



Sustainability REPORT

SUSTAINABILITY REPORT 2024



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Letter from the shareholders

“

The ESG factors presented in this fourth report represent key opportunities to strengthen and enhance the Group's competitiveness. In this context, 11 Sustainable Development Goals (SDGs) refer to the social sphere and 5 goals are specifically dedicated to the environment.

This highlights that people are at the heart of every sustainability strategy, after many years dedicated only to the environment, there are now, and increasingly, people... our people.

The Mondorevive Group Sustainability Report 2024 is, once again, aligned with the vision promoted by the SDGs. In addition, it incorporates the values set out in the Code of Ethics, the IQ NET SR10:2015 certification, which will be replaced by PAS 24000, the Gender Equality certi-

fication according to UNI/PDR 125:2022, obtained in 2023, and the willingness of all of us to follow this path already traced.

The Sustainability Report always offers me the opportunity to observe Mondorevive from a privileged perspective, the one that looks towards 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.

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

Also in 2024, all corporate functions worked to consolidate this approach, which concerns everyone, within the framework of a Group active at international level, integrated into a family business with a global vision.

We want to be, for our counterparts, “enablers” or facilitators on many issues: from the circular economy, in which we play a leading role, to the innovation we place at the service of those who transform and, ultimately, use our products.

The strategic direction has been clearly defined, the conviction is strong, the determination is demonstrated not only by words but by the actions of Mondorevive Spa, a historic company founded in 1949 in Busto Arsizio and since then characterised by a strong territorial identity,

great attention to sustainability and substantial attention to the expectations of stakeholders.

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

”

Leopoldo Langè

President of Mondorevive

Letter from the plant directors

“

Our values

Team spirit is our best raw material. We are convinced that sharing information and experiences between the different functions of the same company, as well as between different companies of our Group, helps us grow.

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

The commitment to offering a quality product is one of the main drivers of development of all the Group's plants. Each of them, with its own peculiarities, has the ambition to position itself in its reference market with products distinguished by attention to quality and to the reduction of waste, including packaging.

For us, occupational health and safety are of primary importance. This strengthens our commitment to comply with all measures required by current regulations and beyond.

We also act proactively to constantly analyse risks and prevent accidents. Training and the involvement of workers make the difference in our Group.



People are at the centre of our strategy. We promote professional development by recognising merit, enhancing skills and investing in training.

With regard to the Group's employees, we would like to underline that it is important never to lower our guard on safety, quite the opposite. The attention, training and motivation of our workers must remain central, especially in light of the technological and organisational developments that the future will bring.

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

”

Carmine Lepre

Mondorevive Busto Arsizio

Antonio Colella

Mondorevive Ferentino

Marco Angelosante

Caltek Chignolo Po

Francesco Iraci

MondoSD Bernate Ticino

Diba Chignolo Po

METHODOLOGICAL NOTE

SUSTAINABILITY REPORT 2024





METHODOLOGICAL NOTE

This Sustainability Report concerns the companies of the MONDOREVIVE GROUP included within the scope of the consolidated financial statements:

- Mondorevive S.p.A. registered office and operating 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);
- Diba S.r.l. operational site in Chignolo Po (PV), acquired in 2023.

The last three companies are jointly owned by Mondorevive for more than 50%.

The indicators refer to the three-year period 2022 – 2024. Only the data relating to energy consumption, and the calculation of the greenhouse gas emissions deriving from it, also include the Marnate warehouse, whose contribution is however entirely negligible.

The information contained in the report is updated annually; the previous report was published in July 2024. Compared with the previous edition, there are no significant changes either in the topics addressed or in the related scopes.

This document has been prepared in accordance with the GRI Standards 2021 edition (in accordance), against which external verification has been requested from the body Certiquality S.r.l.

Almost all data are presented in aggregated form at Group level, without prejudice to the possibility of reporting details at the level of individual companies or plants where this allows a more accurate reading of the data, or where there is the need or the opportunity to highlight specific aspects. Unless otherwise specified, the reporting scope is the entire Group (with the exception of the Marnate warehouse for most indicators, as already mentioned). Production data refer to invoiced quantities, without taking into account changes in inventories, which affect less than 2% of turnover.

Specific environmental indicators (ratio between impacts and production) are derived by considering the impacts of all plants, while production refers only to the production plants (Busto Arsizio, Ferentino and Chignolo Po). Specific indicators are also calculated for the plastic waste recovery activities carried out by MondoSD and Diba (namely the data relating to the generation of secondary raw materials).

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

For any information, clarification or suggestion relating to the contents of the document, please contact:

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THE MONDOREVIVE GROUP

SUSTAINABILITY REPORT 2024





A HISTORY OF EXPERTISE AND TECHNOLOGY

How the Mondorevive Group has grown over time.

Mondorevive S.p.A., a leading company in the production of high-quality PVC film and PET film, has over time devoted itself to the development of increasingly innovative and environmentally sustainable materials.

Founded in 1949, the company has experienced constant growth and has gradually achieved a prominent position in its reference markets, thanks to the continuous updating of its products and production processes.

Today the Mondorevive S.p.A. Group consists of several sites and operational entities, which collaborate synergistically to offer tailored solutions and cutting-edge technologies.

Our sites:

Mondorevive – PVC Production Lines | Warehouse

Busto Arsizio (Varese, IT)

Ferentino (Frosinone, IT)

Marnate (Varese, IT)

Caltek – PVC & PET Production Lines | Warehouse

Chignolo Po (Pavia, IT)

MondoSD – Plastic recycling

Bernate Ticino (Milano IT)

DibaSD – Plastic recycling

Chignolo Po (Pavia, IT)

2022 PLASTIC CERTIFIED RECYCLING



CHIGNOLO PO
Diba Acquisition



2020 PLASTIC CERTIFIED RECYCLING



BERNATE TICINO
Silviplast Acquisition



2016 PVC PRODUCTION LINES



CHIGNOLO PO
Caltek Acquisition



2012 PVC PRODUCTION LINES



FERENTINO
Plastisud Acquisition



1958 WAREHOUSE



BUSTO ARSIZIO



1949 PVC PRODUCTION LINES



BUSTO ARSIZIO



KEY FIGURES OF THE MONDOREVIVE GROUP

The following table shows the trend of production over the three-year period 2022–2024 for each plant (expressed in kg/year); for the MondoSD plant in Bernate Ticino and the Diba plant in Chignolo Po, which carry out recovery activities of non-hazardous plastic waste, the quantity of materials recovered leaving the plant is reported. In the last row of the table, the total production of the production plants only is reported, therefore excluding the waste recovery activities of Mondo SD and Diba: this value is used to calculate the specific indicators at Group level.

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

COMPANIES	PLANT	2022	2023	2024
Mondorevive	Busto Arsizio	19.139.730	18.486.065	19.595.364
	Ferentino	9.818.818	9.160.362	12.107.968
Caltek	Chignolo Po	6.955.512	6.399.040	6.693.000
MondoSD	Bernate Ticino	9.991.721	10.860.614	11.268.000
Diba	Chignolo Po	/	875.990	938.000
Group total		45.905.781	45.782.071	50.602.332
Group total excluding MondoSD and Diba		35.914.060	34.045.467	38.396.332



Production has increased compared with the previous year (+11%), thanks to higher demand for all finished products. In particular, the Ferentino site produced in 2024 approximately 30% more than the previous year thanks to a new line previously installed.

At the end of 2024, the Group employs 296 employees, slightly increasing compared with 2023.

Table: No. of Employees, reference GRI 2-7, 2-8

COMPANIES	PLANT	2022	2023	2024
Mondorevive	Headquarters Busto Arsizio	36	36	36
	Plant Busto Arsizio	95	90	94
	Ferentino	84	81	81
Caltek	Chignolo Po	57	57	60
MondoSD	Bernate Ticino	22	24	21
Diba	Chignolo Po	/	4	4
Group total		294	292	296

The decision, taken at the end of 2020, to change the company name from “Mondoplastico S.p.A.” to “Mondorevive S.p.A.”, as well as the acquisition of MondoSD and Diba, demonstrates a change in mindset for the Group, the awareness that plastic is not an easy material to dispose of, as it is not biodegradable (that is, degradable by nature), but if properly separated and mechanically treated it can be transformed from waste into a resource: PVC no longer in use becomes the starting point for new products, such as clothing, urban furniture, bags, bins, elastic bands, school and sports items and much more.

And the flows of residues from the Group's companies to the Mondo SD and Diba plants are not limited to waste, but since 2021 have increasingly consisted of by-products, managed in full compliance with the applicable regulations.

The MONDOREVIVE GROUP is characterised by a network of clients spread worldwide. The customer base is extremely articulated and complex, given the wide diversification of sectors of activity and end markets. As the Group operates in the Business-to-Business sector, customers are in turn processing companies of varying sizes.

Investments are constantly being made to make production plants more modern and better suited to the specific market requirements regarding their production capacity.

To ensure that opportunities are always seized to keep pace with market demands and needs, a meeting is held every month specifically dedicated to the modifications, developments and improvements to be implemented and scheduled.

Another opportunity is linked to the development of new products: design activities are always operational and functioning and allow monitoring and control of developments in new requests from our customers or the progress of product developments arising from internal needs or new ideas. The Research and Development department actively deals with this issue. Furthermore, it has been considered necessary to collaborate actively also with external laboratories, in order to obtain precise feedback on specific characteristics that our internal laboratory, although equipped, would not be able to obtain.

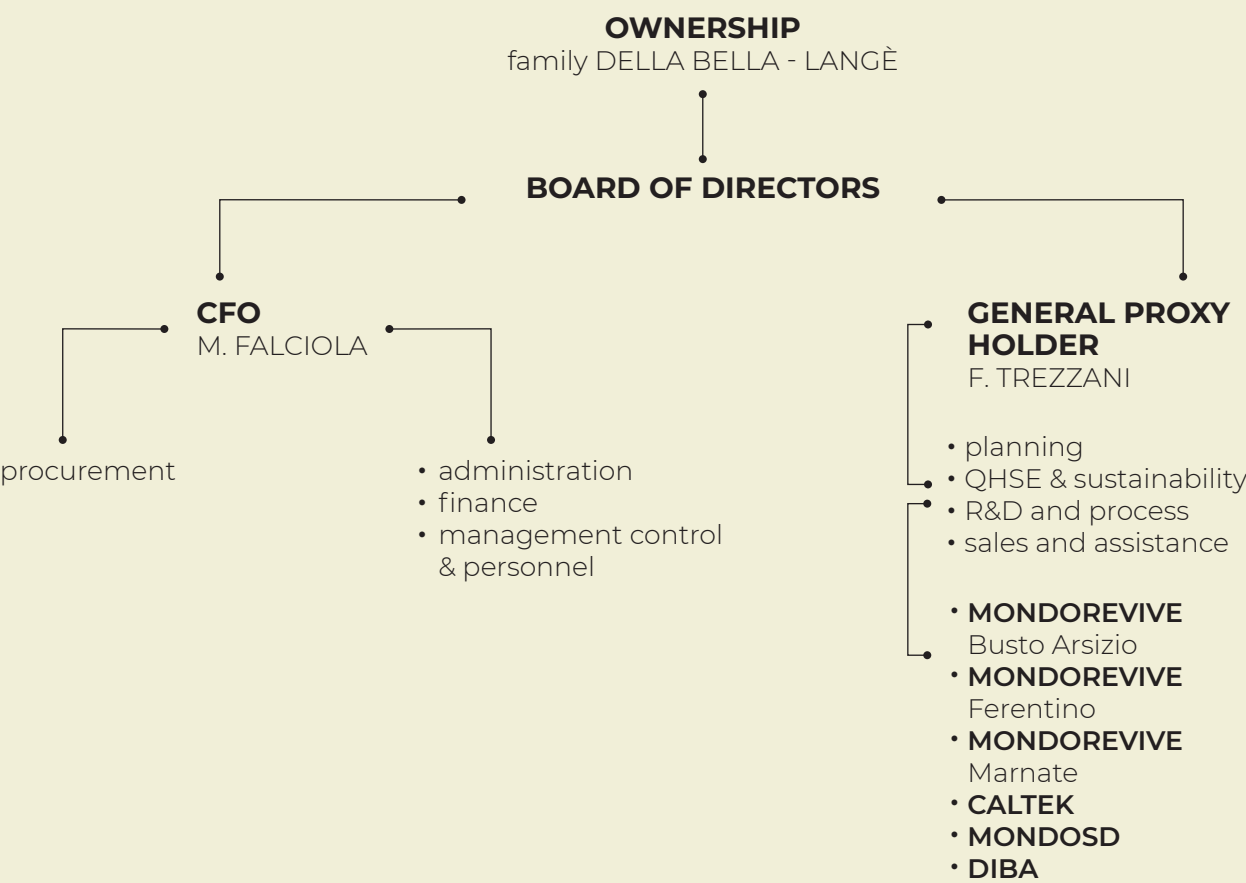
Increasing market share is an objective to be pursued continuously. The sales force of the Mondorevive Group is constantly at work to achieve this objective, strengthening attention towards the customer and the ability to provide technical responses regarding characteristics and issues.



GOVERNANCE

The organisational model adopted by the MONDOREVIVE GROUP is based on the direct control of management by the Della Bella and Langè families who, through controlled companies, own the entire share capital of the Group and define its strategies together with the Board of Directors.

Governance is at the foundation of Mondorevive’s structure; it guides its strategic decisions and directs its environmental and social responsibility policies. To further strengthen its governance, in 2022 Mondorevive adopted a new Code of Ethics, aligned with the most advanced sustainability criteria.



Graphical representation of governance, reference GRI 2-9



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

Governance forms the basis of the structure of Mondorevive, guiding its strategic choices and directing 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 Board of Directors consists of members of the owning families, who are also responsible for carrying out commercial and strategic development activities, entrusting the operational management of the Group's companies to trusted individuals.

Medium-term strategies and evaluations regarding the impacts of activities in terms of sustainability are delegated to the two proxy holders (General Proxy Holder and CFO), while the proxy holders of each production unit (Plant Directors as well as Employers) are entrusted with evaluations and actions relating to more operational aspects, including hygiene and safety and environmental areas.

The production activities of the Group are entrusted to the General Proxy Holder of the Group, Eng. Fabio Trezzani, as well as the operational entities that implement the Group's business plan. The Group's plants are managed by Plant Managers designated by the Board of Directors, who hold the role of Plant Director and Employer, and are Special Proxy Holders with limits of ordinary administration in the production area, and with unlimited spending powers in the environmental and occupational health and safety areas.

Formally, proxy holders are required to report to the Board of Directors regarding aspects related to management, including those relating to sustainability, at least on a quarterly basis, but in practice relations between the directors and operational management occur much more frequently, generally weekly.

The relationship of trust between the Board of Directors and Management allows the latter to be fully delegated also with activities relating to the reporting and publication of corporate information concerning sustainability, which are however constantly shared.

Communication within the various organisations, both between operational staff and Management, and between the latter and the Board of Directors, is ensured through numerous meetings, partly minuted and partly informal, attended by the various corporate levels depending on the topics addressed. During these meetings, strategic plans are established, then translated into operational plans, and roles and responsibilities are assigned for their implementation and the achievement of the set objectives.



Through periodic alignment meetings, Plant Managers discuss with the Proxy Holder and ownership the results achieved by the various companies, the problems and the opportunities that gradually emerge within the respective businesses. Various bodies support the Group's leadership with regard to sustainability issues: the Ethics Committee and the teams overseeing process and product sustainability in the companies.

There is an Ethics Committee for each plant, composed of representatives of the following functions:

- the Plant Director, who assumes the presidency;
- the workers' safety representatives;
- the plant quality and environmental manager with functions for the management of anomalies;
- an employee without managerial functions.

The Committee focuses in particular on the application of the Code of Ethics in the different entities and monitors sustainability topics.

The Teams for process and product sustainability, present at each site, are multifunctional bodies that meet periodically to discuss improvements related to polymers and films and their production, also based on input from the sales function. Among the members of the teams there are some Group functions, transversal to the sites (e.g. R&D, maintenance), in order to promote coordination and the sharing of objectives and targets among the various plants.

