

SUSTAINABILITY REPORT 2023



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Letter to stakeholders

The Sustainability Report 2023 is the third one that our company has prepared on a voluntary basis; it is the preparation of a report that testifies to a path and a commitment towards sustainable development introduced by our Group several decades ago and continues today.

It is with great pride that I see to this day the results of the efforts made to combine technological innovation, environmental responsibility and social value, transparently related in this reporting.

In the 2023 report, the multiple components of sustainability are analyzed, demonstrating our commitment to integrating ESG criteria within our business model; in fact, they range from the analysis of the activities carried out in order to render the workplace safe and welcoming, to the commitment in favour of the local communities of the places where the Group's production plants and officies are located, from the attention paid to the creation of increasingly sustainable and environmentally friendly products, to the measures put into practice to reduce as much as possible the environmental impact of our production processes.

All of the above are areas to which the Group's senior management has always paid great attention, due to the profound belief that a company cannot be content to only play a role in terms of creating economic value, but must also have a strong social role. In fact, today, in order to achieve success in the medium-long term, every company is required to pay attention to the well-being and safety of its collaborators, to become an active part of the local community in which it operates and to set itself the objective of leaving future generations the legacy of a better environment that the one in which it currently operates.

Our purpose remains to be a leader not only in the quality of packaging systems, but also in the ability to generate a positive impact on the environment and the community.

The Sustainability Report represents a path that accompanies us by identifying, year after year, those goals that are indispensable to being an increasingly sustainable Group, enabling us to continue to grow and succeed as we have been doing for 175 years.

Happy reading. Franco Goglio Chairman and Managing Director



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1.1 Solid foundations and an eye towards the future

Since the beginning of its activity, Goglio has focused on research and development of new products, monitoring market changes and technological innovations.

The innovative spirit that guided the founders has been passed on from generation to generation, allowing the company to be now, over 175 years later, the industry leader in the production of flexible packaging systems. Goglio was founded in 1850 in Rho and took its first steps as a manufacturer of paper bags. In 1920 the growth in the market for packaging items pushed the heirs of the Goglio brothers to open a new factory in via Solari in Milan, but we had to wait until the 1960's to observe the most significat changes. In fact, the diffusion of the first supermarkets requiring packages with hermetic closures dates back to these years. It was in those years that the first one-way degassing valve was born (Goglio patent), a revolutionary innovation that allowed gas to escape from the inside of the package while, at the same time, preventing oxygen from entering. It became one of the essential elements that still constitute Goglio's packaging offering even today, consolidating its success over the years.

The Fres-Co System® was created in 1961 and profoundly changed the company's approach, combining the production of packaging materials with that of packaging machines. Fres-co is the acronym for fresh container, and consists of an innovative multi layer packaging system that allows the preservation of the product, maintaining both

its freshness and its organoleptic qualities.

During the period from the 1970's to the 2000's, Goglio launched a strategy expansion, extending its experience and products to international markets: three manufacturing plants were opened in Europe and in the United States and commercial offices were set up in France, Spain, Poland and Japan, to consolidate the Group's presence and to provide a customer-oriented service.

The first investments to make the production process more sustainable date back to these

years. The first solvent recovery plant was installed in Daverio and allows the recovered solvent to be fed back into the production process, with great savings and significant cuts in CO_2 emissions.

In order to further increase the production capacity and extend its product range, in 2006 the Group opened a production plant in Tianjin in China, which focuses on the production of aseptic bags and packaging machines, in addition to the commerce office in India, which opened in 2017.

Furtheremore, the year 2016 saw the start of a phase of technological renewal within the Group. In fact, the installation of the new Digital Printing machine dates back to this year. In 2020 Goglio celebrated 170 years since its founding: retaining its distinctive innovative spirit, in 2023 it wrote a new chapter in its history: in July 2023 it acquired Mega Embalagens, a reference point in the flexible packaging industry in Latin America, which became the Goglio Group's garrison in the South American region, changing its corporate brand name to Mega Goglio.

From its foundation to date, Goglio has always specialised in the production of food packaging, but not only: the materials of the proposed packaging solutions are flexible laminates consisting of several layers of materials that ensure not only preservation and protection, but also product quality. Furthermore, the product range also includes other plastic accessories, such as, for example, the internally patented degassing valve, together with the production of entire packaging lines.

The current breadth of the offer and the reference markets (which cover all Continents) are proof of the realisation of the internationalisation aspirations that Goglio has shown since the middle of the last century.

One of the keys to this success is the verticality of the production process, that starts from

the raw material (plastic granulate) and ends with the finished product (packaging). Very few companies can boast such a high level of integration of all production phases: from the extrusion of polyethylene granules to the printing on the packages, through the production of components attached to the packaging such as the degassing valves. Our reputation as a highly specialized and vertical industry has even spread among customers and suppliers who refer to us as "the university of packaging".

The company's success is based on four cornerstones, Commercial consolidation which constitute the pillars of the Goglio Group. The production phase, in fact, represents only one part of a broader framework, which includes Research and Development, Customer Service and Social Responsibility.

While on the one hand the direct monitoring of all the key steps of the production process represents one of the distinctive elements of Goglio's success, a crucial driving force for growth has always been the Research and Development area. Investment in research and development therefore have the task of anticipating technological solutions and following market developments, respecting both the needs of the customer and the requirements of European and international legislation. It is precisely this continuous and incessant research that places the Group at the forefront of its sector.

The third pillar is constituted by the relationship of trust with the customer, which does not end with the sale and supply of the products: in fact, the customer has ongoing access to a dedicated service, aimed both at developing an increasingly tailor-made product and accompanying the customer during the production process, in order to guarantee efficiency and performance of the purchased product.

Lastly, the involvement in social, environmental and governance issues both internal and external to the Group perimeter completes the framework for success.





¹ Energy intensity understood as the ratio of energy used to the value of production (at constant prices).

1.2 Responsibility for an ethical business

The success of the Goglio Group is largely due to its governance structure, which expresses a long-term vision, and which bases this corporate success on the achivement of challenging and far-sighted strategic objectives.

> At the head of the Group is the Italian company Goglio S.p.A., which controls the foreign subsidiaries, holding between 51% to 100% of their share capital, and which exercises management and coordination

activities thereon. The share capital of the company Goglio S.p.A. is held entirely by the family of Doctor Franco Goglio, directly or indirectly through Goglio Holding S.r.I. and Finsularis SA.

PARENT COMPANY

Milan (Italy)

SUBSIDIARIES

OODOIDIANLEO		
Fres-co System International B.V.	Zandaam (The Netherlands)	100%
Fres-co System España S.A.U.	Barcelona (Spain)	100%
Goglio East Europe Sp.Zo.o.	Krakow (Poland)	100%
Goglio North Europe B.V.	Zandaam (Paesi Bassi)	100%
Fres-co System USA, Inc.	Telford (USA)	90%
Gopack Promotion S.p.A.	Milan (Italy)	91.64%
Goglio (Tianjin) Packaging System Co., Ltd.	Tianjin (China)	91.64%
Goglio France S.A.S.	Paris (France)	100%
Fres-co System Japan Inc.	Tokyo (Japan)	100%
Goglio Flex Pack System India PL	Bangalore (India)	100%
Goglio Holding Latam Ltda.	Barueri - San Paolo (Brazil)	100%
Goglio Do Brasil Ltda.	Barueri - San Paolo (Brazil)	100%
Mega Servicios e Partecipacoes S.A.	Salvador do Sul (Brazil)	51%
Mega Embalagens Ltda.	Salvador do Sul (Brazil)	51%

The Board of Directors of Goglio S.p.A. is renewed annually. The Board in office at the time of writing this report was appointed on 12th July 2024 and comprises seven members. In addition to Franco Goglio and his children Fabia and Fabrizio Goglio, in the roles of President and Vice President respectively,

BOARD OF DIRECTORS

Chairman - Managing Director: Franco Goglio
Vice-president: Fabrizio Goglio
Vice-president: Fabia Goglio
Director: Marco Giovannini
Director: Marco Costaguta
Director: Stefano Trombetta
Director: Alexander Baumgartner

there are two executive members and two indipendent members. The authority and integrity of the Board members is ensured by their specific managerial skills and solid preparation on ESG issues, as well as by the application of the provisions of the Code of Ethics and Organizational Model 231 regarding the prevention of conflicts of interest. The presentation and approval of the Sustainability Report ensures that the members of the Board of Directors are constantly updated on ESG issues. The composition of the Board of Directors shows a majority male presence, with six men and one female; all members of the Board, except for two, are over the age of 60.

The structure of the governance bodies is completed with the Board of Statutory Auditors and the external audit company. The Board of Statutory Auditors is made up of five members: three acting members and two substitutes. The function performed concerns the supervision of compliance with the law as well as guaranteeing correct administration. The audit and accounting control are delegated to an external audit company. The Organizational Model 231 requires that the Company be at the

THE TOOLS TO GUARANTEE BUSINESS ETHICS

At the heart of the Group philosophy are not only its economic results, but also the principles of good conduct that it demonstates throughout all phases of its creation of value. Ethics are nothing other than the foundations of the house, which must guide the behaviour of the Group and of all stakeholders with foresight. Goglio wants to be a source of pride for its stakeholders and to set an example to others, both in its business activities and in those not related thereto.

To achieve this aim, the Group has implemented various tools such as the Code of Ethics; the Policy for Quality, Food Safety, Occupational Health and Safety and the Environment and the Organization, Management and Control Model pursuant to Italian Legislative Decree 231 of 8th June 2001. In order to guarantee responsible business conduct

in all of its activities and business relationships, these policies are made available to stakeholders through their publication on the company website

CODE OF ETHICS

The Code of Ethics is a fundamental tool of corporate governance as it defines the context of social, environmental and business responsibility that the staff and the entire value chain must respect and aim towards. Given its strategic importance, the text is adopted by all companies within the Group, with slight variations related to each company's regulatory context. The Code requires that activities are carried out disposition of the Board of Statutory Auditors and the external audit company and provide them with all documentation necessary in order to carry out the relevant checks according to the provisions of law, statute and internal regulation. Furthermore, Goglio S.p.A. undertakes to ensure full collaboration and transparency in its relationships and communications with the Board of Statutory Auditors and with the audit company, in compliance with the current legislation.

and are communicated to all employees through ad hoc training courses. The implementation of the policies is entrusted to the department managers who are responsible for ensuring their correct application by their respective departments. The Organization, Management and Control Model, adopted by Goglio S.p.A. on 11th April 2019 in compliance with the regulatory obligations of the Legislative Decree 231/2001 (Discipline of the administrative responsibility of legal entities, companies and associations) provides that it periodically reports to the CEO and the Board of Statutory Auditors in relation to its implementation, and in particular on the critical issues encountered. It also has the task of ensuring that information flows are effective and directed towards the relevant company functions. Each year the Supervisory Body must prepare a written report for the Board of Directors and the Board of Statutory Auditors illustrating the activities carried out during the year. No critical issues or violations of regulations against Group companies have been reported for the year 2023, either by the Supervisory Body or by external authorities.

following the principles of honesty, integrity, correctness and good faith, respecting the legitimate interests of the Stakeholders and the communities in which Goglio is present. Customers or third parties must be protected from any collusive and abusive behaviour; furtheremore, it is essential to verify that the entire value chain is free from phenomena such as child or forced labour, while internally any sort of discrimination and attempted corruption is rejected. Thanks to the provisions of the Code of Ethics, their dissemination within the company context and the sharing by management and all company personnel of the principles described therein, as well as to the corporate governance procedures defined by the Management, Organization and Control Model pursuant to Legislative Decree 231/2001 aimed at ensuring the correct management of the business, no episodes of corruption were recorded against any of the Group companies in the year 2023. Lastly, the Code of Ethics is also the main tool through which the risk of conflicts of interest is prevented. It provides that any situation that may constitute or determine a conflict of intereset must be promptly communicated to the Supervisory Body, which is the body responsible for identifying the operational solutions aimed at safeguarding transparency and correctness and sharing them with the interested parties through written instructions.

QUALITY, FOOD SAFETY, OCCUPATIONAL HEALTH AND SAFETY AND THE ENVIRONMENT

The Management of Goglio S.p.A. has drafted a Policy for Quality, Food Safety, Occupational Health and Safety and the Environment which acts as a guideline for the development of the company and for the satisfaction of its customers and stakeholders.

The document, dated February 2022, is applied through an integrated management system, for quality, the environment, health and safety at work and food safety, applicable for the majority of Italian production sites. The policy guidelines conform to the UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, UNI ISO 45001:2018 standards; to certifications relating to the correct management of food safety such as the BRCGS PACKAGING MATERIALS version 6, the Safe Quality Food and the Interstate Milk Shipper (IMS); and also to the HALAL and KOSHER certifications for compliance with the food rules of the Muslims and Jewish religions.

The table below gives a summary of the certifications obtained by each of the Group's production plants.

	ISO9001:2015	ISO45001:2018	ISO14001:2015	BRC	HALAL	KOSHER	FSSC 22000	ISCC Plus	SQF	SMI
Goglio S.p.A. Daverio										
Goglio S.p.A. Cadorago										
Goglio S.p.A. Milan										
Goglio S.p.A. Zeccone										
Goglio North Europe Zaandam (NL)										
Goglio Tianjin Packaging Tianjin (CH)										
Fres-Co System USA, Inc. Red Oak and Telford (USA)									Level 3	Grade A
Mega Goglio Salvador do Sul (Brazil)										

The Goglio Group companies therefore operate in accordance with these standards and with national and international regulations; it is committed to respecting the environment and promoting workplace safety as well as social progress, respecting the values of corporate social responsibility.

