
SUSTAINABILITY REPORT

ANNUAL REPORT

2023



mondorevivé
Mondoplastico evolution

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LETTERS TO STAKEHOLDERS

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3
2021



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LETTER FROM THE MEMBERS

In 2015, the United Nations developed an action program for people, the planet, and prosperity, identifying 17 Goals (Sustainable Development Goals or SDGs) related to economic growth, social well-being, and environmental protection.

The United Nations' Sustainable Development Goals are outlining a new path of responsibility for companies worldwide.

That is not all. The ESG factors (Environmental, Social, Governance - Environmental, Social and Economic criteria) underlying the SDGs are increasingly influencing companies' ability to operate, grow, and generate value, both in the present and the long term.

They therefore represent opportunities to be seized to maintain and increase competitiveness. In this context, 11 Sustainable Development Goals relate to the social sphere, and 5 goals are specifically dedicated to the environment.

A way to underline that at the basis of every sustainability strategy, after many years dedicated only to the environment, there are now, and increasingly, people... Our people!

The 2023 Sustainability Report of Mondorevive Group is in line with the vision brought by the SDGs, and this is complemented by the Values derived from the new Code of Ethics, the IQ NET SRI0:2015 certification, the Gender Equality certification according to UNI/PDR 125:2022, obtained in 2023, and our collective commitment to follow this already paved path.

Transparency towards all stakeholders is a fundamental principle that guides our Group in all activities and also translates into the voluntary annual drafting of the Group's Sustainability Report, first published in 2021: the document annually reflects the Company's sustainability journey, highlighting its commitment around the world through its main companies and business relationships.

The Sustainability Report always gives me the opportunity to observe Mondorevive, which I will always call Mondoplastico, from a privileged perspective, the one that looks to the future, and to share some reflections.

According to our mission, the Group aims to offer high-quality products through a sustainable model based on innovation, passion, and expertise.

Mondoplastico has evolved to consider economic, social, and environmental sustainability as the compass guiding its corporate strategy and multiplying positive impacts on the company and the communities in which it operates, thus becoming the Mondorevive Group.

Even in 2023, all corporate functions worked to consolidate this approach, which involves everyone, in the logic of a group active at the international level, integrated into a family-owned business with a global vision.

The United Nations' 2030 Agenda and the EUROPEAN GREEN DEAL show us an ambitious scenario, urging us to face the numerous challenges that affect our reality from every perspective.

We want to be, for our stakeholders, "enablers" or facilitators on many topics: from the circular economy, in which we are key players, to the innovation we provide to those who transform and, ultimately, use our products.

OUR MISSION

- ✓ Promote the development of businesses while respecting the values and culture of our Group.
- ✓ Pursue our Vision through the enhancement and optimization of our resources, through acquisitions, and by always seeking new markets, including niche ones.
- ✓ Develop new products and applications in the name of sustainability.

This is our mission, the results of which we present to you in this, our third Sustainability Report.

The direction is set, the conviction is strong, and the determination is demonstrated not only by the words but by the actions of Mondorevive Spa, a historic company founded in 1949 in Busto Arsizio, characterised by a strong territorial identity, great attention to sustainability, and a substantial focus on stakeholder expectations.

So far, the past and present are the premises for a future already outlined: Mondorevive Spa's strategy will increasingly focus on the circular economy, an element considered essential for environmental protection and sustainable development by all international protocols and a primary goal of the European industrial vision, on the use of recycled materials, and on shortening the supply chain.

Growth always. But sustainable.

Raffaele Della Bella

LETTER FROM THE PLANT MANAGERS

OUR VALUES

In 2023, we renewed our Code of Ethics to translate the Group's values into various principles and rules of conduct for all our stakeholders.

The commitment to offer a quality product is one of the main drivers of development for all the Group's plants. Each of them, with its own peculiarities, aims to position itself in the reference market with products that stand out for their focus on quality and waste reduction, including packaging.

The Roadmap for sustainable packaging continues: to date, we have significantly reduced disposable packaging, and the packaging we use is recyclable.

More than 90% of the waste we produce is recovered and recycled.

For us, Health and Workplace Safety are of primary importance. This drives our commitment to comply with all measures required by current regulations and beyond.

We also take proactive action to constantly analyse risks and prevent accidents. Training and engaging our Workers make the difference in our Group. People are at the heart of our strategy. We promote professional development by recognising merit, valuing skills, and investing in training.

Team spirit is our best raw material. We are confident that sharing informations and experiences between different functions within a single company, as well as between different companies within our Group, makes us grow.

We want to foster a culture focused on collaboration between corporate functions and promote initiatives to strengthen our team spirit, the most important of all our raw materials. We promote the principles of equal opportunity and inclusivity, and we reject all forms of discrimination based on sex, racial and ethnic origin, nationality, age, political opinions, religious beliefs, health status, sexual orientation, and socio-economic conditions.

In 2023, we achieved the first level with the UNI/PDR 125:2022 certification for Gender Equality in Italy.

As for the Group's Employees, we would like to emphasise that it is important to never let our guard down when it comes to safety, on the contrary. Our Workers' attention, training, and motivation must remain central, especially in light of the technological and organisational developments that the future will bring.

Our particular commitment will be to continuously support the professional growth of our people and guide them through change.

Marco Angelosante – Caltek, Chignolo Po
Antonio Colella – Mondorevive Ferentino
Carmine Lepre – Mondorevive Busto Arsizio
Francesco Iraci – MondoSD Bernate Ticino e Diba Chignolo Po



MORE THAN
90%
OF THE WASTE
WE PRODUCE IS
RECOVERED
AND
RECYCLED



METHODOLOGICAL NOTE

ANNUAL REPORT

2023

METHODOLOGICAL NOTE

This sustainability report concerns the companies of the MONDOREVIVE GROUP included in the scope of the consolidated financial statements:

- Mondorevive S.p.A. legal and operational headquarters in Busto Arsizio (VA);
- Mondorevive S.p.A. operational headquarter in Ferentino (FR);
- Mondorevive S.p.A. logistics site in Marnate (VA);
- Caltek S.r.l. operational site in Chignolo Po (PV);
- Mondo SD S.r.l. operational site in Bernate Ticino (MI);
- Diba S.r.l. operational site in Chignolo Po (PV), acquired in 2023.

The indicators refer to the three-year period 2021 - 2023, while informations relating to Diba are limited to the period after the acquisition of the company (March 2023). Only the data on energy consumption and the calculation of the resulting greenhouse gas emissions also include the Marnate warehouse, whose contribution is negligible.

The information contained in the report is updated annually; the previous report was published in July 2023. Compared to the previous edition, there are no significant changes either in the topics covered or in the respective boundaries.

This document is prepared according to the GRI Standards 2021 edition, against which external verification was requested from the company Certiquality S.r.l.

The vast majority of the data is reported in an aggregated form at the group level, except where it is possible to provide details at the level of an individual company or facility if this allows for a more accurate interpretation of the data, or when there is a need or opportunity to highlight specific aspects. Unless otherwise specified, the reporting scope is the entire group (with the exception of the Marnate warehouse for most of the indicators, as previously mentioned). The production data refers to invoiced quantities, without accounting for inventory changes, which affect less than 2% of turnover.

The specific environmental indicators (the ratio between impacts and production) are obtained by considering the impacts of all the plants, while the productions refer to the production plants only (Busto Arsizio, Ferentino, and Chignolo Po). Specific indicators are also calculated for the plastic waste recovery activities carried out by MondoSD and Diba.

Further details on the assumptions and calculation methodologies used are reported directly in the text, where appropriate.

For any information, clarification, or suggestions regarding the contents of this document, please contact:

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MONDOREVIVE GROUP

ANNUAL REPORT

MONDOREVIVE



THE STORY

The Busto Arsizio site (Varese, IT) is where it all began, now serving as the headquarter and the site with the largest production capacity of the entire group with 4 PVC calenders, a warehouse, and the administrative and management center, with around 130 employees (including approximately 35 people serving the entire group).

The Marnate site (Varese, IT), previously a production site, is now the group's logistics hub (not included in the QHSE certifications or most of the indicators in this report, as its management is entirely entrusted to an external provider).

The Ferentino site (Frosinone, IT) produces PVC on 3 calenders (the latest started at the beginning of 2022) and has a finishing department consisting of: laminators, which allow the production of special films with finishes or thicknesses that cannot be produced directly on the calendaring lines; cutting and rewinding machines for packaging.

At Caltek, not only is PVC film calendered, but PET is also extruded. In 2016, Mondoplastico acquired 80% of the capital, while the remaining 20% is owned by Enoplastic, now Crealis (one of the main customers of the plant).

With a focus on the circular economy, the acquisition of a PVC recycler (already active since the 1990s) was considered a significant opportunity in 2020 to direct the management of Mondoplastico's and its clients' waste towards material recovery; this led to the acquisition of Silvyplast S.r.l., now MondoSD, which operates in the storage, recovery, and treatment of industrial plastic waste through sorting and grinding operations. In 2023, DIBA, another player in the plastic recovery sector, was added.

The Group's strategy definition and decision-making, as well as new operations and projects, are based on evaluating the risks and opportunities of the organization, from operational planning to the development and launch of new products.

GROUP NUMBERS

The following table shows the production trends for the three-year period 2021-2023 for each plant (expressed in kg/year); for the MondoSD Bernate Ticino plant and the Diba plant in Chignolo Po, which are engaged in the recovery of non-hazardous plastic waste, the quantity of materials recovered and output from the plant is provided. The total production for the production plants only, excluding the waste recovery activities of MondoSD and Diba, is reported in the last row of the table: this value is used to calculate the specific indicators.

Table: Sales expressed in kg/year, GRI reference 2-6

COMPANY	FACILITY	2021	2022	2023
MONDOREVIVE	BUSTO ARSIZIO	22,011,748	19,139,730	18,486,065
	FERENTINO	11,020,188	9,818,818	9,160,362
CALTEK	CHIGNOLO PO	7,613,630	6,955,512	6,399,040
MONDOSD	BERNATE TICINO	9,012,369	9,991,721	10,860,614
DIBA	CHIGNOLO PO	/	/	875,990
GROUP TOTAL		49,657,935	45,905,781	45,782,071
TOTALE GRUPPO (ESCLUSO MONDO SD)		40,645,566	35,914,060	34,045,467



OVER
70 YEARS
 OF HISTORY



Busto Arsizio (Varese, IT)



Ferentino (Frosinone, IT)



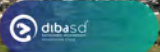
Marnate (Varese, IT)



Chignolo Po (Pavia, IT)



Bernate Ticino (Milano, IT)



Chignolo Po (Pavia, IT)

Production has slightly decreased compared to the previous year (-5%), but it has also become more fragmented, with increasingly smaller production batches. This has led to a gradual worsening of environmental performance indicators related to production efficiency.

At the end of 2023, the group employs 292 staff members, a slight decrease compared to 2022.

This reduction is partially offset by the acquisition of the company Diba, which currently employs 4 staff members.

Table: Number of Employees, GRI reference 2-7, 2-8


COMPANY	FACILITY	2021	2022	2023
MONDOREVIVE	BUSTO ARSIZIO HEADQUARTER	32	36	36
	BUSTO ARSIZIO	93	95	90
	FERENTINO	75	84	81
CALTEK	CHIGNOLO PO	57	57	57
MONDOSD	BERNATE TICINO	22	22	24
DIBASD	CHIGNOLO PO	/	/	4
GROUP TOTAL		279	294	292

The decision made at the end of 2020 to change its corporate name from "Mondoplastico S.p.A." to "Mondorevive S.p.A.", as well as the acquisition of MondoSD and Diba, represents a shift in mentality for the group. It reflects the realisation that plastic is not an easy material to discard, as it is not biodegradable (i.e., not degradable by nature), however, if properly separated and mechanically processed, it can be transformed from waste into a resource: unused PVC becomes the starting point for new products such as clothing, urban furniture, bags, bins, rubber bands, school and sports items, and much more. Furthermore, the residual flows from the Group's companies to Mondo SD and Diba's plants are no longer limited to waste but, starting in 2021, increasingly consist of by-products managed in full compliance with applicable regulations.

The MONDOREVIVE GROUP is characterised by a globally widespread network of clients. The clientele is highly diverse and complex, spanning a wide range of industries and markets. As a group operating in the Business to Business sector, the customers are companies of varying sizes that are involved in transforming materials.

Investments are constantly underway to make the production plants more modern and more suitable for specific market demands with regards to their production potential (for example, in 2023, a new big bag discharge system was installed at the Busto Arsizio plant; at the Bernate Ticino plant, a new grinding mill was installed at the end of 2022, expanding the grinding capabilities of the plant, which today focuses on plastics other than PVC; at Ferentino, energy recovery investments were made with the overhaul of a calender; and at Chignolo Po, a new PET extrusion head was installed to improve product quality performance). Additionally, at the end of 2023, the new trigeneration plant at the Busto Arsizio site became operational, built and managed by a third party, which supplies the plant with electricity, heat, and cooling for the production process, maximising overall efficiency.

To ensure that the group remains aligned with market demands and opportunities, a monthly meeting is held to discuss modifications, developments, and improvements to be made and scheduled.

A large roll of white paper is being processed by a wooden roller in a factory. The roller is made of light-colored wood and is mounted on a metal frame. The paper is being fed from the right side of the frame and is being rolled onto the wooden roller. The background shows other industrial equipment and a worker in a dark shirt. The lighting is bright and even.

Another opportunity is linked to the creation of new products: the design process is always operational and functional, allowing us to monitor and control the developments of new requests from our clients, as well as the progress of product developments arising from internal needs or new ideas. The Research and Development department is actively involved in this matter. Additionally, it was deemed necessary to collaborate closely with external laboratories, in order to obtain precise feedback on specific characteristics that our internal laboratory, although well-equipped, may not be able to achieve.

Increasing market shares is an ongoing goal to always pursue. The Mondorevive Group's sales force is constantly working to achieve this objective, implementing customer service and the ability to provide technical answers regarding characteristics and problems.

GOVERNANCE

The organisational model chosen by the MONDOREVIVE GROUP is based on direct management control by the Della Bella and Langè families, who, through controlled companies, own the entire shareholding of the Group and formulate strategies in concert with the Board of Directors.

Governance is the foundation of Mondorevive's structure, guiding its strategic decisions and leading its environmental and social responsibility policies. To further strengthen its governance, in 2022 Mondorevive adopted a new Code of Ethics, in line with the most advanced sustainability criteria.

The BoD consists of members of the owning families, who also carry out commercial and strategic development activities, entrusting the operational management of the Group's companies to trusted individuals.

Medium-term strategies and assessments related to the impact of activities on sustainability are delegated to two procurators (the General Procurator and the CFO), while the procurators of each production unit (Plant Managers and Employers) are responsible for evaluations and actions related to more operational aspects, including hygiene, safety, and environmental issues.

The Group's production activities are entrusted to the Group's General Procurator, Eng. Fabio Trezzani, as well as the operational entities implementing the Group's business plan. The Group's plants are led by Plant Managers appointed by the BoD, who serve as Plant Directors and Employers. They are Special Procurators with limited powers of ordinary administration in the production sector, but with unlimited spending powers in the environmental, health, and safety domains.

Formally, the procurators are required to report to the BoD on management issues, including sustainability, at least quarterly, although in practice, the interaction between the administrators and the operational management is far more frequent, typically on a weekly basis.

The trust-based relationship between the BoD and management allows the latter to fully handle activities related to the reporting and publication of corporate sustainability information, which is constantly shared.

Internal communications within the various organisations—between operational personnel and management, as well as between management and the BoD—are ensured through numerous meetings, some of which are formalised in minutes and others informal. These meetings involve various organisational levels depending on the topics discussed. Strategic plans are established during these meetings, which are then translated into operational plans, and roles and responsibilities are assigned for implementation and achieving the set objectives.

Through periodic alignment meetings, Plant Managers meet with the Procurator and ownership to review the results of the various companies, address issues, and explore opportunities that arise in their respective businesses. Several bodies support the Group's leadership on sustainability issues: the Ethics Committee and the teams overseeing process and product sustainability in the companies. There is an Ethics Committee for each plant, which consists of representatives from the following functions:

- The Plant Director, who assumes the presidency;
- Worker representatives for safety;
- The plant's quality and environmental manager, responsible for managing anomalies;
- A non-managerial staff member.

The Committee focuses its attention particularly on the application of the Code of Ethics within the various entities and addresses sustainability issues.

The process and product sustainability teams, present at each site, are multifunctional bodies that meet periodically to discuss improvements related to polymers and films and their production, often based on input from the commercial function. The team members include some group-wide functions that operate across the different sites (e.g., R&D, maintenance) to promote coordination and the sharing of objectives and goals among the various plants.

As a testament to the group's close relationship with the territory in which it operates, it is noted that all administrators and corporate executives (the "senior management") live less than 30 kilometers from the company sites, in many cases within the same municipality as the sites themselves.

The criteria for defining and updating compensation are outlined in a specific corporate procedure that refers to the Code of Ethical Conduct, the applicable collective labor agreement, and relevant regulations. This procedure ensures compliance with the principles of non-discrimination, equal opportunities, gender equality, and, more generally, the standards published by the International Labour Organization (ILO).

