activities on the environment.

GRI 305-1 GREENHOUSE GAS EMISSIONS (SCOPE 1) ENERGETIC CONSUMPTION

SCOPE 1	MEASUREMENT	2022	2023	%
Natural gas	tonCO2e	522,53	493,70	-5,5
Diesel	tonCO2e	151,96	55,85	-63,2
Total direct emissions	tonCO2e	674,49	549,55	-18,5

Note: The emission factors are taken from Defra 2022 and 2023

GRI 305-2 GREENHOUSE GAS EMISSIONS (SCOPE 2) ENERGETIC CONSUMPTION

SCOPE 2	MEASUREMENT	2022	2023	%
Location Based*	tonCO2e	3,503,00	3,332,59	-4,9
Market Based**	tonCO2e	5,082,13	4,834,90	-4,9

*Ref International confrontation 2019 by Terna **Ref AIB 2022 - European Residual Mixes 2021



In the first months of 2024, Mainetti Italia launched a strategic project to improve the management and monitoring of its Scope 3 emissions, which are indirect and derive from activities along the value chain, including emissions produced by suppliers, the use of products by customers, and from logistics. To face this challenging issue, Mainetti has decided to collaborate with a team of consultants who specialise in sustainability and carbon footprints, with the purpose of accurately quantifying Scope 3 emissions and define suitable strategies to reduce them.

The project will initially involve a detailed analysis of the flow of materials and production processes, with a focus on the entire supply chain. The consultants will assist with data collection, and will identify the key areas that contribute most to emissions and suggest solutions for process optimisation. This initiative is an important step for Mainetti Italia, not only to improve the company's environmental performance, but also to strengthen commitment to increasingly responsible production, in line with global emission reduction targets.



ENVIRONMENT MANAGEMENT WATER RESOURCE MANAGEMENT

Mainetti Italia pays great attention to the efficient management of water resources, being aware of the importance of reducing consumption and minimising the environmental impact associated with the use of water in its production processes. Mainetti Italia uses monitoring systems to limit the extraction of water resources, helping to preserve local ecosystems. Although Mainetti Italia is not a company characterised by high water consumption, it encourages a sensible and responsible use of water resources in all its operations, and also monitors the level of water stress affecting local units on an annual basis.

HEADQUARTER	BASIN	WATER STRESS LEVEL
Mainetti S.p.A.	Adige	Low - Medium
Mainetti Bags S.r.l.	Piave	Medium - High

GRI 303-3 WATER COLLECTION

Water Withdrawal per source	2022		2023	
	All areas	Water stress area	All areas	Water stress area
Water table	18,776,00	-	13,411,00	-
Drinking water	18,776,00	-	13,411,00	-
Other water	-	-	-	-
Third-party water	1,736,00	-	3,511,00	-
Drinking water	1,736,00	-	3,511,00	-
Other water	-	-	-	-
Total withdrawal	20,512,00	-	16,922,00	-

*Source: the data presented in the tables above refer only to the two companies Mainetti Spa and Bags S.r.l. as they use water resources in the production process.

The comparison in the previous chart was made possible thanks to the collection and analysis of data contained in the Environmental Report with reference to the years 2022 and 2023 published by the two companies Mainetti Spa and Mainetti Bags. The data presented on water withdrawal refer to the aforementioned Italian companies, as Mainetti Reca and Mainetti Omaf do not exert a significant impact on water withdrawal.

The actions taken by the two companies are in line with the requirements of the Single Environmental Authorisation (AUA), which calls for periodic monitoring of the risk of environmental deterioration and the adoption of adequate precautions. In addition, the Board of Directors has adopted an integrated policy that defines a series of procedures and guidelines for the companies to follow, to ensure responsible and efficient management of water resources.

As far as Mainetti Bags is concerned, the actions taken by the company to responsibly manage the impact on water resources include the use of a system to treat condensation from compressors and dryers, and subsequent disposal of the waste produced. Mainetti Bags is not connected to the aqueduct; therefore, the water needed is taken from a well located near the thermal power plant, for which the company has a licence to use the underground water. The water is mainly used to dilute the water-based inks used for printing, to wash the inking units, to clean the parts and to restore the carrier fluids in the thermal power stations. In addition, part of the water is used for seasonal irrigation of the green areas around the plant.