In particular, the **Quality Policy** must have as its cornerstone the involvement of all the company's collaborators: everyone is in fact called upon to develop the skills necessary for the standards and to maintain these by means of ongoing training courses. The ultimate goal must be to maintain the product requirements requested by the custormer and if possible, through Research and Development, propose new quality standards and innovations of the product itself.

The same goes for the **Food Safety Policy**: the Group is committed to ensuring compliance with the requirements defined by legislative provisions and regulations in order to sell products that are safe for the health of consumers. In addition to the qualities defined in the previous paragraph, continuous monitoring of all production and logistics phases of the incoming raw materials and the outgoing finished product is necessary.

The existing defined and implemented policy must be constantly reviewed in order to comply with new products in the event that variations to the production processes are requested. The self control procedures, based on the principles of the "Hazard Analysis and Critical Control Points" model, are therefore updated to maintain the required high standards.

The Quality and Food Safety policies play a crucial role in maintaining a high standard and preventing incidents of non-compliance with national regulations and with the Code of Ethics. As regards to the health and safety of products and services, no incidences of non-compliance have been recorded in the last three years that have led to fines or accidents and non-compliance with company standards.

Lastly, the Environmental and Health and Safety Policy places particular attention on the company's efficiency, sustainability and collaborators. The management system must ensure healthy and safe working conditions that prevent job-related injuries and illness. The commitment extends to the elimination of dangers and the reduction of risks related to Health and Safety as well as compliance with all laws and regulation in force on the subject.

It also promotes the ability to manage potential emergencies and accidents that may occur during work activities in a rapid, effective and diligent manner, taking care to have mapped out possible accidents in advance. The environmental policy also guarantees that each of the players involved acts in a careful and responsible manner, thus also ensuring constant compliance with environmental laws and regulations, with regard to which, in fact, no instances of non-compliance have been recorded at Group level in the last three years.

In addition to the certifications and documents mentioned above, in February 2024 Goglio S.p.A. achieved the Gold rating of Ecovadis certification, certifying the continuous improvement of its performance and commitment to Corporate Social Responsibility. Being member of Ecovadis is both a reason for awareness and a demonstration of the Company's commitment to innovation and to the rationalization of costs linked, for example, to energy consumption and waste disposal.

The same path was also taken by Mega Goglio Latam and Fres-co System USA, Inc. which achieved respectively Bronze and Silver ratings in 2023.

Based on the platform questionnaires and metrics, which indicated strengths and areas for improvement in ESG, sustainability plans currently being implemented at each plant were developed.

Furtheremore, in 2023, Goglio S.p.A. obtained the "Quality Alternation Label" (BAQ) awarded by Confindustria for the fifth consecutive year. The recognition attests



the companies' commitment to offering training opportunities to new generations such as, for example, participation in the state organized "School-work alternation" initiative for secondary schools.

TRADE ASSOCIATIONS

Goglio is partner of CEFLEX, a collaborative initiative that represents the entire flexible packaging value chain. The Circular Economy for Flexible Packaging initiative is the fruit of a collaboration between more than 180 European Companies, associations and

Goglio is member of numerous trade associations, in particular, it is associated with: Assolombarda; Industrial Unions of the Province of Varese; Assografici (Association of Printing, Paper and Similar Companies); GIFLEX (Italian Flexible Packaging Group part of the Assografici Specialization Group); FPE (Flexible Packaging organizations.

The aim of this initiative is to create a circular flexible packaging economy that progressively reduces the use of virgin raw materials.



Europe); UCIMA (Italian Union of Packaging Machine Manufactures) and f inally the Italian Packaging Institute. In the USA, Fres-Co System USA is member of the National Coffee Association (NCA) and the Flexible Packaging Association (FPA).

1.3 Responsible management of the supply chain

The strategic vision of the Goglio Group is completed by careful and accurate management of the supply chain.

> Relationships with suppliers are consolidated and based on mutual trust, as they are based on the common goal of maintaining a high-quality standard of both incoming raw materials and, consequently, of the outgoing product. For this reason, enhancing the knowhow of its suppliers is an integral part of the Goglio Group's development strategy.

> The raw materials purchased are subjected to a delicate control process which is carried out in the company's internal laboratory, thanks to the specialization of the employees in the chemical field, and which verifies the quality of the materials purchased. In the event of a discrepancy with the quality standards declared during the purchasing phase, the matter is reported, and steps are taken in collaboration with the supplier to solve the problem encountered.

> The Goglio Group's production plants manage their value chain independently, but although the practices and policies adopted differ in consideration of the laws

and certifications in the specific geographic areas, the ways of managing environmental and social aspects related to the supply chain are common to all the companies of the Group, also in consideration of the limited number of plastic suppliers worldwide. In fact, since film production is vertically integrated within the company, the purchasing function interfaces exclusively with large raw material producers, which supply all the companies of the Group. As regards the Italian production plants, the number of active suppliers in 2023 amounted to more than 900, approximately 150 of whom are suppliers of raw materials, of these, the top 3 provided more than 70% of the total proxy.

In addition to signing the Code of Ethics and sharing the Goglio Group's founding values, the supplier selection process requires each supplier to complete an internal company analysis questionnaire at least every three years, based on which the internal database is updated. The supplier ranking considers various elements, including the number and type of products purchased, the duration of the commercial relationship, the size of the company and its economic solidity, its fiscal integrity, the methods adopted for the management of complaints and the processes designed to guarantee the quality of the products supplied, in addition to specific environmental and social requirements. In particular, during the selection process, those suppliers who demonstrate the optimization of organizational managament aspects by presenting certification about their compliance with the standards for quality management (ISO systems 9001). environmental management system (ISO 14001), occupational health and safety management systems (ISO 45001), social accountability (SA 8000) and antibribery management systems

(ISO 37001), which together allow us to have a clear picuture of each subject, are rewarded with additional scores.

The selection process is completed with the provision of an audit plan, which annually involves the most important suppliers and all those for whom specific critical issues have been highlighted in the previous analysis phases.

Furthermore, where possible, the Group is commited to searching for local suppliers in all its production plants. This effort, aimed at enhancing the short supply chain which guarantees greater reliability and lower environmental as well as economic costs, achieved a local proxy rate of 65 percent in 2023, an increase of 14 percentage points from the previous year².

Since 2021 Goglio S.p.A. has been a member of Sedex (code: ZC1075732), a collaborative data platform for sharing data on the sustainability of supply chains. Thanks to the contribution of over 55.000 members, Sedex represents an effective tool for collecting, managing and evaluating the sustainability performance of the supply chain.

In addition, all of Goglio's production facilities undergo annual audits, the SEDEX Members Ethical Trade Audit (SMETA), concerning compliance with the Ethical Trading Initiative (ETI) code and local laws in each country.



1.4 Our approach to sustainability

THE JOURNEY TOWARDS SUSTAINABILITY FOR THE GROUP

Aware of the importance of incorporating sustainable growth objectives into its business in order to remain competitive and create value in the long term, the management of the Goglio Group has long invested in innovation and in the improvement of its environmental impact. The ecological transformation is not only required by European and international institutions, but both our customers and consumers in general also demonstrate an ever-growing interest and commitment thereto.

The Board of Directors periodically evaluates the economic, environmental and social performance of the organization, the relevant risks and opportunities, evaluating the quality of the management of the impacts that the company generates on the economy, the environment and people by the representatives of the key corporate functions. The evaluation and valorisation processes measure the company's contribution and are necessary to monitor its results and allow performance to be kept under control, which is essential in supporting those company activities aimed at achieving its strategic goals. The annual judgment on the Company's activity is necessary in order to identify any elements that can improve its performance, in terms of efficiency and effectiveness.

The transformation path undertaken by the Group under the leadership of Goglio's top management culminated this year with the appointment of a Sustainability Manager in charge of monitoring the Group's ESG performance and implementing the strategic goals dictated by the Board, coordinating the activities and initiatives of the various production plants.

THE STAKEHOLDERS

The involvement of stakeholders is a fundamental element both for understanding their expectations towards the company and because they consitute a resource for promptly understanding the requests of customers and therefore of the market in which we operate. Goglio is therefore committed to creating stable and effective relationships that help it remain competitive and generate value. Stakeholders' expectations are to be considered part of the growth strategy, which is developed through direct and indirect dialogue therewith.

In order to consolidate the relationship of mutual trust, transparency and collaboration with its stakeholders, the company aims to ensure that it maintains an active and continuous dialogue therewith, that is able to enhance the specificity of each category identified through engagement and the creation of channels of communication commensurate with the needs of individual interlocutors. The results thereof Stakeholders and financiers serve to assist the senior corporate functions in the preparation of the annual review and updating of its strategy relative to the Group's sustainable growth.

Goglio also has numerous communication channels, adapted to suit its various categories of stakeholders.

These included the reporting channels available to employees and the complaint mechanisms for customers, through which Goglio collects and responds to any critical issues raised. Critical issues that may have a significant effect on smooth running of company operations are brought to the attention of the members of the Board of Directors.

The involvement of management was useful in the stakeholder identification phase and in defining their importance in terms of influence on Goglio.

This phase of the sustainability report preparation process, commonly known as the "materiality analysis", precedes the actual identification of the more important issues which must be monitored and reported upon.



INITIAL ANALYSIS OF MATERIALITY

With the aim of consolidating internal awareness, in 2023 Goglio S.p.A. carried out an analysis of the environmental, economic, and social impacts that characterize the Company's activities, which had already been conducted in 2022 in accordance with the requirements of the latest version of the Global Reporting Initiative Sustainability Reporting Standards (hereinafter referred to as the "GRI Standards"), by including Mega Goglio Latam in the scope of analysis.

The Standard states that the identification of a company's material issues is linked to the identification of the significant impacts, generated or likely to be generated by the company on the economy, the environment and on people, including impact on human rights, across all of the organization's activities and business relationships.

These impacts include actual or potential impacts, negative and positive impacts, short-term and long-term impacts, intentional and unintentional impacts and reversible and irriversible impacts.

The dedicated working group created at corporate level carried out the materiality analysis in four different stages:

- Understanding the context in which the Company operates: analysis of the sector in which Goglio operates, taking into account different categories of sources, both internal and external to the Company.

- Identification of Goglio's actual and potential impact: actual impacts are impacts that have already occurred, while potential impacts are those that may occur in the future.

- Assessment of the significance and importance of the impacts: all impacts were assessed through a process of assessing the degree of significance developed in line with the criteria indicated by the Standard. The importance of an actual impact is determined by its severity, while the importance of a potential impact is determined by the severity and probability of the impact occurring. In particular, the severity of an impact was assessed taking three aspects into consideration:

- *Scale of severity*: how serious the impact is and the external context in which impact occurs, including geography;

- *Scope of application:* how widespread the impact is along the Company's value chain;

- *Irremediable character*³: how difficult is to remedy the damage caused by the impact.

The probability of the potential impact was assessed taking into account all the policies, procedures and other measures implemented by the company to prevent and mitigate the negative impact identified.

-Prioritizazion of the most significat impacts for the Report: the priority of the most significant impacts for Goglio was established and the most relevant impacts guided the identification of the material themes included in this Sustainability Report.

The main company functions were involved in the validation of the identified impacts and the significance assigned to each of them, through a dedicated workshop, in which the main innovations in the field of sustainability reporting were also presented.

The table below shows the list of material topics, together with the relevant GRI Disclosures, that emerged following the identification and aggregation of the material impacts⁴.

³ Irremediability was considered only for the assessment of negative impacts, and not for positive ones, as indicated by the GRI Standards 2021.

⁴ The impacts considered material are those to which a "very relevant", "relevant" and "moderate" significance has been attributed by the assessments carried out. Impacts that were found to be "negligible" were excluded.

FOCUS AREAS	DESCRIPTION OF IMPACT positive negative	IMPORTANCE TO STAKEHOLDERS	GRI TOPIC SPECIFIC DISCLOSURE
	High level of energy consumption The extraction processes, the production of plastic materials and the operational activities of the Group represent high energy- intensive industrial activities. The impact is exacerbated by the fact that key suppliers are based in Asian markets. The impact can be mitigated through energy efficiency actions, supply of energy from renewable sources, using integrated transport, by sea and rail, and maximizing load saturation.	Very relevant	GRI 302: Energy
Fight against climate change	Contribution to climate change and air pollution caused by climate-altering emissions and other chemical substances The extraction processes, the production of plastic materials and the Group's operational activities involve high levels of emissions of greenhouse gas (GHG) and other pollutants (SOx, NOx, CO, PM, VOC), mainly linked to energy consumption. The impact is exacerbated by the fact that our key suppliers are based in Asian markets. The impact can be mitigated through energy efficiency measures, such as the supply of energy from renewable sources, using integrated transport, by sea and rail, and maximizing load saturation.	Very relevant	GRI 305: Emissions
Circularity and	Depletion of natural resources caused by the exploitation of non-renewable raw materials The production of plastic materials is traditionally carried out using petroleum by-products, a non renewable material, available in limited quantities and in great demand on the market. The impact can be managed on the one hand by investing in the circularity of the product and in its recycling and, on the other hand, by substituting, where possible, fossil fuel- based plastic with bioplastic.	Very relevant	GRI 301: Materials
protection of resources	Negative impact due to ineffective treatment and/or disposal of waste The company's value chain and its operational activities involve the production of high volumes of waste, including hazardous waste, which, if not disposed of correctly, can cause serious environmental damage. The impact can be mitigated through a waste management plan that takes advantage of the best available technologies or by reducing the amount of waste produced through lower consumption of raw materials and the adoption of circular solutions.	Relevant	GRI 306: Waste