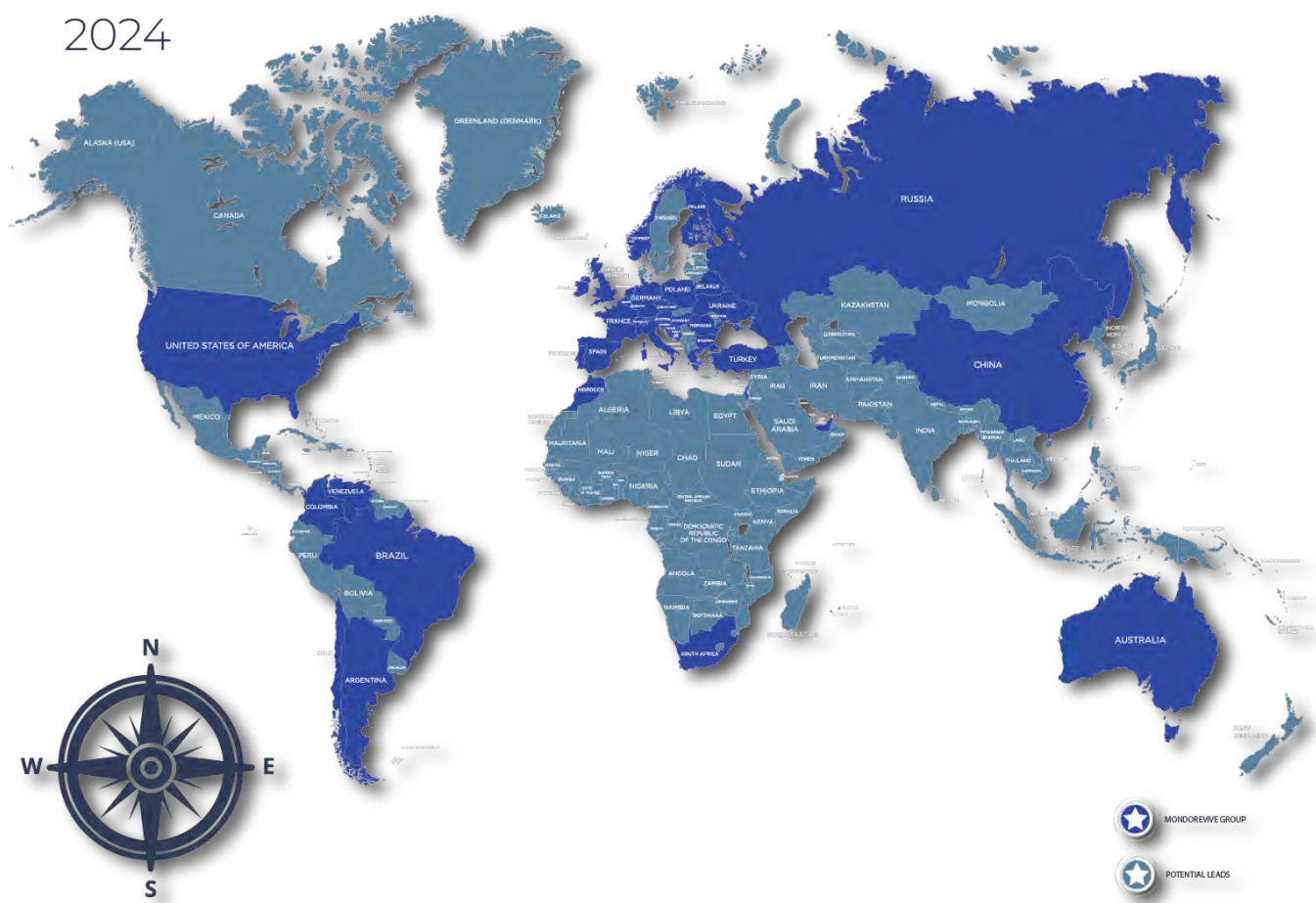
As evidence of the strong relationship between the Group and the territory in which it operates, it should be noted that almost all directors and company executives (the "senior management") reside within 30 kilometres of the company sites, in many cases in the same municipality as the sites themselves.

The criteria for defining and updating remuneration are defined in a specific company procedure, which refers to the Code of Ethics of conduct, the applicable collective agreement and the relevant regulations, and provides for compliance with the principles of non-discrimination, equal opportunities, gender equality and more generally with the provisions indicated in the standards published by the International Labour Organization (ILO).

In 2024, the ratio between the highest annual remuneration and the Group's average remuneration was 4.6, slightly decreasing compared with 2023. The highest annual remuneration decreased by approximately 3.5%, while the average remuneration increased by approximately 15%. Finally, it should be specified that, to date, there are no female members within the governing bodies of the Group's companies.

PRODUCTS

The sales process of the MONDOREVIVE GROUP is implemented through a Group distribution network present, directly or through sales agents, in an ever-increasing number of countries.



Mondorevive exports more than 70% of its production by volume worldwide.



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



COMMUNICATION

Enhance your creativity with our premium PVC and PET films. Perfect for advertising materials, from flexographic printing to shrink labels. Choose quality, environmental sustainability and technical excellence for every project. Service and performance at the highest level.



AUTOMOTIVE

Discover the versatility of our PVC films for the automotive sector. From decoration to thermal and dielectric protection, our range of high-quality films meets the most stringent requirements. From aesthetic finishes to thermal insulation we offer state-of-the-art technical solutions.



CAPSULES

Explore our world of innovative films for the beverage sector. Compliant with strict industry regulations, our materials guarantee safety and reliability. Certified for direct contact with beverages, they ensure maximum 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 unique and unexpected solutions. Enter the future of design.



CONSTRUCTION

Discover our line of PVC films dedicated to construction and safety on building sites. Ideal for decoration, protection, signalling and thermal and electrical insulation. Monomeric and polymeric materials, with plasticisers suitable for different needs. Reliability and protection for every application.



MEDICAL

Our films are designed to meet the requirements of the highly regulated medical sector. They comply with strict safety regulations. The high resistance of our products guarantees safe use, withstanding mechanical stresses.



FOOD

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



STATIONERY

We offer a wide range of PVC films, ideal for coating, protection and decoration.

Our products are used to create school and office items, such as transparent folders, notebook covers, book covers, envelopes, markers and binders.

For further information on products, please consult the website: www.mondorevive.com

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

The calendering and extrusion lines are technologically advanced and equipped with production progress control systems capable of ensuring constant and high quality standards; they operate continuously, stopping only for scheduled maintenance. Each calender is equipped with automatic film thickness measurement and adjustment and with defect detectors capable of checking 100% of the film produced.

Semi-rigid and plasticised PVC films are produced with monomeric or polymeric plasticisers free from BPA (Bisphenol A) and phthalates to meet the market destined for early childhood and toys, in compliance with EC Regulation 84/2005.

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

As the Mondorevive Group, we are working to best meet market demands relating to sustainability. In particular, we have received requests concerning the so-called “Conflict Minerals” (minerals extracted in conflict zones). Considering that we purchase some tin-based products, we have requested and obtained the declaration of origin of the raw material that allows the exclusion of origin from conflict zones.

The products of MondoSD and DIBA (MPS = Secondary Raw Materials), unlike the reels/sheets of film produced in the other plants, consist of a ground mixture of PVC polymer, plasticised and non-plasticised, and other additives; all components are strongly bound to the PVC matrix through the gelification process. The PVC ground material is not classified as hazardous according to Directives 45/1999/EC and Regulation (EC) No. 1272/2008. According to REACH Regulation 1907/2006, the material is an article; therefore the safety data sheet does not need to be issued.

Furthermore, according to paragraph 1 of Article 184-ter of Legislative Decree 152/2006 and subsequent amendments (the so-called Environmental Decree), waste ceases to be such when it has undergone a recovery operation, including recycling and preparation for reuse, and satisfies the specific criteria to be adopted in compliance with the following conditions:

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

The Secondary Raw Materials of MondoSD and DIBA comply with these conditions.

The plastic management process of MondoSD from By-products (references Art. 184-bis Legislative Decree 152/06 and UNI 10667 standard) and the management of MPS Secondary Raw Materials (references Art. 184-ter Legislative Decree 152/06 and UNI 10667 standard) is certified.

GROUP AND SUSTAINABILITY

SUSTAINABILITY REPORT 2024





GROUP AND SUSTAINABILITY

The Group Policy for Quality, Environment, Energy, Health and Safety is an important implementation of the principles that inspire Mondorevive in pursuing the United Nations Sustainable Development Goals (SDGs). The policy was amended in 2023 with specific reference only to Caltek S.r.l. Chignolo Po, as the site achieved the objective of obtaining FSSC 22000 certification for compliance in the production of products suitable for contact with food (safe products as required by MOCA regulations, Materials and Articles in Contact with Food) and for promoting among its employees the culture of food safety (awareness).

An integral part of the Group's governance, it guides the ethical, compliance and quality standards that Mondorevive has adopted over time. Looking beyond to enhance the business, ensure continuity and be inclusive with all stakeholders. In this way Mondorevive operates every day by implementing its distinctive values: centrality of the person, reliability, fairness and transparency. In this way the Group ensures quality in its products, promotes occupational health and safety in the workplace and acts in respect of the environment.

In this context, Mondorevive pursues increasing cooperation and synergy between the various functions of the Business Areas, to initiate a path of optimisation and pursuit of excellence for each process, through the continuous improvement of activities, operational and communication transparency, products and services provided in terms of quality and performance in use, in close collaboration with stakeholders.

Compliance with regulations for the protection of the Environment, workers' health and safety and the prevention of harmful events affecting products and production processes constitutes the essential basis of every activity of the Group. For this purpose, Mondorevive adopts management systems for quality, environment and health and safety for its companies, appropriately 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 uses numerous tools that make it possible to generate robust and reliable processes, meet the most demanding requirements and promote continuous improvement.

With regard to 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. Management, aware that workers' safety and health are priority elements of central importance, ensures the safety standards required by current regulations, regularly verifies compliance and effectiveness, and pursues the objective of increasing prevention and control in order to reduce the risk of accidents.

It also promotes a transparent and collaborative relationship with authorities and local communi-



ties, encourages mechanisms for consultation with Workers and promotes their participation in corporate processes.

Alongside this, the Group deploys significant resources for the training of workers, in order to increase their knowledge and awareness of how fundamental individual contribution is in terms of overall results. Voluntary management systems for quality, safety and environment, designed according to the most advanced and recognised international standards, constitute a framework of best practices and are a valuable tool for sustainable management.

For the Group, the advantages deriving from the presence of management systems, from a sustainability perspective and beyond, are numerous: built on the basis of the risk-based thinking approach, which involves careful analysis of the context and corporate processes, they allow the measurement, monitoring and management of risks and opportunities in relation, for example, to the environment, energy and the use of resources.

Certifications, in particular, attest to and concretise Mondorevive's commitment to quality, safety and the environment as well as to transparent communication of product environmental impacts verified by a third party.

With the drafting of the Code of Ethics of the MONDOREVIVE GROUP at the beginning of 2020 and with the latest revision in 2023 with regard to Gender Equality, attention has been placed on the present and future needs of customers and all stakeholders. The Ethics Committee confirmed the company's focus on awareness and compliance with the contents of the Code, with the aim of involving all representatives and enabling them to contribute to the assessment of Ethical risk.

The Ethics Committee of each site also aims to support the various company functions in the preparation and updating of procedures and related recording forms; monitor compliance with health, safety and environmental requirements and legislative requirements; oversee respect for people and equal opportunities, compliance with rules of conduct and corporate activities aimed at sustainable development, and the adoption of the most appropriate measures to preserve the environment for the benefit of the community and future generations.

The function of the Group QHSE Manager is responsible for supervising the plants and managing reports concerning possible violations of the Code of Ethics, also submitted anonymously through the whistleblowing platform implemented in 2023; any actions following the reports are defined during the meetings of the site Teams. The presence of a corporate intranet, a single registered office and centralised staff functions ensures constant communication and collaboration with all Stakeholders, both internal and external to the organisation. The whistleblowing mechanism guarantees to everyone, whether employees (for whom the process is already active) or third parties (e.g. suppliers, customers, local communities), the possibility to report issues and concerns relating to corporate management in a confidential and protected manner.

The Group is constantly committed to ensuring respect for all subjects interacting with it and who

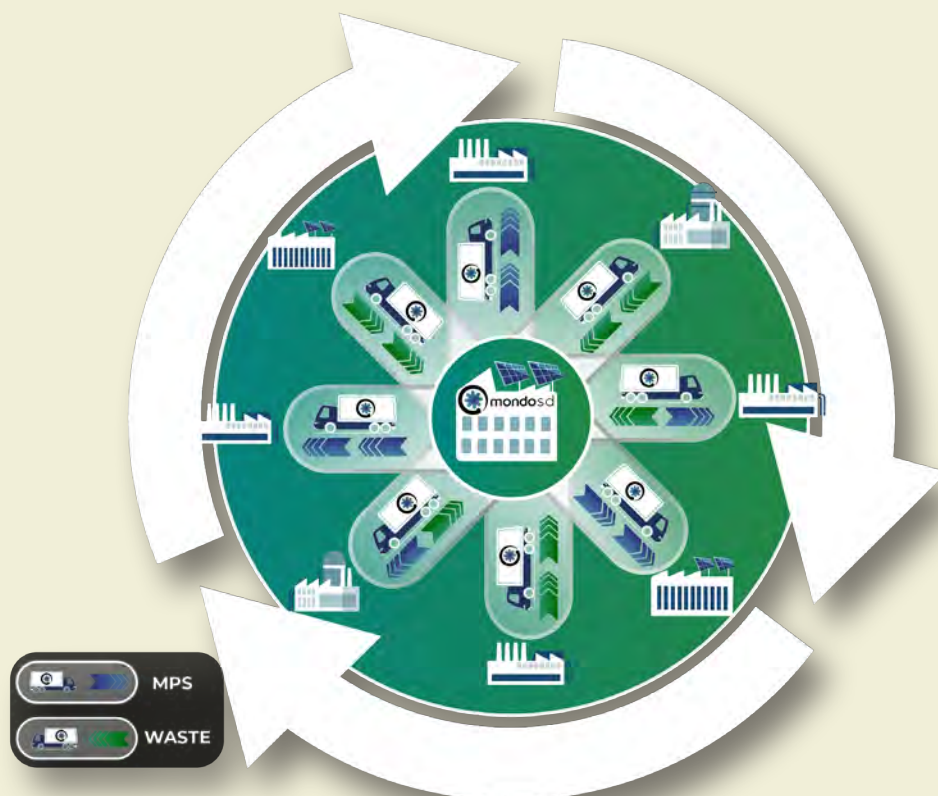
may be negatively influenced by the impacts deriving from the activities carried out, guaranteeing timely intervention to resolve any issues caused to internal and external stakeholders.

A procedure for the management of legislative compliance has also been implemented, providing for constant updating of regulations and periodic verification of compliance with applicable requirements, mandatory and voluntary, and the implementation of any adjustment actions in the event of new obligations and deviations.

Thanks to the constant application of this management approach, it has been possible to minimise cases of non-compliance with applicable requirements: in the last three years, in fact, there has been only one case relating to the management of the storage of materials in the yards of the Ferentino site.

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

In 2021 the “Mondo di idee!” project started from the Busto Arsizio plant, with the aim of creating a system of widespread innovation; in 2024 the same project also started in Ferentino.



SUSTAINABILITY AND VALUE CREATION

Mondorevive has made the ability to balance the different aspects of sustainability its challenge, in the belief that economic, social and environmental interests can be harmonised, creating a virtuous circle capable both of improving corporate performance and of contributing to a better future for our Planet and its inhabitants. Today, among the most important challenges of its sustainability strategy is the creation of lasting value shared with Stakeholders.

A principle that finds, year after year, numerous expressions:

Value creation for employees:

- ✓ Respect human rights in every country in the world and ensure the solidity of the employment relationship.
- ✓ Protect health and safety.
- ✓ Enhance professionalism through coaching, training, career paths.
Engage People, thanks to daily dialogue and the Group's information and communication tools.

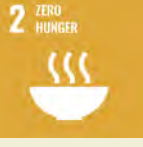
Elements that create value:

- ✓ Ensure the solidity of the relationship with mainly collective and permanent contracts.
- ✓ Respect human rights in every country in the world.
- ✓ Protect Health and Safety with management systems capable of effectively monitoring and mitigating risks, investments and systematic training interventions for all people.
- ✓ Enhance professionalism through coaching, training, career paths.
- ✓ Engage through daily dialogue and the information and communication tools available within the Group.

Value creation for the Environment:

- ✓ Combat climate change and the exploitation of the Planet's resources through ambitious objectives inspired by the 2030 Agenda.
- ✓ Further develop circularity as a business model and make the best possible use of resources.
- ✓ In particular, support younger generations so that they can rely on opportunities for growth and work in their area of origin.

The following tables present the final results achieved against the objectives defined for 2024, and the new objectives defined for 2025. Each objective is linked to the related United Nations Sustainable Development Goals (UN SDGs).