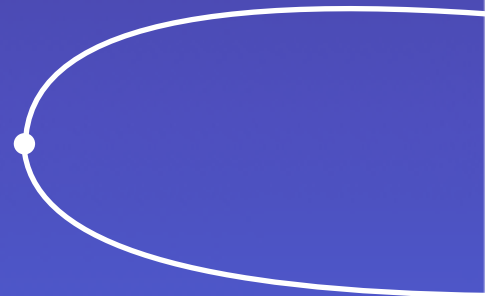
Graphical representation of governance, GRI reference 2-9

OWNERSHIP

DELLA BELLA - LANGÈ



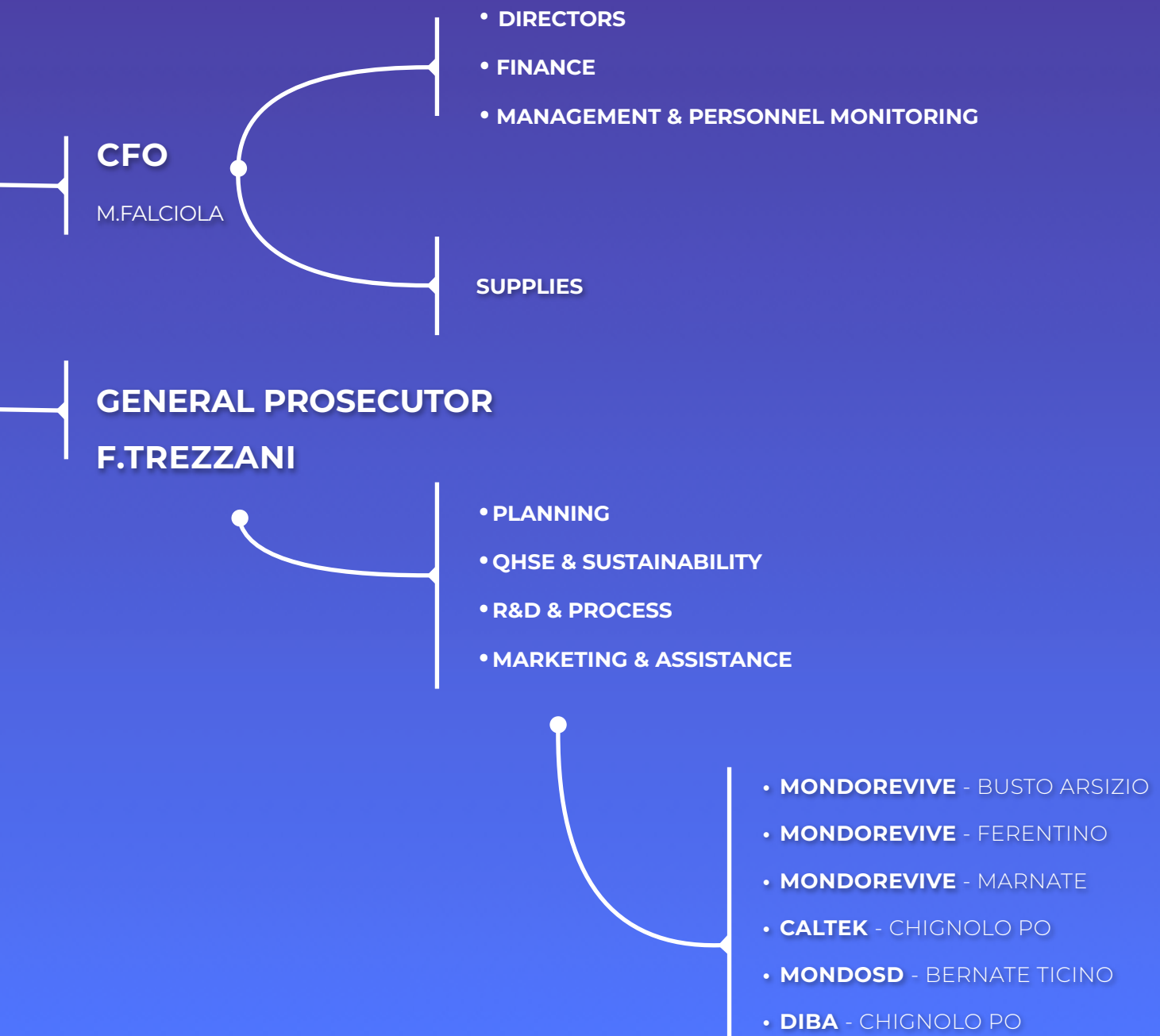
**BOARD OF
DIRECTORS**



GOVERNANCE GUIDES FOR ENVIRONMENTAL AND SOCIAL RESPONSIBILITY POLICIES

In 2023, the ratio between the highest annual salary and the average salary within the group was 5.5, a slight increase compared to 2022. The highest annual salary increased by approximately 4%, while the average salary decreased by about 9%, partly due to the decline in production, which prevented the achievement of set goals, and the acquisition of the Diba plant.

Finally, it should be noted that, as of today, there are no female members on the governing bodies of the group companies.

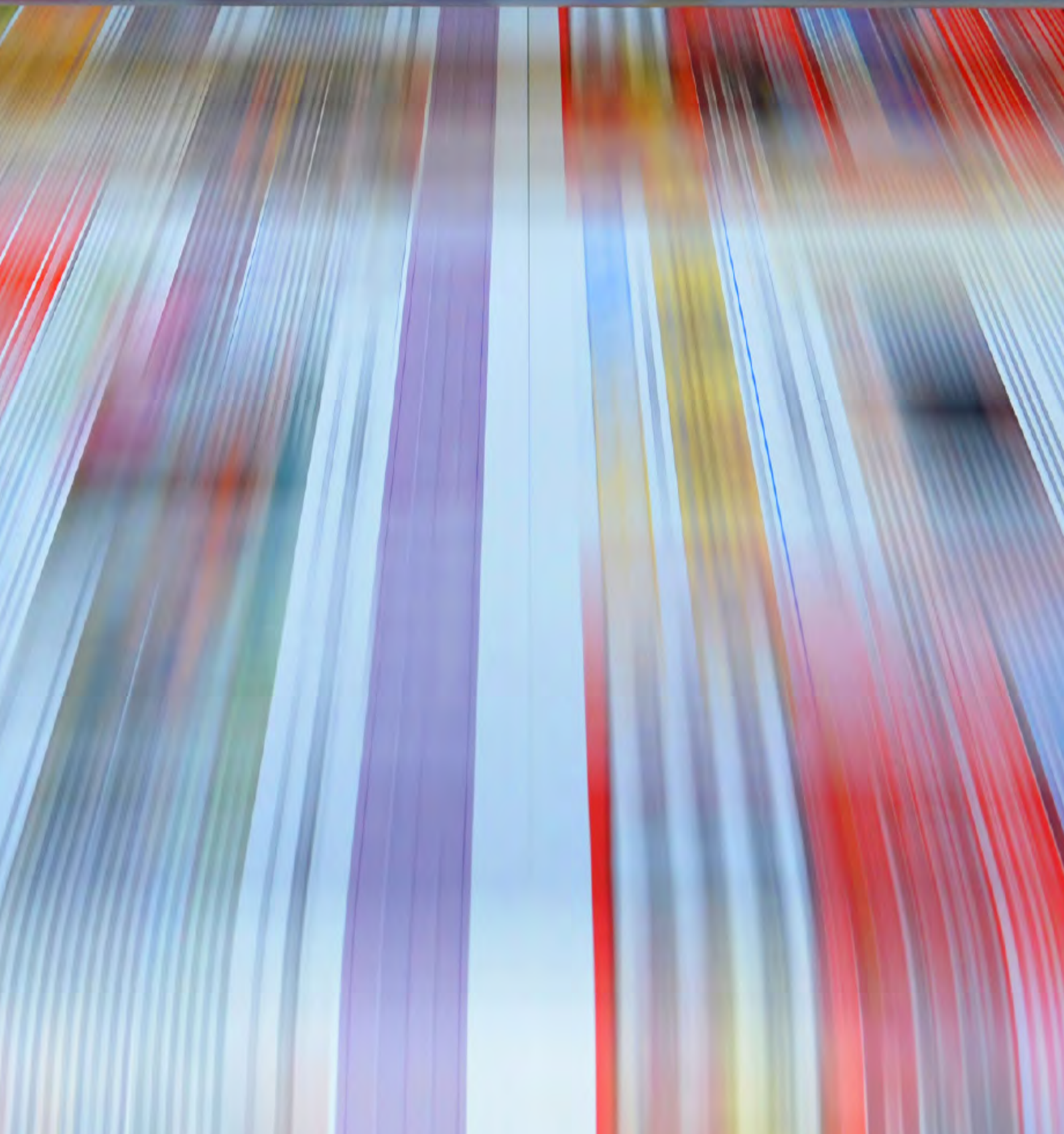


PRODUCTS

The sales process of the MONDOREVIVE GROUP is carried out through a group-wide distribution network, present either directly or through sales agents, in an increasing number of countries.

Mondorevive exports over 70% of its production volume worldwide.

The Group's PVC and PET products are developed for use in the following key sectors:





COMMUNICATION

Enhance your creativity with our premium PVC and PET films. Perfect for advertising materials, from flexographic printing to heat-shrink labels. Choose quality, eco-sustainability, and technical excellence for every project. Maximum service and performance.



AUTOMOTIVE

Discover the versatility of our PVC films for the automotive sector. From decoration to thermal and dielectric protection, our high-quality film range meets the most rigorous demands. From aesthetic finishes to thermal insulation, we offer cutting-edge technical solutions.



CAPSULE

Explore our world of innovative films for beverages. Complying with the sector's strict regulations, our materials guarantee safety and reliability. Certified for direct contact with beverages, they ensure the highest quality in food preservation. Discover excellence with us.



ARCHITECTURE

Discover innovation with our new PVC films for architecture. Transform your creativity into extraordinary projects with versatile and innovative materials. We offer you unique and unexpected solutions. Enter the future of design.



CONSTRUCTION

Explore our range of PVC films dedicated to construction and safety on building sites. Ideal for decoration, protection, signage, and thermal and electrical insulation. Monomeric and polymeric materials, with plasticisers suited for various needs. Reliability and protection for every application.



MEDICAL

Our films are designed to meet the needs of the highly regulated medical sector. They comply with strict safety standards. The high resistance of our products ensures safe use while withstanding mechanical stress.



FOOD

Our PVC and PET films comply with all the strict sector regulations, ensuring safe and reliable contact with food. Our mission is to provide high-quality solutions that meet the most stringent certifications, ensuring maximum protection in end-use sectors.



STATIONERY

We offer a wide range of PVC films, ideal for covering, protection, and decoration. Our products are used to create items for school and office, such as transparent folders, notebooks, book covers, bags, pencil cases, and binders.

For more information on the products, please visit the website: www.mondorevive.com.

The Group produces PVC films, both rigid and plasticised, offered in a wide range of finishes, sizes, and application characteristics, to meet various market needs. Mondorevive is capable of providing a complete range of colors, faithfully reproducing requested shades, from lab testing to industrial production, including pearlescent, fluorescent, glitter, and iridescent colors.

In compliance with the EC 1907/2006 REACH regulations <https://www.reach.gov.it/reach-sintesi> and its environmental sustainability policy, the company uses only high-quality, heavy metal-free pigments.

The calendaring and extrusion lines are technologically advanced and equipped with production control systems that ensure consistently high quality standards. They operate continuously, stopping only for scheduled maintenance. Each calender is equipped with an automatic thickness gauge and regulation system, along with defect detectors capable of inspecting 100% of the produced film.

Semi-rigid and plasticised PVC films are produced using monomeric or polymeric plasticisers that are BPA-free (Bisphenol A) and phthalate-free to meet the requirements of the early childhood and toy market, in compliance with EC Regulation 84/2005.

Mondorevive produces PET films for thermoforming, food-contact applications (FSSC 22000 certificated process since 2024), and various industrial uses such as furniture and others.

As the Mondorevive Group, we are working to better meet market demands for sustainability. In particular, we have received inquiries concerning "Conflict Minerals" (minerals extracted from conflict zones). Since we purchase some tin-based products, we requested and obtained a declaration of origin for the raw material, ensuring it does not come from conflict zones.

The products from MondoSD and DIBA (MPS = Secondary Raw Materials), unlike the film coils/sheets produced at other plants, consist of a ground mix of PVC polymer, both plasticised and rigid, along with other additives. All components are tightly bound to the PVC matrix through a gelification process. The ground PVC material is not classified as hazardous under Directives 45/1999/EC and Regulation (EC) No. 1272/2008. According to Reach Regulation 1907/2006, the material is considered an article, and therefore, a safety data sheet is not required.

Additionally, as per paragraph 1 of Article 184 ter of Legislative Decree 152/2006 (the so-called Environmental Decree), waste ceases to be considered as such when it has undergone a recovery operation, including recycling and preparation for reuse, and meets specific criteria that adhere to the following conditions:

- a) The substance or object is commonly used for specific purposes;
- b) There is a market or demand for that substance or object;
- c) The substance or object meets the technical requirements for the specific purposes and complies with the applicable regulations and standards;
- d) The use of the substance or object will not lead to overall negative impacts on the environment or human health.

The MPS from MondoSD and DIBA meet these conditions.

The management process at MondoSD for plastics from by-products (references Article 184bis Legislative Decree 152/06 and UNI 10667 standard) and the management of MPS Secondary Raw Materials (references Article 184ter Legislative Decree 152/06 and UNI 10667 standard) is certified.



GROUP AND SUSTAINABILITY

ANNUAL REPORT

2023

The Group Policy for Quality, Environment, Energy, Health, and Safety is a key realisation of the principles that inspire Mondorevive in implementing the United Nations Sustainable Development Goals. The policy was revised in 2023, with a specific reference only to Caltek srl in Chignolo Po, as the site achieved the goal of obtaining FSSC 22000 certification for compliance in producing food-contact materials (safe products as required by the MOCA regulations, Materials and Objects in Contact with Food) and promoting a culture of food safety awareness among its employees. As an integral part of the Group's Governance, it guides the ethical, compliance, and quality standards that Mondorevive has established over time. Looking ahead to enhance business, ensure continuity, and be inclusive of all stakeholders. Mondorevive operates daily by actualising its distinctive values: placing people at the center, reliability, fairness, and transparency. This is how the Group guarantees the quality of its products, promotes Health and Safety in the workplace, and acts in respect of the Environment.

In this context, Mondorevive seeks ever-greater cooperation and synergy between the various functions of the Business Areas to embark on a path of optimisation and excellence in each process through continuous improvement of activities, operational and communication transparency, and the quality and performance of products and services provided, in close collaboration with Stakeholders. Compliance with regulations for Environmental protection, Worker Health and Safety, and the prevention of harmful events affecting products and production processes forms the fundamental basis of every activity within the Group. To this end, Mondorevive adopts Management Systems for Quality, Environment, and Health and Safety, certified by recognised bodies and based on well-defined procedures understood at all organisational levels. To ensure the quality of the products and services provided, the Group utilises numerous tools to generate robust and reliable processes, meet the most demanding requests, and promote continuous improvement. As for the Environment and Energy, Mondorevive works to optimise performance with visible and measurable results, investing and employing human and technological resources to monitor and reduce environmental impacts.

The Management, aware that Worker Health and Safety are central priorities, ensures compliance with the safety standards required by current regulations, regularly verifies their adherence and effectiveness, and pursues the goal of increasing prevention and control to reduce the risk of accidents. Additionally, it fosters transparent and collaborative relationships with local authorities and communities, encourages worker consultation mechanisms, and promotes their participation in corporate processes. Alongside this, the Group allocates significant resources to worker training, enhancing their knowledge and awareness of how individual contributions are essential to achieving overall results.

The voluntary Quality, Safety, and Environmental management systems, designed according to the most advanced and recognised international standards, provide a framework for best practices and are a valuable tool for sustainable management. For the Group, the benefits of having management systems, from a sustainability perspective and beyond, are numerous: built on a risk-based thinking approach that involves thorough an accurate analysis of context and business processes, they allow for measuring, monitoring, and managing risks and opportunities related to aspects such as environment, energy, and resource usage. Certifications, in particular, attest to and solidify Mondorevive's commitment to Quality, Safety, and Environment, as well as to transparent, third-party-verified communication of product environmental impacts.

With the drafting of the MONDOREVIVE GROUP's Code of Ethics in early 2020 and the latest revision in 2023 focused on Gender Equality, attention has been given to the current and future needs of customers and all stakeholders. The Ethics Committee confirmed the company's focus on awareness and compliance with the content of the Code, involving all representatives in the evaluation of Ethical risk. The Ethics Committee at each site also supports various corporate functions in preparing and updating procedures and associated registration forms; monitors compliance with health, safety, environmental, and legislative requirements; ensures respect for individuals and equal opportunities, adherence to rules of conduct, and corporate activities aimed at sustainable development, and promotes the adoption of measures most suitable to preserve the environment for the benefit of the community and future generations. Chiara Anadone, as QHSE Manager, is responsible for overseeing the plants and managing reports of any violations of the Code of Ethics, including those submitted anonymously through boxes placed at the entrances of the facilities. Actions following these reports are determined during the meetings of the site Teams. The presence of a corporate intranet, a single legal headquarters, centralised staff functions, and the suggestion box ensures constant communication and collaboration with all internal and external stakeholders of the organization. To further improve the internal reporting mechanism, the "whistleblowing" process was implemented in 2023, ensuring that everyone—whether employees (for whom the process is already active) or third parties (e.g., suppliers, customers, local communities)—can report issues and concerns related to corporate management confidentially and securely.

The Group is continuously committed to respecting all individuals who interact with it and who may be negatively impacted by the activities carried out, ensuring prompt action to resolve any issues caused to both internal and external stakeholders.

A procedure for managing legal compliance has also been implemented, providing constant updates on regulations and periodic verification of compliance with applicable mandatory and voluntary requirements, as well as implementing corrective actions when new requirements or discrepancies arise. Thanks to the consistent application of this management method, non-compliance cases have been minimised: over the past three years, there has been only one case, related to the management of material storage areas at the Ferentino site.

The principles of the MONDOREVIVE GROUP's Code of Ethics are inspired by, among other things, ILO conventions, the Universal Declaration of Human Rights, and the principles and conventions of the United Nations, as detailed in the Code itself (accessible at <https://www.mondorevive.com/wp-content/uploads/Mondorevive-Group-Codice-Etico.pdf>).

In 2021, the "World of Ideas!" Project was launched at the Busto Arsizio plant with the aim of creating a system of widespread innovation, and in 2024, the same project was launched at the Ferentino plant.

**OUR PRIORITY
IS TO IMPLEMENT
THE UNITED NATIONS
SUSTAINABLE
DEVELOPMENT GOALS**

SUSTAINABILITY AND VALUE CREATION

Mondorevive has embraced the challenge of balancing the various aspects of sustainability, believing that economic, social, and environmental interests can harmonize to create a virtuous cycle that improves business performance and contributes to a better future for our planet and its inhabitants. Today, its sustainability strategy faces one of its most significant challenges creating lasting and shared value with stakeholders.

This principle, year after year, finds numerous expressions:

CREATING VALUE FOR WORKERS

- ✓ Respect human rights in every country worldwide and ensure the stability of employment relationships.
- ✓ Protect health and safety.
- ✓ Enhance professionalism by offering mentoring, training, and career development opportunities.
- ✓ Engage employees through daily dialogue and Group's information and communication tools.

ELEMENTS THAT ADD VALUE

- ✓ Ensure employment stability with primarily collective and permanent contracts.
- ✓ Global human rights respect across all operations and countries.
- ✓ Health and Safety Protection with management systems that effectively monitor and mitigate risks, supported by systematic investments and training programs for all employees.
- ✓ Professional growth through mentoring, training, and defined career development paths.
- ✓ Employee engagement through daily communication and information-sharing tools available across the Group.

CREATING VALUE FOR THE ENVIRONMENT

- ✓ Combat climate change and resource exploitation by setting ambitious targets inspired by the 2030 Agenda.
- ✓ Develop circularity as a core business model, maximising resource efficiency.
- ✓ Support younger generations by offering growth and employment opportunities in their home regions, ensuring sustainable local development.

The following tables present the results achieved against the objectives set for 2023, along with the new goals defined for 2024. Each goal is aligned with the corresponding United Nations Sustainable Development Goals (UN SDGs).


