FOCUS AREAS	DESCRIPTION OF IMPACT positive negative	IMPORTANCE TO STAKEHOLDERS	GRI TOPIC SPECIFIC DISCLOSURE
	Exploitation and consequent depletion of water resources The production of petroleum-based plastic materials, and subsequently of packaging, requires the use of water for cooling the plants and for the various processes. The impact can worsen if water withdrawal occurs in areas subject to water shortages. The impact can be reduced through the installation of systems for recycling used water.	Relevant	GRI 303:
	Pollution of water resources caused by ineffective management of water discharges The production process of petroleum plastics and subsequently of packaging requires the use of water. If wastewater is not correctly managed through the installation of adequate purification and recycling systems, the consequence can be the pollution of the aquifers and soil surrounding the production sites.	Moderate	water
Circularity and protection of resources	Development of solutions and products with a better sustainability performance thanks to investment in R&D Through internal departments, collaboration with universities and research centres, the Company can contribute to the development of solutions and products aimed at reducing environmental impacts, in particular, through the design of recyclable products, the study of innovative alternative materials to plastic and the promotion of the circular economy.	Relevant	NON GRI TOPIC
	Degradation of ecosystems caused by direct activities and incorrect management of the product's end of life Company activities, if carried out near protected areas, as well as the dispersion of plastic products into the environment following their use, could damage the surrounding habitat, with sometimes irreparable consequences, in particular with regard to marine ecosystems. The impact can be prevented through adequate consumer information campaigns regarding the correct disposal of plastic waste and activities to restore protected habitats.	Moderate	GRI 304: Biodiversity

FOCUS AREAS	DESCRIPTION OF IMPACT positive negative	IMPORTANCE TO STAKEHOLDERS	GRI TOPIC SPECIFIC DISCLOSURE
	Selection, qualification and monitoring of suppliers based on environmental criteria The activities of the company's suppliers generate air pollution, waste, negative impacts on the healthiness and availability of water resources, soil and biodiversity. In particular, the extraction of metals and oil and the transport thereof to the processing centers have a negative impact on the surrounding habitat, very often marine, sometimes with irreparable consequences. The impact can be mitigated by evaluating and selecting suppliers based on environmental criteria.	Relevant	GRI 308: Supplier environmental assessment
Responsible supply chain management	Selection, rating and monitoring of suppliers based on social criteria The activities of the company's suppliers can cause negative social impacts, such as poor working conditions, violations of human rights and worker exploitation. The impact can be mitigated by assessing and selecting suppliers based on social criteria.	Relevant	GRI 414: Supplier social
	Violation of human rights along the supply chain Suppliers who do not operate in accordance with current labour law and the ILO Convention on fundamental rights may result in a violation of the human rights of employees and of the local communities in which they operate.	Relevant	assessment
	Limited support to local suppliers through the procurement of goods and services The procurement of goods and services from foreign suppliers can lead to interruptions in the supply chain, limit the growth of the local economy and harm relationships with the local community.	Moderate	GRI 204: Procurement practices

FOCUS AREAS	DESCRIPTION OF IMPACT positive negative	IMPORTANCE TO STAKEHOLDERS	GRI TOPIC SPECIFIC DISCLOSURE
	Failure to protect workers' rights within the company The Group operates at a global level and in contexts that could be characterised by a greater frequency of episodes with poor protection of workers' rights, exposing itself to the risk of abuse and controversy in the workplace. These conditions can lead to inadequate working circumstances and episodes of conflict with the community, employees and collaborators.	Moderate	GRI 401: Employment
	Lack of welfare tools and insufficient provision of benefits to employees Lack of investment in welfare tools and the limited provision of employee benefits can negatively impact the company's ability to attract and retain talent, resulting in an increase in staff turnover.	Moderate	
Protection and valorisation of employees	Failure to develop employees' skills due to inadequate staff training programmes The ability to retain existing staff and to attract new talent is linked not only to staff welfare plans but also to training activities and professional growth programmes for employees and to their involvement in the corporate life. The Group's failure to prepare adequate programmes and training plans may lead to a lack of sufficient skills among employees, with negative economic consequences on the quality of its products.	Moderate	GRI 404: Training and education
	Discrimination and failure to promote equal opportunities in the workplace Discrimination and failure to respect diversity are linked to factors such as gender, sexual orientation, religion, ethnicity, language, and can lead to pay disparities, to exclusion from the hiring process or may compromise career opportunities. This situation can cause both moral and physical damage to workers and may have repercussions on their families and the community. They also have a negative impact on employee engagement and on productivity.	Very relevant	GRI 405: Diversity and Equal opportunity GRI 406: Non discrimination
Health and safety in the workplace	Damage to workers' health caused by the lack of adequate safety measures in the workplace Low levels of safety measures in the workplace in conditions of potential risk, coupled with a lack of staff training in this area, can give rise to serious workplace accidents, such as for example, electrocution, excessive exposure to noise, optical damage, burns, fractures and sprains, intoxication, road accidents, etc	Relevant	GRI 403: Occupational Health and Safety

FOCUS AREAS	DESCRIPTION OF IMPACT positive negative	IMPORTANCE TO STAKEHOLDERS	GRI TOPIC SPECIFIC DISCLOSURE
Protection of customer health and safety	Damage to consumer's health caused by nonconformity of marketed products The company can cause damage to the customer's health, even in the long term, due to non-conformity of its products. To mitigate the impact, the company must implement and maintain a system that guarantees food packaging safety standards. The system should also cover suppliers, subcontractors and distributors as well as the company's premises. The impact could also be caused by incorrect or nontransparent labeling or marketing strategies.	Relevant	GRI 416: Customer Health and Safety
Business	Failure to comply with current sector regulations The company must constantly monitor the current legislation of the sector in which it operates, in particular regarding the sanitation conditions of the premises and machinery, in order not to cause negative impacts on its end customers.	Relevant	GRI 205: Anti-corruption
	Damage caused to the economy and the community due to any fraudulent behaviour The company may be involved in episodes of corruption, also due to its relationships with suppliers in countries where legislation and controls are not sufficiently adequate.	Very relevant	
Development of local communities	Contribution to the development of the local community through donations, training initiatives and corporate volunteering The lack of initiatives aimed at positively contributing to the wellbeing and development of the local communities in which the Group operates, such as corporate volunteering initiatives, donations, the provision of free training and the promotion of a culture of sustainability, could limit the development of the local economy and the company's relationships with the community.	Moderate	GRI 202: Market presence
	Distribution to the stakeholders of the eco- nomic value generated by the organization The company generates and distributes eco- nomic value directly and indirectly through its operations. In particular, the company can have a significant positive impact through employee hiring policies aimed at the local population and by favouring local suppliers.	Relevant	GRI 204: Procurement practices GRI 202: Market presence

The overall outcome of these analyses resulted in the identification of **8 material themes**, which refer to **the impacts of the organization on the environment** (Fight against climate change, Circularity and protection of resources), **on people** (Protection and valorization of employees, Occupational Health and Safety, Protection of Customer Health and Safety) and **on the economy and governance** (Development of local communities, Business ethics), as well as those **on the supply chain** (Responsible supply chain management). Our team: taking care of our people



2.1 People: our strength

Ever since its foundation, Goglio has always maintained a strong connection with the territory and the local community, from which it draws its strength and to which it redistributes a large part of the value generated.

> For this reason, Management pays particular attention to the well-being of its employees, whom it considers the main component contributing to its success. The evolution and growth of the Group, as well as its expansion on a global scale, have further emphasised the strategic role of human resources development and the importance of a work environment that is as stimulating as it is respectful of everyone's diversity and needs. These are the reasons why the management of human resources is reflected in the fundamental principles described and defined in the Code of Ethics: to foster a work environment which, inspired by respect, fairness and collaboration, encourages the involvement and empowerment of employees.

> The Group currently consists of 2,270 people (of whom 2,133 employees and 137 nonemployee workers). The sharp increase in the number of employees is partially attributable to the 2023 acquisition of the Brazilian company Mega Goglio, which alone has 407 employees. Among employed workers, 46% work in Italy. The majority thereof are located at the historic Daverio headquarters (678 employees). The remaining part is located at the Zeccone (129 employees), Cadorago (107 employees) and Milan (72 employees) plants. As regards foreign companies, however, a large part of the workforce is employed in those of Telford and Red Oak in the United States (419 people in total), followed by China (183 people) and the Netherlands (100 people).

> With the aim of facilitating an adequate worklife balance for our employees, the use of parttime contracts is envisaged, which however represent a minority share (less than 4% in 2023) of total employees at Group level. Furthermore, the Group prefers to use

Number of employees by geographic area



Number of employees by location at 31st December 2023



permanent employment contracts⁶ in order to pursue operational stability and the development of specific know-how and skills, as well as being fundamental for building a consolidated and lasting relationship with its employees. In 2023, more than 96% of the Group's employees were employed on permanent contracts.

EMPLOYEES - GRI 2-7

		Italy		No	ica		
	2021	2022	2023	2021	2022	2022	
Permanent contracts	953	954	974	487	485	419	
- Male	732	729	748	375	370	320	5
- Female	221	225	226	112	115	99	
Temporary contracts	37	45	12	0	0	0	
- Male	32	38	12	0	0	0	
- Female	5	7	0	0	0	0	
Total	990	999	986	487	485	419	

	Europe ⁷		So	South America		South America		Asia ⁸		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	
Permanent contracts	123	117	118	5	4	407	118	121	129	
- Male	103	96	96	4	3	197	63	64	69	
- Female	20	21	22	1	1	210	55	57	60	
Temporary contracts	6	10	6	0	0	0	60	60	68	
- Male	3	8	5	0	0	0	38	40	38	
- Female	3	2	1	0	0	0	22	20	30	
Total	129	127	124	5	4	407	178	181	197	



Workforce by type of employment

Workforce by type of contract



⁸ The figures refer to the Group's Asian plants and offices: Tianjin, Bengaluru and Tokyo.

⁶ The permanent employees also included the workers of Fres-co System USA Inc., employeed at the Red Oak (Iowa) and Telford (Pennsylvania) sites. The US employment law discipline of the so-called "work at-will" provides the right of the contractual parties, both the employer and the worker, to terminate the employment relationship ad *nutum*, i.e. without the need for notice and motivation. The only limitations on the part of the employer concern the so-called *discriminatory dismissals*, prohibited by law

⁷ The figures refer to the Group's European plants and offices, excluding Italy.

	Italy			Europe			Other		
	2021	2022	2023	2021	2022	2023	2021*	2022*	2023
Interns	19	24	38	2	5	9	2	2	2
- Male	19	24	22	2	3	8	1	1	1
- Female	0	0	16	0	2	1	1	1	1
Trainees	2	2	1	0	0	0	0	0	0
- Male	2	2	1	0	0	0	0	0	0
- Female	0	0	0	0	0	0	0	0	0
Other	72	79	87	0	0	0	0	0	0
- Male	50	56	59	0	0	0	0	0	0
- Female	22	23	28	0	0	0	0	0	0
Total	93	105	126	2	5	9	2	2	2
- Male	71	82	82	2	3	8	1	1	1
- Female	22	23	44	0	2	1	1	1	1

NON-EMPLOYEE WORKERS - GRI 2-8

*Data for 2021 and 2022 have been restated in light of more available information.

Relations with the relevant trade unions have always been based on maximum collaboration and transparency.

In all of the Group's plants, the employment relationship is regulated according to the provisions of the relevant national legislation. As far as the Italian plants are concerned, 100% of the employees are covered by collective bargaining contracts. Overall, the hiring rate in 2023 was 18.3% (down slightly from 19.2% in 2021 and 19.8% in 2022), corresponding to 391 new hirings.

As regards terminations, the rate in 2023 was 21.3% (up from 16.3% in 2021 and 19.4% in 2022), corresponding to 455 terminations.

TURNOVER - GRI 401-1

Hires				Terminations				
	2021	2022	2023		2021	2022	2023	
Male	233	237	220	Male	200	239	279	
< 30 years	89	89	108	< 30 years	52	53	106	
30 - 50 years	110	114	91	30 - 50 years	94	104	98	
> 50 years	34	34	21	> 50 years	54	82	75	
Female	110	118	171	Female	92	109	176	
< 30 years	35	42	64	< 30 years	28	42	69	
30 - 50 years	56	48	92	30 - 50 years	31	42	77	
> 50 years	19	28	15	> 50 years	33	25	30	
Total	343	355	391	Total	292	348	455	
< 30 years	124	131	172	< 30 years	80	95	175	
30 - 50 years	166	162	183	30 - 50 years	125	146	175	
> 50 years	53	62	36	> 50 years	87	107	105	

Hiring rate				Termination rate					
	2021	2022	2023		2021	2022	2023		
Male	17.3%	17.6%	14.8%	Male	14.8%	17.7%	18.8%		
< 30 years	52.4%	45.4%	42.7%	< 30 years	30.6%	27.0%	41.9%		
30 - 50 years	17.9%	19.1%	13.5%	30 - 50 years	15.3%	17.4%	14.5%		
> 50 years	6.0%	6.1%	3.8%	> 50 years	9.5%	14.7%	13.5%		
Female	25.1%	26.3%	26.4%	Female	21.0%	24.3%	27.2%		
< 30 years	62.5%	102.4%	53.3%	< 30 years	50.0%	1024%	57.5%		
30 - 50 years	21.4%	19.0%	25.6%	30 - 50 years	11.8%	16.7%	21.4%		
> 50 years	15.7%	18.1%	8.9%	> 50 years	27.3%	16.1%	17.8%		
Total	19.2%	19.8%	18.3%	Total	16.3%	19.4%	21.3%		
< 30 years	54.9%	55.3%	46.1%	< 30 years	35.4%	40.1%	46.9%		
30 - 50 years	18.9%	19.1%	17.7%	30 - 50 years	14.3%	17.2%	16.9%		
> 50 years	7.7%	8.7%	5.0%	> 50 years	12.7%	15.0%	14.5%		

TURNOVER - GRI 401-1



Hires by age group

Terminations by age group



< 30 years $30 \le x \ge 50$ years $30 \le x \ge 50$ years



Terminations by gender



As regards the incoming employee turnover of Goglio S.p.A.'s Italian sites, the data is influenced by the hiring of numerous seasonal staff, which is necessary due to the seasonal nature of part of the production. The Group is attempting to reduce the use of this category of worker, through the expansion of the reference markets and the consequent stabilization of demand for certain types of products. Without taking seasonal workers into account, the majority of the terminations are due to people leaving the Group upon reaching retirement age.