TOPIC	2024 OBJECTIVE	PLANT	CERTIFICATES	GOAL AGENDA 2030	PLANNED ACTIONS
Management systems	Maintenance of integrated management systems	Mondorevive <i>Busto Arsizio</i>	SISTEMI DI GESTIONE CERTIFICATI  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 use of alcohol. Training plan and monitoring regarding chemical risk assessment. AED Defibrillator in every plant.
		Mondorevive <i>Ferentino</i>			Implementation of ISO 45001 over the next-three years
		Caltek <i>Chignolo Po</i>			
		MondoSD <i>Bernate Ticino</i>	SISTEMI DI GESTIONE CERTIFICATI  UNI EN ISO 9001:2015 UNI EN ISO 14001:2015		
	Maintenance of CSR certification	Mondorevive <i>Busto Arsizio</i>	 THE INTERNATIONAL CERTIFICATION NETWORK		Implementation of the Code of Ethics, Mondorevive ensures that all employees acquire the knowledge and skills necessary to promote sustainable development through, inter alia, education for sustainable development and sustainable lifestyles, human rights, gender equality, and the promotion of a culture of peace and non-violence.
		Mondorevive <i>Ferentino</i>			
	Maintenance of Gender Equality certification	Mondorevive	SISTEMI DI GESTIONE CERTIFICATI  UNI/PdR - 125:2022		PDR-125 certification
		Caltek			
		MondoSD			
Energy	Increase self-generation of electricity	Mondorevive <i>Busto Arsizio</i>	 PHOTOVOLTAIC trigeneneration plant		
		Mondorevive <i>Ferentino</i>	 PHOTOVOLTAIC trigeneneration plant		
	Energy audit	All plants	 ENERGY		To optimise the energy resource by reducing waste
	Optimise the use of electricity	Mondorevive <i>Busto Arsizio</i>	 TRIGENERATION green energy plant		Activation of the Busto Arsizio cogeneration plant 12/2023
Production	Production for FOOD CONTACT	Caltek <i>Chignolo Po</i>	 R-PET recycled plastic	 	Production on the PET line
	Increase the use of production waste	Diba <i>Chignolo Po</i>	 R-PVC recycled plastic		Purchase of the new micronisation plant
Health and safety	Reduce incidents and accidents	MondoSD <i>Bernate Ticino</i>	 SSL	 	Promote the concepts of Learning by doing

TOPIC	2025 OBJECTIVE	PLANT	CERTIFICATES	GOAL AGENDA 2030	PLANNED ACTIONS
Management systems	Maintenance of integrated management systems	Mondorevive <i>Busto Arsizio</i>	SISTEMI DI GESTIONE CERTIFICATI  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 use of alcohol. Training plan and alignment with the new S/R agreement.
		Mondorevive <i>Ferentino</i>			Implementation of ISO 45001 over the next three years
		Caltek <i>Chignolo Po</i>			
		MondoSD <i>Bernate Ticino</i>	SISTEMI DI GESTIONE CERTIFICATI  UNI EN ISO 9001:2015 UNI EN ISO 14001:2015		
	Maintenance of CSR certification	Mondorevive <i>Busto Arsizio</i>	 PAS 24000 MANAGEMENT SYSTEM		Revision of the Code of Ethics in accordance with the new PAS24000 certification; Mondorevive ensures that all employees acquire the knowledge and skills necessary to promote sustainable development through, inter alia, education for sustainable development and sustainable lifestyles, human rights, gender equality, and the promotion of a culture of peace and non-violence.
		Mondorevive <i>Ferentino</i>			
	Maintenance of Gender Equality certification	Mondorevive	SISTEMI DI GESTIONE CERTIFICATI  UNI/PdR - 125:2022		PDR-125 certification
		Caltek			
		MondoSD			
Energy	Increase self-generation of electricity	Mondorevive <i>Busto Arsizio</i>	 PHOTOVOLTAIC trigeneration plant Mondorevive Group		
		Mondorevive <i>Ferentino</i>	 PHOTOVOLTAIC trigeneration plant Mondorevive Group		
	Energy audit	All plants	 ENERGY		To optimise the energy resource by reducing waste
	Optimise the use of electricity	Mondorevive <i>Busto Arsizio</i>	 TRIGENERATION green energy plant Mondorevive Group		Activation of the Busto Arsizio cogeneration plant 12/2023
Production	Production for FOOD CONTACT	Caltek <i>Chignolo Po</i>	 R-PET recycled plastic Mondorevive Group	  	Production on the PET line
	Increase the use of production waste	Diba <i>Chignolo Po</i>	 R-PVC recycled plastic Mondorevive Group		Purchase of a new mill
Health and safety	Reduce incidents and accidents Protect and improve workers' health Promote a safety culture	Mondorevive <i>Busto Arsizio</i> Mondorevive <i>Ferentino</i> Caltek <i>Chignolo Po</i>	 SSL Mondorevive Group	 	Learning Factory Project - WHP Project - Mondo in ordine Project - Sicura_Mente Project - Caltek in ordine Project - Mentoring Project

At the beginning of 2023, Mondorevive updated all the documentation relating to the data security management system, which describes the processing of personal data carried out in relation to every category of interested parties, with the intention of setting out the Company Policy adopted to ensure compliance with the provisions of GDPR 2016/679, Legislative Decree 196/2003, national measures on the matter, Guidelines issued by the European Data Protection Board, as well as Community Directives relating to the protection of the data of natural persons. This is an information notice provided pursuant to Article 13 of EU Regulation 2016/679 to those who establish any form of relationship with the Group's companies.

At the Busto Arsizio site, Mondorevive introduced the role of Mobility Manager, which first appeared in the interministerial decree "Sustainable mobility in urban areas" of 27 March 1998. The objective is to reduce the use of the "individual private means of transport", as prescribed by legislation but, more generally, by practice and the approach to mobility demand management. The Busto Arsizio pilot site proposes actions that can then also be extended to the other plants.

Top Management takes an active role in promoting the involvement of all personnel in adopting the principles described above with commitment, attention and determination. The involvement and participation of personnel in carrying out work is ensured, including through the provision of moments for discussion and decision-making functional to the achievement of corporate objectives. People approach these moments with a spirit of collaboration and independence of judgement. Listening to the various points of view, in a manner compatible with corporate needs, enables Managers to formulate final decisions. Personnel must, in any case, always contribute to the implementation of the activities established.

The parent company Mondorevive is associated with VinylPlus, a group that constantly works towards the development of PVC sustainability and the implementation of the concept of recyclability prospects and lower environmental impact of these products. In the two-year period 2025–2026, the company aims to train its sales staff in order to disseminate a culture of sustainable PVC use also among its customers, proposing product management models from the perspective of sustainable development and impact reduction, as already implemented by Mondorevive.

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

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





STAKEHOLDER ENGAGEMENT

SUSTAINABILITY REPORT 2024



STAKEHOLDER ENGAGEMENT

The Stakeholders identified in the Group's context analysis are: workers, supervisory bodies (national and local legislators, etc.), customers, suppliers of machinery, strategic materials and services, consultants, citizens and local communities, neighbours, local authorities, banks, insurance companies, carriers and all trade associations and consortia.

The Mondorevive Group maintains constant and daily relationships with its stakeholders, aimed at proactively understanding their needs and ensuring, as far as possible, their satisfaction. In 2022, in addition to the communication and engagement channels normally active, for the purpose of concrete involvement in the process of defining the contents of the report, certain internal stakeholders had been selected, amounting to a total of 83 workers, approximately 30%, from the plants of Busto Arsizio, Ferentino, Chignolo Po, Bernate Ticino and the headquarters staff functions, namely all those equipped with a corporate email address. In addition, some external parties were involved: 28 service and raw material suppliers, 21 customers, 4 local administrators.

The selection was made in such a way as to cover, as far as possible, the areas of competence of all plants and the various types of customers and suppliers. The selected parties were invited to complete an online questionnaire with an assessment of the report published the previous year and a judgement on the relevance of topics partly already identified as relevant in the first edition, partly newly introduced, such as sustainable mobility, non-discrimination, respect for civil rights.

The overall assessment of the Mondorevive report had been generally positive, on average higher among internal stakeholders. In relation to the specific elements subject to assessment (consideration of the context and the point of view of Stakeholders, focus on relevant aspects, completeness, balance and clarity), no critical aspects had emerged.

Following the processing of the returned questionnaires, all topics were considered relevant that:

Are considered relevant by Corporate Management based on the actual impacts of its activities

Were considered important on average by internal and external stakeholders.

The material topics were then classified in order of priority based on the magnitude of the impacts and their importance for stakeholders. The summary is reported in the following table. For the purposes of sustainability reporting, the topics considered relevant are those assessed at least as medium according to one of the two criteria. In the last reporting year, no further expectations or needs emerged compared with those already considered in previous editions, nor were there any changes in the corporate context such as to make a revision of the relevant aspects necessary; they are therefore considered confirmed.

Below is the outcome of the Materiality assessment:

		RELEVANCE OF IMPACTS - MANAGEMENT		
		LOW	MEDIUM	HIGH
IMPORTANCE FOR STAKEHOLDERS	HIGH		Greenhouse gas emissions. Respect for all civil rights and fundamental principles at work. Respect for working conditions and social protections.	Materials and sustainable use of resources. Reduction and prevention of pollution. Energy consumption. Employee health and safety. Employee training.
	MEDIUM	Compliance with environmental regulations. Protection of customers' health and safety. Discrimination against vulnerable groups. Water and water discharges. Impact on local communities.	Waste generation. Employment and labour relations. Creation of new employment. Diversity and equal opportunities.	Distribution of generated value. Professional enhancement through the development of staff skills.
	LOW	Promotion of social responsibility in the supply chain. Marketing and product labelling. Sustainable mobility. Community engagement and development.	Presence in the labour market. Environmental assessment of suppliers.	

With reference to the stakeholder assessments of 2022, these were expressed according to values from 1 to 4 (Not at all important = 1 – Very important = 4). The average of the assessments for the various topics ranges from 2.90 to 3.85, and 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 the various topics are related to the type of activities carried out, performed by Corporate Management.

In light of new regulatory developments at European level regarding the communication of sustainability-related information (CSRD Directive, EFRAG guidelines, ESRS standards), the Materiality assessment will be updated for the 2025 Sustainability Report through a mapping of stakeholders and sustainability topics, in order to verify the need for new stakeholder engagement initiatives, update the assessments carried out and identify any topics to be integrated into future editions of the report.



ECONOMIC ASPECTS

SUSTAINABILITY REPORT 2024



ECONOMIC ASPECTS

The following table shows the trend in value generated over the three-year period considered; it also reports added value (equal to the value generated less the cost of raw materials) and the related distribution among stakeholders. The information reported below is derived from the consolidated financial statements audited by the audit firm EY S.p.A. – reference GRI 201.1 (income statement reference).

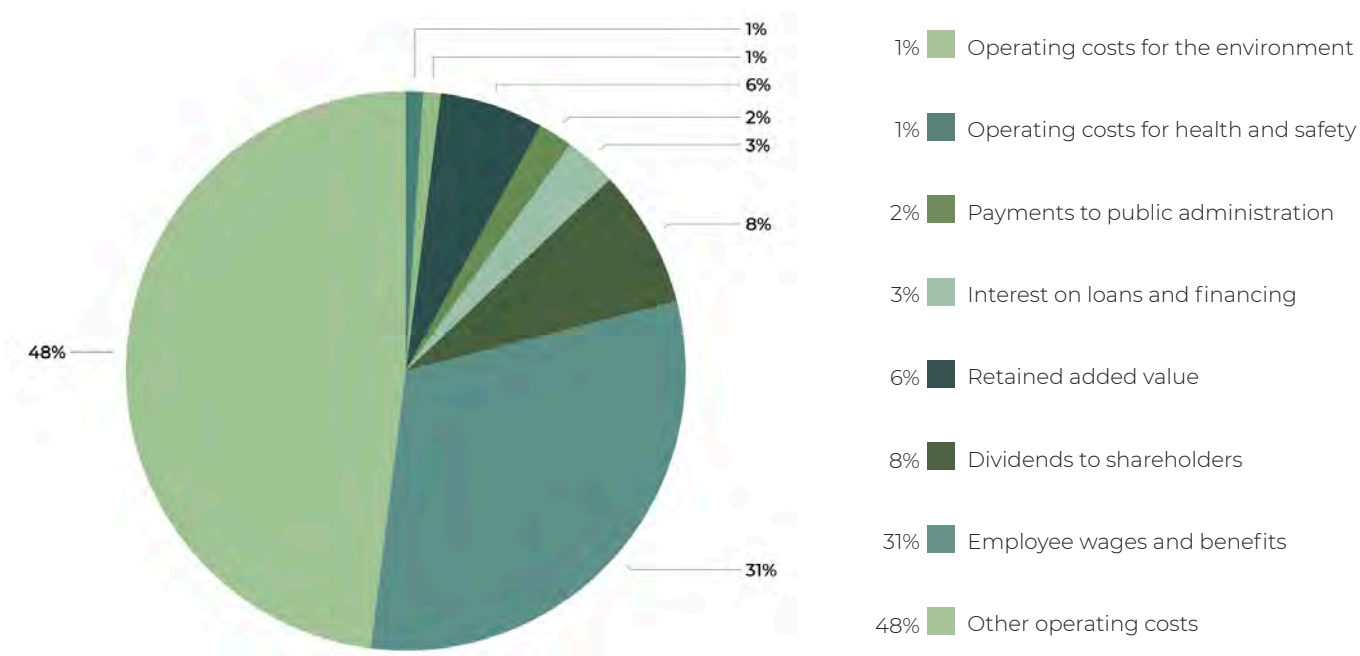
Thousands of euro (k€)	2022	2023	2024
Value generated	139.904	116.511	122.818
Costs of main raw materials	87.913	65.099	61.689
Total added value	51.991	51.412	61.129
Operating costs for the environment	345	271	528
Operating costs for health and safety	472	603	309
Other operating costs	24.588	20.991	29.214
Employee wages and benefits	17.034	16.751	18.989
Dividends to shareholders	5.000	5.000	5.000
Interest on loans and financing	1.414	1.848	1.843
Payments to public administration	- 445	3.487	1.371
Total value distributed	48.408	48.951	57.254
Value retained	3.583	2.461	3.875

Compared with 2023, in 2024 there is a value generated approximately 5% higher, and a total added value increasing by just under 20%, together with a decrease in the costs of the main raw materials (-5%).

In the distribution of total added value, there is an increase in operating costs in absolute value (approximately 25% compared with 2023). Total value distributed in 2024 is approximately 15% higher than that relating to 2023.

It should also be considered that the item “Other operating costs” also includes machine preparation costs aimed at safety and the environmental costs of maintaining abatement systems.

DISTRIBUTION OF ADDED VALUE



From what is reported, it can be seen that more than half of the added value translates into direct or indirect impacts on the local area: expenditure on environment, health and safety; operating costs (which mainly concern local suppliers); employee wages and benefits.

Over the last three years, the Group has benefited from the following public subsidies - reference GRI 201-4.

Public subsidies received (€)	2022	2023	2024
Mondorevive (Busto Arsizio e Ferentino)	2.345.012	1.768.868	614.118
Caltek	569.796	214.668	52.413
MondoSD	45.953 ¹	26.572	/
Diba	/	709	/
Group total	2.960.761	2.010.817	666.531

¹ It should be noted that the value relating to Mondo SD for 2022 had not been included due to an error.

ENVIRONMENTAL PERFORMANCE

SUSTAINABILITY REPORT 2024





MATERIALS

In 2024, there was a marked improvement in efficiency Key Performance Indicators (KPIs), such as the use of materials, which fell from 1.26 in 2023 to 1.07, thanks not only to production that is increasingly focused on waste reduction, but also to a more organised and intensive warehouse stock consumption strategy. In addition, there was an increase in the use of renewable packaging, which already largely accounted for the majority of packaging (approximately 97%).