In relation to Mainetti Spa, the company has adopted a wastewater depuration system in the regeneration department, where the wastewater is recycled in the degassing system. The process generates waste, later disposed of. The company also uses a treatment plant for the condensation produced by compressors and dryers. The treated water is discharged into the sewer system and the resulting sludge is disposed of as waste.

ENVIRONMENT MANAGEMENT WASTE MANAGEMENT

Waste management at Mainetti Italia complies with current environmental regulations and is a central part of the company's commitment to sustainability. The company applies strict procedures to reduce, recover and dispose of waste safely and responsibly, in accordance with the provisions of Legislative Decree 152/2006 (Consolidated Environmental Act). All waste generated in the production process, including hazardous waste, is tracked and managed through an integrated system that guarantees correct classification, temporary storage and transfer to authorised suppliers for disposal or recovery.

The main type of waste for Mainetti S.p.A. and Bags are:

- ferrous filings and shavings;
- sludge from oil/water separation products;
- emulsions and solutions for equipments;
- solvents and solvent mixtures;
- washing water solutions.

WASTE IN TONS	2022	2023
Hazardous	25,6	14,6
<i>Dispose of waste</i>	11,4	2,0
<i>To recover</i>	14,2	12,6
Non-hazardous	1014,7	934,8
<i>Dispose of waste</i>	211,4	215,4
<i>To recover</i>	803,3	733,8
Total of produced waste	1040,3	949,4

Note: The perimeter refers to the companies Mainetti S.p.A. and Mainetti Bags.

Mainetti Italia wants to minimise waste production, and is investing in technologies for the reuse and recycling of materials, especially plastics. Recovery and recycling activities, as in the case of the Reuse & Recycle programme, reduce the use of virgin raw materials and promote the circular economy. The company is also committed to constantly monitoring its processes to improve efficiency in waste management, seeking innovative solutions for waste reduction and the valorization of recovered materials.

Every year, waste is reported using the Modello Unico di Dichiarazione Ambientale (MUD) form, to ensure maximum transparency and traceability in the management of waste flows.

ENVIRONMENT MANAGEMENT MATERIALS AND MANAGEMENT OF CHEMICALS

100%

100% recycled and recyclable plastic hanger

52%

52% of recycled polystyrene of the plastic material used by Mainetti S.p.A.

Wood Plastic Composites (WPC)

WOOD PLASTIC COMPOSITES USE

Mainetti Italia is committed to using materials that respect the principles of sustainability and social responsibility. The company carefully selects a variety of materials to minimise environmental impact, to improve efficiency and to guarantee the quality of its products in its production process. The following materials are particularly noteworthy:

PLASTIC

To reduce the impact of materials used on the environment, Mainetti Italia adopts solutions that utilise recycled plastic and optimise consumption processes. The company is investing in innovative technologies to use more recyclable plastic materials and less virgin plastic for its products. As a pioneer in plastic recycling, Mainetti continues to look for solutions for the responsible use of polymers, to protect the planet and to ensure the continuity of its industrial development.

The Mainetti Reuse & Recycle Program is a good example of this commitment. It's a plastic hanger , made of 100% of recycled and recyclable materials. After use the hangers are collected, restocked and returned to the customer, ready to be newly used . This process reduces the impact on the environment, as far as the hanger is no longer useable and is recycled to produce new hangers, limiting the use of new raw materials.

Furthermore, for what concerns the use of recycled plastic , the recycled polystyrene used in 2023 exceeded 52% of the total consumption of incoming plastic material consumed at Mainetti S.p.A. in 2023. This result is given by the total amount of plastic material used for regeneration and the return of coat hangers.

The Mainetti Hanger Loop represents the highest level of technological innovation in all company processes. It brings together design, development and research, using innovative materials and revolutionary production systems protected by patents. These functional products are completely recyclable and designed to meet the needs of fashion brands that see the responsible use of plastic as a commitment to safeguard the planet.

Designed to be used from the production point to the shop and back, each detail of the hanger is conceived to optimise its life cycle and minimise both the total cost and the environmental impact.

As part of the sustainable PLAN M, Mainetti Italia offers a range of recycled, renewable, biodegradable and/or compostable materials that have a significantly lower environmental impact than traditional polymers.

Bioplastics: Investments in innovative solutions with the use of bioplastics from renewable sources, that help reduce the carbon impact compared to conventional plastics.

Wood: For the production of hangers and packaging, wood from responsibly managed forests and certified according to recognised standards is used. The wood is selected for its recyclability, compostability and low environmental impact.