With reference to the breakdown by gender, characteristic composition the of the workforce. which has its origins in the nature of certain tasks on the production line, is also reflected in the preponderance of hiring and terminations of men. From the data shown in the graph above it can be seen how the percentage of female hires increased in the three-year reporting period, stabilizing in 2023. In particular, it rose from 25.1% in 2021 to 26.4% in 2023. This progressively improving figure reflects the Group's commitment to the development and implementation of initiatives and benefits in relation to Diversity & Inclusion issues.

Furthermore, in order to meet the needs arising from the continual growth of theGroup and to attract new talents, especially those of the younger age group, initiatives have been implemented aimed at improving the Group's attractiveness to potential employees.

In particular, partnerships were established with universities to support students in the development of projects and dissertations. During 2023, Goglio supported two main academic projects. For the first project, it assisted a student in the development of his dissertation, which focused on the management reorganization and efficiency of the company's production processes. The second project consisted of the research thesis of a doctoral student, focusing on Life Cycle Assessment (LCA) to evaluate and compare the environmental performance traditional multi-material multilayer of packaging with innovative single-material recyclable multilayer packaging solutions. The latter study adopts a "Cradle-to-Gatewith-End-of-Life" perspective, which includes analysis of the entire product life cycle, from the production of raw materials and their transportation to the manufacture of the finished product and its subsequent end-oflife management.

Similar initiatives have also been introduced by Fres-co System USA, which every year hires university students for internships aimed at a stable placement within the company.

2.2 Diversity & Inclusion

For several years now, awareness-raising on the issues of diversity and inclusion has been underway within the company, in order to promote an inclusive work environment that respects diversity. This generates benefits not only for its collaborators, but also for their families and for the local communities

Fres-co System USA Inc. stands out in particular; accordance with in US law. this is classed company as an Equal Opportunity Employer, signifying that it is a company that does not discriminate against its employees on the basis of race, colour, religion, sex, age, disability or other

Diversity and Inclusion in Mega Goglio

One of Mega Goglio's core values is equality in the treatment of people. The workforce is composed of people from different backgrounds, demographics, cultures, experiences, skills, and perspectives. Mega Goglio recognizes the vital importance of diversity as a driver of inclusion and equitable opportunities for every team member, regardless of individual differences. The composition of Mega Goglio's workforce reflects a gender balance: in fact, male and female representation is 50 percent each. This diversity in employees is reflected in the cultural environment of the Serra region of Rio Grande do Sul, an area historically influenced by German and Italian immigration, which has left a significant imprint on the ethnic diversity of the local population.

Mega Goglio strongly advocates that every individual deserves equal employment opportunities and a decent quality of life, regardless of origin. In line with this principle, the company welcomed four immigrants, most of them from Venezuela, to its team during 2023, further enriching the cultural diversity of the staff. In addition, Mega Goglio has demonstrated an ongoing commitment to the employment inclusion of people with disabilities, maintaining a stable group of 12 employees with disabilities over the past three years. health conditions, and that it is committed to providing specific environments or solutions for workers with needs deriving from their health or religious condition and which guarantees the right of every worker to lodge complaints in the event of discrimination in the workplace. Fres-Co System USA. Inc. has around 20 different nationalities among its staff and offers ESL (*English as a Second Language*) courses to those who do not have sufficient command of the English language.

A specific goal of Fres-co System USA, Inc. is to increase the number of women employees in the company. This goal is pursued through the initiative implemented by the Women in Manufacturing association; a U.S. reality whose purpose is to promote the role of women in the manufacturing sector and offer them the opportunity to tell about their work experience in the manufacturing sector through ad hoc interviews. In addition, women can access training courses dedicated to them that aim to develop not only hard skills, but also more transversal skills called soft-skills. Fres-co System USA, Inc. staff demonstrate an active commitment to promoting culture and personal development by organizing meetings with the company book club. These meetings provide an opportunity for employees to enrich their cultural background, share reflections, and discuss various issues through reading and analyzing books.

Furthermore, in support of religious communities and new mothers, Fres-co System USA. Inc. has set up a dedicated room (so-called *quiet room*), which can be booked on request, for moments of prayer or for breastfeeding

The initiatives aimed at promoting equal opportunities are not, however, a prerogative of the Group's American companies. For the benefit of the employees of the Daverio headquarters, Goglio S.p.A. has entered into an agreement with a private nursery school aimed at providing guarantees to its employees, including those resident in other municipalities, of being able to enrol their children near their place of work. As proof of the effectiveness of the measures implemented, even though four ethical complaints regarding incidents of discrimination were received during 2022, the investigations carried out both internally and by the relevant authorities did not find sufficient evidence to support these complaints.

		2021	2022	2023	2021	2022	2023
	< 30 years	0	0	0	0%	0%	0%
Evecutive	30 - 50 years	6	7	7	16.2 %	18.4 %	17.9 %
Executive	> 50 years	31	31	32	83.8%	81.6 %	82.1 %
	Total	37	38	39	2.1%	2022 0% 18.4% 81.6% 2.1% 0% 37.5% 62.5% 5.8% 8.1% 51.3% 40.5% 27.3% 16.9% 47.3% 35.8% 64.8% 13.2% 47.2% 39.6% 100%	1.8%
	< 30 years	0	0	1	0%	0%	0.9%
Managar	30 - 50 years	51	39	44	49.5 %	37.5 %	40.4%
Mallager	> 50 years	52	65	65 64 50.5% 62.5% 104 109 5.8% 5.8% 40 44 9.8% 8.1%	62.5 %	58.7 %	
	Total	103	104	109	5.8%	5.8%	5.1%
	< 30 years	52	40	44	9.8%	8.1%	8.6%
White Coller	30 - 50 years	284	252	265	53.6 %	51.3 %	51.8 %
	> 50 years	194	199	203	36.6%	2021 2022 0% 0% .2% 18.4% .8% 81.6% 1% 2.1% 0% 0% .5% 37.5% .5% 62.5% 8% 5.8% 8% 8.1% .6% 51.3% .6% 27.3% .5% 16.9% .8% 47.3% .6% 35.8% .5% 64.8% .6% 13.2% .0% 47.2% .4% 39.6%	39.6 %
	Total	530	491	512	29.6%		24%
	< 30 years	174	197	328	15.5%	16.9%	22.3%
Plue Coller	30 - 50 years	535	550	719	47.8 %	47.3%	48.8 %
Blue Collar	> 50 years	410	416	426	36.6%	35.8%	28.9 %
	Total	1119	1163	1473	62.5%	64.8%	69.1%
	< 30 years	226	237	373	12.6%	13.2%	17.5%
Totala	30 - 50 years	876	848	1035	49.0%	47.2%	48.5%
IUldie	> 50 years	687	711	725	38.4%	39.6%	34.0%
	Total	1789	1796	2133	100%	100%	100%

DIVERSITY AND EQUAL OPPORTUNITY - GRI 405-1

DIVERSITY AND EQUAL OPPORTUNITY - GRI 405-1

		2021	2022	2023	2021	2022	2023
	Male	36	37	37	97.3%	97.4%	94.9%
Executive	Female	1	1	2	2.7%	2.6%	5.1 %
	Total	37	2021 2022 2023 2021 2022 36 37 37 97.3% 97.4% 1 1 2 2.7% 2.6% 37 38 39 2.1% 2.1% 88 88 89 85.4% 84.6% 15 16 20 14.6% 15.4% 103 104 109 5.8% 5.8% 357 336 332 67.4% 68.4% 173 155 180 32.6% 31.6% 530 491 512 29.6% 27.3% 869 887 1027 77.7% 76.3% 250 276 446 22.3% 23.7% 119 1163 1473 62.5% 64.8% 350 1348 1485 75.5% 75.1% 439 448 648 24.5% 24.9%	1.8%			
	Male	88	88	89	85.4%	84.6%	81.7%
Manager	Female	15	16	20	14.6 %	15.4 %	18.3 %
	Total	103	104	109	5.8%	5.8%	5.1%
	Male	357	336	332	67.4%	68.4%	64.8%
White Collar	Female	173	155	180	32.6%	31.6 %	35.2 %
	Total	530	36 37 37 97.3% 97.49 1 1 2 2.7% 2.6% 37 38 39 2.1% 2.1% 88 88 89 85.4% 84.69 15 16 20 14.6% 15.4% 103 104 109 5.8% 5.8% 357 336 332 67.4% 68.4% 173 155 180 32.6% 31.6% 530 491 512 29.6% 27.3% 869 887 1027 77.7% 76.3% 250 276 446 22.3% 23.7% 1119 1163 1473 62.5% 64.8% 1350 1348 1485 75.5% 75.1% 439 448 648 24.5% 24.9% 1789 1796 2133 100% 100%	27.3%	24%		
	Male	869	887	1027	77.7%	76.3%	69.7%
Blue Collar	Female	250	276	446	22.3%	23.7 %	30.3 %
	Total	1119	1163	1473	62.5%	64.8%	69.1%
	Male	1350	1348	1485	75.5%	75.1%	69.6%
Totale	Female	439	448	648	24.5%	24.9%	%
	Total	1789	1796	2133	100%	100%	100%





From the graphs we can see how Goglio's workforce has grown during the three-year reporting period.

The majority of employees (49%) are in the age range between 30 and 50, however the number of young people under the age of 30 has grown compared to 2020, and now represent 18% of the workforce.

Similarly, the number of women among

employees increased over the threeyear period by 48% compared to 2021 and by 45% compared to 2022, reducing the gap between men and women in the Group: the composition was 70% men and 30% women, while in 2022 the workforce consists of 75% men and 25% women.

2.3 Employee welfare

In order to increase the company's attractiveness for potential employees and to contribute to the well-being of its employees, as from 2022 Goglio has drawn up new corporate welfare policies for its Italian plants and offices, in full compliance with the provisions of the relevant CCNL national collective bargaining contract.

Employees are kept informed of the planned measures via the Eudaimon portal; these include agreements with kindergartens, institutes and local territorial bodies, one-off bonuses (such as the €200 voluntary voucher provided during the Covid-19 pandemic to all employees) and agreements with local medical centres.

In order to better involve employees, Goglio has prepared and distributed a work-stress questionnaire aimed at identifying any critical issues and suggestions for improvement. No particular critical issues emerged from this questionnaire.

Goglio (Tianjin) Packaging launched an initiative called Continual Improvement Project, through which self-administered improvement groups were created, involving employees of different levels and classifications and aimed at disseminating knowledge and improving the evaluation process. To support this initiative, a points system has also been implemented for the awarding of shopping vouchers on an online platform, this initiative allows employees to share, including via photographs, improvement actions carried out by a co-worker. Each employee has a maximum number of monthly points to assign and periodically the points received are converted into shopping vouchers. In addition to this, the initiative called Great Club was also implemented, with the aim of bringing improvements through the identification of a key theme for each Quarter. The following are some examples of initiatives undertaken by the Great Club: the "Clean Plate" campaign to combat food waste; modernization of entry and exit spaces in the work area: support for workers' psychological well-being; establishment of a room reserved for working mothers; organization of a "Work with Parents" summer camp to promote worklife balance; health seminars; tree planting initiatives and volunteer activities. As from 2021, Fres-co System USA. Inc. launched a project known as Project Janus, which is aimed at evaluating the corporate culture with a view to continuous improvement and to rendering Fres-co System USA an "employer of choice". The Project, coordinated by an inter-functional group of employees, collects the experience of employees along twelve organizational dimensions ranging from workplace safety, knowledge of company strategy, collaboration between functions, training, and individual professional growth plans. Each department manager is then called upon to define specific action plans to improve the level of participation (engagement) in their area. Each quarter, the company holds townhall meetings lasting 45 minutes each, involving employees from both Telford and Red Oak. These meetings are an opportunity to share updates on the company's status, expose current initiatives, and invite attendees to submit questions in advance via a dedicated link. During the event, the company responds to all questions received, both those submitted in advance and those asked live. Although attendance at the first meeting was limited, there is now very high involvement.

Fres-co System USA, Inc. offers all employees a supplementary company plan (benefit plan) to cover medical, dental and ophthalmological expenses, which may be extended to cover the employee's immediate family members also.

Mega Goglio also offers several initiatives aimed at expanding employee wellness, including health plans, dental plans, life insurance, transportation, educational assistance, onsite dining, and participation rewards. Among the most well-known initiatives is the Mega+ program, which promotes local businesses in Salvador do Sul by offering discounts and rewards to employees. More than 35 companies participate in the project, and the Profit Sharing Program (PPR), which recognizes employees' individual contributions to business results by incentivizing cooperation and integration between departments and shifts.

Smartworking

A PART OF GOGLIO ITALY'S WORKFORCE CONTINUES TO ENJOY THE POSSIBILITY FOR SMART WORKING EVEN AFTER THE END OF THE STATE OF EMERGENCY CAUSED BY THE COVID PANDEMIC IN ACCORDANCE WITH THE REFERENCE POLICY: GOGLIO IS TRYING TO INFORM ITS EMPLOYEES ON THE CORRECT USE OF THIS TOOL.