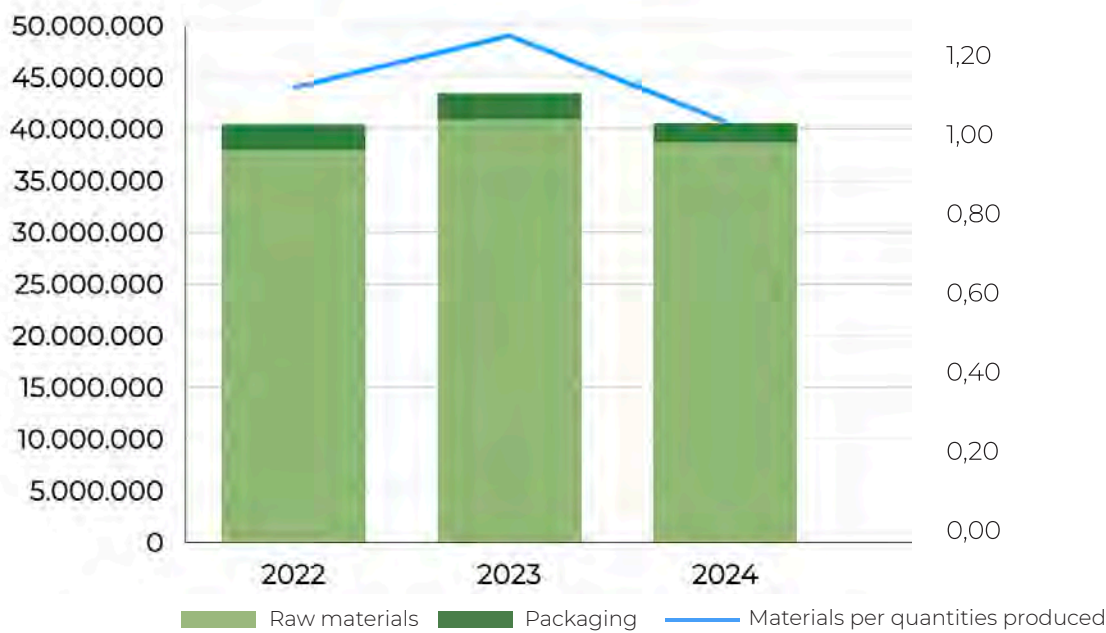
Auxiliaries, represented by diathermic oil and lubricating oils, are instead absolutely negligible (less than 0.1% of the total materials used) and are therefore not reported.

Summary table of material consumption – reference GRI 301.1 and 301.2

Total thousands (k€)	2022	2023	2024
Total raw materials	39.360.123	41.092.550	39.190.731
<i>% recycled raw materials</i>	4,2%	4,7%	3,6%
Packaging	1.945.946	1.859.369	1.713.678
<i>% renewable packaging (wooden pallets, cardboard cores)</i>	96,2%	96,3%	96,9%
<i>% recycled packaging (cardboard cores)</i>	39,0%	41,6%	38,5%
Total materials used	41.306.069	42.951.919	40.904.409
Materials per quantities produced	1,15	1,26	1,07

With regard to the sustainability of the materials used, only a small part of the raw materials (around 4%) comes from recycled materials: these are R-PVC and R-PET from post-industrial recovery. This aspect is only partly under the Group's control, as it is linked to customer requests and product requirements, including legal requirements. In any case, Mondorevive has developed and is studying specific products based on the use of recycled materials. It should also be considered that, in addition to reusing in 2024 more than 1,400 tonnes of raw materials from recycling in its own products, the Mondorevive Group, through Mondo SD and Diba, collects (and therefore does not send for disposal or incineration) just over 13,000 tonnes of waste, by-products and other materials intended for material recovery.

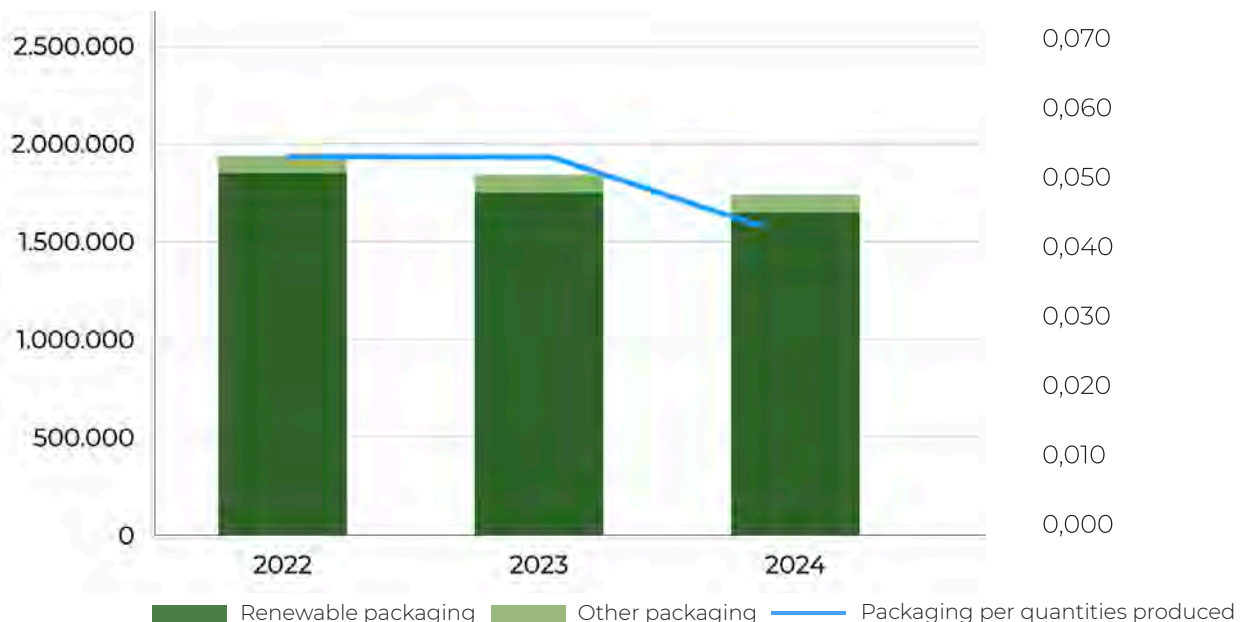
Material consumption



A different discussion applies to packaging: for years, Mondorevive has implemented a policy of using reusable packaging (metal frames), which makes it possible to drastically reduce material consumption and waste generation for customers and for the Group's companies themselves; more than 70% of Mondorevive's production is delivered on metal frames, enabling an estimated saving of disposable packaging of more than 5,000 tonnes, i.e. more than two and a half times the packaging used. In addition, a large part of the non-reusable packaging components (stretch film, foam, cardboard tubes and wooden pallets) is obtained from recycled materials (85-90% of the cardboard tubes) or renewable materials (cardboard tubes and wooden pallets); consequently, only 3% of the packaging used by the Group is non-sustainable.

Graphical representation of packaging use – reference GRI 301.1 and 301.2

Packaging



WASTE

The main types of waste produced by the Group's plants consist of plastic waste (processing scraps) and paper, wood and mixed-material packaging, non-hazardous waste which alone accounts for approximately 85% of all waste produced.

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

Summary table of waste – reference GRI 306.2 for the entire Group

Waste by type (k€)	2022	2023	2024
Non-hazardous waste	1.602.795	2.148.337	3.398.074
Hazardous waste	154.883	145.951	132.862
Total waste	1.757.678	2.294.288	3.530.936
Group production	45.905.781	45.782.071	50.602.332
Total specific waste	0,049	0,067	0,092

In 2024, there was an increase in total waste both in absolute terms and in relation to quantities produced. However, for the Group's production sites, the quantity of kg of NON-hazardous waste generated per tonne produced increased, while kg of hazardous waste decreased for the same production.

The relevant figure is not the increase in absolute terms but rather the +37% increase in relative terms compared with kg produced. In other words, in 2023 the Group's production sites produced 36 kg of waste per tonne produced, and in 2024 this ratio rises to 50 kg per tonne produced. However, this figure was affected by a warehouse rationalisation and cleaning operation that resulted in one-off disposals.



Waste by destination (k€)	2022	2023	2024
Material recovery – recycling (R3: Recycling/recovery of substances)	246.422	319.836	312.891
Other forms of recovery (R13: Storage of waste pending one of the operations indicated in points R1 to R12)	1.413.286	1.791.583	3.109.140
Disposal (D15: Preliminary storage before one of the operations referred to in points D1 to D14)	97.970	182.869	107.025
Total waste	1.757.678	2.294.288	3.530.936

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 significant increase in processing residues considered as by-products, in 2024 less than 10% of waste is sent for material recovery (R3) at the Group's internal waste management sites. For the remaining part, no certain information is available on the actual recovery method, since this waste is sent to the generic destination R13 (storage of waste pending one of the operations indicated in points R1 to R12), but overall approximately 97% of waste is sent to 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 in 2024 concern approximately 4% of total waste, take place under D15, namely "Preliminary storage before one of the operations referred to in points D1 to D14". The D1-14 list includes: waste treatment operations, i.e. transformation to facilitate disposal such as preliminary grouping and repackaging treatments and physical, chemical, biological treatments; final disposal operations, such as landfill and incineration.

Compared with previous years, the decision to manage most of the processing scraps sent to MondoSD and Diba as by-products in accordance with the regulations (Art. 184-bis of Legislative Decree 152/06) is confirmed. This decision is motivated by the need to guarantee complete traceability of material flows, while at the same time reducing the risk of errors in completing records. In order to guarantee constant compliance with current regulations, the entire process is periodically verified by an independent body, which certifies the presence of all the conditions required by Art. 184-bis, considering the actual recovery of all such scraps.

In order to allow an overall analysis in light of the above, the following table reports the flows of scraps sent to MondoSD and Diba as waste and those sent as by-products:

Destination of processing scraps (k€)	2022	2023	2024
Non-hazardous waste sent for recovery (R3)	246.422	295.976	312.891
By-products	2.510.738	2.568.000	4.025.308
Total scraps	2.757.160	2.823.074	4.338.199
Production (production sites only)	35.914.060	34.045.467	38.396.332
Total scraps per unit of product (kg/t)	76,8	82,9	113,0

In 2024, there was an increase in processing scraps, both in absolute quantity (+54%) and per tonne produced (+36%). This result is the subject of further analysis that will bear fruit during 2025. In light of the above, the virtuous choice to manage these scraps directly within the Group, with full control over the efficiency and effectiveness of scrap recovery activities, becomes even more important.

Of all the waste produced by the Group's companies, only part is directly linked to production activities. The waste produced by Mondo SD and Diba, in fact, depends substantially on the characteristics of the incoming waste, only part of which comes from the Group's plants.

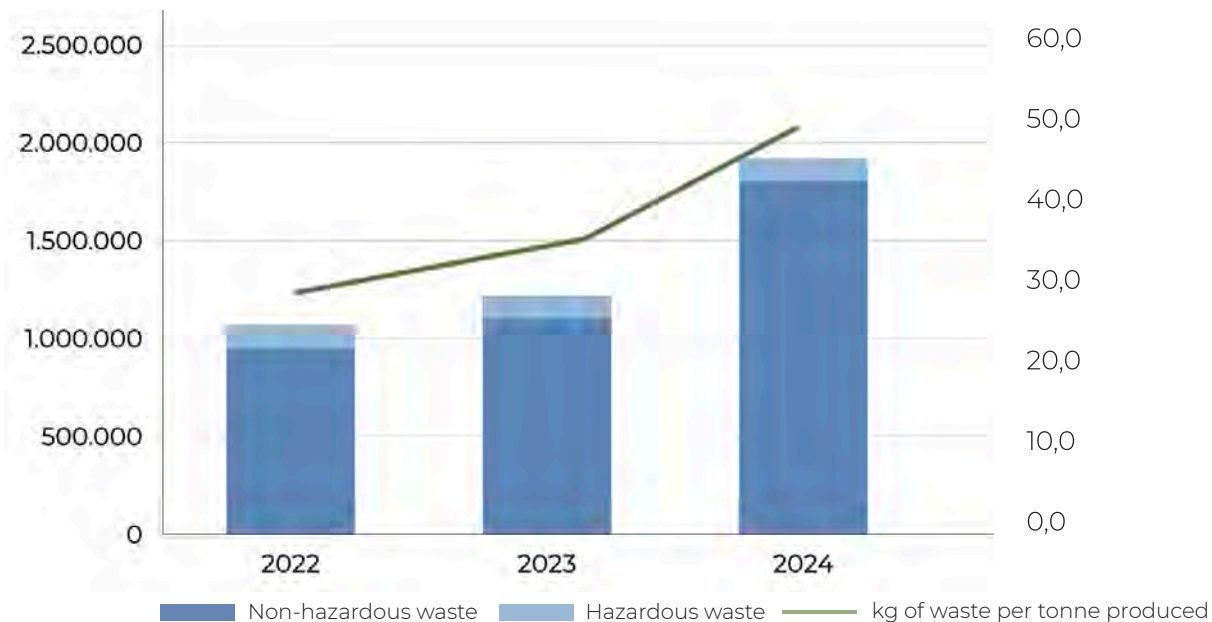
The following tables report data limited only to the waste produced by the Group's production sites (Busto Arsizio, Ferentino and Chignolo Po).

Tables and graphical representations relating to waste – reference GRI 306.2

Waste from production sites by hazard level (k€)	2022	2023	2024
Non-hazardous waste	954.495	1.089.471	1.774.143
Hazardous waste	154.883	145.951	132.862
Total waste	1.109.378	1.235.422	1.907.005
Percentage of non-hazardous waste	86,0%	88,2%	93,0%
Waste per unit of product (kg/t)	30,9	36,3	49,7

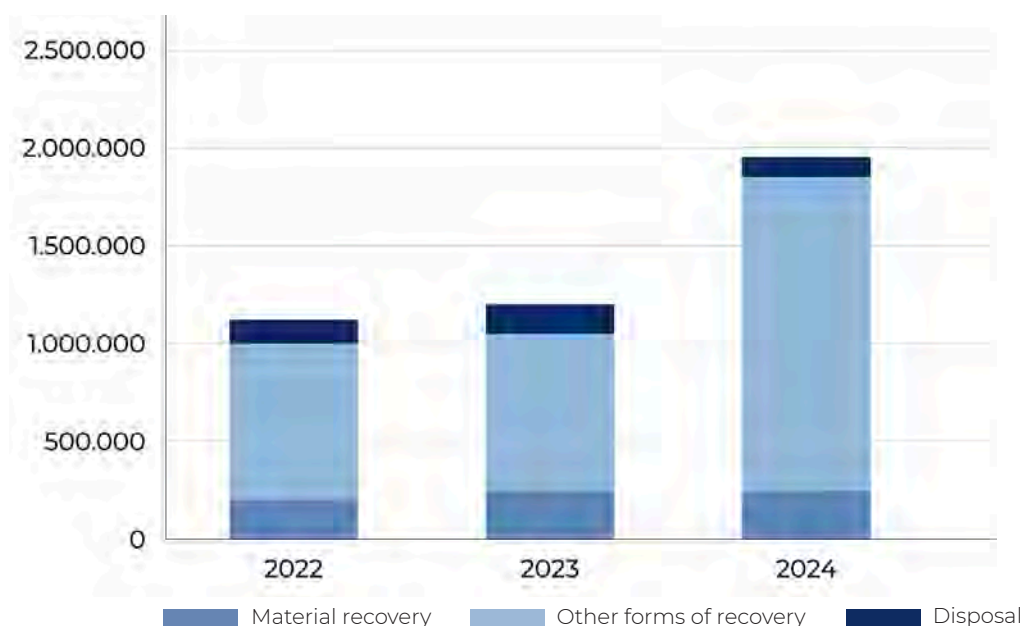
Following an increase in non-hazardous waste and a decrease in hazardous waste, the percentage of non-hazardous waste in 2024 exceeds 90%. As already highlighted, the quantity of waste generated per unit of product increased by approximately 37% compared with 2023

Waste produced (production sites)



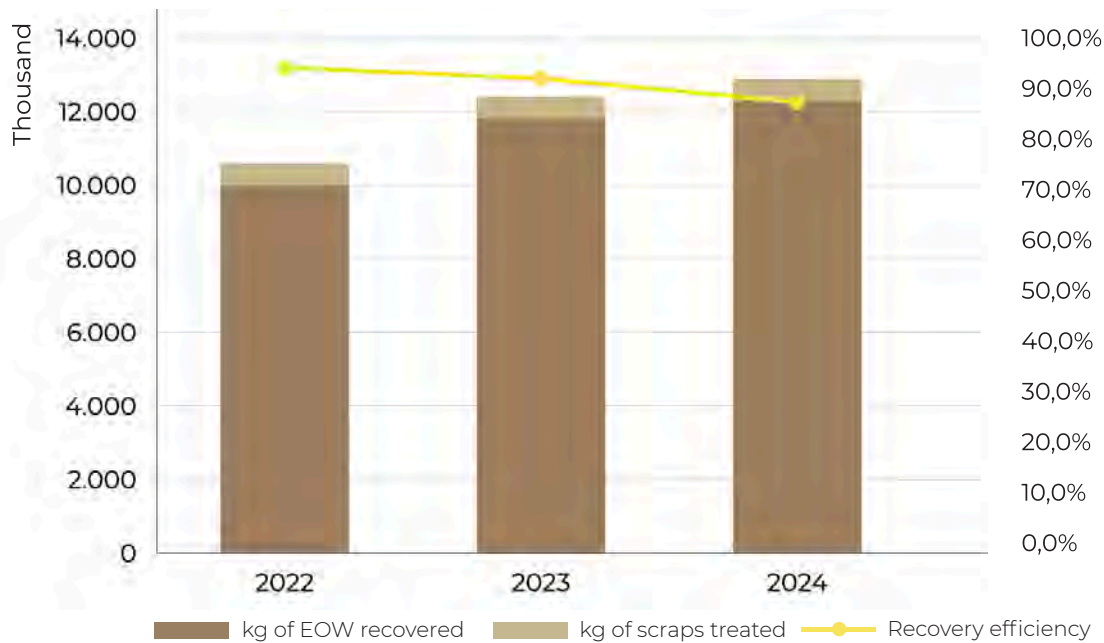
Waste from production sites by destination (kg)	2022	2023	2024
Material recovery	246.422	295.976	312.891
Other forms of recovery	764.986	756.577	1.511.572
Disposal	97.970	182.869	107.025
Total waste	1.109.378	1.235.422	1.907.005
Waste sent outside the Group	862.956	1.000.548	1.620.477