NO WASTE
NO MORE LANDFILL




















MPS

WASTE

2023 OBJECTIVES FINAL REPORT

THEME	OBJECTIVE 23	PLANT	CERTIFICATIONS	AGENDA 2030 GOALS	PLANNED ACTIONS
MANAGEMENT SYSTEMS	MAINTENANCE OF INTEGRATED MANAGEMENT SYSTEMS	MONDOREVIVE BUSTO ARSIZIO	CERTIFIED MANAGEMENT SYSTEMS  UNI EN ISO 9001:2015 UNI EN ISO 14001:2015 UNI ISO 45001:2018		
		MONDOREVIVE FERENTINO			
		CALTEK CHIGNOLO PO			
		MONDOSD BERNATE TICINO	CERTIFIED MANAGEMENT SYSTEMS  UNI EN ISO 9001:2015 UNI EN ISO 14001:2015		
	MAINTENANCE OF RSI CERTIFICATION	MONDOREVIVE BUSTO ARSIZIO	 THE INTERNATIONAL CERTIFICATION NETWORK		
		MONDOREVIVE FERENTINO			
	MAINTENANCE OF GENDER EQUALITY CERTIFICATION	MONDOREVIVE BUSTO ARSIZIO			
		MONDOREVIVE FERENTINO			
		CALTEK CHIGNOLO PO			
		MONDOSD BERNATE TICINO			
ENERGY	INCREASE AUTO PRODUCTION OF ELECTRIC ENERGY	MONDOREVIVE FERENTINO	 PHOTOVOLTAIC trigenation plant		
	OPTIMISE THE USE OF ELECTRIC ENERGY	MONDOREVIVE BUSTO ARSIZIO	 TRIGENERATION green energy plant		
PRODUCTION	REDUCTION OF PROCESSING WASTE AND INCREASE IN PRODUCTION EFFICIENCY	CALTEK CHIGNOLO PO			
	INCREASE PRODUCTION CAPACITY WITH A HIGH-EFFICIENCY PLANT	MONDOSD BERNATE TICINO		 	
HEALTH	REDUCE ACCIDENTS AND INJURIES	CALTEK CHIGNOLO PO		 	

2024 OBJECTIVES

THEME	OBJECTIVE 23	PLANT	CERTIFICATIONS	AGENDA 2030 GOALS	PLANNED ACTIONS
MANAGEMENT SYSTEMS	MAINTENANCE OF INTEGRATED MANAGEMENT SYSTEMS	MONDOREVIVE BUSTO ARSIZIO	CERTIFIED MANAGEMENT SYSTEMS CQY CERTIQUALITY UNI EN ISO 9001:2015 UNI EN ISO 14001:2015 UNI ISO 45001:2018		Health plan: prevention and treatment of substance abuse, including drug abuse and harmful alcohol use Training plan and monitoring regarding chemical risk assessment AED Defibrillator in every plant
		MONDOREVIVE FERENTINO	CERTIFIED MANAGEMENT SYSTEMS CQY CERTIQUALITY UNI EN ISO 9001:2015 UNI EN ISO 14001:2015		
		CALTEK CHIGNOLO PO		IMPLEMENTATION OF ISO 45001 IN THE NEXT THREE YEARS	
		MONDOSD BERNATE TICINO			
	MAINTENANCE OF RSI CERTIFICATION	MONDOREVIVE BUSTO ARSIZIO			Implementation of the Code of Ethics, Mondorevive ensures that all employees acquire the knowledge and skills necessary to promote sustainable development through, among other things, education for sustainable development and sustainable lifestyles, human rights, gender equality, and the promotion of a culture of peace and non-violence.
		MONDOREVIVE FERENTINO			
	MAINTENANCE OF GENDER EQUALITY CERTIFICATION	MONDOREVIVE BUSTO ARSIZIO			CERTIFICATION PDR - 125
		MONDOREVIVE FERENTINO			
		CALTEK CHIGNOLO PO			
MONDOSD BERNATE TICINO					
ENERGY	INCREASE AUTO PRODUCTION OF ELECTRIC ENERGY	MONDOREVIVE BUSTO ARSIZIO			ACTIVATION OF THE MONDOREVIVE TRIGENERATION PLANT
		MONDOREVIVE FERENTINO			
	INCREASE AUTO PRODUCTION OF ELECTRIC ENERGY	TUTTI I PLANT		TO OPTIMISE ENERGY RESOURCES AND REDUCE WASTE	
	INCREASE AUTO PRODUCTION OF ELECTRIC ENERGY	MONDOREVIVE BUSTO ARSIZIO		ACTIVATION OF THE COGENERATION PLANT IN BUSTO ARSIZIO 12/2023	
PRODUCTION	FOOD CONTACT PRODUCTION	CALTEK CHIGNOLO PO			PET LINE PRODUCTION
	INCREASE THE USE OF PRODUCTION WASTE	DIBA CHIGNOLO PO		 	PURCHASE OF MICRONIZATION PLANT
HEALTH	REDUCE ACCIDENTS AND INJURIES	MONDOSD BERNATE TICINO	SSL	 	PROMOTE THE CONCEPTS OF LEARNING BY DOING

Mondorevive updated all the documentation of its data security management system at the beginning of 2023, where the processing of personal data related to all types of data subjects is described, with the aim of expressing the Corporate Policy adopted to ensure compliance with GDPR 2016/679, Legislative Decree 196/2003, national provisions on this subject, the Guidelines issued by the European Data Protection Board, and EU Directives regarding the protection of personal data. This information is provided in accordance with Article 13 of EU Regulation 2016/679 to those who establish any form of relationship with the companies of the group.

Mondorevive, at its Busto Arsizio site, has introduced the figure of the Mobility Manager, which first appeared in the interministerial Decree "Sustainable Mobility in Urban Areas" of March 27, 1998.

The goal is to reduce the use of "individual private transportation," as prescribed by the regulations, but more broadly to align with practices and approaches to managing mobility demand.

The pilot site in Busto Arsizio will propose actions that can then be extended to other plants as well.

Senior Management actively promotes the participation of all personnel in adopting the above-described principles with commitment, attention, and determination.

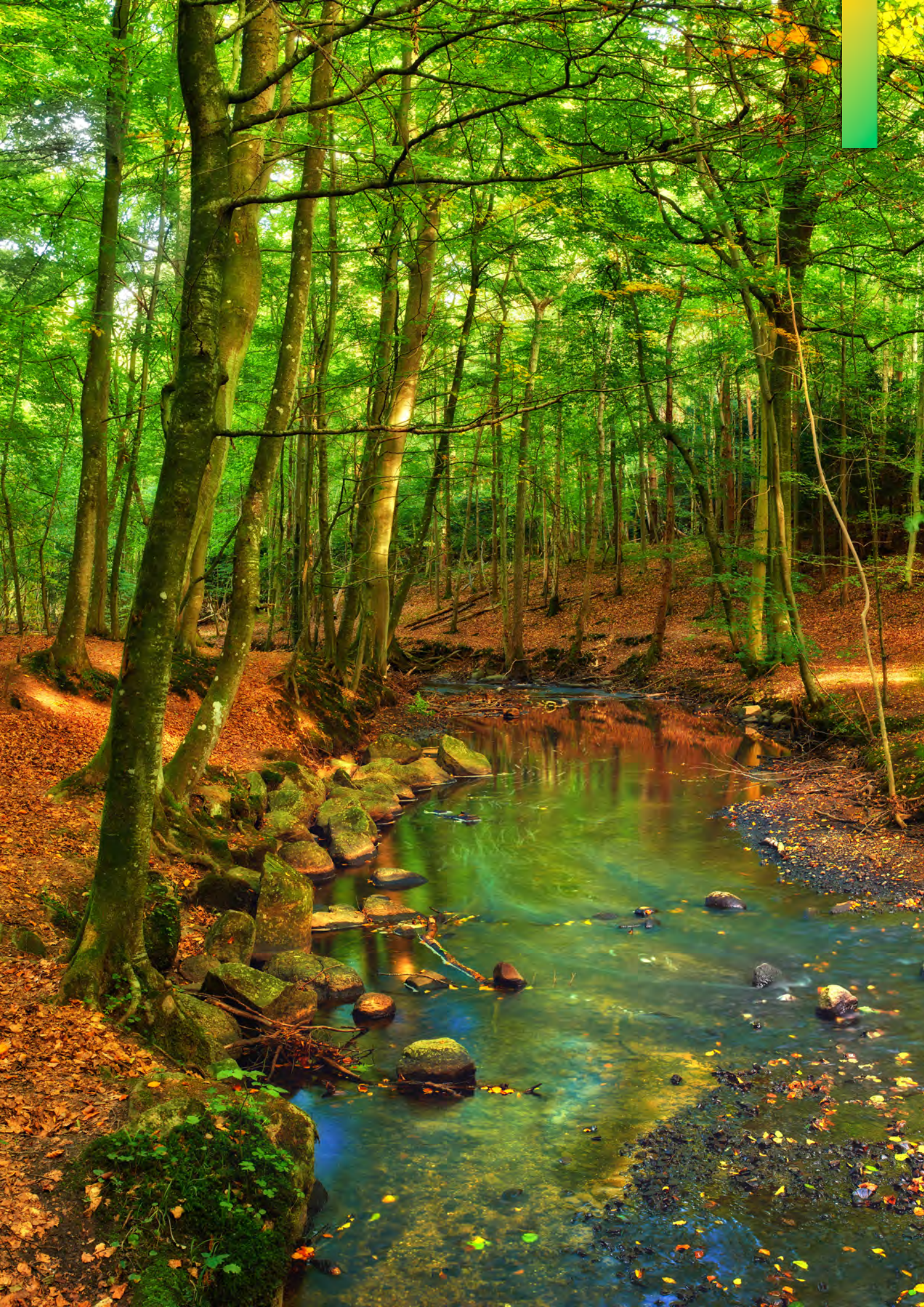
Employee involvement and participation in work are ensured, including opportunities for participation in discussions and functional decisions to achieving corporate objectives.

People must participate in these moments with a spirit of collaboration and independent judgment. Listening to various points of view, while considering business needs, allows Managers to make final decisions. However, personnel must always contribute to the implementation of the established activities.

The parent company, Mondorevive, is associated with VinylPlus, a group that constantly works towards the development of PVC sustainability and the implementation of the idea of recyclability prospects and reduced environmental impact for these products.

The GROUP adheres to and is a member of the following trade associations, also to promote knowledge of plastic materials:

- Recovinyl®, an organization established in 2003 through the VinylPlus® framework, to further develop and encourage PVC recycling in Europe;
- IVK Industrieverband Kunststoffbahnen Europe (IVK Europe), an association of European PVC sheet and plate manufacturers, based in Frankfurt;
- Confindustria.





STAKEHOLDER INVOLVEMENT

ANNUAL REPORT

2021



mondorevivé
Mondoplastico evolution

STAKEHOLDER ENGAGEMENT

The stakeholders identified in the Group's context analysis include: employees, regulatory bodies (national and local legislator), customers, suppliers of machinery, strategic materials and services, consultants, citizens and local communities, neighbours, local administrations, banks, insurance companies, transporters, and all trade associations and consortia.

Mondorevive Group maintains constant and daily relationships with its stakeholders, aimed at proactively understanding their needs and ensuring their satisfaction as much as possible.

In 2022, in addition to the normally active communication and engagement channels, a more concrete involvement in the process of defining the content of the report was pursued by selecting certain internal stakeholders—overall 83 employees, approximately 30%—from the Busto Arsizio, Ferentino, Chignolo Po, Bernate Ticino plants, and the headquarters' staff functions (those with a company email). Additionally, external parties were involved: 28 service and raw material suppliers, 21 customers, and 4 local administrators. The selection aimed to cover, as much as possible, the areas of competence of all the plants and the various types of customers and suppliers. The selected individuals were invited to complete an online questionnaire evaluating the report published the previous year and assessing the relevance of certain topics, some of which had already been identified as relevant in the first edition, while others were newly introduced, such as sustainable mobility, non-discrimination, and respect for civil rights.

The overall feedback on the Mondorevive report was generally positive, with a higher average rating from internal stakeholders. Regarding specific elements under evaluation (consideration of the context and stakeholders' perspectives, focus on relevant aspects, completeness, balance, and clarity), no critical issues were identified.

Following the analysis of the returned questionnaires, all topics that:

- Were considered relevant by the company's management based on the actual impacts of its activities
- Were rated important by the average of internal and external stakeholders.

The material topics were then ranked in order of priority based on the magnitude of their impacts and their importance to stakeholders. The summary is presented in the following table. For reporting purposes, topics that were rated at least medium in either criterion were deemed relevant.

In the last reporting year, no new expectations or needs emerged beyond those already considered in previous editions, nor were there any changes to the company's context that would necessitate a revision of the relevant aspects, which are thus considered confirmed.

Below are the results of the Materiality Analysis.

Regarding the stakeholder evaluations from 2022, these were expressed on a scale from 1 to 4 (Not important at all = 1 – Very important = 4). The average scores for the various topics ranged from 2.90 to 3.85 and the relevance was considered low up to a value of 3.25, medium from 3.26 to 3.55, and high if above 3.56.

The relevance of impacts, on the other hand, is based on an internal assessment of the extent to which various topics are related to the type of activities performed, conducted by the company's management.

In light of new European regulatory developments on sustainability reporting (CSRD Directive, EFRAG guidelines, ESRS standards), the materiality analysis was not updated in 2023. However, activities began in 2024 to revise the analysis of relevant aspects, through stakeholder mapping and sustainability topics, to verify the need for new stakeholder engagement initiatives, update the assessments made, and identify any topics to be integrated into future editions of the report.



RELEVANCE OF IMPACTS - MANAGEMENT

LOW

MEDIUM

HIGH

HIGH	MEDIUM	LOW
<ul style="list-style-type: none"> • Compliance with environmental regulations • Protection of customer health and safety • Discrimination against vulnerable groups • Water and wastewater discharges • Impact on local communities 	<ul style="list-style-type: none"> • Promotion of social responsibility in the supply chain • Marketing and product labeling • Sustainable mobility • Community engagement and development 	<ul style="list-style-type: none"> • Presence in the labor market • Environmental assessment of suppliers
<ul style="list-style-type: none"> • Waste production • Employment and labor relations • Creation of new employment • Diversity and equal opportunities 	<ul style="list-style-type: none"> • Greenhouse gas emissions • Respect for all civil rights and fundamental labor principles • Respect for working conditions and social protections 	<ul style="list-style-type: none"> • Distribution of generated value • Professional development through the enhancement of staff skills
<ul style="list-style-type: none"> • Materials and sustainable use of resources • Reduction and prevention of pollution • Energy consumption • Health and safety of workers • Training and education of workers 		



ECONOMIC ASPECTS

ANNUAL REPORT

3
2
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2
1

The following table shows the trend in the value generated over the considered three-year period; it also includes the added value (equal to the generated value minus the cost of raw materials) and its distribution among stakeholders.

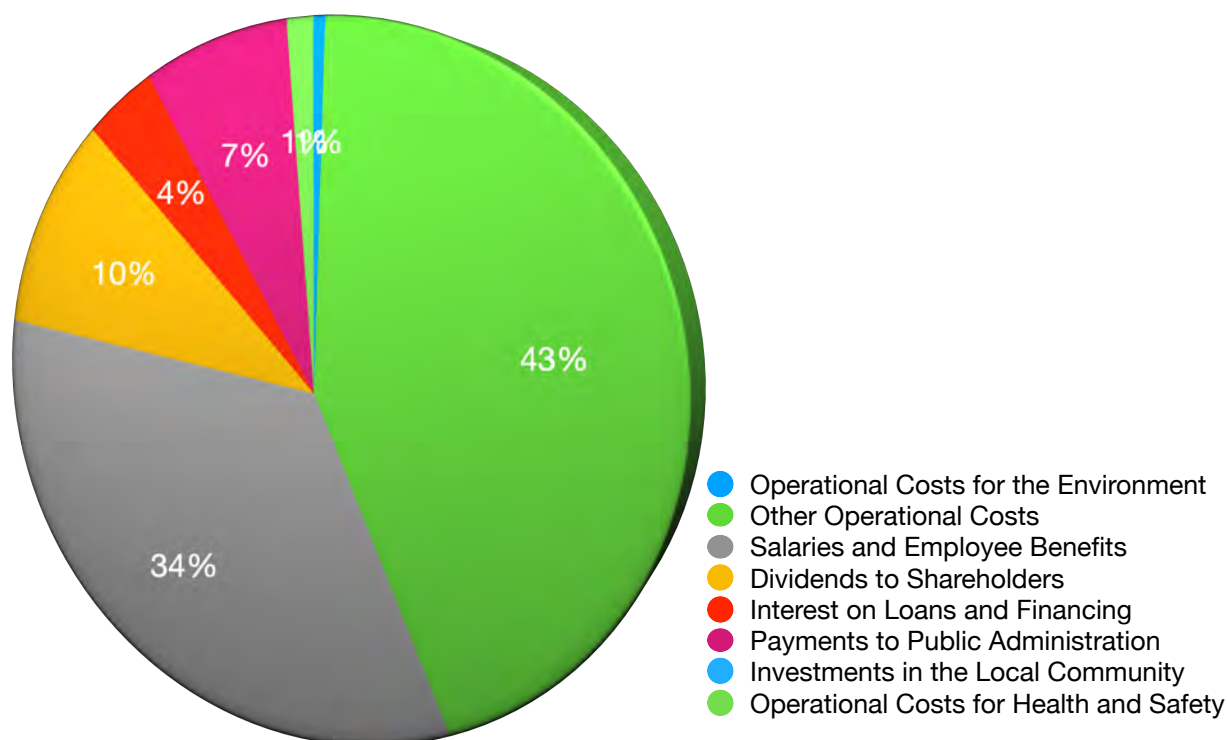
The information provided below is derived from the consolidated financial statements audited by EY S.p.A. – GRI reference 201.1 (income statement reference).

Thousands of euros (k€)	2021	2022	2023
Value generated	118,827	139,904	116,511
Costs of primary raw materials	70,006	87,913	65,099
Total Value added	48,821	51,991	51,412
Operational cost for the environment	499	345	271
Operational costs for health and safety	478	472	603
Other operational costs	17,942	24,588	20,991
Employee benefits and salaries	16,657	17,034	16,751
Shareholder dividends	9,100	5,000	5,000
Interests on loans and financing	343	1,414	1,848
Payments to public administrations	1,567	- 445	3,487
Total distributed value	46,586	48,408	48,951
Value held	2,235	3,583	2,461

Compared to 2022, in 2023 there was a decrease of approximately 17% in the value generated, but the total added value remained in line with the previous year; this was due to a corresponding decrease in the costs of the main raw materials (-26%).

In the distribution of the total added value, there was a decrease in operational costs in absolute terms (-14%) and a significant increase in payments to the public administration. The total distributed value in 2023 was slightly higher than that of 2022.

DISTRIBUTION OF VALUE ADDED



As reported, it can be seen that more than half of the added value results in direct or indirect benefits to the local area: expenses for environment, health, and safety; operational costs (which primarily involve local suppliers); and employee salaries and benefits.

The group has benefited from the following public subsidies over the past three years - GRI reference 201-4.

Public grants received (€)	2021	2022	2023
Mondorevive (Busto Arsizio and Ferentino)	1,069,358	2,345,012	1,768,868
Caltek	285,737	569,796	214,668
MondoSD	0	45,953	26,572
Diba	/	/	709
Group Total	1,355,095	2,914,808	2,010,817

THE ENVIRONMENT

[1] It should be noted that the value related to Mondo SD for 2022 was not included due to an error.