With regards to the operational-organisational method, each employee must propose an agenda for carrying out their work, drawn up in agreement with their direct supervisor and with the department manager, always taking into account the activities and objectives linked to their role, the team to which they belong to and the projects it follows.

Goglio reserves the right to apply the Policy taking into consideration the specific needs of each employee. Today approximately 20% of the non manual workforce carries out smart working. Fres-co System USA, Inc also has a Work-From-Home (WFH) policy that allows employees in certain functions, with the approval of the function manager, to work from home two days a week.

To date, approximately 7% of the company population (31 people) take advantage of the WFH policy.

2.4 Ongoing growth

Given the extraordinary evolution and growth that the Group has experienced since its founding, it comes natural to consider the industry knowledge and experience of individuals, the founding values of the entire organization. This characteristic makes the personal and professional growth of its people the driving force for ensuring skill-based and professional development for the entire Group. It is for these reasons that Goglio, as described in the Code of Ethics, promotes business plans and training programmes aimed at promoting the development of each employee's abilities and skills.

Training therefore represents a strategic

asset that the Group has a resource hired with the aim of coordinating, monitoring and implementing training processes. This person is responsible for monitoring the training provided throughout the organization, although it should be noted that the individual Group companies retain decision-making autonomy in providing specific training to their employees.

The companies of the Group wanted to adopt solutions aimed at strengthening internal communication by installing video panels in staff break areas to update employees on new legislation, on policies adopted in the company and on management guidelines on health and safety.

Goglio Academy

THE GOGLIO ACADEMY WAS BORN FROM THE AWARENESS OF THE FACT THAT TRAINING AND CONTINUOUS UPDATING OF SKILLS ARE THE KEY POINTS AND CRITICAL FACTORS TO ENSURE THE GROUP'S COMPETITIVENESS.

All training initiatives and courses launched by Goglio Academy have the aim to constitute a training centre for multifunctional topics concerning packaging products, point of reference for professional updating not only for Goglio employees, but also in the future, for external Institutions.

The topics covered include various aspects such as:

- Organisation of single-topic courses on packaging materials and machines aimed at the Group's technical and commercial staff;

- Maintenance of a technical support structure for the commercial functions that is always updated and in line with technological developments, with the aim of emphasizing Goglio's complementarity as a supplier of both packaging materials and packaging lines;

- Sharing of know-how with other companies within the Group through specific updating meetings on the development of new products/new applications;

- Collaboration with educational institutions (Universities and High Schools) for stage/training/ local projects to connect schools with companies (e.g. Project Generazione d'Industria - UNIVA);

- Sharing research and development projects with Universities and Research Institutes;

- Exchange of information with customers.



Training hours by gender
In 2019 Goglio set up a specialised training centre known as the Goglio Academy, with the aim of disseminating mainly technical, innovative and development skills within the company, as well as providing training dedicated to management and to sales and administrative staff. The Goglio Academy aims to provide training in horizontal and transversal skills, not limited only to certain sectors and roles typical of the production process. It will be further strengthened and extended in the coming years, with the aim of providing added value for the Group, as well as representing a tool to attract and keep employees.

In particular, in 2022 Goglio decided to make the Academy more structured and therefore established a programme of activities on an annual basis, aimed at two levels of company employees which will come to force starting from January 2023: the first project, aimed at 12 employees, foresees the involvement of different transversal areas of the company. During these sessions the topics covered will range from corporate identity and culture to the development of soft skills and relationships and shall also include some economic and financial information. This project is expected to entail around 80 hours per person.

The second project, which started in September 2023, involved about 30 people and related to lead management issues aimed at developing soft skills such as conflict management and strategies for effective communication. Following the Academy training, specific professional training sessions are also planned at an individual level. The 2023 training included a series of courses ranging from project management to enhancing Goglio's history and exploring the company's mission and vision. It also explored the meaning and implications of a National Collective Bargaining Agreement (CCNL), embarked on leadership development paths, and analyzed internal practices related to innovation and servitization. During 2023, the advanced level of training was initiated, which provided space for individual coaching. Coaching involves the presence of a professional who, for a couple of hours a month, works individually with employees to support their personal and professional development.

Particular attention is also paid to training in the Group companies located in China and the

USA, as well as in the Italian and European sites, particularly training in workplace health and safety. The training strategies implemented by the company are a key element in the retention and development of talent within the organization. These programs are essential in fostering the professional and personal growth of employees, thus contributing to their retention. However, it is recognized that in competitive markets such as the United States, implementing effective training initiatives can present significant challenges, as professionals are often attracted to opportunities that offer greater economic benefits. Nevertheless, the company is committed to pursuing training strategies that enhance human capital and support its long-term vision. In particular, an external consultant was engaged for the China office in order to strengthen management level training through technical courses.

In addition to the compulsory training plans, Goglio (Tianjin) Packaging prepares a budget at the beginning of the year, linked to a series of different activities (for example: upgrades for maintenance, technical refresher courses) and activities relating to the development of soft skills, implementing courses and meetings with consultants to improve the approach to customers.

The new plant, Mega Goglio, also places great emphasis on training: it is considered as crucial to the development of key competencies, such as critical thinking, problem solving and communication. Training activities are seen as a tool to promote equality and overcome socioeconomic barriers. The company offers a state-of-the-art educational assistance program: it supports employees by supporting them up to 100 percent for basic education and up to 40 percent for advanced courses. including undergraduate and postgraduate courses. Mega Goglio also celebrates employees' educational achievements with semiannual events, recognizing their commitment and contribution to personal and collective progress. The total training hours provided in the year 2023 is approximately 23,4729. In 2023, the hours of training provided to Mega Goglio employees were not considered as the information is not available.

TRAINING - GRI 404-1					
Hours of training provided					
	2021	2022	2023		
Female	2,084.0	2,366.3	8,863.8		
Male	7,604.3	9,366.0	14,607.7		
Totale	9,688.3	11,732.3	23,471.5		
Executives	140.5	150.0	870.5		
Managers	568.5	758.5	1,698.0		
White collars	3,789.8	3,956.8	7,074.0		
Blue collars	5,189.5	6,867.0	13,829.0		
Total	9,688.3	11,732.3	23,471.5		

TRAINING - GRI 404-1

Hours of training pro capita						
	2021	2022	2023			
Female	4.7	5.3	13.7			
Male	5.6	6.9	9.8			
Media	5.4	6.5	11.0			
Executives	3.8	3.9	22.3			
Managers	5.5	7.3	15.6			
White collars	7.2	8.1	13.8			
Blue collars	4.6	5.9	9.4			
Media	5.4	6.5	11.0			

The hours devoted to corporate training increased significantly by 100 percent compared to 2022. This increase can be attributed to some plants that decided to intensify the training hours dedicated to employees. The Zeccone plant, for example, significantly increased coaching activities for top management and started the Goglio Academy activities, which were not previously planned for the Pavia plant. The Indian site in Bengaluru has intensified training on topics such as corporate governance, logistics and risk assessment: as well as specific courses on Diversity & Inclusion, technical skills related to warehouse management, sales and importexport operations. Fresco-System USA, Inc. focused training efforts on safety, both internal and external to plants, tuition reimbursement for college courses, Equal Employment Opportunity (EEO) and harassment, and equipment use training.

The training courses are aimed at the entire company population, with particular emphasis on manual workers.

During the hiring phase, Goglio provides an internal training module specifically designed to educate employees on procedures and instructions within the company; each department has a module with dedicated information and procedures and each department head will have the task of illustrating and ensuring that such information is received by new employees. Employees must receive the module within 60 days from starting work with the company.

Recognising the strategic role that Goglio staff plays in the Group's success, the company also pays particular attention to evaluating the performance and ability of its workers, in order to enhance their growth.

Therefore, as regards Italian plants, for several years it has been the practice to evaluate the performance of workers through a dedicated evaluation form that the area manager must fill out annually for each employee: in particular, this evaluation is based on the analysis of the employee's technical skills and behaviour.

Overall, it represents a summarised judgment (structured with a score from 1 to 6 on the different skills of the employee) on the way the employee carries out his duties and enhances his skills. The company, through a second-level agreement, recognizes bonuses for all company staff based on annual economic performance. It is a traditional initiative in the company, dating back to the nineties. In 2022, the traditional employee evaluation form was accompanied by a motivational interview and whereby employee satisfaction was measured on a scale ranging from 0 to 10. This initiative, confirmed for the year 2023, aims to help the company better understand the corporate climate and employee satisfaction so as to be able to act on any areas for improvement for each employee, including in terms of retribution and other incentives (rewarding).

Fres-co System USA. Inc. also has a performance evaluation system. Each department evaluates the performance of its workers based on quantitative and qualitative criteria.

The total amount of the variable remuneration depends on the company results for the year in question; these resources are distributed to all hourly paid staff (*hourly people*), while a portion contributes to salaried staff through a bonus that is a function of their individual *performance*. A project was launched in 2023 to make the

correlation between the variable component and company results clearer and more formal; in 2024 Fres-co System USA. Inc. plans to overhaul its incentive system to further strengthen the link to overall business results.

In relation to career development, a mapping of the different company roles and related skills

PERIODIC PERFORMANCE REVIEWS -GRI 404-3¹⁰

	2021	2022	2023
Male	46%	44%	55%
Female	50%	50%	66%
Executives	48%	47%	45%
Managers	74%	68%	84%
White collars	48%	45%	51%
Blue collars	44%	44%	81%

is currently being defined; this work will form the basis for the definition of internal growth paths. At present, a programme is in place for hourly paid staff that allows for the acceleration of the increase in hourly pay for new hires; this programme is aimed at rewarding virtuous behaviour (good attendance, no disciplinary warnings, etc.) with an increase in hourly pay.

Lastly, as regards the Chinese company, an evaluation system shall be introduced for all of the company's employees, structured in a differentiated manner in relation to the different tasks performed. This evaluation system has evolved in recent years, also with a view to automating it and integrating it into the payroll and attendance management system.

Furthermore, individual remuneration is assessed and updated on annually basis, through a market analysis, on the basis of the knowledge and skills acquired by the individual employees; this also serves to render the company more attractive to potential employees.

2.5 Workplace safery

The principles relating to the management of health and safety issues of its employees and collaborators, a fundamental issue for the Group, are reported and defined in the Code of Ethics, pursuant to which:

> Goglio promotes the protection of the health and safety of workers, the environment and public safety, confirming the utmost commitment to ensuring that activities are conducted in compliance with international agreements, standards and laws, regulations, administrative practices and national policies of the countries where it operates.

> Operational management must refer to advanced environmental protection criteria pursuing the continual improvement

of health and safety conditions in the workplace and of environmental protection.

Goglio People, as part of their duties, actively participate in the process of risk prevention, environmental protection and public safety, and the protection of health and safety toward themselves, colleagues and third parties.

Research and technological innovation must be dedicated, in particular, to the promotion of products and processes which are ever-more compatible with the environment and characterized by an increasing focus on the health and safety of operators in compliance with current legislation.

Goglio also calls for strict and rigorous observance of accident prevention measures for third parties operating on

In addition to the commitment made to the continuous growth of the corporate culture in the field of health and safety and to the improvement of the behaviour of the Group's people, health and safety issues are managed, as far as the Italian factories are concerned, through specific management systems certified according to the UNI EN ISO 45001:2018 standard. The certification for Italian plants covers both employees and non employee workers, whose activity is carried out within the company perimeter and therefore are under the control of the organisation.

On 16.02.2022, the senior management approved the new version of the Policy for Quality, Food Safety, Occupational Health and Safety and the Environment (Revision no. 10/2022). In order to ensure that this Policy is understood, shared, implemented and adhered to by all its employees and collaborators, the Management has undertaken to share it with all interested parties by posting it on the various company noticeboards and disseminating it both on the company intranet and on the Goglio website. The Policy for Quality, Food Safety, Occupational Health and Safety and the Environment, promotes the measures necessary to prevent the occurrence of situations that may jeopardize health and safety, together with a systematic approach based on the evaluation of risks and opportunities, based on an analysis of the context in which the Group operates.

As reported in the Policy, Goglio is committed to ensuring safe and healthy working conditions by eliminating dangers and reducing risks to health and safety in the workplace, as well as respecting all relevant standards, laws and regulations currently in force. The company is also committed to promoting and implementing its premises and ensures that those who have access to them are given all the necessary information regarding safety, as well as being adequately equipped to perform their duties safely on Goglio property.

the rapid, effective and diligent management of emergencies and accidents and adopting the collection and analysis of data that allow the definition and implementation of risk assessment aimed at significantly reducing the probability of accidents occurring and ensuring continuous improvement in the prevention of accidents, of near-miss accidents and of occupational diseases.

Goglio also plays a crucial role in raising awareness through staff training, meetings and other communication activities aimed at its employees, subcontractors and third parties operating on behalf of the Group regarding their responsibility, encouraging safe and healthy behaviour even outside the work environment. Risk assessment procedures and systems envisaged by the various national regulations are implemented and performed in all of the Group's various plants and offices. Since the Group's work activity is strongly characterized by tasks involving the production line, the main risks that the people of Goglio face are mainly linked to the use of potentially dangerous machines and equipment.

As regards the Group's Italian plants in particular, as required by Legislative Decree 81/2008, the Management System provides for the close collaboration of the Employer with the supervisors, who monitor the correct performance of work activities and ensure the implementation of the directives received, and with the head of the prevention and protection service (RSPP) who, on behalf of the Employer, evaluates risks, identifies mitigation measures and plans mandatory safety training.

The Company Doctor also plays a central role, defining the health protocol, evaluating the worker's suitability for the job and monitoring their state of health. Lastly, the Workers' Representative for Safety shares all of the risks assessed by the DDL and acts as spokesperson for all of the workers.