Paper: We use paper from certified and sustainably managed sources, such as FSC (Forest Stewardship Council) certification, ensuring that the sourced materials comply with responsible forest management standards.

Furthermore, Mainetti Italia is working to increase the use of recycled and biodegradable fabrics, to reduce the use of synthetic fibres and to encourage the use of natural materials, as well as GOTS and GRS certified materials.

Mainetti Italia's cross-cutting approach is to prioritise the efficient use of resources, promoting recycled and less impactful materials and minimising waste. This is made possible by seeking out suppliers who share this vision, to ensure that the materials used meet the highest environmental and social standards, contributing to a more sustainable future.

To ensure the protection of the health of customers, Mainetti Italia has always paid particular attention to compliance with European regulations on chemical safety.

Specifically, Mainetti Italia complies with the European REACH Regulation (Registration, Evaluation, Authorisation and Restriction of Chemicals). The European REACH Regulation (Regulation (EC) No. 1907/2006 and subsequent amendments) concerns the registration, evaluation, authorisation and restriction in the use of some chemical substances in relation to their potential impact on both human health and the environment and aims to make stakeholders aware of the risks and potential dangers deriving from the use of and exposure to the chemical substances.

That care and attention is clearly seen in the high quality products using recycled, renewable, biodegradable and/or compostable materials. Thanks to constant research and development production processes have been implemented to reduce the environmental impact of the four Italian companies and prevent pollution of the air, water, land and water resources. In particular, the environmental commitment with reference to the materials used is different for each of the four companies depending on their business.

In particular, the environmental commitment for the four companies depends on their business.

MAINETTI S.P.A. WITH THE PRODUCTION OF HANGERS STATES:

1

the desire to pursue the concepts of product reuse through the 'RTS (Return to Source) close loop' system; to promote the use of recycled plastic (PP - PS - ABS);

2

the use of WOOD PLASTIC COMPOSITES (WPC) technologies to promote plastic reduction;

3

reducing dependence on fossil sources by using BIO POLYMERS and PAPER PULP;

4

natural GRS, GOTS and BCI certified fabrics for shrouds and dust bags.

MAINETTI BAGS, REGARDING THE PRODUCTION OF PAPER SHOPPERS, PROVIDES FOR:

1

the use of FSC and PEFC paper;

2

the use of new materials, such as Jacron and other materials with finishes that have less impact for the paper industry.

MAINETTI OMAF FOR THE PRODUCTION OF POLYBAGS, STATES:

1

the use of recycled HDPE and LDPE materials;

2

the use of non-biodegradable HDPE and LDPE materials from renewable sources;

3

the use of compostable materials;

4

the use of degradable additives such as ECO-PURE;

5

the use of material from the Polyloop circuit by the reuse and recycling of polybags. The Italian company has the ambitious goal of recycling 100% of the polyethylene for the transparent bags - polybags - that protect clothing during transport. Specifically, this is a kind of packaging that e-commerce is making increasingly popular due to its low cost, light weight and strength. The Mainetti Polyloop programme has been developed with this purpose, which makes use of an advanced recycling plant in the United Kingdom, to produce high quality raw materials and a high degree of transparency, thanks to a purification process that eliminates inks, paper and any other impurities from the bags.

Finally, Mainetti Reca Spa has chosen to use accessories such as tags, labels, patches and finishes made from recycled and certified natural fibres.

In line with this process, Mainetti Italia has made new investments in radio frequency identification (RFID), a technology that uses radio frequency to identify data stored in the memory chips applied to tags and labels. A complete end-to-end set of technological solutions that provide customers with information about product brands.



MAINETTI
Small Text Below

P H

RECYCLED
PLASTIC FREE
RECYCLABLE

MAINETTI
PAPERFORM HANGER

SUSTAINABILITY REPORT 23
PRODUCTS

C.6

PRODUCTS RESEARCH, DEVELOPMENT, INNOVATION

Over the last few years, Mainetti Italia has made significant investments in technological innovation to improve process efficiency, to reduce environmental impact and to strengthen competitiveness in the global market. Companies have always attributed strategic importance to Research and Development to keep their leadership in the fashion market, to differentiate themselves and to introduce technologically innovative solutions to the market at increasingly competitive costs, providing their customers with new products, solutions and/or services, or new and updated versions of products/services showing technological innovation.

Products and services and their upgrade need to be more performing, reliable and feature-rich. Commitment to innovation is an integral part of the sustainability strategy, with a particular focus on solutions for more responsible and resource-efficient production.