ENVIRONMENT

ANNUAL REPORT

2023

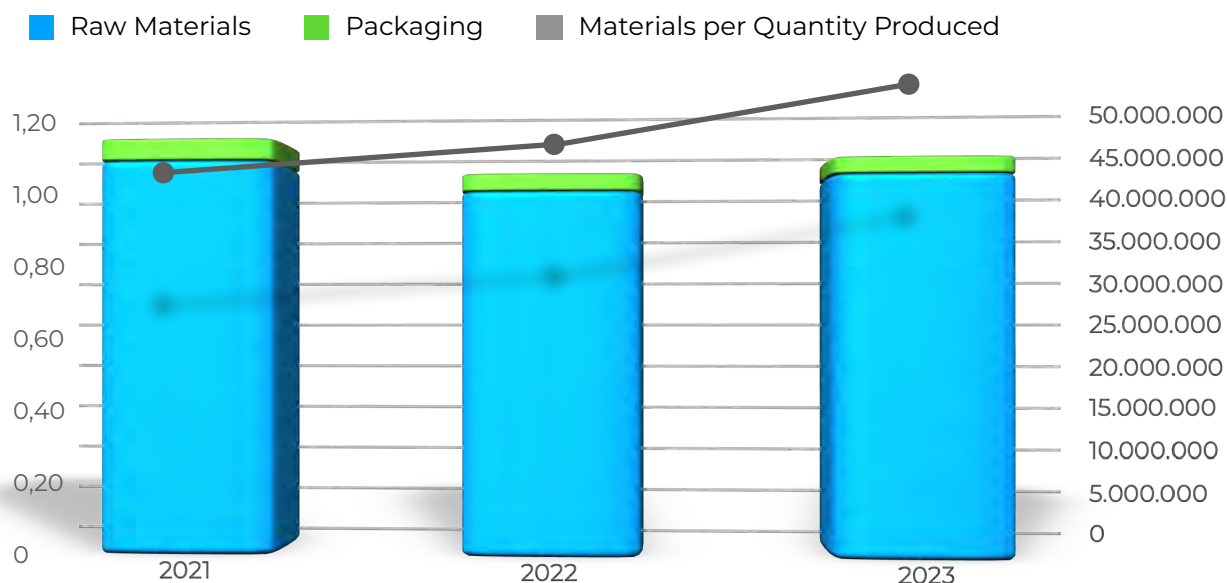
MATERIALS

Due to the slight decline in production, but mainly due to its increasing fragmentation to meet the changing market demands, 2023 saw a deterioration in efficiency indicators, starting with material usage, which increased from 1.15 to 1.26; this increase is mainly due to higher raw material consumption and consequently increased processing waste, while packaging materials decreased in line with finished products. However, the percentage of raw materials from recycling and of renewable and recycled packaging increased over the three-year period. Auxiliary materials, such as thermal oil and lubricating oils, are negligible (less than 0.1% of the total materials used) and are therefore not reported.

Summary table of material consumption – GRI reference 301.1 and 301.2.

Total Materials (kg)	2021	2022	2023
Total Raw Materials	42,864,963	39,360,123	41,092,550
% Recycled Raw Materials	3.7%	4.2%	4.7%
Packaging	2,459,159	1,945,946	1,859,369
% Renewable Packaging (Wooden Pallets)	97.2%	96.2%	96.3%
% Packaging from Recycling (Paper)	43.2%	39.0%	41.6%
Total Materials Used	45,324,122	41,306,069	42,951,919
Materials per Quantity Produced	1.12	1.15	1.26

MATERIAL CONSUMPTION

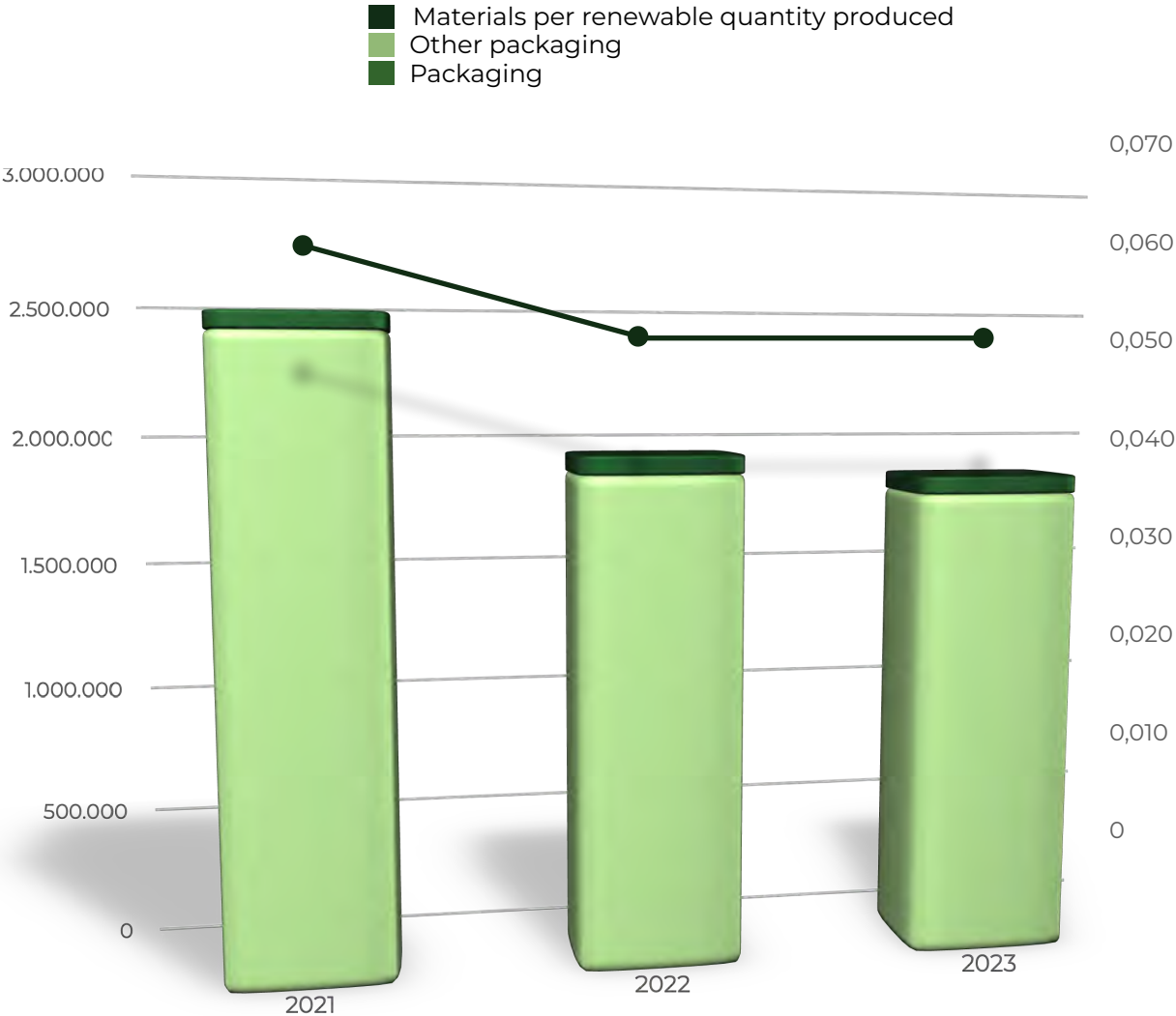


Regarding the sustainability of the materials used, only a small portion of the raw materials (around 4 to 5%) comes from recycled materials: specifically R-PVC and R-PET from post-industrial recovery. This aspect is only partially under the control of the group, as it is tied to customer demands and the product requirements, including legal regulations. Nonetheless, Mondorevive has developed and is studying specific products based on the use of recycled materials. Additionally, beyond reusing over 1,900 tons of recycled raw materials in its own products, the Mondorevive Group, through Mondo SD and Diba, takes care of collecting (and thus removes from the environment) just under 12,500 tons of waste, by-products, and other materials destined for material recovery.

The situation is different for packaging: Mondorevive has been implementing a policy for years to use reusable packaging (metal racks), which drastically reduces material consumption and waste production for both customers and the group's own companies; more than 70% of Mondorevive's production is delivered on metal racks, resulting in a reduction of disposable packaging estimated at over 5,000 tons, which is two and a half times the amount of disposable packaging used. Furthermore, a large part of the non-reusable components of the packaging (stretch film, foam, cardboard tubes, and wooden pallets) is made from recycled materials (85-90% of the cardboard tubes) or renewable materials (cardboard tubes and wooden pallets), consequently, less than 4% of the packaging used by the group is considered unsustainable.

Graphical representation of packaging use – GRI reference 301.1 and 301.2.

PACKAGING



WASTE

The main types of waste produced by the group's facilities are represented by plastic waste (processing scraps) and packaging made of paper, wood, and mixed materials, non-hazardous waste that alone accounts for more than 80% of all waste produced.

The following table shows the waste produced by the group's companies as a whole, divided into hazardous and non-hazardous waste; the next table shows the breakdown of total waste by destination (material recovery, other forms of recovery, disposal).

Summary table of waste – GRI reference 306.2 for the entire group.

Waste by type (kg)	2021	2022	2023
Non-hazardous waste	2,398,738	1,602,795	2,148,337
Hazardous waste	179,375	154,883	145,951
Total waste	2,578,113	1,757,678	2,294,288

Consistent with the observations regarding the raw materials used, 2023 saw an increase in production scraps, both in absolute terms (+530 tons) and relative to the quantities produced. In 2023, the percentage of hazardous waste produced decreased, falling from about 9% to approximately 6% of the total.

Waste by destination (kg)	2021	2022	2023
Recovery of materials – recycling (R3 :Recycling/Recovery of substances)	983,885	246,422	319,836
Other forms of recovery (R13: Storage of waste to subject it to one of the operations indicated in points R1 to R12)	1,480,494	1,413,286	1,791,583
Disposal (D15: Preliminary deposit before one of the transactions pursuant to points D1 to D14)	113,734	97,970	182,869
Total waste	2,578,113	1,757,678	2,294,288

The classification of waste recovery activities is based on the list of R operations in Annex C to Part IV of Legislative Decree 152/06; following the increase in processing residues classified as by-products, even in 2023, less than 15% of waste was sent for material recovery (R3). For the remaining portion, there is no certain information regarding the actual recovery method, as such waste is sent to the generic R13 destination (storage of waste to subject it to one of the operations listed under points R1 to R12), but overall, about 92% of waste is sent for some form of recovery.

Similarly, the classification of waste treatment/disposal activities is based on the list of D operations in Annex B to Part IV of Legislative Decree 152/06: all disposal activities, which account for a percentage ranging from 4% to 8% of total waste over the three-year period, occur in D15, or "Preliminary storage before one of the operations listed in points D1 to D14." The D1-14 list includes waste treatment operations, i.e., processes that promote disposal, such as preliminary grouping and reconditioning treatments, and physical, chemical, and biological treatments; and final disposal operations, such as landfill disposal and incineration.

Compared to previous years, the decision to manage most of the processing scraps sent to MondoSD and Diba as by-products under the law (Article 184 bis of Legislative Decree 152/06) is confirmed.

This decision is motivated by the need to ensure full traceability of material flows while simultaneously reducing the risk of errors in record-keeping. To ensure constant compliance with current regulations, the entire process is periodically audited by an independent body, which certifies the presence of all the conditions required by Article 184 bis, considering the actual recovery of all such scraps.

To enable a comprehensive analysis in light of the above, the following table provides the flows of scraps sent to MondoSD and Diba as waste and those sent as by-products:

Destination of processing waste (kg)	2021	2022	2023
Waste sent for recovery (R3)	983,885	246,422	295,976
Subproducts	821,022	2,510,738	2,568,000
Total waste	1,804,907	2,757,160	2,823,074
Total waste by product unit (kg/t)	44.4	76.8	82.9

As can be seen, the scraps increased over the three-year period, with a rise in 2023 both in absolute terms (2.4%) and, even more so, relative to production (+8%), indicating a decline in the overall efficiency of the production process due to market conditions, which led to further production fragmentation. In light of the above, the virtuous choice to manage these scraps directly within the group becomes even more important, ensuring full control over the efficiency and effectiveness of the scrap recovery activities.

Of all the waste produced by the group's companies, only a portion is directly related to production activities. The waste produced by Mondo SD and Diba largely depends on the characteristics of the incoming waste, only part of which originates from the Group's plants. The following tables present data limited to the waste generated solely by the group's production sites (Busto Arsizio, Ferentino, and Chignolo Po).

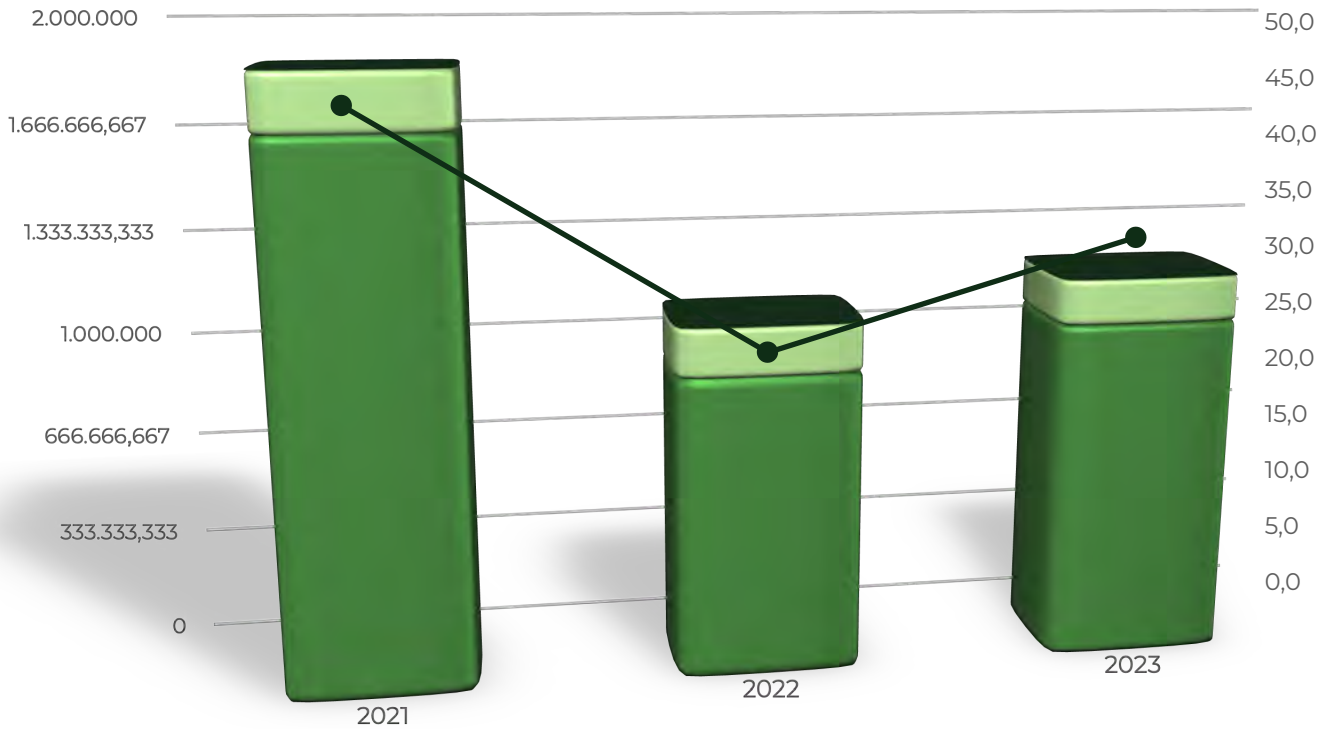
Tables and graphical representations of waste – GRI reference 306.2

Waste from production sites by hazardousness (kg)	2021	2022	2023
Non-hazardous waste	1,697,238	954,495	1,089,471
Hazardous waste	179,375	154,883	145,951
Total waste	1,876,613	1,109,378	1,235,422
Percentage of non-hazardous waste	90.4%	86.0%	88.2%
Waste by product (kg/t)	46.2	30.9	36.3

Following a slight increase in non-hazardous waste and a slight decrease in hazardous waste, the percentage of non-hazardous waste in 2023 exceeded 88%. As previously highlighted, the amount of waste generated per unit of product increased by 17% compared to 2022.

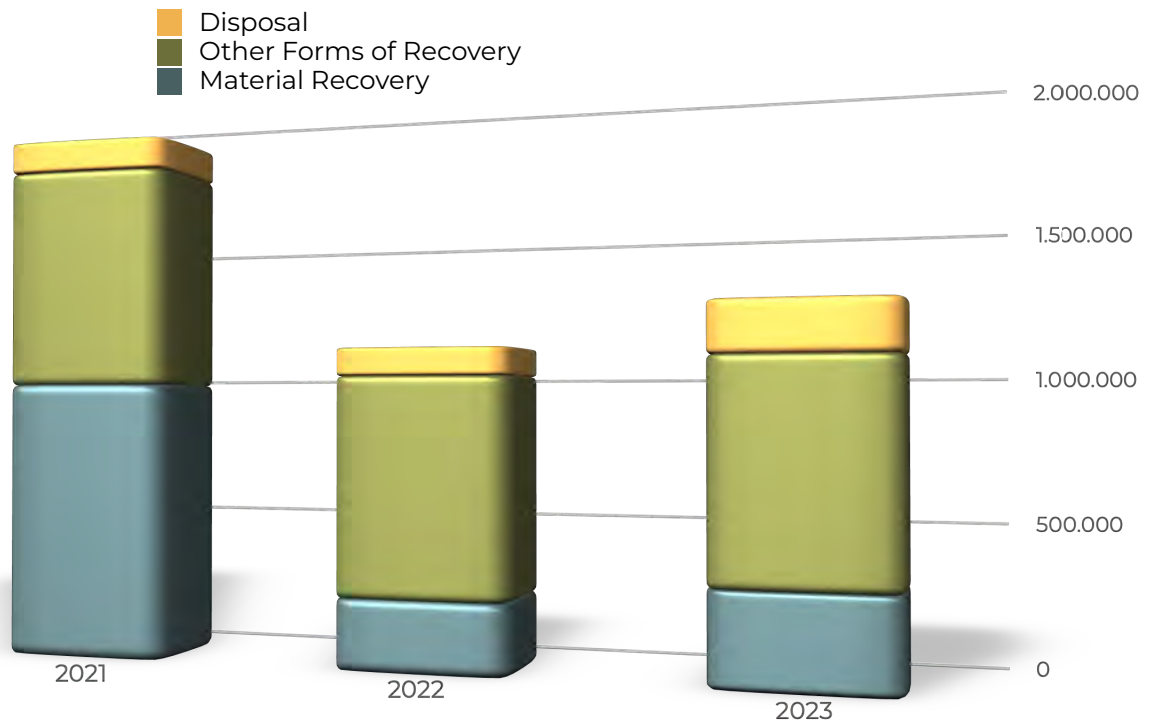
WASTE PRODUCED (production sites)