The Risk Assessment Document (DVR) was also updated in 2021, significantly expanding the company's oversight on the topic. From the analysis carried out, it appears that the main risks to which Goglio employees are subjected derive from any non-optimal knowledge of emergency plans, which could expose them to serious consequences should the emergency event occur. In response, the company has taken great care to place posters in strategic points indicating the behaviour to be adopted in the event of an emergency. A further risk factor is due to the state of wear and tear of equipment and the use of obsolete machines or systems; therefore, the Group regularly carries out periodic preventive maintenance in addition to improving individual safety and protection devices. As regards the main risks associated with carrying out the tasks, the risk of exposure to noise and vibrations from machinery and visual and muscular fatigue are among those identified

During the year 2022 Goglio has already improved the training management system as the new system enables management to monitor the training status and specific needs of each employee, and this helped to improve the accident frequency index even though the company's goal is to achieve zero accidents. Goglio has implemented various health and safety initiatives such as the increase in extraordinary maintenance, the introduction of parking sensors for forklifts, and the increase in targeted training hours for certain departments, always with a view towards ongoing improvement.

In 2023, the Daverio's plant experienced an increase in the number of near miss reports, indicating a growing awareness among employees regarding the recognition and prevention of potential accidents. Compared to previous years, the trend has also always been upward reflecting a continuous improvement in the focus on workplace safety. Concerning the issue of mobility and viability Goglio decided to draw up a viability plan where all

risk situations are mapped with their location so that employees are not only aware of the presence of risk but can also have a location of it. With regard to human resources and employee training, in 2022 Goglio promoted a new initiative, called WHP - Workplace Health Promotion, implemented in the Daverio and Zeccone plants and taking advantage of a partnership with ATS of the Lombardy region, which promotes health and physical, social and mental wellbeing in the workplace. Although initiated in specific locations, the benefits extend throughout the organization as the practices and principles promoted by the WHP program are shared and adopted in all Goglio S.p.A. plants. This project is expected to continue over a three-year period, with a different theme being tackled each year and with associated initiatives and the voluntary participation of employees. The WHP initiative includes adherence to six key topic areas, of which at least two must be addressed annually to ensure a holistic approach to employee health. These items include promotion of a healthy lifestyle, education on proper nutrition, combating smoking addiction, addiction prevention in general, road safety and mobility, and issues related to work-life balance, such as the adoption of smart working. A practical example of this initiative is the distribution of placemats with nutritional advice, which serve to raise employees' awareness of the importance of a balanced diet.

The theme for 2022 was that of smoking, while the theme for 2023 was that of alcohol abuse. The ultimate aim of this project is to increase the individual employee's well-being through physical and mental balance. The WHP project is also indirectly linked to safety, because healthy people are more lucid and perform more efficiently. As a result of its participation in the WHP program, Goglio in Italy received a certificate of recognition for the commitment demonstrated in spreading the culture of well-being in the company as part of its social responsibility strategy.

In accordance with Italian law (Legislative Decree no. 81/2008), Goglio only provides this training to employed personnel, as external

staff should receive training from their employer. Goglio requires a self-certification from all new suppliers relating to the fulfilment of all health and safety obligations. A separate mention should be given to Fres-co System USA. Inc. in the USA, which represents the high point of the Group as regards the management and monitoring of health and safety.

In addition to constant and continuous training on health and safety issues, the company has a program for monitoring near misses, which encourages employees to report the cases they detect, with the possibility to report anonymously through the company intranet. Whenever a new near miss event is identified, this is reported and automatically communicated to all employees, together with any corrective actions implemented. In addition, the company launched the programme *STOP!*, thanks to which each employee can halt production every time a risk or dangerous situation is identified that requires temporary downtime to the machines.

Among the numerous initiatives implemented by Fres-co System USA. Inc., we would mention the organization of two Safety Fairs each year, during which interactive stands on health and safety topics are exhibited with training courses, tests, games and prizes. On the occasion of this day the Red Oak plant in lowa shuts down in order to allow employees to participate in dedicated training on health and safety issues, also taking the opportunity to carry out team building activities. Production is not halted in Telford, Pennsylvania due to technical issues, however specific training is organized on various safety matters, often with the participation of the police and fire brigade. Due to the Covid-19 pandemic, it was not possible to organize these events in 2020 and 2021, however they recommenced in June 2022. Furthermore, on the occasion of the holidays, a communication is sent to all employees with suggestions and recommendations regarding how to reduce the risk of injury at home, for example about the correct use of electric generators in the event of a blackout.

To protect everyone's health, Fres-co System

USA. Inc. offers an onsite wellness coaching service three times a week, providing employees with the opportunity for consultation, on an anonymous basis, for any problems related to mental and physical health. In 2023, the company introduced the "10 Principles of Safety" initiative, a mandatory program in which all employees participated and formally signed up to. The principles are displayed visibly throughout the factory to reinforce the collective commitment to workplace safety. To further consolidate awareness, short training guizzes are organized throughout the workday. In parallel, the company has implemented first aid and fire prevention courses, demonstrating approach to proactive emergency а management. A significant change has been the adoption of a new captive, mutual-like work injury insurance policy that actively encourages participation in safety courses and provides a wide range of informational materials. To ensure immediate assistance, a 24-hour nurse has been made available to assess emergency situations and provide guidance on how to proceed.

Specific training is planned in 2024 to prepare employees to handle extreme emergency situations, such as an active shooter attack, providing them with the skills and procedures to follow to maximize personal and collective safety in such circumstances.

As far as the Chinese plant is concerned, a resource has been set up dedicated to health and safety with the aim of adhering to stringent national regulations. A monthly meeting is held to discuss health and safety issues and to analyse the relative data.

During meetings, periodic safety audits of the entire building are also conducted, involving managers. Maintenance and safety are closely interconnected, with clear allocation of responsibilities to the personnel involved. To this end, advanced monitoring systems have been introduced via mobile devices of maintenance personnel, which enable accurate and timely verification of the work performed, through digital reports that are difficult to alter. Regarding safety training, regular trainings are provided. At each shift change, a safety briefing is held, the details of which are shared within a dedicated WeChat group, complete with photographs and reports of activities. The company is considering the introduction of specific software to streamline management.

Within the WeChat group, all security managers at various hierarchical levels

participate. A zoned security plan has also been developed, allowing security measures to be tailored to the -: ::-In со company is required, 24 hours a day and during holidays, especially when there are operational or maintenance activities.

be tailored to the specifics of each area.	
accordance with Chinese regulations, the	
ntinuous presence of a manager in the	

ACCIDENTS IN THE WORKPLACE - GRI 403-9

Em	ployees			Non employees workers ¹¹			
	2021	2022	2023		2021	2022	2023
Hours worked	3,260,444	3,342,339	4,056,912	Hours worked*	76,518	170,566	157,862
Total number of accidents *	47	45	49	Total number of accidents*	4	3	2
- of which commuting accidents	8	5	6	 of which commuting accidents 	-	-	-
- of which high-consquece work-re- lated injuries, excluding fatalities	-	-	-	 of which high-consequence work-related injuries, excluding fatalities 	-	-	-
- of which fatal accidents	-	-	-	- of which fatal accidents	-	-	-
Accident rate	2.883	2.693	2.416	Accident rate*	10.455	3.518	2.534

*Data for 2021 and 2022 have been restated in light of more available information.

WORK-RELATED DISEASES- GRI 403-10

Employees						
	2021	2022	2023			
Cases of work releted diseases	0	0	0			
- of which death	0	0	0			
Non-	employees v	vorkers ¹²				
	2021	2022	2023			
Cases of work releted diseases	0	0	0			
- of which death	0	0	0			

The measures adopted in recent years to protect workplace health and safety have given positive results: the injuries that occurred were exclusively of a minor nature and mainly involved minor cuts and sprains, caused by distraction and improper use of personal protective equipment. Furthermore, between 2022 and 2023, the accident rate was reduced by 10.3%. Finally, no cases of work-related diseases were recorded among employees during the three-year reporting period.

¹¹ The figures do not take into account the Italian and Dutch plants, for which, for reasons of privacy, it is not possible to receive the data. ¹² The figures do not take into account the Italian and Dutch plants, for which, for reasons of privacy, it is not possible to receive the data.

2.6 Side by side the local community

Despite its international dimension, the Goglio Group was born and developed with a highly local character and this is why, conscious of the importance of corporate ethical and social responsibility, the companies of the Group continue today to promote the culture of environmental and territorial protection.

The Group's top management is strongly convinced that an organization's decisions and activities have an impact on society and on the environment, and it is in relation to this that, in May 2022, Goglio S.p.A. received confirmation of the *Gold* rating from Ecovadis for Corporate Social Responsibility (CSR). In 2023 Goglio also obtained, for the fifth consecutive year, the BAQ "Bollino Alternanza Qualità", assigned by Confindustria to companies that stand out for their commitment to offering training tools to new generations.

Initiatives adopted by Fres-co System USA, Inc.

FRES-CO SYSTEM USA, INC. HAS ALSO IMPLEMENTED VARIOUS INITIATIVES TO SUPPORT THE LOCAL COMMUNITY:

- Annual donation to the Red Oak Child Development Center (https://www.redoakcdc. org/) and subsidy of maintenance works to the structure;
- *Earth Day*: Cleaning and maintenance of the municipal road leading to the corporate headquarters of the Telford plant;
- For all corporate events organised by Fres-co System USA, food and drinks are donated to local organisations that provide assistance to individuals and families in need;
- Telford supports the *Twilight Wish Foundation* with the aim of granting the last wish of the elderly;
- Support of *Pink Out Day*, a day dedicated to breast cancer awareness and prevention. Fres-co System USA, Inc. offers support by distributing T-shirts in support of the Association inviting survivors to share their experiences and promote the importance of preventive screening.

Initiatives adopted by Goglio (Tianjin) Packaging

GOGLIO (TIANJIN) PACKAGING IN 2023 DEDICATED TO THE LOCAL COMMUNITY BY PLANTING TREE SPECIES IN THE AREA SURROUNDING THE PLANT.

Initiatives adopted by Mega Goglio

MEGA GOGLIO HAS IMPLEMENTED THE FOLLOWING INITIATIVES:

- Taekwondo and volleyball classes;
- **Young apprentice program** aimed at young people about 16 years old who attend school in the mornings and, in the afternoons, participate in classes on administration and other subjects for two days a week. On the remaining three afternoons, these young people go to companies to work and learn directly in the field, gaining practical experience and professional knowledge.

In fact, the company collaborates with secondary schools and vocational training centers through school-work alternation paths that create new employment opportunities for young people. In 2023, Goglio participated in the Open Days of ITS Lombardia Meccatronica at the Istituto Tecnico Industriale G. Cardano in Pavia, during which the company's reality and the job opportunities that align with the students' educational path were presented to the students. In addition, Goglio took part in the Career Day organized by the Politecnico di Milano, with the active participation of the Human Resources team from Zeccone. The day was dedicated to the recruitment of young talents, offering the opportunity to meet students and recent graduates and

present career prospects within the company. Its commitment towards the community in which it operates is also demonstrated by the numerous local initiatives which it has supported over the years, in the same cases through donations, in others by actively participating as an organizer. Some of these initiatives are considered historical, which the company participates in every year, while others vary from year to year. For example, for the year 2023, donations were made through a fundraiser for the Emilia Romagna region to help compensate for the damage caused by the flood that occurred in May 2023.

ADOPT A STATUE

Starting from 2020, Goglio S.p.A. has decided to support the project launched by the Veneranda Fabbrica del Duomo di Milano aimed at financing the restoration and maintenance of the Cathedral's architectural heritage. As part of the Adopt a statue project, Goglio S.p.A. has chosen to support the restoration of the sculpture depicting San Longinus, whose creator, Pompeo Marchesi, is originally from the province of Varese, a territory with which Goglio S.p.A. has ties lasting more than fifty years. The statue, on temporary loan to Goglio from the Veneranda Fabbrica del Duomo for a three-year period, has been placed at the entrance of the Daverio plant. Although the *Adopt a Statue* initiative was originally proposed with a maximum time horizon of three years, at the end of 2023, the company submitted a request to extend the project. The superintendency welcomed the proposal, granting renewal for the following year, 2024. This agreement provides for an annual evaluation to determine the feasibility and advisability of keeping the initiative active in future years.

SOS VALBOSSA

Goglio S.p.A. helped the SOS Valbossa Volunteer Organization in 2022, which operates in the health and social care sector, to purchase a vehicle for the transport of disabled people. A gesture aimed at promoting this institution and the important contribution that they make to the local community. An additional donation was made in 2023.

VARESE BASKET SCHOOL CUP

The Group also sponsors local sports events, such as the Varese Basket School Cup, a tournament dedicated to the students of the high schools of the province of Varese organised by Pallacanestro Varese and II *Basket Siamo Noi.* The initiative includes not only the organization of the tournament between the schools, but also the promotion of the intrinsic values of team sports such as loyalty and team spirit, actively involving girls and boys as protagonists.

PALAZZINA DELLA CULTURA

Since 2011 Goglio S.p.A. contributes to the maintenance and financing of the activities

MUSIC IN HISTORIC RESIDENCES

Also for the year 2023, the Goglio Daverio venue hosted the cultural event "*Music in Historic Residences*," which involves the organization of concerts inside historic residences in the city. This year, the

carried out at the Palazzina della Cultura in Daverio, considered a cultural point of reference for the community.

event distinguished itself with a tribute show entitled "Between Myth and Magic," dedicated to the famous composer Ennio Morricone, during which some of the maestro's most evocative compositions were performed.