The four Italian companies structure their innovation, production and marketing activities differently according to their specific business, adopting a series of policies and initiatives that enable them offer the market innovative and better products, also in response to specific customers' requests and needs. For each of them, product and process innovation is one of the main factors that has contributed to growth in recent years and will be one of the strategic elements for future expansion. For Mainetti Spa, R&D activities continued in 2023 with the launch of several important innovative projects for the clientele. For hangers or packaging, these projects focused on shapes and paid particular attention to lower impact or biodegradable materials.

All rationalisation and review activities of the current product range have been carried on, with the inclusion of new lines or finishes, in addition to the design and implementation of new automation and production technologies.

In addition, the production process of the Paperform Hanger - the first hanger made entirely from recycled paper, completely plastic-free - has been automated. A complete range of models has been developed with a three-dimensional shell structure, perfectly shaped to replicate the design, functionality and strength of traditional plastic hangers, for a sustainable alternative without any compromises.

For H&M, a customised line was produced to obtain a solid hanger, designed to remain in the shops for many years. The hanger is made of a bio-composite material, from renewable sources such as wood reducing the use of plastic by 40% and consequent impact on the environment.

The company also focuses on basic research, consisting of the continuous updating and revision of current product lines in relation to new customer needs (sizes, finishes), and also on extra research, consisting of the custom-made production of new moulds, automation and/or customisation of products or components for direct customers of Mainetti Spa or the international Group.

Another important aspect has been the search for innovative processes, such as the Hangerloop initiative, aimed at developing a reuse system that allows the creation of reusable hangers in a closed cycle, drastically reducing waste. These projects clearly demonstrate Mainetti's commitment to responsible innovation and sustainability.

Considering the increasing market of digital sales and demand for e-commerce packaging, Mainetti Bags has decided to invest and produce e-commerce paper envelopes in-house by purchasing two new high-capacity machines for Basic and Premium products.

Mainetti Omaf, an Italian company specialising in the production of clothing accessories such as plastic hangers and garment covers, has been the protagonist of a technological innovation project by creating a new type of trouser hanger. For over 40 years, the market has mainly offered a single model of trouser hanger, made of plastic and produced both in Italy and abroad by various clothes hanger manufacturers.

This traditional model has a 'C' shaped structure, ending with a central rod in the shape of an inverted 'U' where the trousers are placed. Although well-established, this design was an outdated solution from both an aesthetic and functional point of view.

In 2023, the project led by Mainetti Omaf aimed to aesthetically renovate the trouser hanger, while keeping the same production process based on plastic moulding. During the experimentation phase, several technical difficulties emerged due to the complexity of the production process. Despite this, the project team developed an innovative solution: a trouser hanger composed of two U-shaped parts, produced separately and then assembled. These two components are joined together using metal or plastic pegs.

This new design satisfies aesthetic requirements, meeting the growing market demand for quality and style, and also represents a step forward in production technology. In an increasingly competitive market, innovation and constant technological updating are essential to meet customer demands, to improve the offer and to consolidate the company's position.

Finally, the R&D department at Mainetti Reca is committed to uniqueness and exclusivity. It is at the forefront of the development of accessories that are constantly renewed and with details interpreted in a fashionably way recognised internationally. In doing this, in 2023 the creative team worked on the design and then the creation of high quality and innovative products, developing and producing items, ad hoc mood boards and catalogues to promote the products, and branding solutions for the SS 24 and FW 24/25 seasons. This allows the company's style to be defined and maintained as an essential tool for brand positioning and forecasting trends in the fashion industry.



PRODUCTS QUALITY PRODUCT SAFETY

Quality is a fundamental pillar of Mainetti Italia's business strategy. Thanks to the adoption of ISO 9001 international certifications, a Quality Management System has been developed that enables the company to control every phase of the production process, from the sourcing of raw materials to the finished product. Mainetti Italia products meet strict quality criteria through constant checks and controls, offering customers durable, efficient packaging solutions that meet their specific requirements. Furthermore, they are produced in compliance with current national, EU and international regulations regarding safety, electromagnetic compatibility and ecodesign, as well as implementing best practices to reach better quality and reliability.

In line with this approach, the Quality Guide has been edited to help the Mainetti Group worldwide to understand and implement the Group's product and process quality requirements and policies. For this reason, the Guide, together with all the procedures and instructions developed by the local sites, provides a basis for meeting the requirements of the international ISO 9001:2015 standard.