Waste produced by destination

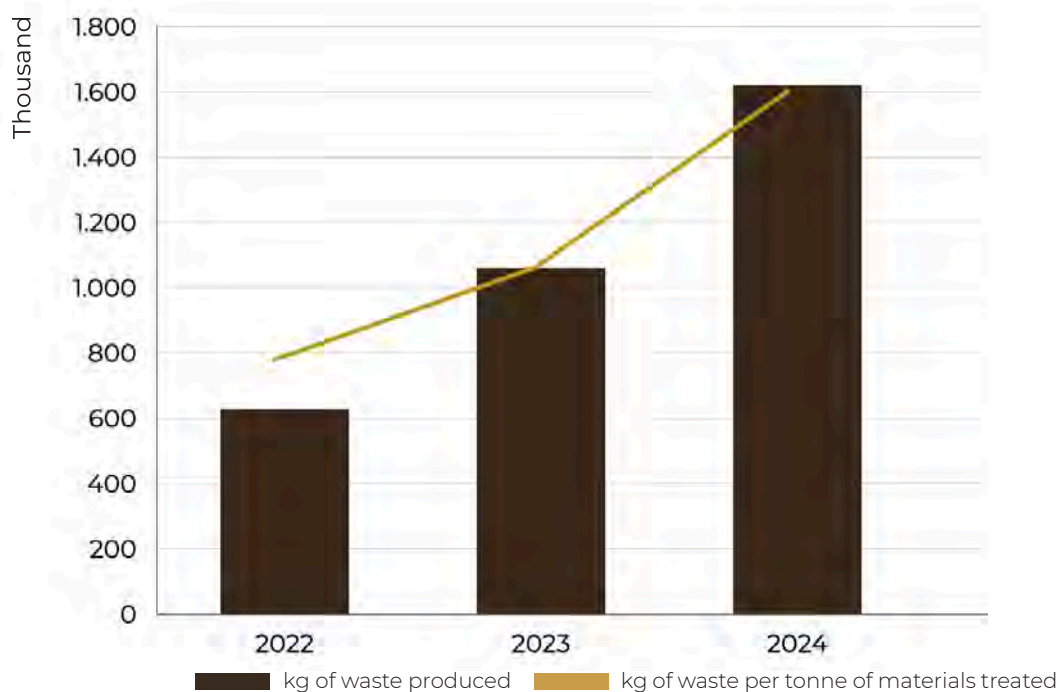


The following two charts show **the performance trends of Mondo SD and Diba with regard to recovery efficiency and waste generation**. As can be seen, recovery efficiency shows an increasing trend over the three-year period and remains consistently very high (above 95%); the quantities of waste produced in 2024 recorded an increase of approximately 53%, reaching 125 kg of waste per tonne of recovered Secondary Raw Materials in 2024 due to a positive increase in recovered volumes but involving more complex materials with a lower recovery yield.

MondoSD and Diba - Material recovery efficiency



MondoSD and Diba - Waste produced



WATER CONSUMPTION AND WATER DISCHARGES

Water resources, drawn partly from the water supply network (in Busto Arsizio, Chignolo Po and Bernate Ticino) and partly from wells (in Busto Arsizio and Ferentino), are used by the Group's plants essentially for machine cooling and for civil uses, in addition to a small portion used for washing. Cooling water is replenished following its partial evaporation and does not generate water discharges; the water used for washing does not give rise to discharges, as after use it is managed as waste and disposed of through authorised companies.

Consequently, the only discharges relate to sanitary service water (comparable to domestic wastewater). Rainwater runoff from yards and roofs is also discharged in compliance with the applicable regional regulations.

No consumption data are available broken down by the various uses; consequently, it is not possible to quantify the water discharged as domestic wastewater, nor the related water consumption.

The following table shows the Group's total water consumption, broken down by source (water supply network and well). It should be noted that more than 50% 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 2030 forecast of "extremely high" water stress, while the other sites are located in low-risk areas, with a 2030 forecast of "medium-high" water stress².

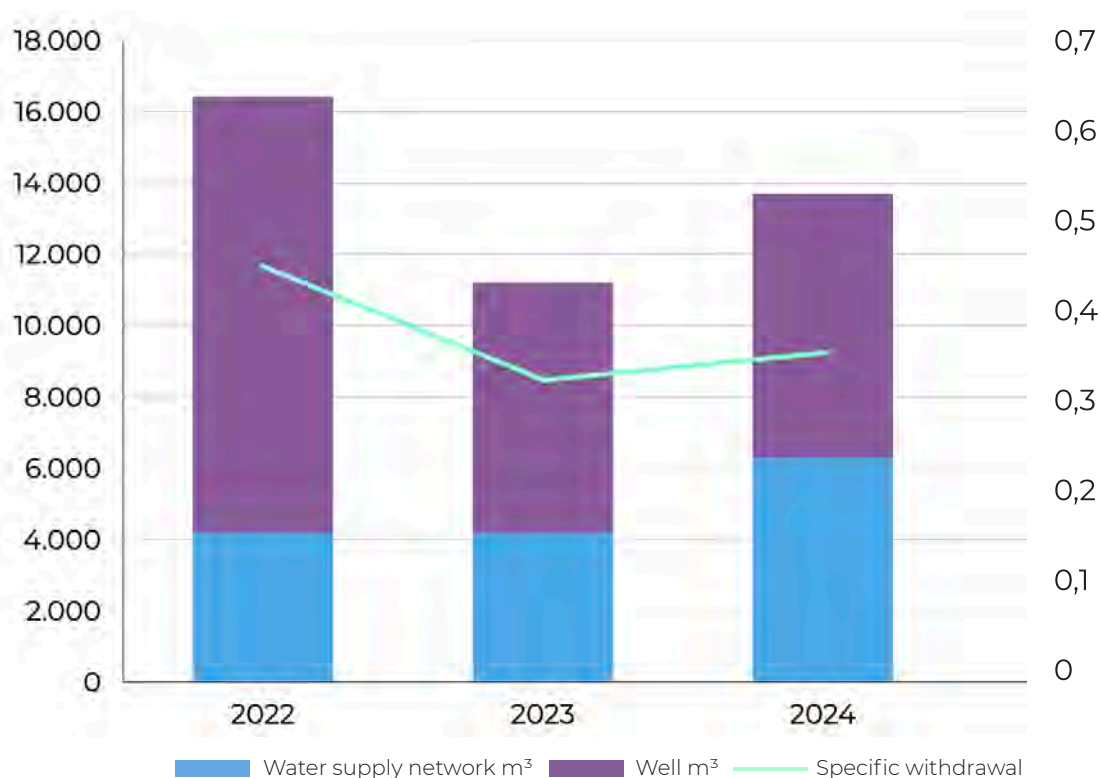
Tables and graphical representations – reference GRI 303.3

Source of supply	Unit of measure	2022	2023	2024
Water supply network	Thousands of m ³	4,367	4,825	6,527
Groundwater (well)	Thousands of m ³	11,929	6,391	7,203
Total	Thousands of m³	16,296	11,216	13,730
Groundwater from areas of high water stress	Thousands of m ³	10,825	6,300	7,100
Specific withdrawal	m³/t produced	0,454	0,329	0,358

² Source: Aqueduct Water Risk Atlas by the World Resources Institute (WRI)

Given that, as there is no consumption directly connected to the production process, it is not possible to establish a significant correlation between water consumption and production, in 2024 there was no significant increase in specific water consumption, maintaining the downward trend compared with previous years.

Water consumption



ENERGY CONSUMPTION

The energy carriers used by the Group’s plants are natural gas and electricity; the latter is partly drawn from the grid and partly self-generated by photovoltaic systems. In particular, a photovoltaic system has already been operating for more than 10 years at the Busto Arsizio plant, which in 2024 guaranteed annual production of approximately 139,000 kWh. In 2021, the Ferentino photovoltaic system also entered into operation, with a capacity of just over 900 kW, providing average annual production of more than 750,000 kWh, helping to reduce the withdrawal of electricity from the grid and therefore the indirect use of energy from fossil sources.

In the last two years, the production of the Ferentino photovoltaic system has decreased, probably due to reduced efficiency of the panels, which will have to undergo thorough extraordinary maintenance in 2025.

Starting from October 2023, the new trigeneration plant managed by ACEA came into operation at the Busto Arsizio plant, supplying the plant itself with electricity, thermal energy and cooling energy according to the related needs.

Based on the source mixes communicated by electricity suppliers, the average composition of electricity purchased from the grid over the three-year period for the production sites is as follows:

%	2022	2023	2024
Renewable sources	42%	41%	36%
Fossil sources	50%	53%	57%
Other sources	8%	6%	7%

In December 2023, the energy audits relating to the production sites of Busto Arsizio, Ferentino and Bernate Ticino were delivered, with reference to the year 2022, which led to the identification of further efficiency measures in addition to those already implemented in previous years: the efficiency measures concern the installation of consumption monitoring systems, the revamping of transformation substations for load redistribution and consumption optimisation, power factor correction interventions between voltage and current, and the replacement, in Busto Arsizio, of electric motors with more efficient ones. In addition, in 2024, an energy audit was also carried out for the Caltek plant in Chignolo Po.



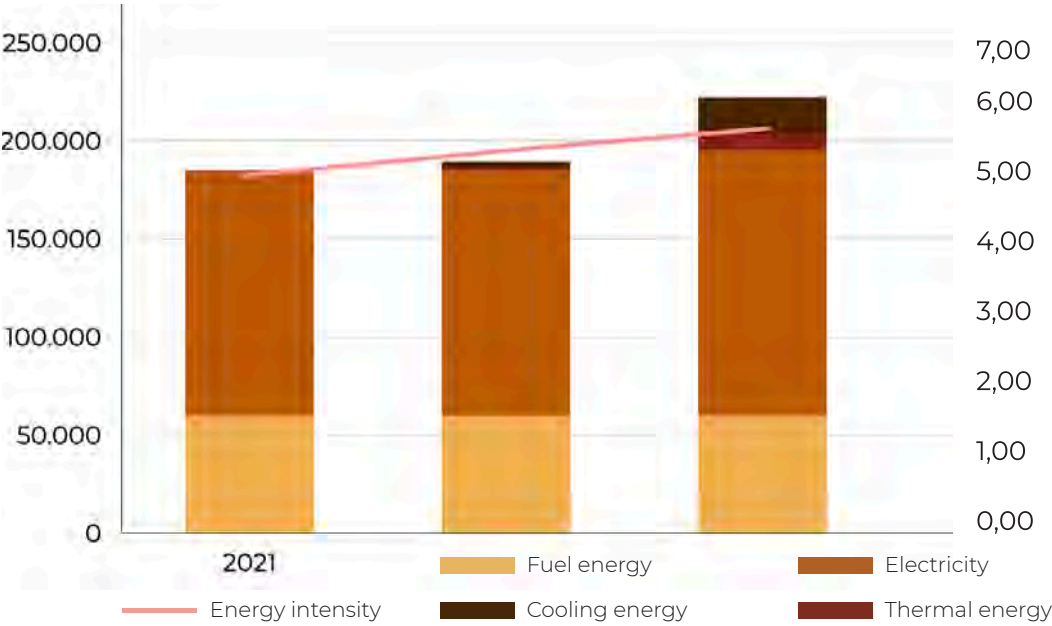
The following table shows the overall energy balance of the Group; the following table instead reports energy intensity, expressed in GJ per tonne of finished product. Tables and graphical representations relating to energy consumption – reference GRI 302.1, 302.3 and 302.4

		2022	2023	2024
Fuel consumed (natural gas)	Sm3	1.798.116	1.818.789	1.802.998
Fuel consumed (natural gas)	GJ	63.540	64.489	63.929
Electricity purchased from the grid	kWh	31.225.004	30.523.783	21.168.575
Electricity from trigeneration	kWh	/	2.323.473	14.107.779
Thermal energy from trigeneration	kWh	/	422.289	2.659.235
Cooling energy from trigeneration	kWh	/	681.860	5.469.990
Self-generated electricity	kWh	1.267.694	1.060.461	901.305
Electricity fed into the grid	kWh	14.696	98.247	369.007
Electricity consumed	kWh	32.478.002	33.909.470	35.808.652
Total energy consumed	GJ	180.461	186.203	222.105

GJ/t produced	2022	2023	2024
Fuel energy intensity	1,77	1,89	1,66
Electricity intensity	3,26	3,58	3,36
Thermal energy intensity	/	0,04	0,25
Cooling energy intensity	/	0,07	0,51
Total energy intensity	5,02	5,58	5,78

³ Natural gas consumption values expressed in GJ for 2022 are higher than those reported in the latest edition of the report, as a calculation error has been corrected. The same error also affects the overall energy consumption reported in the last row of the table.

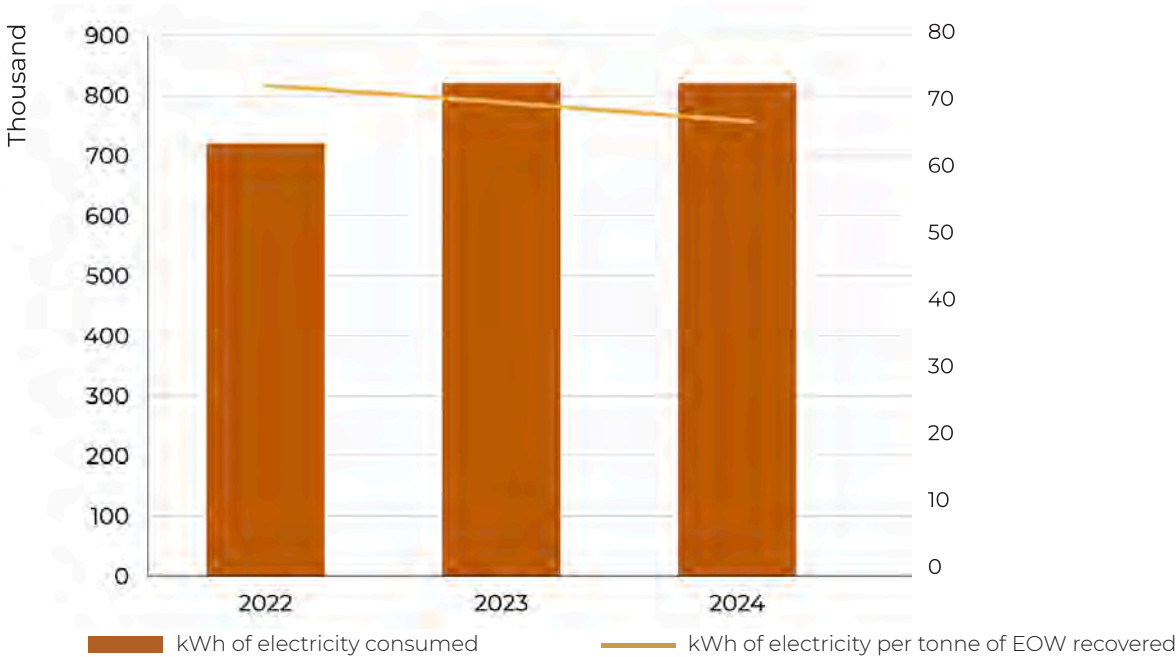
Energy consumption (GJ) and intensity (GJ/t)



As can be seen from the chart, total energy consumption has been increasing over the three-year period, as has energy intensity (the ratio between energy consumption and Group production), also due to the increasing fragmentation of production. Over the three-year period as a whole, however, the Group's specific energy consumption (total energy consumed by the Group per tonne produced) remains constant, apart from slight variations due to the production mix or exogenous factors.

Limiting the analysis to the waste recovery activity carried out by Mondo SD and Diba, the following chart shows how the energy efficiency of the recovery process increased slightly over the three-year period, from 73 kWh per tonne of Secondary Raw Materials recovered in 2022 to 68 kWh per tonne of Secondary Raw Materials recovered in 2024, confirming an existing efficiency trend.