LOCAL EMPLOYMENT POLICY

As a demonstration of how far the Goglio Group is rooted in the local community, the graph below shows the number of Group managers coming from neighbouring towns. The graph shows how the trend increased over the three-year reporting period, reaching a percentage of 57% for Italian sites in 2023, and 56% at Group level.¹³

SENIOR MANAGERS ITALY - GRI 202-2

	2021	2022	2023**
Total number of senior managers	23	25	23
Managers hired from the local community	12	13	13
Percentage of senior managers hired from the local community	52%	52%	57%

SENIOR MANAGERS GOGLIO GROUP - GRI 202-2

	2021*	2022*	2023**
Total number of senior managers	43	57	63
Managers hired from the local community**	16	27	35
Percentage of senior managers hired from the local community	37%	47%	56%

*Data for 2021 and 2022 have been restated in light of more available information.

Therefore, Goglio is a company that is very involved in the area in which it operates, offering jobs to people who live in neighbouring towns and who choose to work in the Group even for entire generations. The average length of employee service is high and over the years Goglio has become a point of reference for the community. Caring for the environment: belief in a sustainable future



3.1 Caring for the environment

Environmental protection and safeguarding are central issues for Goglio's growth; our policy has always focused on reducing the consumption of resources and raw materials.

Goglio has worked incessantly over the years to improve the environmental performance of its processes; and, through targeted investments in research, has developed new products in order to comply with regulations in the environmental field. However, mandatory regulations are not the only driver of development:

The constant monitoring of processes and the drive to improve environmental management are guaranteed by the *Policy for Quality, Food Safety, Occupational Health and Safety and Environment,* through which Goglio defines the guidelines for its work and assumes the following commitments:

- "The continual investment in innovation to anticipate market trends and offer our customers distinctive solutions and integrated systems... Raising awareness, through training courses, meetings and communication activities for our employees, for sub-contractors and for all those who work for the Goglio Group to make them aware of their role and responsibilities";

- "in the environmental field, to encourage safe, healthy and environmentally friendly behavior even outside the work environment...to orient toward a policy of reducing environmental impact and the continuous preservation of activities in place to safeguard the environment."

- "Within the environmental sustainability and Circular Economy projects, the adoption of the ISCC Plus Certification, which allows us to expand the offer to customers with ISCC compliant products introducing ISCC certified raw materials from sustainable sources into the production cycle, using chain of custody principles through traceability and mass balance requirements".

Over the years, the Group has equipped itself with the appropriate tools in order to monitor environmental performance, and through appropriate KPIs lay the foundation for establishing ad hoc improvement targets. The ongoing commitment made in managing the issue culminated in 2022 in the obtainment of the *ISO 14001:2015 certification* also for the Daverio production plant (the Group's first plant by size), that, together with the other already certified systems, represents 62% of total materials purchased.

The principal environmental impacts monitored by the Group, and discussed in this Report, are:

- Energy consumption and greenhouse gas emissions, given that climate change is one of the topics of greatest interest to our stakeholders. Energy consumption mainly concerns production processes and includes the electricity consumed for the operation of the production plant, the heating and cooling of spaces and finally, the use of fuels for the corporate fleet.;

- The use of **raw materials and materials** necessary for production.

- Waste management, separating out the portion sent for recovery, reuse or recycling from that disposed of in landfill.

- The use and management of **water resources**, for both industrial and civil uses, including machine cooling, canteens, cleaning activities, healthcare purposes or the irrigation of green spaces.

In order to achieve the set improvement objectives, Goglio has always invested large sums of capital in the research and development of new materials and cutting-edge technologies, through its innovation department. In recent years, research has allowed us to implement new production processes, optimize existing ones and improve product performance. In particular, the most important projects in which the Company has invested are:

- The reduction of the thickness of the laminates used for packaging;

- The reduction of the amount of residual material resulting from the molding and assembly phases in the production of degassing valves, without compromising the quality of the finished product;

- The feasibility study of packaging made of biodegradable or recyclable materials, which included packaging tests and the evaluation of product performance;

- The installation of the solvent recovery system

in the Daverio and Cadorago plants, with a reduction in the quantity of solvent used and an improvement in the quality of water waste.

- The recovery of production waste through re-granulation of the latter and valorization of the waste, which is partly reintroduced into the production process and partly used for the production of finished products; - Improved management of the cooling phases of the machinery, which has led to a significant reduction in water withdrawals.

Some of these initiatives, described in detail in the report, have made it possible to obtain not only considerable economic savings for the company, but also a benefit for the environment; others, however, will offer the opportunity to generate a large positive impact on the production of the entire sector, with a significant reduction in environmental impacts.

As anticipated in the first chapter, after two years of Silver rating, the Company returned to achieve Gold level in EcoVadis scoring. This achievement was made possible by the certification of the Daverio plant to the ISO 14001 standard and the drafting and publication of the new 2022 Sustainability Report. These efforts reflect an ongoing commitment to sustainability and environmental excellence.

MATERIALS

Goglio's core business consists of the production of packaging for the food sector, particularly packaging for coffee, which alone accounts for about half of the Group's total turnover. The packaging industry is undergoing a profound transformation as the transition from poly-coupled to mono-material is taking place, the latter in fact allowing for full recycling. The packaging consists of a composite polylaminate, in which the two external layers are made of plastic materials such as polyolefins (PP, PE, PET) and ethylenevinyl alcohol (EVOH) depending on the production recipes of the production plant. The latter form the casing of the aluminium layer which, thanks to its "barrier" properties, represents the most important layer for the preservation of the packaged product. Finally apply the adhesives that are used both to glue the layers together and to apply the external film to the packaging on which the image is printed. The latter process involves the use of ink and solvents.

The trend in the volumes of materials used by the Group shows a slight growth over the last three years: the COVID-19 pandemic significantly slowed down world economic activities; however, the packaging sector recorded a lower drop in turnover than that recorded by industrial production, thus proving to be one of the most resilient segments of the market. Packaging production, in fact, is related to the food sector, which despite the difficulties has maintained a growth path in the last three years, with the Italian sector in particular seeing an increase in exports to other countries. If 2022 had shown a strong growth in production value (about 31 percent), not matched by a parallel growth in volumes produced due to the inflationary dynamics that characterized the year, 2023 shows a reduction in production value of almost 6 percent. The trend in materials used contracted by about 4 percent compared to 2022, despite the entry of the new production plant in Brazil into the Group, without which the reduction would have been 12 percent. A more specific analysis regarding the emission intensity of materials shows a slight increase (2%) compared to the previous year (0.130 vs. 0.132 kg materials/€); however, 2022 had shown a decrease of 20% compared to 2021 due to the increase in production value associated with a negligible increase in materials used. However, the comparison with 2021 shows a decrease in intensity of about 23%.

MATERIALS - GRI 301-1

		2021	2022	2023
Paper	kg	379.207	246.037	172.510
Aluminium	kg	5.298.833	6.710.705	4.409.722
Iron and steel	kg	-	-	-
Plastics (petroleum derivatives)	kg	37.426.969	38.873.647	46.704.976
Resins, ink, paint and additives	kg	17.587.009	17.795.393	11.465.237
Adhesives	kg	1.302.167	1.179.617	1.124.001
Solvent	kg	2.010.382	2.168.573	431.414
Total	kg	64.004.567	66.973.972	64.307.861

The numerical trend highlights the physiological variation in the quantities of each material used over the last three years. An identifying sign that shows the transition from poly- to mono-material packaging is the sharp decrease in aluminum use of 34%.

		2021	2022	2023
Wood packaging	kg	3.651.755	3.638.634	2.509.128
Plastic packaging	kg	253.121	270.493	247.188
Paper and cardboard packaging	kg	2.214.394	2.273.391	3.685.321
Total	kg	6.119.270	6.182.518	6.441.637

PACKAGING - GRI 301-1

The products and materials used by Goglio are, in turn, packaged during the phases of transport to and from the production plants. The main materials that make up packaging are cardboard, wood and plastic, the latter representing a minority at approximately 3,8% of the total (4.5% in 2022). Wood constitutes the raw material of the pallets used during the transport phases of the goods. The trend of the last three years is influenced by production values which also show a similar strong growth. The paper and cardboard come from renewable sources and, for the Italian production plants, they areFSC certified; the wood on the pallets also derives from renewable sources; whereas, on the contrary, the plastic comes from non-renewable sources. The following section describes how the company has

been conducting a study for several years now aimed at reusing materials resulting from scrap by mechanically recycling them and then implementing an internal program to monitor the results of the study. This process generates a secondary raw material that can be, and has been, used for the production of pallets and secondary packaging.

It is useful to report that starting in 2023, data are extracted centrally for all production facilities except those located in the Americas.

WASTE MANAGEMENT

Waste is managed in full compliance with the regulations in force in each country in which the Group operates and with regional and local laws, where applicable. The production of waste is obviously connected to production activities and the residues from the related processes; however, the trend shows a slight decrease between 2020 and 2022 despite the marked increase in the value of production over the last three years, while returning to increase in 2023 mainly due to the acquisition of the new plant in Brazil.

The composition can be divided based on the degree of hazardousness of the waste: the percentage of hazardous waste amounts to 12%, unchanged with respect to 2022. In 2023, 80% of the waste classed as hazardous followed a virtuous management cycle since as it was not disposed of in landfill, but rather, recycled or sent for recovery.

WASTE BY TYPE AND DISPOSAL METHOD - GRI 306-3

	2021	2022*	2023
ton	988	1,276	1,396
ton	624	885	1.113
ton	364	391	284
ton	9,890	9,318	10,461
ton	8.916	8.516	9.725
ton	974	802	736
ton	10,878	10,594	11,858
	ton ton ton ton ton ton	2021 ton 988 ton 624 ton 364 ton 9,890 ton 8.916 ton 974 ton 10,878	2021 2022* ton 988 1,276 ton 624 885 ton 364 391 ton 9,890 9,318 ton 8.916 8.516 ton 974 802 ton 10,878 10,594

*The figure for 2022 has been restated in light of more available information.

The trend shows that waste production is on the rise from 2022 due to the entry of the Brazilian plant within the Group; however, after a sharp decrease in waste intensity (tons of waste per ton of material used) occurred in 2022 (-9% vs. 2021), a recovery to values prior to this contraction followed.

On the other hand, analyzing the data from the Daverio plant, which still constitutes the largest share of waste produced by the Group (53%), there has been a progressive reduction in waste that has continued since 2020: 7,077 tons of waste in 2020 compared to 6,200 tons in 2023. The 2019 figure was just over 8,000 tons. In this case, the intensity figure rises slightly but remains a long way from the values recorded in the 2020-2021 biennium.

RECOVERY OF PRODUCTION RESIDUES

The reduction in the waste flow leaving the Daverio plant is due to the implementation of a new process for the recovery of production residues. The latter are regenerated through a re-granulation process and are thus transformed into a by-product which can re-enter the production cycle or be sold to third party companies. One of the possible outputs is the so-called RG-mix, a by-product containing a variable percentage of aluminium (between 4 and 9%) which can be used as a filler or for the creation of new products. In general, the composition of the output of the re-granulation process varies according to the input material and shows different percentages of plastic materials such as, for example, polyethylene and polyester, as well as aluminium. In 2023, thanks to several subcontractors, the following items were made from both RG-mix and plastic scrap: - Wedges for blocking coils to replace wooden ones;

- Corners to protect boxes;
- Cradles to ship large coils without using nails;
- 3" and 6" cores for wrapping finished film;
- 800x1200mm and 1000x1200mm pallets;

- Flanges 1000x1040mm and 800x840 to support the reels.

The implementation of this initiative made it possible to recover around 620 tonnes of residual material in 2023 (820 tons in 2022), which was partly reused in production recipes and partly sold to third-party companies, together with specification of the composition (PE, PP, PE-AL-PET). Thus, 2023 demonstrates the Group's interest in continuing the implementation of this initiative and embracing a circular economy geared toward the reuse of waste materials.

containing and non-aluminum-containing plastic products is a prerogative of the Goglio Group and a best practice of which the Company is proud. The activity will continue to be carried out in the coming years and will be refined in order to further reduce the quantity of residues destined to become waste.

The re-granulation process of aluminum-

MANAGEMENT OF WATER RESOURCES

The Group has made great efforts to improve water resource management, and through concrete actions, pursues in reducing water consumption. The water demand is mainly linked to production processes, such as the cooling of the machinery and thermal machines that takes place through closed circuit forced circulation systems or in cooling towers, the use of water softening and osmosis systems, and, as regards the Daverio and Zeccone plants, of a solvent recovery system. The remaining water consumption relates to water for non-industrial purposes, such as toilets, the staff canteen service and the irrigation of any gardens at the production sites.

WATER WITHDRAWAL - GRI 303-3

		2021	2022	2023
Aquifer (groundwater wells) of which:	m ³	275,374	211,626	174,520
- fresh water	m ³	275,374	211,626	174,520
- Other types of water	m ³	0	0	0
Water drawn from the aqueduct (Consortium) of which:	m ³	46,080	51,793	55,829
- fresh water	m ³	46,080	51,793	55,829
- Other types of water	m ³	0	0	0
Total	m³	321,454	263,419	230,349

The table above shows that in 2023 about 76% of the water consumed was taken from the aquifer, while the remaining part comes from consortium aqueducts: it is assumed that the waters used by Goglio (coming from both groundwater wells and aqueducts) are drinkable and therefore considered as being "fresh water". The analysis of withdrawals shows a decrease that has been continuing for several years: 326,000 m³ in 2020 to 230,000 m³ in 2023. This reduction can be attributed to the various interventions aimed at reducing water demand, described in the following paragraphs, especially at the Daverio production plant. Almost all of the Group's water withdrawals come from low water stress areas, except for the plants located in Telford (Pennsylvania), in Tianjin (China) and Salvador du Sol (Brazil) , which are classified as medium-high risk areas, according to the classification of the Aqueduct Water Risk Atlas (World Resource Institute).