- Kg waste per t product
- Hazardous waste
- Non-hazardous waste



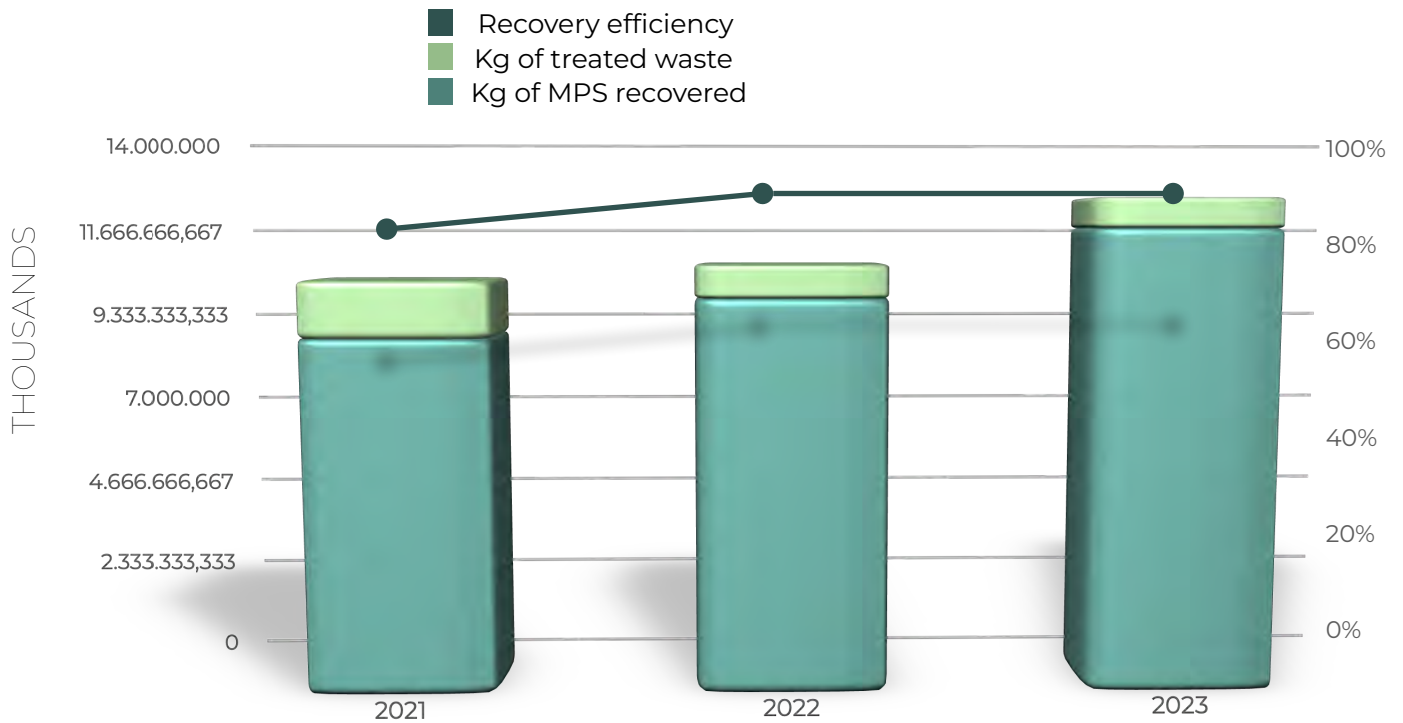
Production site waste by designation (kg)	2021	2022	2023
Recovery of material	983,885	246,422	295,976
Other form of recovery	778,994	764,986	756,577
Disposal	113,734	97,970	182,869
Total waste	1,876,613	1,109,378	1,235,422
Waste destined for outside of group	892,728	862,956	1,000,548

WASTE GENERATED by destination

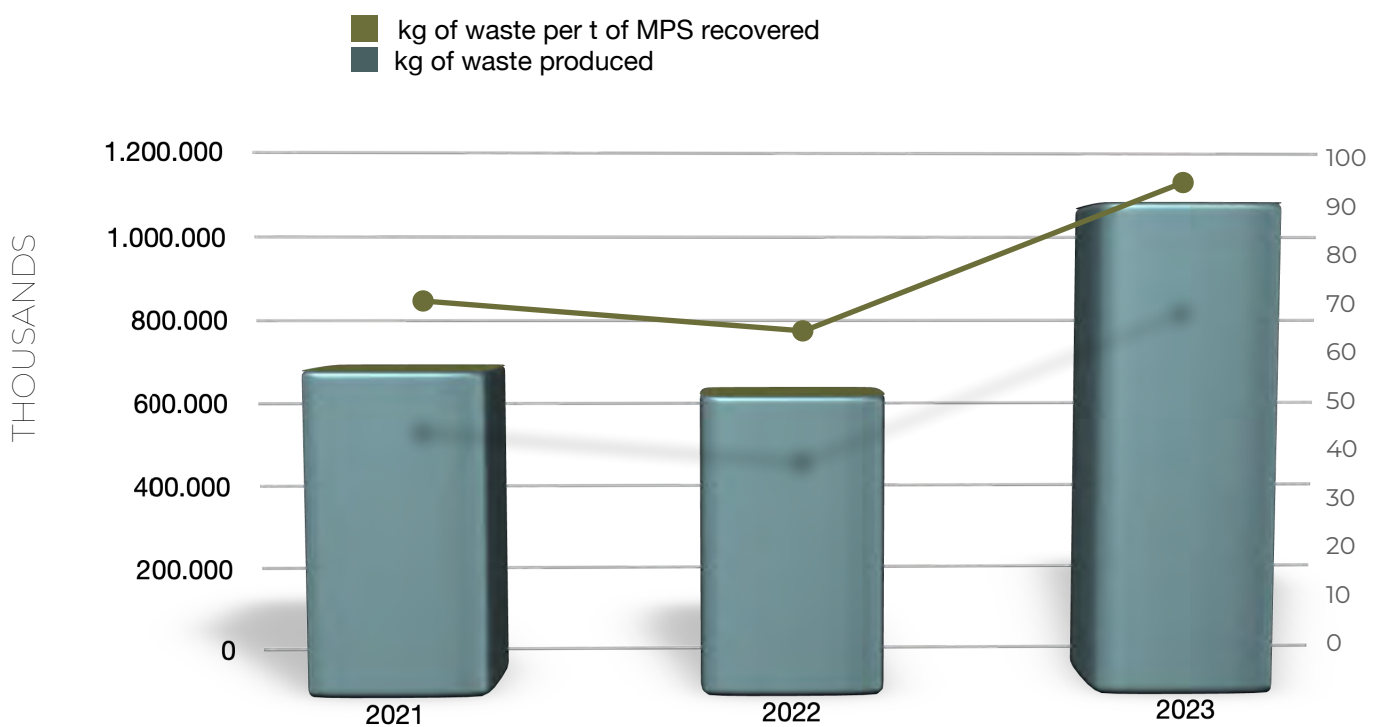


The following two charts show the performance trends of Mondo SD and Diba in terms of recovery efficiency and waste production. As can be seen, recovery efficiency has been steadily increasing over the three-year period and has consistently remained very high (averaging over 90%); the amount of waste produced in 2023 increased by about 63%, partly due to Diba's contribution, rising from 65 kg of waste per ton of MPS recovered in 2022 to 90 kg of waste per ton of MPS recovered in 2023, likely due to the different types of waste managed by DIBA prior to the acquisition.

MONDOSD & DIBA - Material Recovery Efficiency



MONDOSD & DIBA - Waste produced



WATER CONSUMPTION AND DISCHARGE

The water resources, drawn partly from the aqueduct (at Busto Arsizio, Chignolo Po, and Bernate Ticino) and partly from wells (at Busto Arsizio and Ferentino), are used by the group’s facilities primarily for machine cooling and civil uses, with a small portion used for cleaning. Cooling water is replenished after partial evaporation and does not generate wastewater; The water used for cleaning does not result in discharges, as it is treated as waste and disposed of through authorised companies (approximately 13,000 kg annually). Consequently, the only discharges relate to sanitary water (similar to domestic wastewater). Additionally, stormwater runoff from yards and roofs is discharged in compliance with applicable regional regulations.

No separate consumption data is available for the various uses, making it impossible to quantify the water discharged as domestic wastewater or the total water consumption.

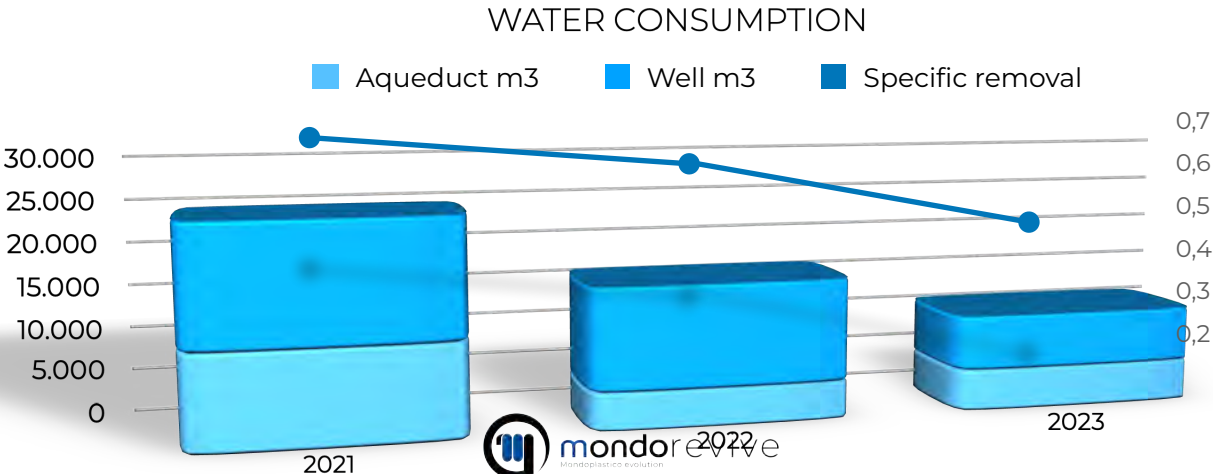
The following table shows the group’s total water consumption, broken down by source (aqueduct and well). It is noted that about 60% of the group’s total water consumption occurs at the Ferentino plant, located in an area characterised by an overall “medium-high” water risk, with a projected “extremely high” water stress level by 2030, while the other sites are located in low-risk areas, with a projected “medium-high” water stress level by 2030.

Tables and graphical representations – GRI reference 303.3

Supply sources	Unit of measure	2021	2022	2023
Aqueduct	Thousands of m ³	10.884	4.367	4.825
Underground water (Well)	Thousands of m ³	13.881	11.929	6.391
Total	Thousands of m³	24.765	16.296	11.216
Underground water from areas with high hydric stress	thousands of m ³	10.787	10.825	6.300
Specific removal	m³/t produced	0.609	0.454	0.329

Given that, without consumption directly related to the production process, it is not possible to establish a significant correlation between water consumption and production, 2023 saw a further reduction in specific consumption by over 25% compared to the previous year, partly due to the repair of a leak in the fire protection system at the Busto Arsizio site and partly to the installation of a new process water recovery tank at Ferentino, which was used for chiller replenishment, leading to a 42% reduction in well water consumption in 2023.

¹Source: Aqueduct Water Risk Atlas of the world resources institute (WRI)



ENERGY CONSUMPTION

The energy carriers used by the Group's facilities consist of natural gas and electricity; the latter being partly sourced from the grid and partly self-produced through photovoltaic systems. In particular, a photovoltaic plant at the Busto Arsizio site has been operational for over 10 years, providing an annual production of about 117,000 kWh in 2023. Additionally, in 2021, a new photovoltaic plant with a capacity of just over 900 kW was brought online at the Ferentino site, supplying an average annual production of over one million kWh, helping reduce electricity withdrawals from the grid and, thus, the indirect use of fossil fuel energy.

Starting in October 2023, a new trigeneration plant, managed by ACEA, became operational at the Busto Arsizio site, providing the facility with electricity, heat, and cooling based on its respective needs.

Based on the energy mix reported by the electricity suppliers, the average composition of the electricity purchased from the grid over the three-year period is as follows:

	%	2021	2022	2023
Renewable sources		21%	42%	41%
Fossil fuel sources		71%	50%	53%
Other sources		8%	8%	6%

In December 2023, energy audits for the production sites of Busto Arsizio, Ferentino, and Bernate Ticino, referring to the year 2022, were delivered, which led to the identification of further efficiency measures in addition to those already implemented in previous years: the efficiency measures include the installation of consumption monitoring systems, the revamping of transformer stations for load redistribution and consumption optimisation, power factor correction between voltage and current, and the replacement of electric motors at Busto Arsizio with more efficient ones.

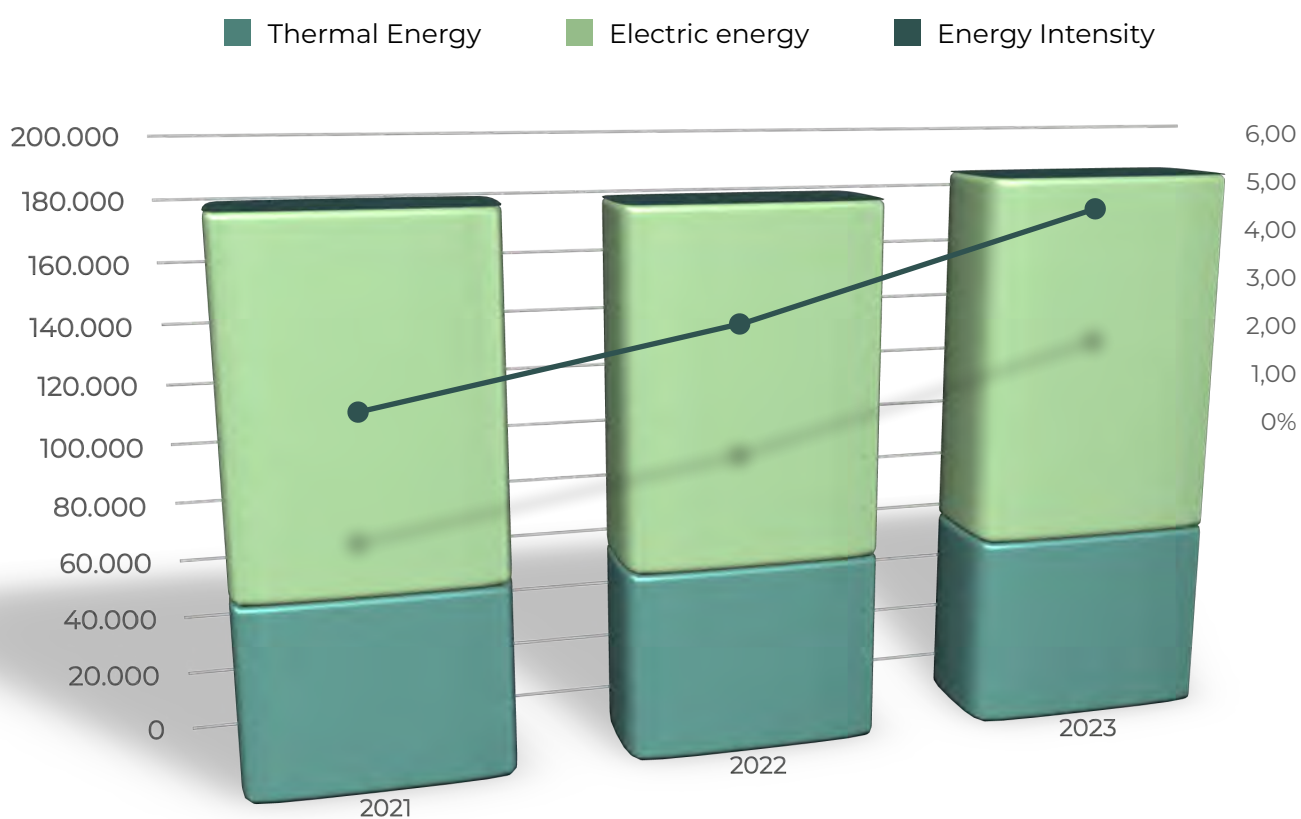
The following table shows the group's overall energy balance; while the subsequent table presents energy intensity, expressed in GJ per ton of finished product.

Tables and graphical representations related to energy consumption – GRI reference 302.1, 302.3, and 302.4

		2021	2022	2023
Fuel Consumed (Natural Gas)	Sm ³	1,810,159	1,798,116	1,798,116
Fuel consumed (natural gas)	GJ	63,864	63,540	64,489
Electric energy purchased from the Grid	kWh	31,338,809	31,225,004	30,523,783
Electric energy from Trigeneration	kWh	/	/	2,323,473
Thermal energy from Trigeneration	kWh	/	/	422,289
Cooling energy from Trigeneration	kWh	/	/	681,860
Self-Generated electric energy	kWh	1,237,139	1,267,694	1,060,461
Electric energy supplied to the Grid	kWh	14,418	14,696	98,247
Electric energy Consumed	kWh	32,561,530	32,478,002	33,909,470
Total Energy Consumed	GJ	181,086	180,461	186,203

GJ/t Produced	2021	2022	2023
Thermal energy intensity	1.57	1.77	1.89
Electricity intensity	2.88	3.26	3.58
Thermal energy intensity	/	/	0.04
Cooling energy intensity	/	/	0.07
Total energy intensity	4.46	5.02	5.58

ENERGY CONSUMPTION (GJ) and energy intensity (GJ/t)

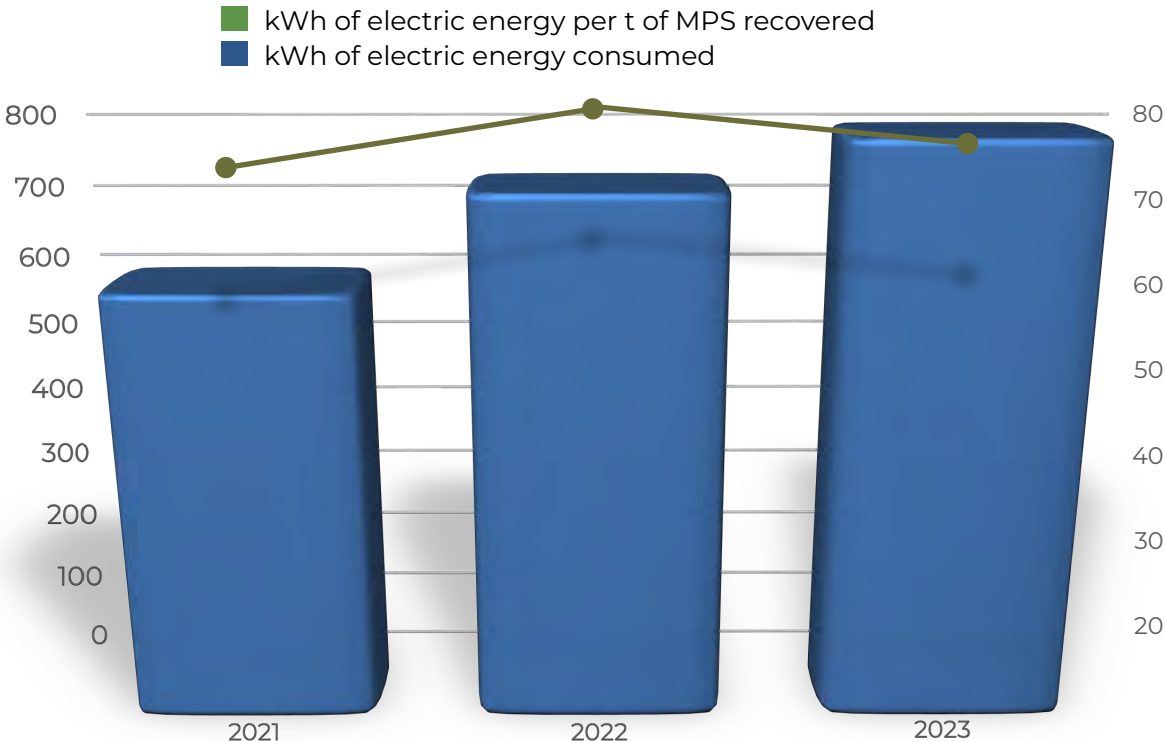


[1] The natural gas consumption values expressed in GJ for the years 2021 and 2022 are higher than those reported in the previous edition of the report due to a calculation error that has since been corrected. This same error also affects the total energy consumption figures reported in the last row of the table.