MondoSD and Diba - Electricity consumed



EMISSIONS TO THE ATMOSPHERE

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

With regard to indirect emissions, the following contributions were calculated:

- Emissions deriving from the generation of electricity drawn from the grid and from the generation of electricity, thermal energy and cooling energy from trigeneration (Scope 2);
- Emissions deriving from the transport of raw materials to the Group's plants (Scope 3);
- Emissions deriving from the transport of finished products from the Group's plants to customers' premises (Scope 3);
- Emissions deriving from employees' home-to-work commuting (Scope 3).

Indirect emissions deriving from the generation of electricity drawn from the grid are quantified on the basis of the energy source mix declared by electricity suppliers, applying for each energy source the emission factors published annually by ISPRA in the report on CO₂ emissions from electricity generation (ISPRA Report No. 363/2022).

In particular, with regard to the production plants (Mondorevive and Caltek), the average CO₂ emission factor relating to electricity consumed over the three-year period rises from 244 g CO₂/kWh in 2022 to 304 g CO₂/kWh in 2024 (higher than the average emission factor of the national electricity market, which over the same period falls from 293 g CO₂/kWh in 2022 to 199 g CO₂/kWh in 2024). An opposite trend is observed over the three-year period in the supply to the two waste recovery plants, for which the emission factor falls from 244 g CO₂/kWh to 226 g CO₂/kWh in 2024, more in line with national trends.

With regard instead to indirect emissions deriving from energy generation from the trigeneration plant, the emission factors provided by ACEA were considered. In particular, for 2024, an average CO₂ emission factor of 159 g CO₂/kWh was used for electricity, 842 g CO₂/kWh for thermal energy and 409 g CO₂/kWh for cooling energy, overall decreasing compared with the previous year.

With regard to emissions deriving from the transport activities 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, with regard to employees' home-to-work commuting, the emission factors estimated by ISPRA through the Copert model were used with regard to private car use.

The following table reports direct, indirect (Scope 2 only) and partial CO₂ emissions (Scope 1 + Scope 2) over the three-year period under review; it also reports indirect emissions linked to transport (Scope 3) and total emissions (Scope 1 + Scope 2 + Scope 3); the following table reports CO₂ emission intensity, expressed in kg CO₂ per tonne of product, with the same breakdown. CO₂ emissions of biogenic origin are not applicable.

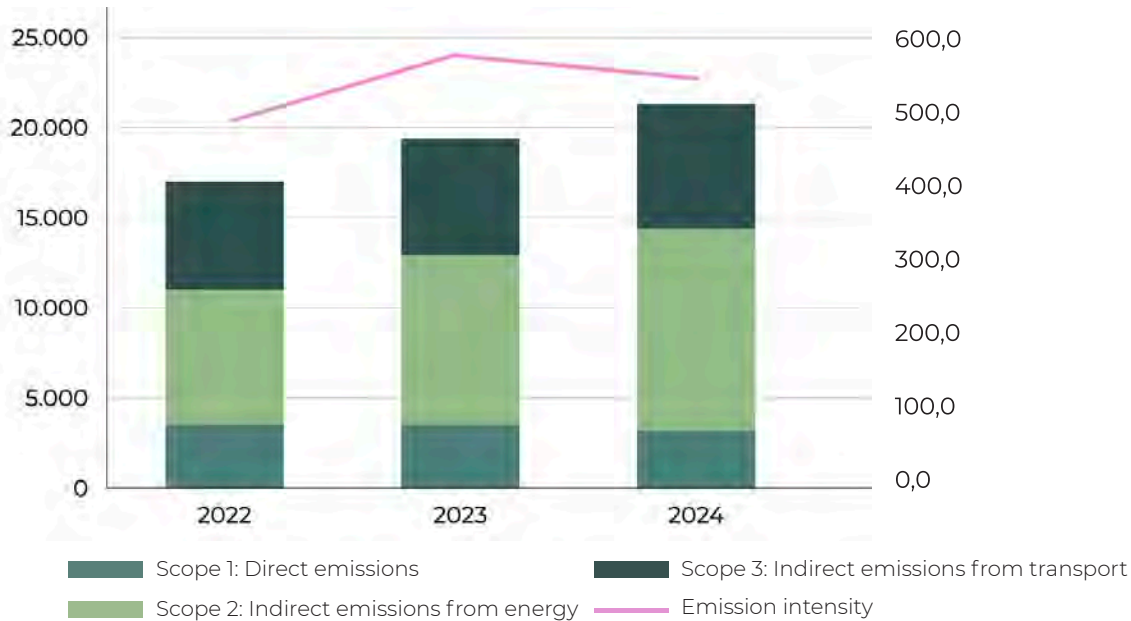
Tables and graphical representations relating to emissions – reference GRI 305.1, 305.2 and 305.4

t of CO ₂		2022	2023	2024
Scope 1: Direct emissions		3.579	3.645	3.639
Scope 2: Indirect emissions		7.608	9.519	10.854
Total emissions (1+2)		11.188	13.164	14.494
Scope 3: Emissions from transport	Incoming raw materials	2.602	1.898	2.328
	Outgoing finished products	3.520	3.905	4.231
	Employees	157	161	156
	TOTAL	6.278	5.963	6.715
Total emissions (1+2+3)		17.466	19.127	21.209

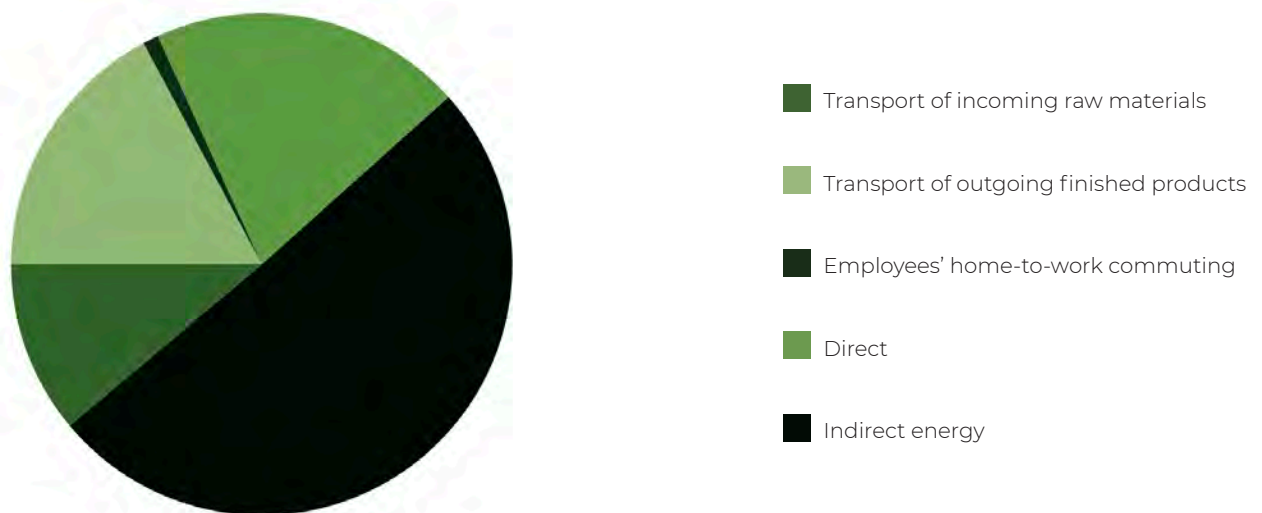
kg of CO ₂ /t produced		2022	2023	2024
Scope 1: Direct emissions		99,7	107,1	94,8
Scope 2: Indirect emissions		211,9	279,6	282,7
Emissions total (1+2)/t produced		311,5	386,6	377,5
Scope 1: Emissions from transport		175,1	173,3	174,9
Total emissions (1+2+3)		486,6	560,9	552,4

⁴ The value of emissions related to employee mobility expressed in tCO₂/year for 2022 is lower than that reported in the latest edition of the report, as a more up-to-date emission factor was used (ISPRA 2021).

CO₂ EMISSIONS



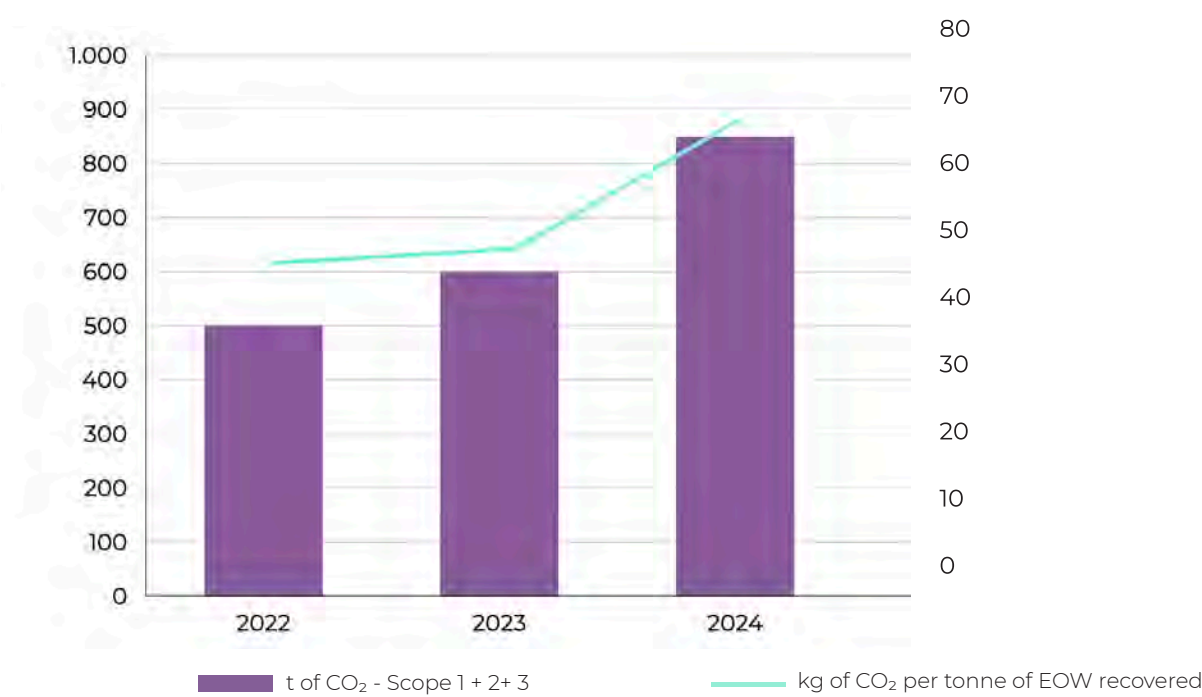
As also shown by the chart, CO₂ emissions deriving from the Group's activities increased only slightly in 2024 compared with the previous year, while intensity relative to production levels is slightly decreasing (approximately -2%).



As can be seen from the chart, the main contribution is attributable to the generation of electricity consumed and thermal and cooling energy from trigeneration (more than 50%), followed by the transport of finished product (20%), the combustion of natural gas (17%) and the transport of raw materials (11%). The contribution of employees' home-to-work commuting is approximately 1% and is negligible compared with the other items.

Limiting the analysis to the Mondo SD plant in Bernate Ticino and the Diba plant in Chignolo Po only, the following chart shows that CO₂ emissions are increasing over the three-year period, while still remaining fairly limited, both in absolute terms and relative to the Secondary Raw Materials recovered. In particular, it should be noted that the increase in the CO₂ intensity index in 2024 is mainly due to the introduction of a recipient of the Secondary Raw Materials located at a significant distance from the Mondo SD plant.

MONDOSD AND DIBA - CO₂ EMISSIONS



Finally, with regard to pollutant emissions from the production plants, analyses are carried out on the main stacks on an annual basis, as required by the existing authorisations.

These analyses, as required by current legislation, are carried out under the most onerous operating conditions and are therefore not representative of average emissions over the course of the year, which are certainly lower than the values detected.

Consequently, it is not possible to accurately estimate the annual emissions of each pollutant. It should, however, be noted that the analyses carried out have always shown compliance with the authorised limits.

THE TERRITORY

The Busto Arsizio plant extends over a total area of 17,660 m², of which 9,636 are covered. The area is highly urbanised, with a predominantly industrial designation, around which residential areas have developed. The site is located outside the boundaries of the Alto Milanese Park (a predominantly agricultural area), therefore there are no related prescriptions. Upon arriving at the plant, 10 of the 11 silos in which PVC resins are stored can immediately be seen; 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 are covered. The plant is located on the Via Casilina, which connects Rome to Frosinone, in an area designated for artisan and industrial production settlements; the area, which includes other industrial and commercial settlements, is surrounded by agricultural fields, with also the presence of some isolated dwellings.

The Caltek Site is located in the western part of the Municipality of Chignolo Po, approximately 1.6 kilometres from the town centre, within the Industrial Zone. The Site covers a total surface area of approximately 12,300 m², of which 7,300 are covered. The surrounding area is predominantly agricultural, typical of the Po Valley, and is located approximately 5 km from the confluence of the Lambro River into the Po.

Opposite the Caltek plant is DIBA S.r.l., which occupies a surface area of approximately 270 m². The site was acquired in 2022, expanding a part already owned where only offices were located, by annexing a warehouse of a company also active in the certified plastic recycling supply chain, confirming the industrial vision that combines production and resource recovery.

The MondoSD site, smaller than the Group's production sites, is located in the Municipality of Bernate Ticino, approximately 2 km east of the Ticino River. It is located in an industrial area close to the A4 motorway, surrounded by agricultural land.

Considering the activities carried out, the related impacts and the territorial contexts in which the Group's production sites are located (predominantly 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 generate significant impacts on the surrounding area, since:

- investigations carried out have always shown compliance with noise impact limits;
- emissions to the atmosphere have always complied with the limits set in the authorisations issued by the competent authorities;
- particular attention is paid to the prevention of any odour impacts from processing activities.

⁵ The covered surface area value reported for the Ferentino plant corrects the incorrect value indicated in previous editions, equal to 28,053 m².

EMPLOYEES

SUSTAINABILITY REPORT 2024





GENERAL DATA

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

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

Employees by gender and contract duration (fixed-term and permanent)		2022	2023	2024
Men	Fixed-term	10	1	4
	Permanent	252	258	259
Women	Fixed-term	1	1	0
	Permanent	31	32	33
Totals	Fixed-term	11	2	4
	Permanent	283	290	292

Employees by gender and type of contract (part-time and full-time)		2022	2023	2024
Men	Part-time	0	2	2
	Full-time	262	257	261
Women	Part-time	3	3	2
	Full-time	29	30	31
Totals	Part-time	3	5	4
	Full-time	291	287	292



After several years of growth, in 2024 the workforce remained overall in line with the previous year.

The following table compares agency workers with total employees, of whom they represent approximately 8%, increasing compared with the previous year. The use of agency work, whose weight nevertheless remains limited, is mainly motivated by the need to cope with temporary peaks in workload, or as an entry method for new hires.

	2022	2023	2024
Total employees	294	292	296
Agency workers	12	10	23

The following two tables show the inflows and outflows of employees over the three-year period, broken down by gender and age group.

Newly hired and terminated employees by gender		2022	2023	2024
New hires	Men	38	29	25
	Women	7	5	7
	Totals	45	34	32
Terminations	Men	28	34	20
	Women	6	5	6
	Totals	34	39	26

Newly hired and terminated employees by age group		2022	2023	2024
New hires	< 30 years	13	15	8
	between 30 and 50 years	26	16	18
	> 50 years	6	3	6
Terminations	< 30 years	3	8	8
	between 30 and 50 years	19	19	9
	> 50 years	12	12	9

The following table shows employees broken down by gender and job classification level.

Employees by gender and job classification level		2022	2023	2024
Men	Blue-collar workers	214	211	211
	White-collar employees	31	30	36
	Middle managers	13	13	12
	Executives	4	5	4
Women	Blue-collar workers	2	3	2
	White-collar employees	25	25	25
	Middle managers	5	5	6
	Executives	0	0	0
Totals	Blue-collar workers	216	214	213
	White-collar employees	56	55	61
	Middle managers	18	18	18
	Executives	4	5	4

Percentage distribution of employees by gender in 2024	Men	Women	Total
Blue-collar workers	99%	1%	100%
White-collar employees	59%	41%	100%
Middle managers	67%	33%	100%
Executives	100%	0%	100%
Total	89%	11%	100%

Percentage distribution of employees by job classification level in 2024	Men	Women	Total
Blue-collar workers	80%	6%	71%
White-collar employees	14%	76%	21%
Middle managers	5%	18%	6%
Executives	2%	0%	1%
Total	100%	100%	100%



With regard to remuneration, there are no a priori differences between genders or plant locations, but such differences are essentially linked to the specific roles performed. For example, for clerical level A, men receive remuneration approximately 7% higher, whereas for levels B and C women receive higher remuneration (approximately 22% more for level B and 3% more for level C).