Mainetti Italia uses this tool within its organisation to ensure that the Quality Management System is consistent across all sites and appropriate to the customer's needs. The content of existing sections is updated periodically with newly introduced procedures or policies.

The purpose of the Guide is to detail the compliance procedures that must be adopted by all companies of the Mainetti Group to meet requirements in a standardised way. The quality of design is a must for products and services from the beginning to ensure consistency each time they are produced and delivered. At scheduled intervals, Management Review meetings are held to discuss the organisation's performance in achieving pre-determined goals, which include the minutes of previous meetings, the status of scheduled actions, the quality and the environmental management system, to ensure that the planned actions are effective in achieving the organisation's strategic direction and objectives. The quality personnel/the person assigned to this task records the minutes of the meeting and updates the relevant system records.

Management review should include the following key aspects:

- *the status of actions from previous management meetings;*
- *customer satisfaction and feedback;*
- *goals achieved;*
- *organisation performance and compliance of products and services;*
- *non-compliance and corrective actions;*
- *audit results;*
- *supplier performance;*
- *effectiveness of actions taken;*
- *status of improvement activities.*

To this purpose, Quality performance is achieved through strict quality systems and standards, through continuous commitment in every aspect of the production and control process. Mainetti Italia recognises that effective quality management requires an efficient policy, obtained through the right management and organisation. This is demonstrated by the commitment of the Group's Chief Executive Officer (CEO) and Senior Management Team to maintaining an adequate management system and implementing a precise annual plan.

This plan will be continually evaluated, monitored and revised where necessary to ensure that quality standards are adequately met. The worldwide managers, regional managers, general managers and all employees of Mainetti Italia are committed to integrating the quality factor into all aspects of business and to continually improving quality performance as following:

- *require all staff members to take individual responsibility for quality;*

- ensure that each employee is aware of the company's quality objectives and the role they play in achieving them;
- provide all staff with sufficient information, education, training and supervision to enable them to put quality procedures into practice and achieve the objectives;
- provide adequate resources to ensure compliance with quality commitments;
- review and improve systems, methods and procedures to ensure their suitability during internal and external audits;
- set the progress of objectives and measures to ensure continuous improvement in quality performance;
- openly disclose the nature of the initiatives, encourage dialogue and report on the progress of quality performance.

Mainetti Italia is committed to choosing safe options for the materials used in production: plastic hangers, fabric garment covers and other packaging solutions are rigorously tested on a sample basis to ensure they are safe for everyday use. Following the last Management Review meeting at the two companies Mainetti Spa and Bags, no issues emerged regarding the conformity of products relating to clothes hangers, labels, seals or supports.

The textiles used are GOTS and GRS certified, to guarantee their safety and traceability, while the paper materials are FSC certified to promote responsible forest management. The polybags are made from recycled or compostable material that reduce the use of virgin raw materials and the impact of disposal at the end of their life.

During the design phase and in any case before the launch of each new product, Mainetti Italia makes use of internationally accredited laboratories and certification bodies to verify the compliance with legislative requirements and applicable regulatory standards.

In the two-year period 2022-2023, there were no cases of non-compliance with laws, mandatory and/or voluntary regulations regarding the impact on the health and safety of products and services during their life cycle.



SUSTAINABILITY REPORT 23
**RESPONSIBLE
MANAGEMENT
OF SUPPLIERS**

C.7

88%

88% of supply comes from Italian suppliers

Mainetti's approach to sustainability extends along the entire value chain, covering all stages of the production process, from the sourcing of raw materials to the distribution of final products. In line with SA8000 certification, responsible and transparent practices are adopted to ensure maximum value for all stakeholders involved.

For this reason, despite a strong supply chain consolidated over time through a process of loyalty, Mainetti Italia, consistent with its history and reputation, continues to pay great attention to supply chain management. To this end, a rigorous supplier selection process is adopted, described in the quality manual.

The choice of suppliers is based on the principles of competence, competition, continuity, integrity and social and environmental compliance, in accordance with the highest quality standards. Under no circumstances should one supplier be preferred to another due to personal relationships, favouritism or advantages, other than those of exclusive interest and benefit to the Company. Specifically, supply relationships are based in compliance with the laws and regulations on labour, human rights, health and safety, the environment and anti-corruption in force in the country concerned and on the application of the principles set out in the Code of Ethics.