As can be seen from the graph, overall energy consumption remains essentially constant over the three-year period, with a slight increase in the last year, partly due to the increasing fragmentation of production, as previously mentioned. This increase is even more evident in the specific index (energy intensity).

Focusing the analysis on the waste recovery activity carried out by Mondo SD and Diba, the following graph shows that the energy efficiency of the recovery process remains essentially constant over the three-year period, with a slight improvement in 2023, moving from 73 kWh per ton of MPS recovered in 2022 to 70 kWh per ton of MPS recovered in 2023.

MONDOSD - Electric energy consumed



OVERALL ENERGY CONSUMPTION REMAINED RELATIVELY CONSTANT OVER THE THREE YEAR PERIOD.

ATMOSPHERIC EMISSIONS

The main direct greenhouse gas emissions from Mondorevive Group's facilities derive from the combustion of fossil fuels (natural gas, Scope 1). These emissions were quantified based on fuel consumption, applying the standard calculation factors used within the European CO₂ quota trading system (Emission Trading).

Regarding indirect emissions, the following contributions were calculated:

- Emissions from the production of electricity drawn from the grid and from the production of electric energy, heat, and cooling from trigeneration (Scope 2);
- Emissions from the transport of raw materials to the group's facilities (Scope 3);
- Emissions from the transport of finished products from the group's facilities to customer locations (Scope 3);
- Emissions from employee home/work travel (Scope 3).

The calculation of Scope 3 emissions related to transportation is limited to the years 2022 and 2023.

Indirect emissions from the production of electricity drawn from the grid are quantified based on the energy mix declared by electricity suppliers, applying the emission factors published annually by ISPRA in the report on CO₂ emissions from electricity production (ISPRA Report No. 363/2022) for each energy source. Specifically, the average CO₂ emission factor for electricity consumed over the three-year period decreased from 329 g CO₂/kWh in 2021 to 277 g CO₂/kWh in 2023 (slightly lower than the national electricity market's average emission factor, which was 288 g CO₂/kWh in 2022), thanks to the gradual increase in the share of renewable energy in the mix of suppliers used.

As for indirect emissions from the production of energy from the trigeneration plant, the emission factors provided by ACEA were used. Specifically, for 2023, an average CO₂ emission factor of 154 g CO₂/kWh was used for electricity, 849 g CO₂/kWh for heat, and 526 g CO₂/kWh for cooling.

For emissions from the transportation of raw materials and finished products, the emission factors provided by the UK Government were used, which, although not specific to the Italian context, are comprehensive in terms of processes, easily accessible, and immediately usable.

Finally, as regards employee home-work travel, the emission factors estimated by ISPRA using the Copert model were applied for private car use, and the values provided by the UK Government were used for bus travel.

The following table shows direct CO₂ emissions, indirect emissions (Scope 2 only), and partial emissions (Scope 1 + Scope 2) for the three-year period under consideration; for 2022 and 2023, indirect emissions related to transportation (Scope 3) and total emissions (Scope 1 + Scope 2 + Scope 3) are also reported; the next table shows the CO₂ emission intensity, expressed in kg CO₂ per ton of product, with the same breakdown. Biogenic CO₂ emissions are not applicable.

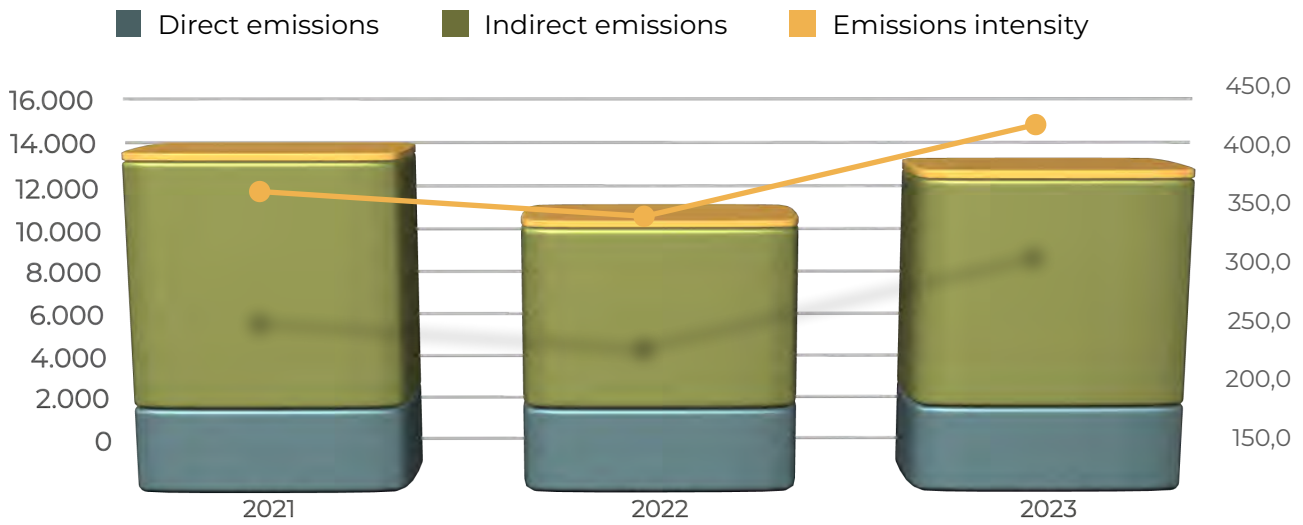
Tables and graphic representations relating to emissions - GRI reference 305.1, 305.2 and 305.4

t di CO₂		2021	2022	2023
Scope 1:	Direct emissions	3,590	3,579	3,645
Scope 2:	Indirect emissions	10,326	7,608	9,519
Emissions	totals (1+2)	13,916	11,188	13,164
	Raw Materials Input	n.d.	2,602	1,898
Scope 3: Transport emissions	Finished Products Output	n.d.	3,520	3,905
	Employees	n.d.	157	161
	Totals	n.d.	6,278	5,963
Emissions	totals (1+2+3)	n.d.	17,466	19,127

kg of CO₂/t	products	2021	2022	2023
Scope 1:	Direct emissions	88.3	99.7	107.1
Scope 2:	Indirect emissions	254.1	211.9	279.6
	Total emissions (1+2) / t product	342.4	311.5	386.6
Scope3:	Transport emissions	n.d.	175.1	173.3
	Total emissions (1+2+3)	n.d.	486.6	560.9

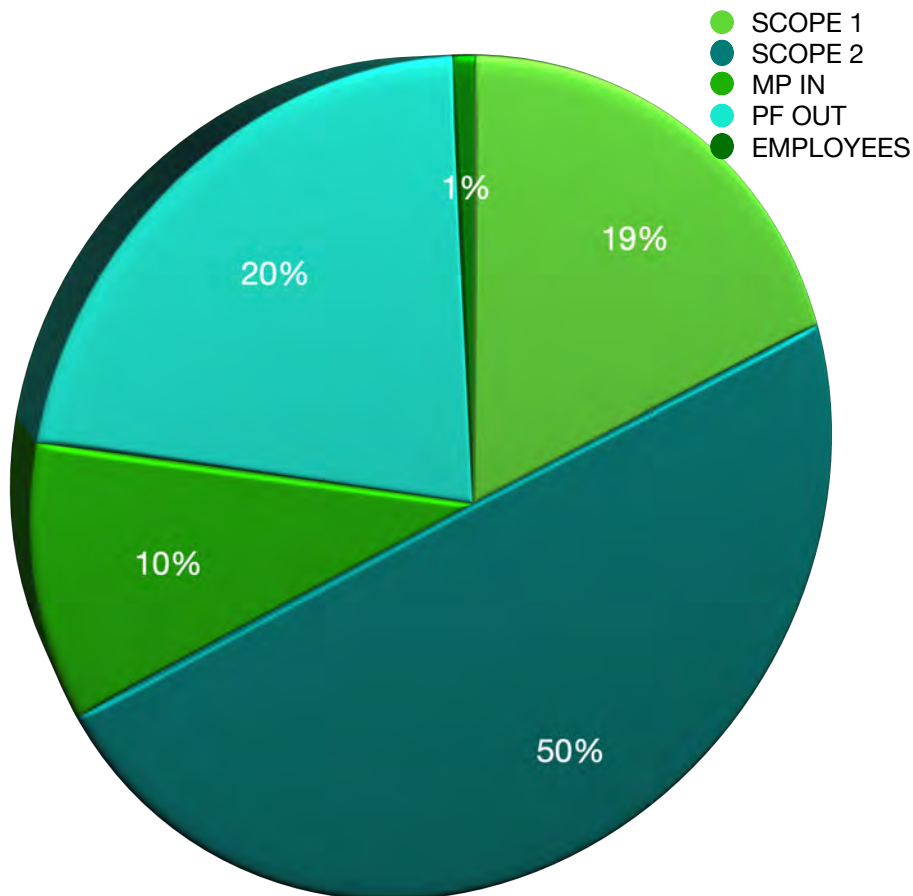
[1] The value of emissions related to employee mobility, expressed in tCO₂/year for the year 2022, is lower than that reported in the last edition of the report, as a more updated emission factor was used (ISPRA 2021).

CO₂ EMISSIONS (scope 1+ scope 2)



As shown in the graph, CO₂ emissions from the group's activities increased in 2023 compared to the previous year, both in absolute terms (+9%) and in intensity relative to production levels (+15%).

Overall CO₂ EMISSIONS

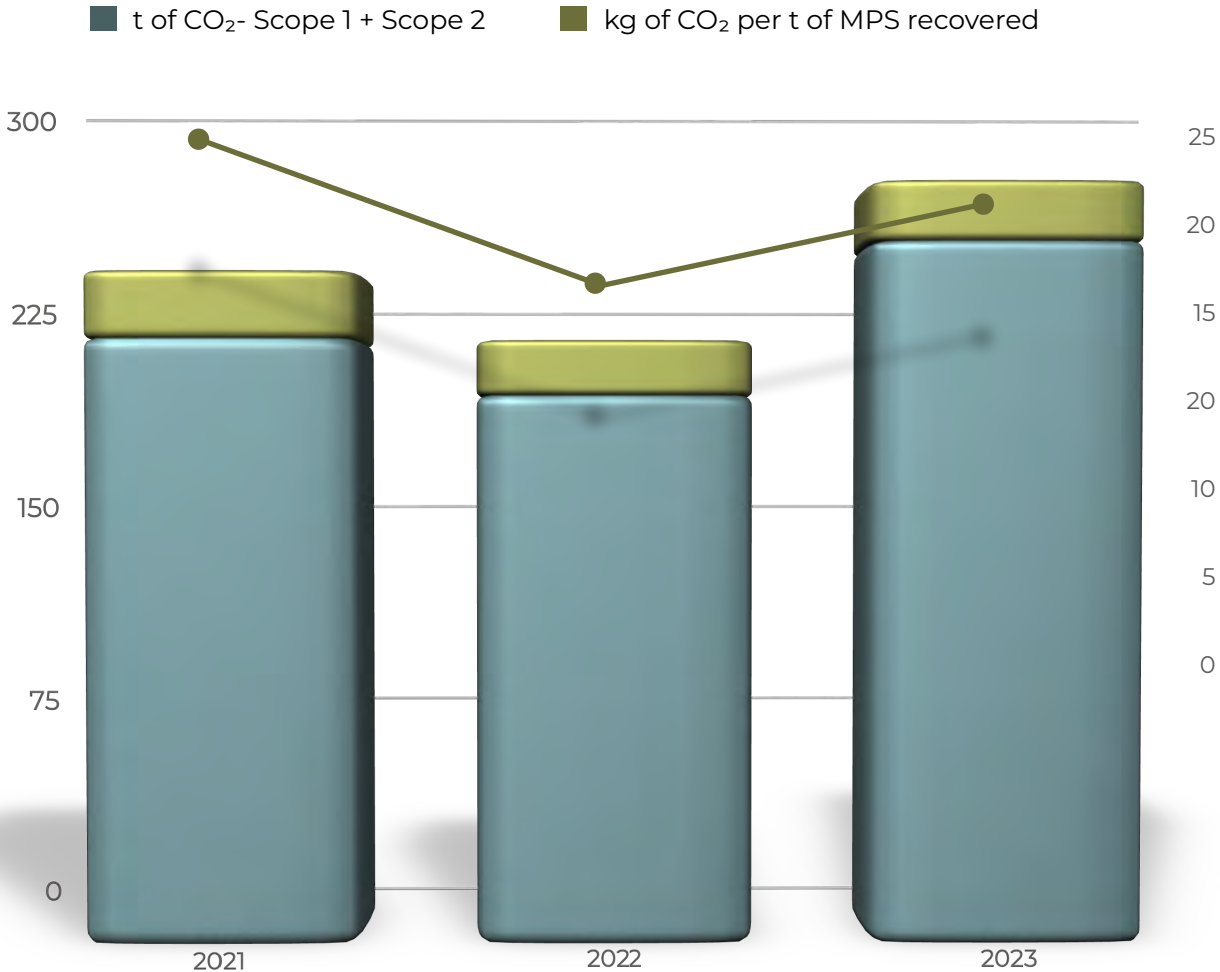


As can be seen from the graph, the main contribution is attributable to the production of electricity consumed and heat from trigeneration (about 50%), followed by the transportation of finished products (20%), the combustion of natural gas (19%), and the transportation of raw materials (10%). The contribution of home/work commuting by employees is approximately 1% and is negligible compared to the other factors.

Focusing the analysis only on the Mondo SD site in Bernate Ticino and the Diba site in Chignolo Po, the following graph shows that CO₂ emissions are higher in 2023 but remain relatively contained, both in absolute value and relative to the MPS recovered.

Finally, regarding pollutant emissions from production plants, analyses are conducted on the main chimneys annually, as required by the existing permits. These analyses, as mandated by current regulations, are carried out under the most demanding operating conditions and, therefore, are not representative of the average emissions during the year, which are certainly lower than the measured values. Consequently, it is not possible to accurately estimate the annual emissions of each pollutant. However, it should be noted that the analyses have consistently shown compliance with the authorised limits.

MONDOSD and DIBA - CO₂ EMISSIONS



THE TERRITORY

The Busto Arsizio plant covers a total area of 17,660 m², of which 9,636 m² are covered. The area is heavily urbanised, with predominantly industrial zoning, around which residential areas have developed. The site is located outside the boundaries of the Alto Milanese Park (primarily an agricultural area), so there are no related regulations. Upon arriving at the plant, one can immediately see 10 of the 11 silos where PVC resins are stored, while the plasticisers are stored in external or underground tanks located in the yard, which are also clearly visible.

The Ferentino plant is the largest site in the group, with a total area of 35,560 m², of which approximately 13,000 m² are covered. The plant is located on Via Casilina, which connects Rome to Frosinone, in an area designated for artisanal and industrial production; the area, which includes other industrial and commercial establishments, is surrounded by agricultural fields, with a few isolated houses present as well.

The Caltek site is located in the western part of the Municipality of Chignolo Po, about 1.6 kilometres from the town center, within the Industrial Zone. The site covers a total area of about 12,300 m², of which 7,300 m² are covered. The surrounding area is primarily agricultural, typical of the Po Valley, and is located about 5 km from where the Lambro River flows into the Po. Across from the Caltek plant is DIBA srl.

The MondoSD site, the smallest in the group, is located in the Municipality of Bernate Ticino, about 2 km east of the Ticino River. It is in an industrial area near the A4 highway, surrounded by agricultural land.

Considering the activities carried out, the associated impacts, and the territorial contexts in which the group's production sites are located (mainly industrial areas, distant from residential centres, with the exception of the Busto Arsizio site), it can be stated that the group's activities do not have significant impacts on the surrounding area, as:

- from the investigations carried out, the noise impact limits were always respected;
- atmospheric emissions have always complied with the limits set in the permits issued by the relevant authorities;
- special attention is paid to preventing potential odor impacts from the production processes.

². The covered surface area reported for the Ferentino plant corrects the erroneous value indicated in previous editions, which was 28,053 m².



WORKERS

ANNUAL REPORT

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GENERAL DATA

The following two tables show the three-year trends for employees (number of staff at the end of each year), broken down by gender and contract type (fixed-term/permanent; part-time/full-time).

Tables related to employment – GRI reference 2-7, 2-8, 401.1, and 405.1.

Employees by gender and contractual duration (fixed-term and permanent)		2021	2022	2023
Men	Fixed-term	10	10	1
	Permanent	238	252	258
Women	Fixed-term	0	1	1
	Permanent	31	31	32
Total	Fixed-term	10	11	2
	Permanent	269	283	290

Employees by gender and type of contract (part-time and full-time)		2021	2022	2023
Men	Part-time	0	0	2
	Full-time	248	262	257
Women	Part-time	3	3	3
	Full-time	28	29	30
Totali	Part-time	3	3	5
	Full-time	276	291	287

After several years of growth, in 2023 the workforce remains overall in line with the previous year.

The following table compares temporary agency workers with total employees, of which they represent between 3% and 5%. The use of temporary agency work, which plays a marginal role, is primarily motivated by the need to manage temporary work peaks or as a way of onboarding newly hired employees.

	2021	2022	2023
Total employees	279	294	292
Workers provided	13	12	10

The following two tables show the employee inflows and outflows over the three-year period, divided by gender and age group (Note: New hires in 2023 do not include Diba personnel already present at the time of acquisition, except for one male employee classified at the "manager" level).

Newly hired and terminated employees by type		2021	2022	2023
Newly hired	Men	42	38	29
	Women	6	7	5
	Total	48	45	34
Terminated	Men	21	28	34
	Women	1	6	5
	Total	22	34	39

Newly-hired and terminated employees by age class		2021	2022	2023
Newly hired	< 30 years	16	13	15
	between 30 and 50 years	25	26	16
	> 50 years	7	6	3
Terminated	< 30 years	3	3	8
	between 30 and 50 years	8	19	19
	> 50 years	11	12	12

In the following table, employees are categorised by gender and employment level.