Conversely, at middle management level, the situation is exactly reversed, with women, at the same level, receiving slightly higher remuneration than corresponding men, as they perform different duties. Benefits granted to workers are provided regardless of the contractual nature (fixed-term or permanent); in the case of part-time contracts, benefits may be pro-rated according to hours worked.

In general terms, regardless of the method of payment, the Group paid bonuses of approximately €500k during 2024. Since 2022, the Welfare project has been active at the Busto Arsizio site, providing each worker with the possibility of converting the productivity bonus, linked to productivity indices, into corporate welfare goods and services, as provided for by Art. 51 and Art. 100 of the Consolidated Income Tax Act (TUIR). On the converted amount, the company grants an additional 15%. It will be implemented for the Ferentino site from 2025.

In 2024, approximately €230k in bonuses linked to the second-level agreement of Busto Arsizio were paid. 15% of employees opted for conversion into welfare. Compared with the first year of the welfare project, participation increased by 12%. From 2025, the welfare project is expected to be introduced also at the Ferentino site.

Over the years, with the acquisitions of the various plants and the strengthening of production and business, the workforce has grown. This growth particularly involved young people, called upon to contribute their know-how in line with current market requirements and able to create useful cross-fertilisation with the Group's long-standing skills.

Indeed, considering employees, the intermediate age group (30-50 years) is predominant among new hires. Also as a result of the progressive increase in retirement age, the over-fifties age group remains important, and their skills remain up to date thanks to continuous training plans provided for in the Group's Corporate Improvement Plan. Women account for just over 15% of the total workforce, with a substantially balanced presence in administrative, management and process control roles.

An important form of protection for Workers is collective bargaining, which throughout the Mon-dorevive Group maintains a high level of collective bargaining, national or company-level. In particular, all workers are covered by the National Collective Labour Agreement (CCNL) of the relevant sector (Rubber and Plastics); the national contract is then supplemented by company-level agreements specific to each site. The types of contracts in place are evidence of the importance always attributed by the Group to continuity of the employment relationship, with approximately 99% of permanent contracts, stable compared with last year.

With regard to the distance between employees' residences and the Group's plants, just over 70% of workers live less than 15 km from their workplace (with peaks of 83% for the Busto Arsizio site).

HEALTH AND SAFETY

Among the main inputs that Mondorevive has immediately extended to all plants acquired over time are the following: extension of the entire integrated management system, Code of Ethics, Policy and Supervisory Committee, project management through coordination meetings between entities and with Management, which shares the need and importance of increasingly integrating quality, environment and safety requirements into corporate processes.

Mondorevive attributes the utmost importance to safety in its strategy and is committed to reconciling the production needs of the plants with the protection of the well-being of workers and Local Communities. To do this, it works tirelessly to:

- Assess, prevent and mitigate risks through well-structured corporate organisations, attentive to identifying potentially dangerous situations and ready to act promptly.
- Introduce into plants the best technologies available on the market not only from a production and environmental perspective, but also from a health and safety perspective.
- Develop the perspective of every worker, starting from top management, with regard to the contribution each person can make to improving the safety climate.

Against a backdrop of an increasing average age of workers (especially at the Busto Arsizio plant) and an increasingly complex market scenario, promoting skills development, involvement and the enhancement of people is essential to increase the efficiency and competitiveness of the Group's Companies. A precise strategy therefore links continuous training to business operations in order to update workers' skills and accompany them in the evolution of the companies. Mondorevive Busto Arsizio has also started collaboration with local Technical Institutes (school-work alternation) and Universities (curricular internships).

Mondorevive's acquisitions have led the Group to consider the involvement of workers through internal communication and engagement initiatives to increase team spirit. The "Un Mondo di Idee" project led us to achieve the objective for the Busto Arsizio plant; for this reason it has been extended to the Ferentino plant and the whole Group will gradually be involved. For a company operating nationally, with entities not always comparable in terms of production processes, employee involvement is essential to generate a sense of belonging and unity of purpose in relation to its objectives.

In 2024, a series of initiatives took shape to promote a safety culture and increase the accountability of first- and second-line personnel, aligning with the indications set out in the recent updates to the Consolidated Safety Act. In particular, an attempt was made to implement a "learning by doing" approach where the worker, supported by experts, tests his or her skills and improves awareness in the field. These improvement projects were developed individually across the various production sites of the Group, while nevertheless maintaining the same approach or the same objective: to make the worker more aware and provide them with the tools,



both internal and external, to be able to actively contribute to shared health and safety, without neglecting product sustainability and attention towards the customer.

The projects underway at the sites are as follows:

- Learning Factory → Busto Arsizio

A comprehensive vision to increase the awareness of first-line personnel regarding HSE_Q and sustainability aspects, as well as to increase their involvement in quality and production topics, through meetings, presentations, operational activities with specialised consultants, and the implementation of projects.

- Sicura-Mente → Ferentino

Stimulation of the responsiveness of operating personnel in recognising and reporting situations that can be improved in the HSE field; guidance in defining applicable solutions and in implementing projects; management of feedback through a dynamic notice board.

- Mentoring → Chignolo Po

Support for operating personnel by a specialised consultant who guides them in defining and analysing efficiency and HSE issues, in order to make workers aware of both risks and the potential of their work.

Their continuation is also planned for 2025

Starting from 2020, the strong focus on occupational health and safety issues has been further strengthened, as an integral part of the new “Sustainability – Quality, Health, Safety and Environment” policy. 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, because our objective is the optimisation and continuous improvement of the processes that guarantee the health of our workers, occupational health and safety, and environmental protection.

Starting from the recent acquisitions, we are also integrating into the system the same process for hazard identification, risk assessment and incident investigations: everything that is an improvement for one plant is also assessed for the others. Monitoring of risks related to occupational health and safety in the workplace, particularly in production plants where there are multiple situations of potential danger that may result in accidents, is carried out through safety walks with inter-company personnel, consultants and increasingly qualified personnel with whom we act from a prevention, identification and assessment perspective.

The system we adopt provides for the implementation of the following hierarchy of actions:

- eliminate the source of risk;
- replace the source of risk with a source of lower impact;
- adopt structural technical measures;
- adopt organisational measures;
- provide constant and up-to-date training;
- carry out health surveillance.

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

Technical interventions may concern CE-marked machines equipped with safety systems and subject to periodic checks, forklift trucks subject to periodic checks and equipped with warning systems such as horns, flashing lights and blue spots. Procedural interventions apply to specific procedures and emergency plans. Behavioural interventions, finally, operate through continuous information and training of personnel. All possible measures are taken to prevent accidents, but should these occur, we carry out a careful analysis at each site in order to identify their causes and adopt prevention and protection actions. Information on accidents is then communicated at Group level, in order to prevent similar events at other sites, through participation and consultation of workers, Workers' Safety Representatives (RLS), and communication on occupational health and safety throughout the Group. For example, the implementation of the new M calendar has allowed us to assess cutting-edge systems to be installed also on existing plants.

As they are certified according to ISO 45001, the production sites of the Mondorevive Group are subject to periodic internal and external audits aimed not only at assessing compliance with current safety regulations but also at pursuing continuous improvement, a fundamental aspect for a company that considers safety a cornerstone of its growth.

For example, in 2025 at the Busto Arsizio site, the calendar on line I will undergo a revamping mainly concerning safety aspects, following a project carried out in 2024 by a specialised company.

At each of our sites, we conduct health surveillance through appointed external bodies, with the aim of safeguarding workers' health, first and foremost out of care for our people as well as in compliance with legislation. As part of periodic health surveillance, the occupational physician organises information and training sessions for personnel to promote better lifestyles and prevent risks to their health. With a view to integration, prevention and mitigation of occupational health and safety impacts within the Group, it was decided to appoint the same Competent Doctor for all Lombardy plants; for the Ferentino plant, a local expert is used.

Also with a view to an integrated system for health and safety management, we identified the same consultant as the person responsible for the prevention and protection service for the two nearby plants of Busto Arsizio and Bernate Ticino; this person is also a management systems auditor, as are the other Prevention and Protection Service Managers (RSPP) in Ferentino and Chignolo Po. In specific information and training sessions, both in the classroom and in the field, dangerous situations reported by workers are also simulated. As early as the revision of our policy in 2020, the ISO 45001:2018 principles had been introduced for all our plants.

The integrated quality, environment, health, safety and corporate social responsibility management system is implemented in all plants and all workers are covered. Mondorevive's core values and principles are expressed in the Code of Ethics. This makes it possible to share the strong corporate culture in an organic way and provides guidance for activities and behaviours. The adoption of the Code is intended to meet the needs and expectations of all internal and external counterparts of the company. The Code represents the founding document of Mondorevive's ethics, which all recipients sign when they begin their collaboration with the Company; a tool of fundamental importance for ethical and sustainable business growth.

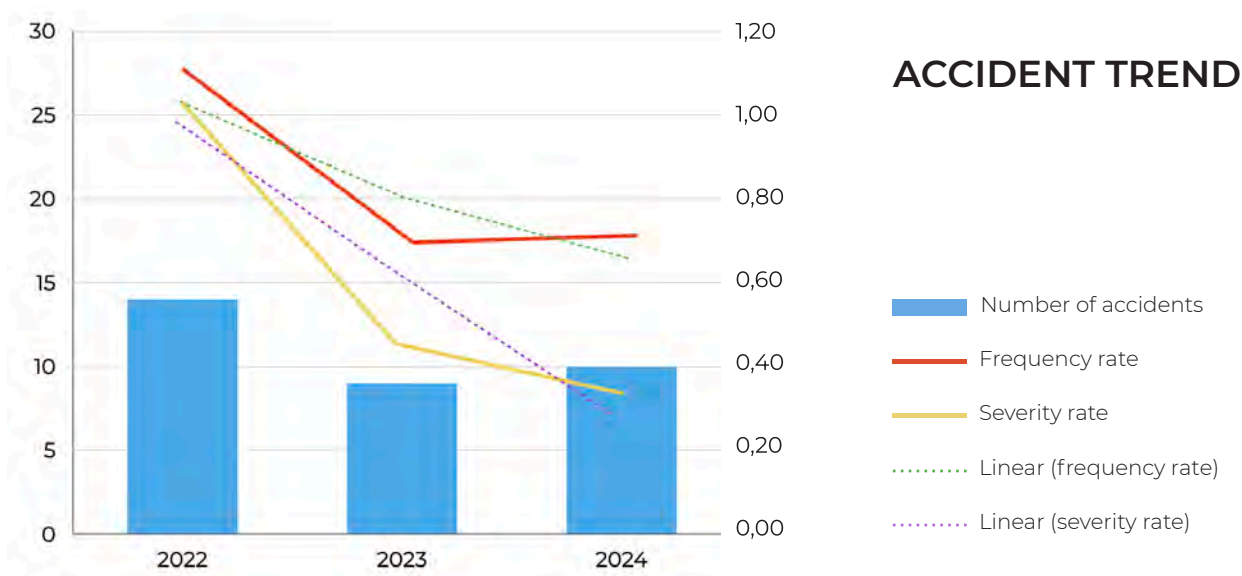


The Code of Ethics is addressed to: directors, management staff, clerical staff, blue-collar workers, as well as all external collaborators, such as, by way of example only: suppliers, consultants, agents and representatives; for information purposes to public bodies and supervisory authorities. Compliance with the code is binding for all employees and collaborators, just as compliance with the rules of the legal system in which they operate (national, supranational or foreign) and the provisions contained in collective agreements is mandatory. ***“Those who hold responsible or managerial roles must set an example for others, demonstrating that compliance with the Code of Ethics is a fundamental part of our daily work and that business results must never be separated from observance of the principles contained therein. We are all called upon to monitor compliance with the Code of Ethics.”***

The following table and chart report accident data over the three-year period within the Group's sites. It should be noted that during the three-year period there were no commuting accidents, nor were there any fatalities or accidents with serious consequences.

Tables and graphical representations relating to workers' health and safety – reference GRI 403.8, 403.9 and 403.10

Accident trend	2022	2023	2024
Number of accidents	14	9	10
Number of hours worked	498.712	499.969	565.643
Frequency rate (accidents per million hours worked)	28,07	18,00	17,68
Severity rate (days lost per thousands of hours worked)	1,05	0,48	0,31



In 2024, the number of accidents in the Group's companies increased slightly compared with the previous year, attributable to a significant increase in total hours worked, while nevertheless remaining within the downward trend and with a number of lost days clearly lower than in 2023 (-26%). Frequency and severity rates are also decreasing over the three-year period. This improvement is mainly due to actions aimed at reducing the incidence of accidents and their consequences, including the progressive introduction of the occupational health and safety management system at all Group sites.

The Group's indicators are substantially confirmed as being in line with the average values of the rubber and plastics sector (16.5 accidents per million hours worked in the three-year period 2015-2017).

It is clear that the implementation of the workers' health and safety management system assumes strategic importance, as confirmed by the good results of Mondorevive S.p.A..

Analysis of accidents over the three-year period shows that they are largely attributable to two specific types: firstly, mechanical hazards related to the use of machines, and to a lesser extent, impacts and trips.

Over the three-year period considered, no reports of occupational diseases were recorded in the Group's companies.

TRAINING

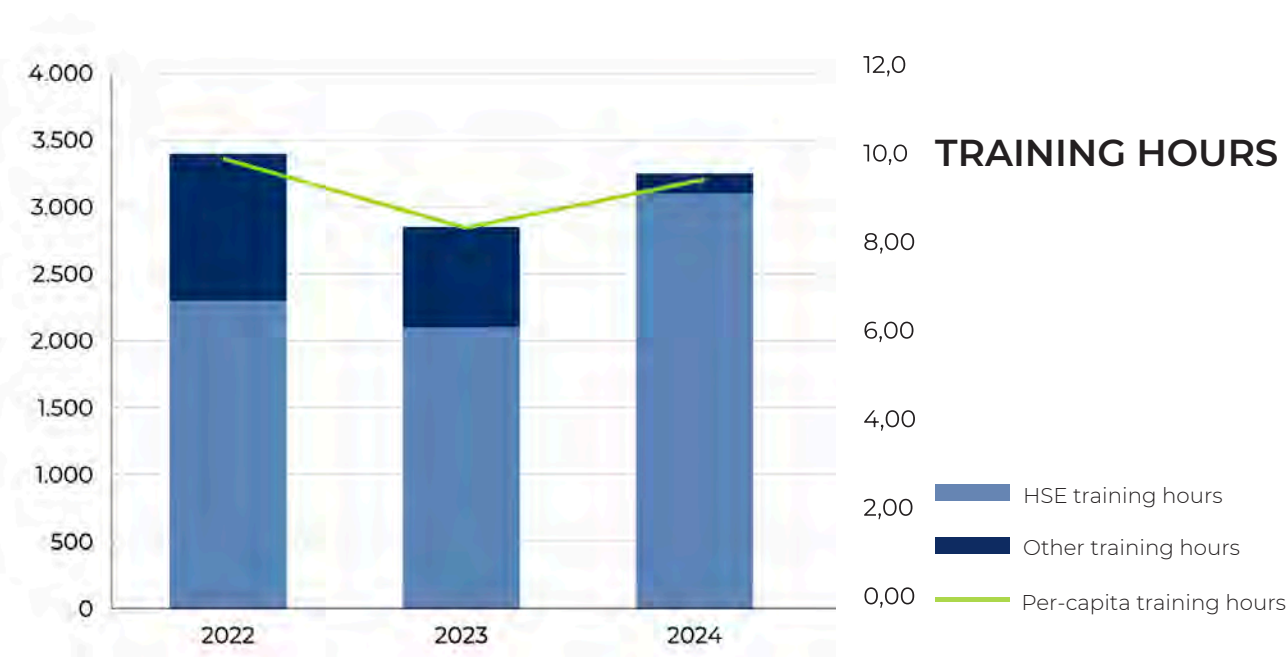
The propensity for training is strongly correlated with the growing size of the Mondorevive Group, the constant pursuit of process standardisation and the improvement of quality, environment, health and safety.

Also in 2024, training hours in the environment and safety area remain clearly predominant.