In general, it should be emphasised that, during the supplier qualification process, the level of compliance of the supplier's Quality System is evaluated in accordance with the reference standards in the field of the products in question. All the qualification criteria have been set taking into account the need to evaluate:

technical aspects: whether the supplier has the necessary skills and tools to provide a product and/or service that complies with specific requirements;

commercial aspects: to evaluate the supplier's competitiveness based on the proposed conditions to guarantee continuity of supply;

authorisation aspects: to verify if the supplier has the necessary health and/or ministerial authorisations for the regular performance of its activities.

Mainetti Italia encourages to have local suppliers or logistics bases for each production plant. The reason is to offer a better service and, above all, to assure a continuous supply, even in case of logistic problems, natural events or lockdowns in third countries.

This policy also has the direct positive consequence of reducing the environmental impact of transport. As shown in the table below, in 2023, the percentage of expenses with local suppliers was 88.7% of total expenses, a figure that has increased slightly compared to 2022, when it stood at 85.8%.

GRI 204-1 PROPORTION OF EXPENDITURE TO LOCAL SUPPLIERS

PROPORTION OF EXPENDITURE TO LOCAL SUPPLIERS PER AREA

	2022	2023
European Union	6,2%	4%
Italy	85,8%	88,7%
Extra-EU	8%	7%

Although a standard systematic control procedure has not been identified, during 2023 there were no complaints regarding issues related to the violation of human rights and environmental regulations along the supply chain.

SUSTAINABILITY REPORT 2023

GRI CONTENT INDEX



Declaration of use Mainetti Italia has written a report in conformity with the GRI standards for the period of time from 01/01/2023 - 31/12/2023

GRI 1 utilizzato GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	PARAGRAPH
GRI 2: General disclosures	2-1 Organizational details	DETAILS page 9; Governance page 20; back cover page 82
	2-2 Entities included in the organization's sustainability reporting	Methodology note pages 6-7
	2-3 Reporting period, frequency and contact point	Methodology note pages 6-7; Back cover page 82
	2-4 Restatements of information	The first Mainetti Italia's sustainability report page 80
	2-6 Activities, value chain and other business relationships	Organizational details pages 12-13; 15-16; 18-19
	2-7 Employees	Management and development pages 40-42
	2-9 Governance structure and composition	Governance pages 20-22
	2-11 Chair of the highest governance body	Governance page 20
	2-22 Statement on sustainable development strategy	Governance page 21
	2-27 Compliance with laws and regulations	During the reporting period 2023 there were no significant cases of non-compliance according to the law pages 23-24
2-30 Collective bargaining agreements	Management and development page 40	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality process pages 30-32
	3-2 List of material topics	Sustainability impacts page 31
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic performance pages 25-26
GRI 204: Procurement Practices 2016	204-1 Proportion of expenditure to local suppliers	Responsible suppliers' management page 78
GRI 205: Anti-corruption 2016	205-3 Instances of corruption detected and actions taken	During the reporting period 2023 there were no significant cases in legal cases in the public domain concerning corruption according to the law page 24
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal action taken for anti-competitive, antitrust and monopolistic practices	During the reporting period 2023 there were no significant cases in legal cases in the public domain concerning anti-competitive actions and antitrust violations page 24
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Energy consumption page 62
GRI 303: Water and Effluents 2018	303-1 Management of water discharge-related impacts	Management of water page 65
	303-3 Water withdrawal	Management of water page 65
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy consumptions page 63
	305-2 Energy indirect (Scope 2) GHG emissions	Energy consumptions page 63
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Management and development pages 43-44
GRI 403: Occupational Health and Safety 2016	403-9 Work-related injuries	Health and safety page 55
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Management and development page 47
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Management and development page 50
GRI 406: Non discrimination 2016	406-1 Discrimination episodes and corrective actions	No episodes of discrimination occurred in the two-year period 2022-23 pages 49-50
GRI 418: Customers' privacy 2016	418-1 Proven breach of privacy and customers' data loss	Cybersecurity, page 27



LOVE
VENICE

REIMAGINE
MAINETTI COMMERCIAL LEADERSHIP SUMMIT 2024



"Young people, with their dreams, ambitions, and concerns, inspire us by showing the way to the future. We want to have them by our side, to accompany and support them, because it is from their energy that our next achievements will be born".

Andrea Rigolon, Regional Director Sud Europa

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RFID

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