Employees by type and level of employment		2021	2022	2023
Men	Workers	203	214	211
	Employees	27	31	30
	Executives	13	13	13
	Directors	5	4	5
Women	Workers	2	2	3
	Employees	23	25	25
	Executives	6	5	5
	Directors	0	0	0
Total	Workers	205	216	214
	Employees	50	56	56
	Executives	19	18	18
	Directors	5	4	5

Percentage distribution of employees by gender in 2023	Men	Women	Total
Workers	99%	1%	100%
Employees	55%	45%	100%
Executives	72%	28%	100%
Directors	100%	0%	100%
Total	89%	11%	100%

Percentage distribution of employees by employment level in 2023	Men	Women	Total
Workers	81%	9	73%
Employees	12%	76%	19%
Executives	5%	15%	6%
Directors	2	0%	2%
Total	100%	100%	100%

Regarding wages, there are no predetermined differences based on gender or the locations of the plants; such differences are mainly related to the specific roles held. For example, at the employee level, male workers earn on average 2% more than female workers at the same level; however, at the managerial level, the situation is reversed, with women earning up to 50% more than their male counterparts in the same role, as they are assigned different tasks.

Benefits provided to workers are granted regardless of the type of contract (fixed-term or permanent); in the case of part-time contracts, benefits may be proportionate to the hours worked.

Over the years, with the acquisition of various plants and the expansion of production and business, the workforce has grown. This growth has particularly involved young people, who bring their expertise in line with current market demands, fostering a beneficial exchange with the Group's established competencies.

When considering employees, while the intermediate age group (30-50 years) remains dominant among new hires, the under-30 category has also strengthened. Given the progressive increase in the retirement age, the over-50 age group remains significant, with their skills kept up to date through continuous training plans, as reported later in the Sustainability Report. Women make up just over 10% of the total workforce, with near-equal representation in administrative, managerial, and process control roles.

An important form of worker protection is collective bargaining, which remains at a high level across the Mondorevive Group, both nationally and at the company level. All workers are covered by the national collective labor agreement (CCNL) of the sector to which they belong (Rubber and plastic) which is supplemented by site-specific agreements at the company level.

The types of contracts in place demonstrate the Group's long-standing emphasis on employment continuity, with 99% of workers holding permanent contracts, an increase from last year.

As for the distance between employees' residences and the Group's plants, just over 70% of workers live within 15 km of their workplace (with peaks of 83% at the Busto Arsizio site).

HEALTH & SAFETY

Among the main initiatives that Mondorevive has promptly extended to all the facilities acquired over time are the following: the extension of the entire integrated management system, the Code of Ethics, the Policy and Supervisory Committee, project management through coordination meetings between departments and with management, which recognises the necessity and importance of further integrating quality, environmental, and safety requirements into business processes.

Mondorevive places utmost importance on safety within its strategy and is committed to combining the production needs of the facilities with the protection of the well-being of workers and local communities. To achieve this, it continuously strives to:

- Assess, prevent, and mitigate risks through well-structured corporate organisations that are alert to potentially dangerous situations and ready to act quickly.
- Introduce the best available technologies in the plants, not only from a production and environmental standpoint but also in terms of health and safety.
- Foster the perspective of every worker, starting from the top management, regarding the contribution each can make to improve the safety climate.

With an aging workforce (especially at the Busto Arsizio plant) and an increasingly complex market scenario, promoting skills development, engagement, and employee empowerment is key to increasing the efficiency and competitiveness of the Group's companies. A clear strategy ties continuous training to business operations to update employees' skills and guide them through the company's evolution. Mondorevive Busto Arsizio has also initiated collaboration with local technical institutes (school-work alternation) and universities (curricular internships).

Mondorevive's acquisitions have led the group to prioritise employee engagement through internal communication and engagement initiatives to enhance team spirit. The "A World of Ideas" project has achieved its goal at the Busto Arsizio plant, and for this reason, it has been extended to the Ferentino plant and will gradually involve the entire Group. For a company operating nationwide, with processes that are not always comparable across production sites, employee involvement is essential to create a sense of belonging and unity in pursuit of shared goals.

Since 2020, the focus on health and safety at the workplace has been further strengthened, becoming an integral part of the new policy "Sustainability – Quality, Health, Safety, and Environment." For each production site, we have gradually implemented the Integrated HSE Management System according to the international standards UNI ISO 45001 and UNI EN ISO 14001. We developed this system on a voluntary basis, as our goal is to optimise and continuously improve processes that ensure the health of our workers, workplace safety, and environmental protection. With the recent acquisitions, we are also integrating the same process of hazard identification, risk assessment, and incident investigation: any improvement made at one plant is evaluated for the others.

Risk monitoring related to health and safety at the workplace, particularly in production facilities, where multiple potential hazards exist that could result in accidents, is carried out through safety-walks with inter-company staff, consultants, and increasingly qualified personnel. These actions are aimed at prevention, identification, and evaluation. The system we adopt follows this hierarchy of actions:

- eliminate the source of risk;
- substitute the source of risk with one of lesser impact;
- implement structural technical measures;
- adopt organisational measures;
- provide constant and updated training;
- conduct health surveillance activities.

Once risks are identified, we implement specific actions to reduce the likelihood of their occurrence.

Technical interventions may involve CE-marked machines equipped with safety systems and subject to periodic inspections, as well as forklifts, which undergo regular checks and are equipped with warning systems such as horns, flashing lights, and blue spots. Procedural interventions apply to specific procedures and emergency plans, while behavioural interventions focus on continuous information and training for staff. All possible measures are taken to prevent accidents, but if they do occur, a thorough analysis is conducted at each site to determine the causes and adopt preventive and protective actions. Information about incidents is then communicated at the Group level to prevent similar events at other sites, through the participation and consultation of workers, the RLS (worker safety representatives), and communication regarding health and safety across the Group. For example, the implementation of the new M calendar has allowed us to evaluate cutting-edge systems for installation on existing equipment.

At each of our sites, we conduct health monitoring through external structures tasked with safeguarding workers' health, not only out of care for our people but also as required by law. As part of the periodic health surveillance, the occupational physician organises information and training sessions for employees to promote healthier lifestyles and prevent health risks. In an effort to integrate and mitigate impacts on workplace health and safety throughout the Group, we decided to appoint the same occupational physician for all Lombardy plants; for the Ferentino plant, a local expert is engaged.

In line with the integrated system for health and safety management, we appointed the same consultant as the head of the prevention and protection service for the two nearby plants in Busto Arsizio and Bernate Ticino. This consultant also serves as an auditor for the management systems, as do the other RSPPs (Prevention and Protection Service Managers) at Ferentino and Chignolo Po. During specific information and training sessions, both in classrooms and in the field, we simulate hazardous situations reported by workers. In the 2020 policy review, the ISO 45001:2018 principles were introduced for all our sites.

The integrated quality, environment, health, safety, and corporate social responsibility system is implemented in all plants, and all employees are covered by it.

Mondorevive's core values and principles are expressed in the Code of Ethics. This document facilitates the structured sharing of the company's strong culture and provides guidance for activities and behaviours. The adoption of the Code aims to meet the needs and expectations of all internal and external stakeholders. The Code is the cornerstone of Mondorevive's ethics, which all recipients sign when they begin their collaboration with the company; it is a crucial tool for the ethical and sustainable growth of the business. The Code of Ethics is directed at: administrators, managers, employees, workers, and all external collaborators, including, but not limited to: suppliers, consultants, agents, and representatives; it is also made available to public and regulatory bodies for their reference.

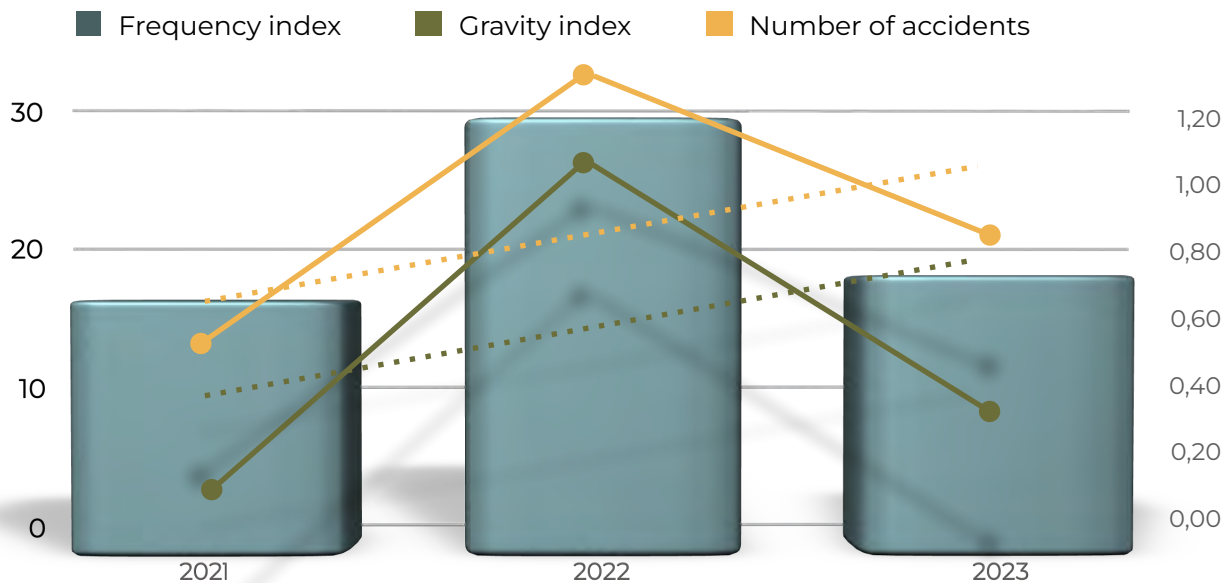
Compliance with the Code is mandatory for all employees and collaborators, as is adherence to the legal framework within which they operate (whether national, supranational, or foreign) and the provisions contained in collective agreements. "Those in leadership or managerial roles must set an example for others by demonstrating that compliance with the Code of Ethics is a fundamental part of our daily work, and that business results should never be achieved without adherence to the principles contained therein. We are all responsible for ensuring compliance with the Code of Ethics."

The table and graph below provide data on accidents over the three-year period across the Group's sites. It is worth noting that no commuting accidents, fatalities, or incidents with serious consequences were recorded during the three-year period.

Tables and graphical representations related to worker health and safety – reference GRI 403.8, 403.9, and 403.10

Accidents procedure	2021	2022	2023
Number of accidents	8	14	9
Number of hours worked	488.624	498.712	499.969
Frequency index (injuries per million hours worked)	16,37	28,07	18,00
Severity index (days lost by thousands of hours worked)	0,39	1,05	0,48

ACCIDENTS PROCEDURE



The number of accidents in the Group's companies in 2023 saw a significant decrease compared to the previous year, returning to values in line with 2021. Both the frequency and severity rates have also decreased. This improvement is mainly due to actions aimed at reducing the incidence of accidents and their consequences, implemented at the Caltek facility in Chignolo Po, including the introduction of the health and safety management system, which has drastically reduced the number of accidents compared to the previous year (from an average of 5 per year in the period 2020–2022 to just one accident in 2023). In relation to the other facilities, the performance of Mondo SD worsened due to two accidents involving personnel from external companies; however, it should be noted that despite an increase in the frequency rate, there is still a decrease in the severity rate.

The Group's indicators remain below the average values for the rubber and plastic sector (16.5 accidents per million hours worked over the 2015–2017 period).

It is evident that the implementation of the health and safety management system for workers takes on strategic importance, as confirmed by the positive results in the two Mondorevive S.p.A. facilities.

From the analysis of accidents over the three-year period, it emerges that they are largely attributable to two specific types: primarily mechanical hazards related to the use of machinery, and to a lesser extent, bumps and trips.

During the three-year period under review, no reports of occupational diseases were recorded in the Group's companies.

TRAINING

The inclination towards training is strongly correlated with the growing size of the Mondorevive group, the constant pursuit of process standardisation, and the improvement of quality, environment, health, and safety.

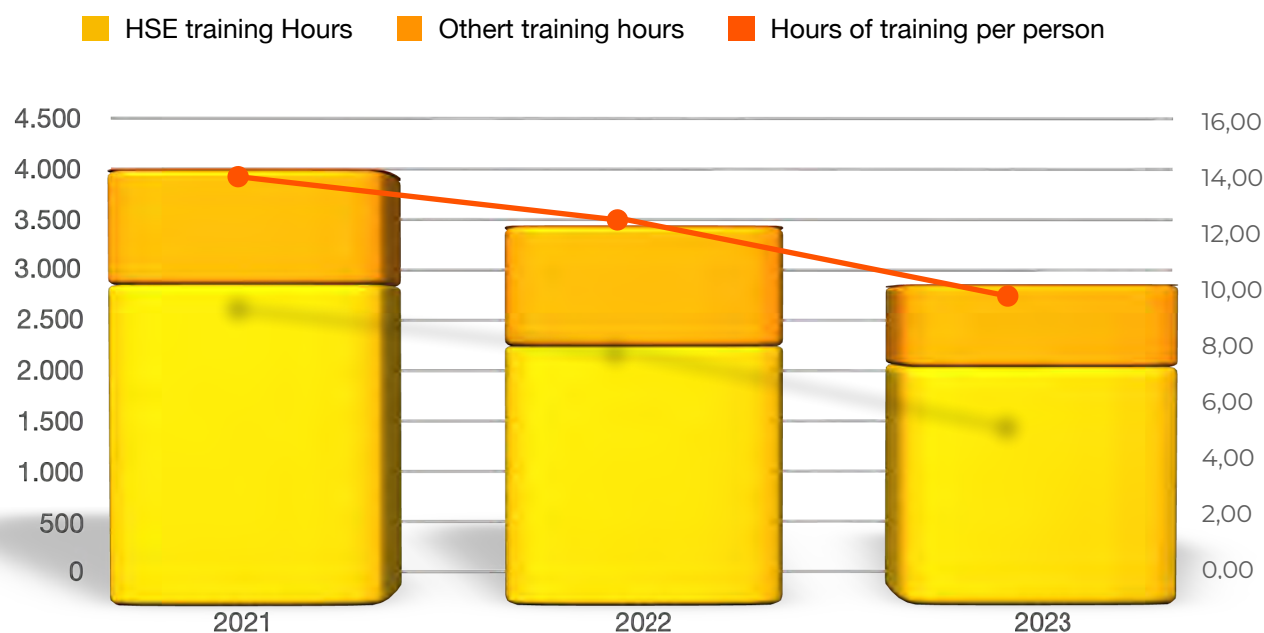
Even in 2023, the hours of training in the areas of environment and safety remain significantly predominant.

The per capita training hours in the last year show a slight physiological decrease compared to the previous year, as most of the training interventions in the two main facilities of Busto Arsizio and Ferentino have been completed.

Tables and graphical representations related to training and education – reference GRI 404.1

Training hours	2021	2022	2023
HSE	2,819	2,276	2,097
Other subjects	995	1,049	716
Total	3,814	3,325	2,813
Hours of training per person	13.67	11.31	9.63

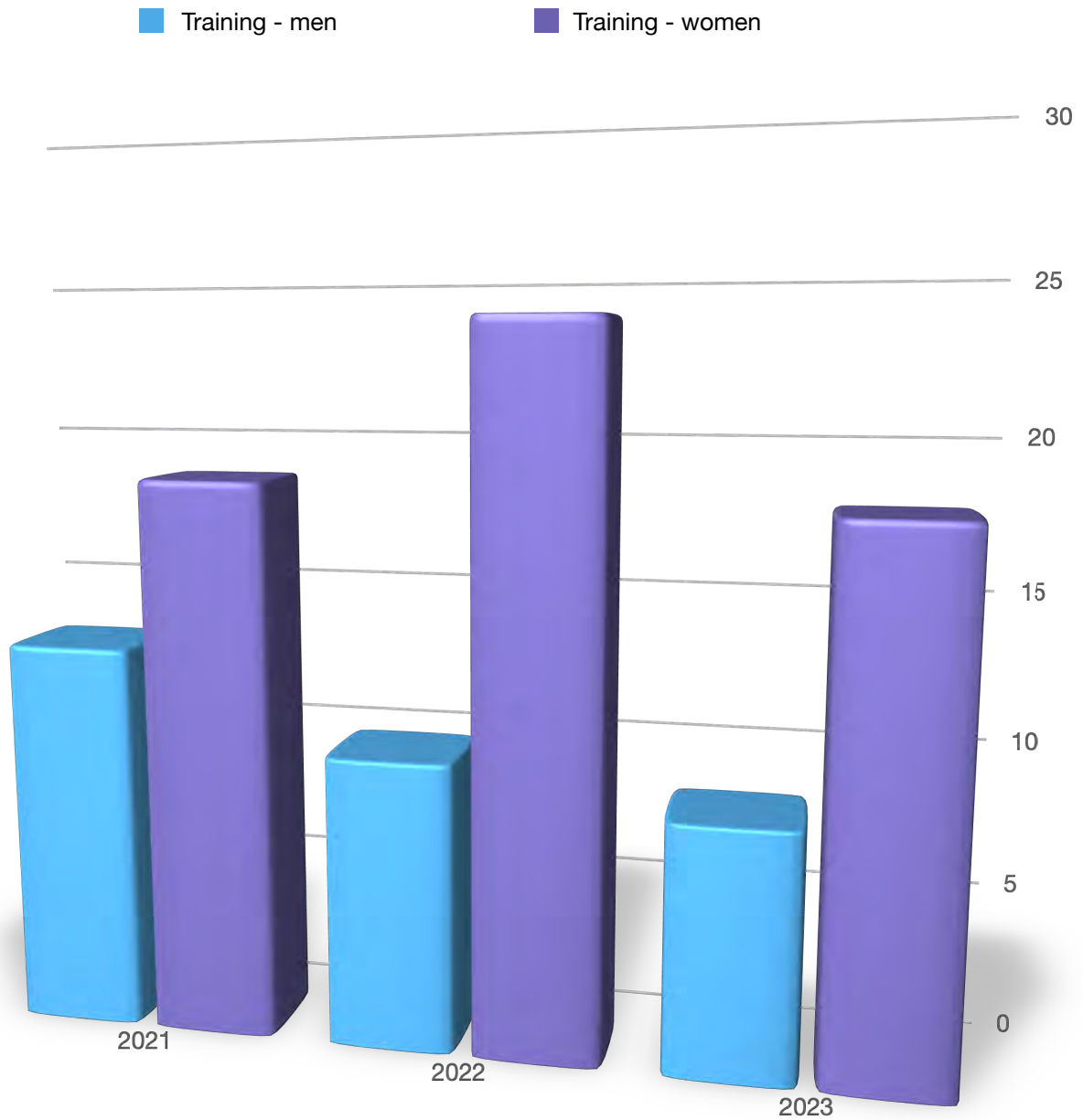
TRAINING HOURS



Other training hours per person	2021	2022	2023
Men	13.03	9.77	8.58
Women	18.68	23.91	17.94
Employees	13.42	17.29	12.18
Workers	13.74	9.31	8.71



TRAINING HOURS PER CAPITA



Regarding gender, until 2019, there was a clear prevalence of training provided to male employees across the group, likely due to the fact that the majority of the training was given to the worker category, which is almost entirely male. However, since 2020, a greater balance has been observed, with a prevalence in the last three years of per capita training hours provided to female employees. Concerning job levels, in both 2022 and 2023, training for office staff was predominant (approximately 12 hours per capita for office employees and 8 hours per capita for workers in 2023).