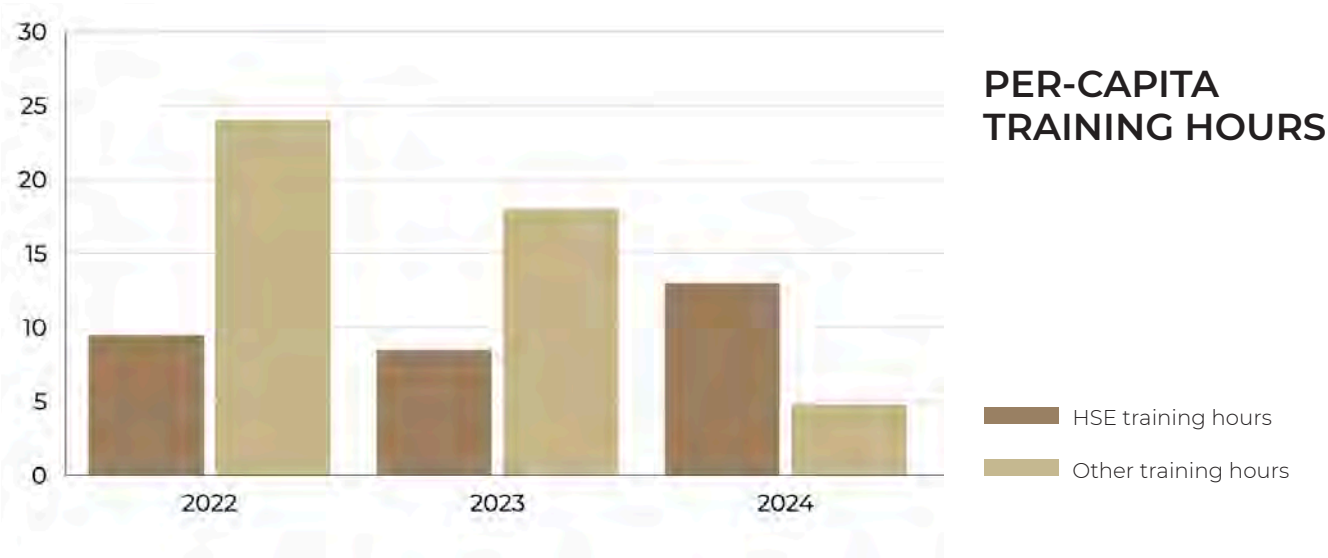
Per-capita training hours in the last year returned in line with the 2022 delivery trend, after a slight decline in 2023, due to the completion of training cycles at the main sites. In 2024, the main initiative was the training of emergency teams according to level 3 fire risk, for precautionary reasons, and a further training effort in the EHS area is planned for 2025 due to the entry into force of the new State-Regions Agreement of 2025.

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

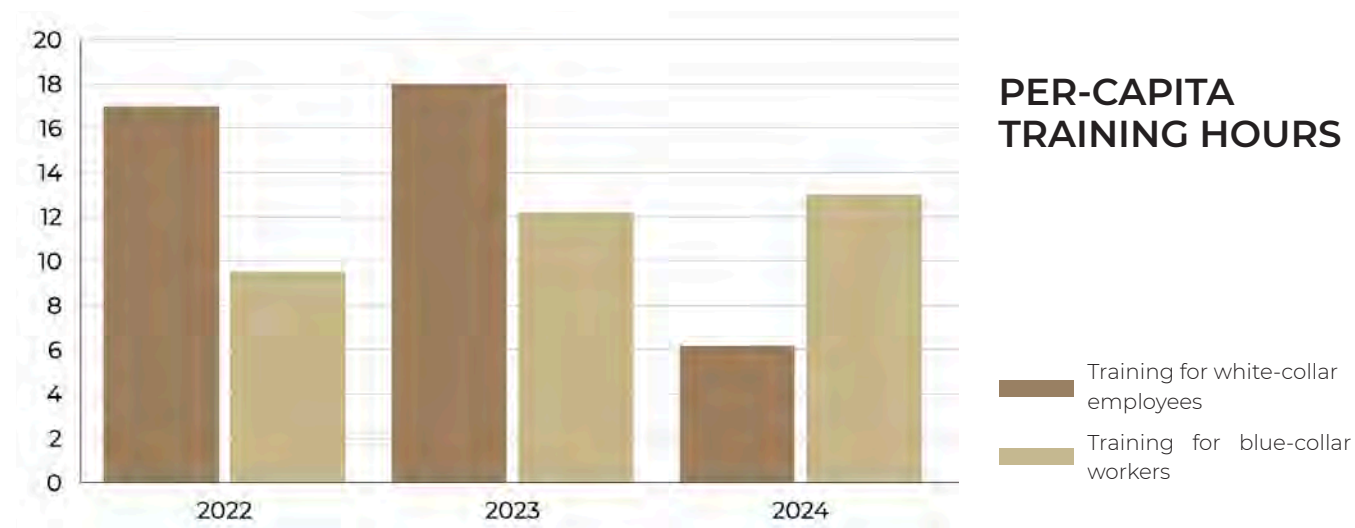
Training hours	2022	2023	2024
HSE	2.276	2.097	3.207
Other topics	1.049	716	115
Total	3.325	2.813	3.322
Per-capita training hours	11,31	9,63	11,22



Per-capita training hours	2022	2023	2024
Men	9,77	8,58	12,04
Women	23,91	17,94	4,73
White-collar employees	17,29	12,18	6,22
Blue-collar workers	9,31	8,71	13,11



With regard to gender, at Group level, until 2019 there was a clear predominance of training provided to male employees, probably due to the fact that most training was provided to the blue-collar category, almost entirely male. Since 2020, however, a greater balance has been observed, with a clear predominance, in the first two years of the last three-year period, of per-capita training hours provided to female employees. With regard, instead, to job classification level, in both 2022 and 2023 the training provided to white-collar employees was predominant, with a recovery in 2024 of training hours once again mostly provided to blue-collar workers (approximately 13 hours compared with 6 hours for white-collar employees).





SUPPLIERS

SUSTAINABILITY REPORT 2024





SUPPLIERS

No organisation can think of existing without engaging every day with its own context. Strategic to the Group's performance, the Stakeholders linked to the market are very close to the companies' activities through the supply chain and production, or through the collective contexts in which industrial players meet and engage with one another.

Mondorevive's supply chain is essentially focused in Europe. The type of suppliers ranges from major global chemical players (suppliers of strategic raw materials) to medium-sized suppliers of a national nature, for example for additives or transport services used by the production sites. At local level, for procurement linked to the proper day-to-day functioning of the companies, suppliers become partners and may also be very small, because preference is given to local businesses, sometimes even family-run, for services relating to ordinary and extraordinary plant maintenance.

As stated in its "Code of Ethics" revised in 2023, the requirement governing Mondorevive's external relations is ... "To act in good faith, with loyalty, respect and transparency, towards all parties that come into direct contact with the Company, whether they are suppliers, customers, Consumers, bodies or institutions, is for us a fundamental principle".

To underline the importance of the supply chain, the chapter relating to suppliers also focuses on the supplier selection process, which "takes place on the basis of parameters of competence, competition, objectivity, fairness, ethics, impartiality, price fairness, quality of the good and/or service offered and social responsibility" ...

With a view to aligning procurement activities with the ethical principles adopted, Mondorevive has committed to introducing, for particular supplies, social-type requirements: the implementation of a Quality, Environment, Safety and Corporate Social Responsibility Management System compliant with ISO 9001, ISO 14001, ISO 45001 and ISO 26000 standards. To this end, the following wording is included in supplier orders: Mondorevive promotes supplier awareness also through the dispatch of issued orders, explicitly stating that, by accepting the order/assignment, the supplier undertakes to declare awareness of the fact that the subject matter of the supply of products/equipment and/or the provision of services/contracts must take place in compliance with all applicable relevant requirements, whether legal/regulatory or contractual, including those concerning Occupational Health & Safety (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, CCNL, etc.).



Strategic raw material suppliers are approximately 50, operating globally, and are linked to the Group by framework agreements. Resin suppliers alone account for approximately 60% of the Group's expenditure on the purchase of raw materials.

The task of the "Procurement CFO" function is to define the strategic and operational elements of its portion of the supply chain, optimising logistical, quality and economic aspects, in relation to all purchases of goods or services that fall outside the definition of strategic raw materials. Precisely in terms of flow optimisation and waste reduction, the role of MondoSD is fundamental.

Mondorevive, like most producers of plastic materials derived from virgin raw materials, depends on the choices of large producers, who have the possibility of making price changes at their discretion, based in turn on the increase in costs to which they are subject. It is always important to carry out an in-depth analysis of our suppliers' market strategies, so as to be prepared for price increases and, where possible, to be able to negotiate discounts related to the quantity of raw material purchased.

Purchased services, on the other hand, follow a simpler path: once the supplier has been defined, the aim is to establish a lasting relationship of trust, if one does not already exist, in order to have close and reliable collaboration. By "exporting" service suppliers to the other Group companies, the consolidation of the position and stability of the relationship are achieved, demonstrating the intention to increase trust in them.

Within the integrated management system, supplier assessment and qualification also include environmental parameters, environmental certifications and impact management. Among the assessed raw material suppliers, 56% have an environmental management system certified to UNI EN ISO 14001:2015 and 22% have a health and safety management system certified to UNI ISO 45001:2018; among the same suppliers, 92% have a quality management system certified to UNI EN ISO 9001:2015.

With regard to service suppliers, the internal recording system also makes it possible to capture information regarding certifications adopted by the contractor, in particular ISO 9001, ISO 14001 and ISO 45001. This data can be extracted in real time from the system statistics.

A high-speed photograph of water splashing, creating a dynamic and textured background with various shades of blue and white. The water droplets and bubbles are clearly visible, giving a sense of movement and freshness.

GRI CONTENT INDEX

SUSTAINABILITY REPORT 2024



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION		OMISSION		
		Paragraph	Page	Omitted requirements	Reason	Explanation
General disclosures						

GRI 2 - General Disclosures - 2021 version

1. The organisation and its reporting practices

	2-1 Details of the organisation	2				
	2-2 Entities included in the organisation's sustainability reporting	2				
	2-3 Reporting period, frequency and contact point	2				
	2-4 Restatements of information	2				
	2-5 External assurance	2				

2. Activities and workers

	2-6 Activities, value chain and other business relationships	3.1 – 3.4 9				
	2-7 Employees	8.1				
	2-8 Workers who are not employees	8.1				

3. Governance

	2-9 Governance structure and composition	3.3				
	2-10 Nomination and selection of the highest governance body			X	n.a.	The Board of Directors is made up of the owners
	2-11 Chair of the highest governance body	3.3				
	2-12 Role of the highest governance body in overseeing the management of impacts	3.3				
	2-13 Delegation of responsibility for managing impacts	3.3				
	2-14 Role of the highest governance body in sustainability reporting	3.3				



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION		OMISSION		
		Paragraph	Page	Omitted requirements	Reason	Explanation
	2-15 Conflicts of interest			X	n.a.	The Board of Directors is made up of the owners
	2-16 Communication of critical concerns	3.3				
	2-17 Collective knowledge of the highest governance body	3.3				
	2-18 Evaluation of the performance of the highest governance body			X	n.a.	The Board of Directors is made up of the owners
	2-19 Remuneration policies			X	Privacy	Confidential information
	2-20 Process to determine remuneration	3.3				
	2-21 Annual total compensation ratio	3.3				

4. Strategy, policies and practices

	2-22 Statement on sustainable development strategy	1				
	2-23 Policy commitments	4				
	2-24 Embedding policy commitments	4				
	2-25 Processes to remediate negative impacts	4				
	2-26 Mechanisms for seeking advice and raising concerns	4				
	2-27 Compliance with laws and regulations	4				
	2-28 Membership associations	4				

5. Stakeholder engagement

	2-29 Approach to stakeholder engagement	5				
	2-30 Collective bargaining agreements	8.1				

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION		OMISSION		
		Paragraph	Page	Omitted requirements	Reason	Explanation
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	5				
	3-2 List of material topics	5				

Economy

Economic performance

GRI 3: Material Topics 2021	3-3 Management of material topics	6				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	6				
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change			X	n.a.	Non-sensitive territorial context
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans			X	Not material	Relevant legislation applies
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	6				

Market presence

GRI 3: Material topics 2021	3-3 Management of material topics	3.3				
GRI 202: Market presence 2016	202-1 Ratio of standard entry-level wages by gender compared to the local minimum wage			X	Not material	The sector CCNL applies
GRI 202: Market presence 2016	202-2 Proportion of senior management hired from the local community	3.3				

Environment

Materials

GRI 3: Material Topics 2021	3-3 Management of material topics	7.1				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	7.1				



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION		OMISSION		
		Paragraph	Page	Omitted requirements	Reason	Explanation
	301-2 Recycled input materials used	7.1				
	301-3 Reclaimed products and their packaging materials	7.1 – 7.2				

Energy

GRI 3: Material Topics 2021	3-3 Management of material topics	7.4				
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	7.4				
	302-2 Energy consumption outside of the organisation			X	Data not available	MR intends to carry out LCA assessments over the next 5 years
	302-3 Energy intensity	7.4				
	302-4 Reduction of energy consumption	7.4				
	302-5 Reductions in energy requirements of products and services			X	n.a.	The energy demand of MR products is not an intrinsic factor of the products themselves

Water and water discharges

GRI 3: Material Topics 2021	3-3 Management of material topics	7.3				
GRI 303: Water and Effluents 2018	3-3 Management of material topics	7.3				
	303-1 Interactions with water as a shared resource	7.3				
	303-2 Management of water discharge-related impacts	7.3				
	303-3 Water withdrawal	7.3		X	Not material	Absence of industrial discharges
	303-4 Water discharge	7.3		X	Not material	Coincides with withdrawal, except for civil discharges
	303-5 Water consumption					

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION		OMISSION		
		Paragraph	Page	Omitted requirements	Reason	Explanation
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	7.5				
GRI 305: Emissions 2016	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	7.5				
	305-2 Energy indirect greenhouse gas (GHG) emissions (Scope 2)	7.5				
	305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3)	7.5				
	305-4 Greenhouse gas (GHG) emissions intensity	7.5				
	305-5 Reduction of greenhouse gas (GHG) emissions	7.5				
	305-6 Emissions of ozone-depleting substances (ODS)			X	n.a.	Not present
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	7.5		X	Non rilevante	Two-year analyses not represent
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	7.2				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	7.2				
	306-2 Management of significant waste-related impacts	7.2				
	306-3 Waste generated	7.2				
	306-4 Waste diverted from disposal	7.2				
	306-5 Waste directed to disposal	7.2				
Environmental assessment of suppliers						
GRI 3: Material Topics 2021	3-3 Management of material topics	9				



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION		OMISSION		
		Paragraph	Page	Omitted requirements	Reason	Explanation
GRI 308: Supplier environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	9				
	308-2 Negative environmental impacts in the supply chain and actions taken	9		X	n.a.	Lack of significant influence over suppliers

Society

Employment

GRI 3: Material Topics 2021	3-3 Management of material topics	8.1				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	8.1				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	8.1				
	401-3 Parental leave	8.1				

Workers' health and safety

GRI 3: Material Topics 2021	3-3 Management of material topics	8.2				
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	8.2				
	403-2 Hazard identification, risk assessment, and incident investigation	8.2				
	403-3 Occupational health services	8.2				
	403-4 Worker participation, consultation, and communication on occupational health and safety	8.2				
	403-5 Worker training on occupational health and safety	8.2				
	403-6 Promotion of worker health	8.2				

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION		OMISSION		
		Paragraph	Page	Omitted requirements	Reason	Explanation
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	8.2				
	403-8 Workers covered by an occupational health and safety management system	8.2				
	403-9 Work-related injuries	8.2				
	403-10 Work-related ill health	8.2				

Training and education

GRI 3: Material Topics 2021	3-3 Management of material topics	8.3				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	8.3				
	404-2 Programmes for upgrading employee skills and transition assistance programmes			X	n.a.	The workforce is stable
	404-3 Percentage of employees receiving regular performance and career development reviews			X	n.a.	No formalised assessment systems are in place

Diversity and equal opportunities

GRI 3: Material Topics 2021	3-3 Management of material topics	3.3 – 4 – 8.1				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	3.3 e 8.1				
	405-2 Ratio of basic salary and remuneration of women to men	8.1				

Local communities

GRI 3: Material Topics 2021	3-3 Management of material topics	7.6				
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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION		OMISSION		
		Paragraph	Page	Omitted requirements	Reason	Explanation
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes			X	n.a.	Limited impact at local level
	413-2 Operations with significant actual and potential negative impacts on local communities	7.6				

Health and safety of customers

GRI 3: Material Topics 2021	3-3 Management of material topics	3.4				
GRI 416: Customer Health and Safety 2016	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 concerning the health and safety impacts of products and services	3.4				

Marketing and labelling

GRI 3: Material Topics 2021	3-3 Management of material topics	3.4				
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	3.4				
	417-2 Incidents of non-compliance concerning product and service information and labelling			X	n.a.	Issue not material
	417-3 Incidents of non-compliance concerning marketing communications			X	n.a.	Issue not material



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