SUPPLIERS

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SUPPLIERS

No entity can think of existing without engaging daily with its own context. Strategic for the Group's performance, stakeholders connected to the market are closely tied to the companies' activities through the supply and production chain, or through the collective environments where industrial players meet and interact.

Mondorevive's supply chain is primarily focused in Europe. The types of suppliers range from the large global chemical players (suppliers of strategic raw materials) to medium-sized and national suppliers, such as those providing additives or transport services for the production sites. Locally, for supplies related to the daily functioning of the companies, suppliers become partners and can even be very small, as local entities are preferred, sometimes even family-run businesses, for services related to the routine and extraordinary maintenance of the plants.

As stated in its "Code of Ethics," revised in 2022, Mondorevive's external relations requirement is: "Acting in good faith, with loyalty, respect, and transparency towards all parties who come into direct contact with the Company, whether they be suppliers, customers, consumers, entities, or institutions, is a fundamental principle for us."

To emphasise the importance of the supply chain, the chapter on suppliers also focuses on the selection process, which "is based on parameters of competence, competition, objectivity, fairness, ethics, impartiality, price equity, quality of the good and/or service offered, and social responsibility."

In line with conforming procurement activities to the ethical principles adopted, Mondorevive has committed to introducing social requirements for certain supplies, such as the implementation of an Integrated Quality, Environment, Safety, and Corporate Social Responsibility Management System in accordance with ISO 9001, ISO 14001, ISO 45001, and ISO 26000 standards. To this end, the following clauses are included in orders with suppliers: Mondorevive promotes supplier awareness through the issuance of orders, explicitly stating that by accepting the order/assignment, the supplier agrees to acknowledge that the provision of products/equipment and/or the delivery of services/contracts must comply with all applicable requirements, both legal/regulatory and contractual, including those related to Health & Safety at Work (e.g., Legislative Decree 81/08 and others), Environment (e.g., Legislative Decree 152/06 and others), and social responsibility and human rights at work (e.g., ILO, ISO 26000, national collective labor agreements, etc.).

There are about 50 strategic raw material suppliers worldwide, bound to the Group by framework agreements. Resin suppliers alone account for approximately 60% of the Group's spending on raw materials.

The "Procurement CFO" function is responsible for defining the strategic and operational elements of its portion of the supply chain, optimising logistical, qualitative, and economic aspects for all purchases of goods or services outside the definition of strategic raw materials. MondoSD plays a critical role in optimising flows and reducing waste.

Like many plastic material producers, Mondorevive is dependent on the decisions of large producers, who have the ability to adjust prices at their discretion, based on their own cost increases. It is always important to conduct an in-depth analysis of our suppliers' market strategies to prepare for price increases and, if possible, secure a discount relative to the volume of raw materials purchased.

Service procurement follows a simpler process: once the supplier is identified, the goal is to establish a lasting trust relationship, if one does not already exist, to ensure close and reliable collaboration. By "exporting" service suppliers to other companies within the Group, it is possible to consolidate the position and stability of the relationship, demonstrating a commitment to increasing trust in their services.

Within the framework of the integrated management system, supplier evaluation and qualification also include environmental parameters, environmental certifications, and impact management. Among the raw material suppliers evaluated, 56% have an environmental management system certified according to UNI EN ISO 14001:2015, and 22% have a health and safety management system certified according to UNI ISO 45001:2018; additionally, 92% of these suppliers have a quality management system certified according to UNI EN ISO 9001:2015.

Regarding service suppliers, about 34% are certified according to ISO 9001, 10% according to ISO 14001, and 18% according to ISO 45001; the slight decrease in the percentage of certified suppliers is due to the absolute increase in the number of suppliers managed through the portal, while certifications in absolute value remain relatively constant. Finally, it should be noted that 2% of suppliers are certified according to SA8000.

BALANCE SHEET CERTIFICATION

ANNUAL REPORT

2020



mondoreve

Financial Planner

At age 64, you will be

AUDIT OF THE 2023 SUSTAINABILITY REPORT - MONDOREVIVE GROUP

Purpose

Certiquality S.r.l. was commissioned by the Mondorevive Group to conduct a limited assurance engagement of its 2023 Sustainability Report to assess its compliance with the GRI (Global Reporting Initiative) Standards 2021 version, with reference to the "in accordance" application level, which requires an organization to have met all nine mandatory requirements of the standard, offering a comprehensive overview of the main economic, environmental, and social impacts, and explains how these impacts are managed, thereby enabling readers to make appropriate assessments and informed decisions.

This letter describes the activities carried out, reports the verification results, and provides recommendations for improvement.

The verification specifically focused on:

- the principles for defining the content of the report (stakeholder inclusiveness, sustainability context, materiality, completeness);
- the correct definition of the report's scope;
- the verification of the report's quality assurance principles (balance, comparability, accuracy, timeliness, clarity, reliability of the data and information management system);
- the compliance of the report's content with the provisions outlined in the GRI Standards rev 21 guidelines.

The verification was conducted in accordance with the procedures adopted by Certiquality for audits in compliance with the UNI EN ISO 19011:2018 standard. The audit was carried out partly in person (for interviews with operational staff, site inspections, and the verification of operational controls in production areas, logistics, external office and service areas) and partly remotely by reviewing documentation shared on digital platforms.

Methods

The activity was carried out according to the following operational methods:

- analysis of the document "Mondorevive 2023 Sustainability Report," with particular reference to the principles and contents outlined in the GRI guidelines (definition of the report's scope, standard information, and performance indicators);
- site tour and verification of operational, logistical, managerial, and organisational processes at the legal and operational headquarters in Busto Arsizio, as well as at the operational sites of the controlled companies, Caltek Srl and Diba Srl, in Chignolo Po (PV);
- Interviews with the functions involved, either directly or indirectly, in drafting the document and in managing the data and information process (from collection to subsequent processing);
- Review of documents and records present at the headquarters and production sites, as well as remotely; the analysis focused on both the procedures adopted for data collection, storage, and processing, as well as the technical and regulatory aspects of the activities carried out.

The economic-financial data are derived from Mondorevive's consolidated financial statements, which are subject to voluntary auditing. The verification activities related to the management of data and information contained in the Report were conducted on a sample basis, ensuring adequate coverage of all aspects addressed in the document.

The sustainability report refers to all companies within the MONDOREVIVE GROUP included in the scope of the consolidated financial statements:

- Mondorevive S.p.A., legal and operational headquarters in Busto Arsizio (VA);
- Mondorevive S.p.A., operational site in Ferentino (FR);
- Mondorevive S.p.A., logistics site in Marnate (VA);
- Caltek S.r.l., operational site in Chignolo Po (PV);
- Mondo SD S.r.l., operational site in Bernate Ticino (MI), acquired in 2020;
- Diba S.r.l., operational site in Chignolo Po (PV), acquired in 2023.

Both the standard disclosure and the representation of the indicators demonstrate a good level of compliance with the requirements of the GRI Standards/21 guidelines. Most of the indicators are reported for the 2021-2023 period at the group level and for each individual company or plant, depending on data availability. The production data refer to invoiced quantities (without considering changes in inventory, deemed insignificant), and specific environmental indicators (ratio of impacts to production) are derived by considering the impacts of all production sites, while for the recovery activities carried out at the Bernate site, specific indicators are defined that differ from those of the other plants. Therefore, there are no significant exclusions from the report's scope.

Results and Recommendations

The Organization, Management, and staff of Mondorevive have shown a strong commitment to sustainability strategy through the various actions described in their report, which was subject to this review. The GRI-updated indicators have been adopted correctly, transparently, and comprehensively; the reporting of data and information comes from traceable sources or from estimates made through reliable calculation methodologies.

The data collection and processing system is sufficiently structured and documented within the scope of the integrated Environment-Quality-Safety management system and certified under UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, and UNI ISO 45001:2018 (with reference to Mondorevive S.p.A.); in particular, supporting files, which are subject to ongoing refinement, have been developed, allowing for adequate traceability of the reporting process and clear identification of roles, responsibilities, and deadlines.

The strengths and areas for improvement of Mondorevive's Sustainability Report are related to:

STRENGTHS:

- Commitment of Management to spreading sustainability values both within and outside the organization, demonstrated by Group and company policies, environmental and sustainability certifications obtained at both management system and product levels, and important ongoing initiatives at both local and national levels;
- Strong preparation and commitment to sustainability by the functions and professionals responsible for collecting and processing data for the Sustainability Report.
- Continuous and concrete efforts to improve environmental performance and reduce the impacts generated by business activities over time.

AREAS FOR IMPROVEMENT:

- Continue to consolidate the data collection and reporting system for the Sustainability Report, particularly concerning the calculation of greenhouse gas emissions, which are currently subject to specific reporting.
- Confirm the commitment to reviewing and/or improving the criteria used for the materiality assessment, and explicitly outline them with greater clarity in the next edition of the Report.
- Further integrate the Report with additional information related to topics that may not have been deemed material or are less significant (e.g., water consumption and discharges) but are still of potential interest for analysing the organization's operational context.

Conclusions

The audit of the "Mondorevive Sustainability Report" for 2023 did not reveal any significant deficiencies concerning compliance with the GRI Standards guidelines and the content in terms of information and performance indicators, although there are some areas for improvement as outlined above.

The checks carried out did not uncover any issues that would lead to the conclusion that the Report cannot be considered compliant "in accordance with" the requirements of the GRI 2021 standards.

Milan, June 27, 2024.



Certiquality S.r.l.

The President Marco Martinelli

GRI CONTENTS INDEX

ANNUAL REPORT

2023

GRI STANDARD / OTHER SOURCE	INFORMATION	LOCATION		OMISSION		
		Paragraph	Page	Omitted Requirements	Region	Explanation

GENERAL INFORMATION

GRI 2 - General Information - version 2021

1. ORGANISATION AND ITS ACCOUNTING PRACTICES

2-1 Detail of organisation	2	11			
2-2 Entities included in organisational sustainability accounting	2	11			
2-3 Accounting period, frequency and point of contact	2	11			
2-4 Review of information	2	11			
2-5 External insurance	2	11			

2. ACTIVITIES AND WORKERS

2-6 Activity, value chain and other business relationships	3.1 – 3.4	9	15 - 21 75		
2-7 Employees	8.1	65			
2-8 Non-employee workers	8.1	65			

3. GOVERNANCE

2-9 Structure and composition of governance	3.3	21			
2-10 Nomination and selection of the highest governing entity				X	n.a. The Board of directors is constituted by the property owners
2-11 President of the highest government entity	3.3	21			
2-12 Role of the highest governing body in control of management impact	3.3	21			
2-13 Delegation of responsibility for managing impacts	3.3	21			
2-14 Role of the highest governance body in sustainability reporting	3.3	21			
2-15 Conflicts of interest				X	n.a. The Board of directors is constituted by the property owners
2-16 Communicating critical events	3.3	21			
2-17 Collective knowledge of the highest governing entity	3.3	21			
2-18 Evaluating the performance of the highest entity				X	n.a. The Board of directors is constituted by the property owners
2-19 Regulations regarding remuneration				X	Privacy Reserved information
2-20 Procedure for determining retribution	3.3	21			
2-21 Report on total annual retribution	3.3	21			

4. STRATEGY, POLICIES AND PRACTICES

2-22 Declaration on sustainable development strategy	1	6			
2-23 Tasks in terms of policy	4	29			
2-24 Integration of tasks in policy terms	4	29			
2-25 Processes aimed to remediate negative impacts	4	29			
2-26 Mechanisms for requesting clarification and raising	4	29			
2-27 Compliance with laws and regulations	4	29			
2-28 Membership in associations	4	29			

5. STAKEHOLDER INVOLVEMENT

2-29 Approach to stakeholder involvement	5	39			
2-30 Collective contracts	8.1	65			

GRI STANDARD / OTHER SOURCE	INFORMATION	LOCATION		OMISSION		
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SUBJECTS MATERIALS

GRI 3: Subjects materials 2021	3-1 Process of determining material topics	5	39			
	3-2 List of material subjects	5	39			

ECONOMICS

ECONOMIC SERVICES

GRI 3: Subjects materials 2021	3-3 Managing material subjects	6	43			
GRI 201: Economic performance 2016	201-1 Economic value directly generated and distributed	6	43			
GRI 201: Economic performance 2016	201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change					
GRI 201: Economic performance 2016	201-3 Obligations Concerning Defined Benefit Plans and Other Retirement Plans					
GRI 201: Economic performance 2016	201-4 Financial assistance received from the government	6	43			

PRESENCE ON THE LABOUR MARKET

GRI 3: Temi materiali 2021	3-3 Managing material subjects	3.3	21			
GRI 202: Presenza sul mercato 2016	202-1 Ratio of Standard Entry-Level Wage by Gender Compared to Local Minimum Wage			X	Not Relevant	The sector's National (CCNL) is applied.
GRI 202: Presenza sul mercato 2016	202-2 Proportion of senior management hired from the local community	3.3	21			

ENVIRONMENT

MATERIALS

GRI 3: Subjects materials 2021	3-3 Managing material subjects	7.1	48			
GRI 301: Materials 2016	301-1 Materials used based on weight or volume	7.1	48			
	301-2 Used materials coming from recycling	7.1	48			MR intends to conduct LCA assessments within the next 5 years.
	301-3 Reclaimed products and their packaging materials	7.1 - 7.2	48 - 50			

ENERGY

GRI 3: Temi materiali 2021	3-3 Managing material subjects	7.4	56			
GRI 302: Energia 2016	302-1 Energy consumption within the organisation	7.4	56			
	302-3 Energy intensity					
	302-4 Reduction of energy consumption	7.4	56			
	302-5 Reductions in energy requirements of products and services					The energy demand of MR products is not an intrinsic factor of the products themselves.

WATER AND HYDRIC WASTE

GRI 3: Subjects materials 2021	3-3 Managing material subjects	7.3	55			
	303-1 Interactions with water as a shared resource	7.3	55			
GRI 303: Water and effluents 2018	303-2 Management of impacts related to water discharge	7.3	55			
	303-3 Water removal	7.3	55			
	303-3 Wastewater discharge	7.3	55			

GRI STANDARD / OTHER SOURCE	INFORMATION	LOCATION		OMISSION		
		Paragraph	Page	Omitted Requirements	Region	Explanation
	303-3 Water Consumption	7.3	55			

EMISSIONS

GRI 3: Temi materiali 2021	3-3 Managing material subjects	7.5	59			
	305-1 Direct greenhouse gas emissions (GHG) (Goal 1)	7.5	59			
GRI 305: Emissions 2016	305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Goal 2)	7.5	59			
	305-3 Other indirect greenhouse gas (GHG) emissions (Goal 3)	7.5	59			
	305-4 Intensity of greenhouse gas emissions (GHG)	7.5	59			
	305-5 Reduction of greenhouse gas emissions (GHG)	7.5	59	X	n.a.	Not Present
	305-6 Emissions of Ozone-Depleting Substances (ODS)				X	Not Relevant Biennial analyses not representative
	305-7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	7.5	59			

WASTE

GRI 3: Subjects materiali 2021	3-3 Managing material subjects	7.2	50			
	306-1 Waste production and associated significant impacts	7.2	50			
	306-2 Managing significant impacts connected with waste	7.2	50			
GRI 306: Waste 2020	306-3 Waste produced	7.2	50			
	306-4 Waste not destined for disposal	7.2	50			
	306-5 Waste destined for disposal	7.2	50			

SUPPLIERS' ENVIRONMENTAL EVALUATION

GRI 3: Subjects materiali 2021	3-3 Managing material subjects	9	75			
GRI 308: Suppliers' environmental evaluation 2016	308-1 Nuovi fornitori selezionati utilizzando criteri ambientali	9	75			
	308-2 Negative environmental impacts in the supply chain and actions taken				X	n.a. Lack of significant influence over suppliers

COMPANY

EMPLOYMENT

GRI 3: Subjects materiali 2021	3-3 Managing material subjects	8.1	65			
	401-1 New hires and terminations	8.1	65			
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not available to temporary or part-time employees	8.1	65			
	401-3 Parental Leave	8.1	65			

WORKER HEALTH AND SAFETY

GRI 3: Subjects materiali 2021	3-3 Managing material subjects	8.2	69			
	403-1 Occupational health and safety management system	8.2	69			
	403-2 Hazard identification, risk assessment and investigations on incidents	8.2	69			
	403-3 Workplace medicine service	8.2	69			
	403-4 Worker participation and consultation and communication on workplace health and safety	8.2	69			
GRI 403: Workplace health and safety 2018	403-5 Worker training in workplace health and safety	8.2	69			
	403-6 Promoting workers' health	8.2	69			

GRI STANDARD / OTHER SOURCE	INFORMATION	LOCATION		OMISSION		
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	403-7 Prevention and mitigation of workplace health and safety impacts within commercial relationships	8.2	69			
	403-8 Workers covered by a workplace health and safety management system	8.2	69			
	403-9 Workplace accidents	8.2	69			
	403-10 Workplace illnesses	8.2	69			

TRAINING AND INTRODUCTION

GRI 3: Subjects materials 2021	3-3 Managing material subjects	8.3	72			
	404-1 Average number of training hours each year per employee	8.3	72			
	404-2 Programs for upgrading employee skills and transition assistance programs			X	n.a.	The workforce is well-established.
GRI 404: Training and instruction 2016	404-3 Percentage of employees receiving regular performance and career development reviews			X	n.a.	No formalized evaluation systems are in place.

DIVERSITY AND EQUAL OPPORTUNITIES

GRI 3: Subjects materials 2021	3-3 Managing material subjects	3.3 – 4 – 8.1	21 - 29 - 65			
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity in governance entities and among employees	3.3 e 8.1	21 - 65			
	405-2 Ratio of basic salary and remuneration of women to men	8.1	65			

LOCAL COMMUNITIES

GRI 3: Subjects materials 2021	3-3 Managing material subjects	7.6	73			
	405-1 Diversity of governance bodies and employees					
GRI 413: Local Communities 2016	413-2 Activities with significant potential and current negative impacts on local communities	7.6	73			

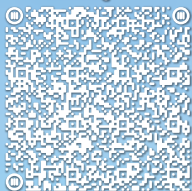
CUSTOMER HEALTH AND SAFETY

GRI 3: Subjects materials 2021	3-3 Managing material subjects	3.4	24			
GRI 416: 2016 Customer health and safety	416-1 Assessment of the health and safety impacts of product and service categories			X	n.a.	B2B activities, products without particular risks
	416-2 Incidents of non-compliance relating to the health and safety impacts of products and services	3.4	24			

MARKETING AND LABELLING

GRI 3: Subjects materials 2021	3-3 Managing material subjects	3.4	22			
GRI 417: Marketing and labelling 2016	417-1 Labelling requirements and information on products and services	3.4	22			
	417-2 Incidents of non-compliance concerning product and service information and labeling			X	n.a.	Issue not relevant
	417-3 Incidents of non-compliance concerning marketing communications			X	n.a.	Issue not relevant

Scan the QR CODE



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