WATER WITHDRAWALS GRI 303-3

		2021	2022	2023
Middle-high water stress areas	m ³	33,129	33,954	37,612
Middle-low water stress areas	m ³	66,810	65,731	61,436
Low water stress areas	m ³	221,505	163,734	131,301
Total	m³	321,454	263,419	230,349

MEASURES ADOPTED FOR REDUCING WATER CONSUMPTION

Water meters have been installed at the Daverio plant, at the points both of withdrawal and discharge of water in order to provide a more accurate water balance, and the installation of intermediate process meters is also planned in the near future. Lastly, the cooling system of the solvent recovery plant in Daverio, containing a mixture of water and solvent at 98°, originally used refrigeration systems with ammonia evaporation condensers and water cooling towers to satisfy part of the thermal cooling demand, while we now use an aircooled condenser that uses electricity in place of water. This improvement allows us

to reduce not only water consumption, but also energy demand.

As described later in this Report, numerous interventions were carried out in the Daverio plant during the biennium 2022-2023 in order to contain energy consumption, some of which also had as an indirect consequence a marked reduction in water consumption. In fact, water is used largely for refrigeration purposes, particularly in evaporative towers, therefore the less water is required for cooling the machines, the lower the overall energy demand of the system.

During the course of 2023, careful maintenance was also carried out on the evaporative towers, particularly on the purges, which further reduced consumption.

A further measure that led to the reduction of water consumption at the Daverio site was the greater use of ion exchange resins for the production of demineralised water (which subsequently enters the steam network): this solution, compared to the osmosis plant, requires less use of water, although it does require hydrochloric acid and soda for the regeneration of the resins.

Finally, it should be noted that, at the Daverio plant, two reservoirs intended for the collection

of rainwater were built during 2022, with the aim of creating a water reserve. In April 2023, an application was sent to the relevant public body, which was then accepted, to obtain permission to use rainwater, after appropriate purification treatments, to irrigate the green areas surrounding the plant. It is estimated that the use of rainwater has resulted in savings of about 5,000 m³ of fresh water. However, it is not possible to use rainwater in the process because the second rain tanks have to be emptied every 48 hours. A request for a derogation from the requirement to empty the second rain tanks within 48 hours is being evaluated to allow more efficient use of the resource. A renewal of the environmental permit is due at the end of 2024, and this could be an important time to review the conditions, also considering the positive results achieved. Thus, water withdrawals show a downward trend with an annual rate of more than 12 percent in the last two years, thanks to the 18% drop that occurred in 2022 compared to 2021, that continued into 2023, exceeding the 12% threshold.

This trend is expected to be confirmed in the near future, thanks to the progressive replacement of inefficient thermodynamic machines, albeit at a lower rate of reduction.

A further initiative to reduce water consumption concerned the Telford production site in the USA, where the restyling of the steam production system made it possible to halve water withdrawals in 2021 (19,300 m³) compared to 2020 (40,500 m³). 2023 confirmed and intensified the reduction to about 14,000 m³, testifying to the effectiveness of the intervention carried out.

Goglio in support of the local community: water emergency

UNTIL APRIL 2022, ITALY HAS FACED A WORRYING AND PERSISTENT DROUGHT DUE TO LOW AND ERRATIC RAINFALL THAT HAS COMPROMISED THE WATER RESERVES THROUGHOUT THE COUNTRY.

This situation has been improving since 2022, although in the south it still remains emergency and extremely critical. The main consequences have been the lowering of waterways and lakes, while the aquifers have reduced to a worrying extent. Furthermore, there have been negative impacts on domestic and industrial water supplies, with water use restrictions imposed in many areas. The drought has therefore underlined the importance of sustainable management of water resources and the adoption of measures to mitigate the effects of climate change which is influencing the hydrological cycle.

During the summer of 2022, the prolonged drought and high summer temperatures, well above average, caused a crisis in the water supply network of the municipalities surrounding the Daverio plant. The company that manages the public network (ALFA) put forward the request to be able to extract drinking water from the aquifer via a surface well inside the Goglio perimeter.

The use of a well (one of the four present in the Daverio plant) was arranged for the supply of drinking water in the public network: the supply amounted to approximately 7,188 m³.

WATER DISCHARGES

As far as water discharges are concerned, the regulatory constraints imposed on the quality of discharges vary from country to country. In Italy, this is regulated by Italian national law (Legislative Decree 152/2006, the so-called Consolidated Environmental Law tale¹⁴) and, in certain cases, also by consortiums, which may impose, where necessary, stricter limits than those established by national law. In the USA, the body responsible for issuing the discharge permit is the Department of Natural Resources of each state, which also has the power to modify and tighten the standards

set at a federal level by the Environmental Protection Agency (EPA).

After verification of the quality parameters and limits imposed by current legislation, the water waste is transferred to the appropriate reception infrastructure: for example, after a pre-treatment with soda, in Italy the recipient is a consortium network, while in the Netherlands it is the City's sewer network. The Tianjin plant in China, on the other hand, delivers the wastewater, after a septic treatment, to an external company which is responsible for its correct management.

HARMFUL EMISSIONS

The Group regularly monitors the concentrations of polluting emissions to ensure that the thresholds imposed by the regulations in force in the respective countries regarding air quality are respected. Given the uneven distribution of production plants around the

world and the heterogeneity of the legislation in force, each plant is subject to the monitoring of different specific chemical substances. The emissions of the monitored pollutants do not show any significant trends and are, on the whole, stable or slightly decreasing overall.

HARMFUL AND POLLUTING EMISSIONS¹⁵ - GRI 305-7

		2021	2022	2023
NOx	ton	13	14	9
Volatile Organic Compounds (VOCs)	ton	197	238	124
SOx	ton	0.03	0.05	0.1
Non-Methane Hydrocarbons (NMHC)	ton	0.18	0.25	0.3
Particulate matter (PM)	ton	0.47	0.59	0.7
Other hazardous pollutants	ton	-	-	0.2

The volatile organic compounds are the pollutants that require the most attention, as they are also the main pollutant emitted by the Group's specific production processes and in particular by the printing process. In fact, downstream of the lamination process, in which the ink necessary for printing is diluted with adhesive and solvent (ethyl acetate) and applied to the packaging, a flow of hot air hits the external surface of the packaging with the function of drying the 'ink (this process is known as stripping). The exiting air is conveyed into activated carbon adsorbers which retain the solvent until their adsorption capacity is saturated. The next phase differs between the production site in Daverio and Cadorago and the other sites where the process residues are burned in order to reduce emissions of volatile organic compounds (VOCs). In the case of Daverio and Cadorago, however, reverse stripping is performed via a steam flow, a process that allows the active carbons to be regenerated and the solvent recovered. The remaining water, still partly contaminated, enters an anaerobic treatment system. This system allows for savings of approximately 2,400 tons of ethyl acetate per year, i.e. the solvent, corresponding to approximately 90 fully loaded trucks. In fact, on 1st January 2024 the new European regulation on harmful

emissions will come into effect and will regard both specific and diffuse emissions.

No action was needed in European plants with regard to point emission limits, which were already largely met before the regulation came into force; while it will be necessary to slightly reduce diffuse emissions of VOCs.

For example, in 2022 the Daverio site has a solvent loss due to diffusivity of approximately 15%, while the new limit will require it to remain within the limit of 12%. The main actions that cause the dispersion of these substances are the use of rags and the opening of the solvent bin in order to use the solvent. In order to limit widespread emissions, interventions designed to further reduce the quantity of solvent used and stricter regulations relating to the phases of use of the material within the plant are envisaged.

Lastly, nitrogen oxide emissions are linked to combustion processes and are mainly due to the high temperatures that are generated in the combustion chambers of boilers. These emissions are difficult to avoid, however, filtering and abatement systems can significantly contain stack emissions and ensure compliance with concentration limits.

3.2 Climate change commitment

The new challenges linked to the decarbonisation of the energy system have led to a constant monitoring of the Group's energy performance, thus triggering various initiatives aimed at reducing energy consumption and, consequently, CO_2 emissions.

The analysis of energy consumption does not reveal any significant changes over the last three years, with a fluctuation of only approximately 800,000 GJ, despite a significant increase in the value of production and the entry in 2023 of a new production plant in Brazil. Energy intensity, representing the ratio between energy consumed and materials processed, indicative of the actual effectiveness of performance improvement measures, is slightly increasing compared to 2022 (3.4 percent) after having decreased by 6.4 percent compared to 2021. In general, the worsening of the indicator is due to dynamics related to the packaging sector that occurred in 2023: a general decrease in orders caused by the general desire of customers to empty their warehouses generated a general lowering of purchased materials (denominator of the above indicator) by Goglio, worsening the performance of the indicator.

Another indicator showing overall energy efficiency is the ratio of energy consumed to the value of production, considering the reduction in the purchasing power of currency. This again shows a worsening due to the reduction in turnover, exacerbated by the loss of purchasing power of currency.

		2021	2022*	2023
Natural gas	GJ	621,173	580,162	586,207
Renewable energy purchased	GJ	63,487	91,182	103,713
Electricity purchased from the grid	GJ	113,116	89,280	101,590
Steam purchased	GJ	10,755	10,645	16,721
Diesel	GJ	7.624	27,443	6,310
GPL	GJ	-	-	3,254
Petrol	GJ	785	843	1,177
Total energy consumed	GJ	816,940	799,555	818,973

ENERGY - GRI 302-1

*The figure for 2022 has been restated in light of more available information.

The graph below shows the trend in energy consumption during the three-year period under examination.



Energy consumption (GJ) GRI 302-1

An analysis of consumption between the different sources of energy shows that the most significant percentage, equivalent to 72%, relates to the thermal consumption of natural gas, followed by electricity consumption which constitutes approximately 25% of the total energy used, while diesel, petrol, GPL and

purchased steam together account for the remaining 3%. The composition has remained practically unchanged over the last 3 years, apart from the introduction of a significant portion of electricity from renewable sources which in 2023 exceeded non-renewable electricity (13% vs 12%).



The pie chart below shows the percentage composition for

^{*}The figure for 2022 has been restated in light of more available information.

ANALYSIS OF ENERGY CONSUMPTION BY GEOGRAPHIC AREA

The table below shows the breakdown of energy consumption with details of the individual production sites divided by geographical area.

Energy source (GJ)		Total		Italy		USA 2022* 2022			China			Ne	Brazil			
	2021	2022*	2023	2021	2022	2023	2021	2022*	2023	2021	2022	2023	2021	2022	2023	2023
Diesel	7,624	27,443	6,310	6,659	26,477	5,335	-	-	-	906	932	911	58	34	-	64
Petrol	785	843	1,177	235	348	337	-	-	-	238	181	270	312	314	410	160
Natural Gas CHP	257,814	262,600	243,704	257,814	262,600	243,704	-	-	-	-	-	-	-	-	-	-
Natural Gas boilers	363,359	317,563	342,503	173,936	116,066	117,049	172,943	186,542	206,021	-	628	3,237	16,480	14,327	16,195	-
Electricity from CHP	99,177	107,846	97,737	99,177	107,846	97,737	-	-	-	-	-	-	-	-	-	-
Electricity purchased from the grid	113,116	89,280	101,590	54,798	44,800	48,487	38,791	19,919	17,297	19,520	24,556	27,442	6	5	8,365	-
Steam purchased	10,755	10,645	16,721	-	-	-	-	-	-	10,755	10,645	16,721	-	-	-	-
Renewable energy purchased	63,487	91,182	99,450	-	-	-	54,866	83,117	72,178	-	-	-	8,621	8,065	-	27,272
Renewable electricity self-generated	-	-	4,263	-	-	-	-	-	-	-	-	4,263	-	-	-	-
GPL	-	-	3,254	-	-	-	-	-	-	-	-	-	-	-	-	3,254
Total	816,940	799,555	818,973	493,442	450,291	414,913	266,601	289,578	295,496	31,419	36,941	52,844	25,478	22,745	24,970	30,750

*The figure for 2022 has been restated in light of more available information.

The table highlights the sharp drop in energy consumption that occurred in Italy compared to 2021 (493,000 GJ vs 415,000 GJ) equivalent to approximately 16%, while in the Netherlands the reduction amounted to over 10% with a partial recovery in 2023.

The American and Chinese plants, however, buck the trend, showing a significant increase of 8.6% and 17.6% respectively, due to both the increase in production and to a lesser extent to the effects of high energy costs.

During the energy crisis triggered by the wartime crisis that began in 2021, the Daverio plant made greater use of the cogenerator for power generation; the latter allowed for overall cost containment due to its higher overall

efficiency as it allows for better yields and avoids purchasing power from the national grid when prices are excessively high. The year 2023 confirmed a reduction in natural gas consumption down to about 243,000 GJ from 262,000 in 2022.

The year 2023 saw wholesale prices of natural gas in sharp decline with respect to the levels reached in 2022: this further reduced energy consumption since the diesel backup generators, which saw an increase in consumption from 25,000 l in 2021 to 580,000 l in 2022, were not used in 2023.

GOGLIO'S CULTURE IN PERSEVERING ALONG THE PATH TOWARDS ENERGY EFFICIENCY

The path to reducing energy consumption has been pursued for several years thanks to numerous initiatives aimed at reducing thermal and electrical consumption of the Group's production plants.

Over the course of 2022, global macroeconomic conditions have caused a sharp increase in the prices of raw materials and utilities. The rise was triggered by several factors such as, for instance, the injection of large volumes of money - by almost every government in the world - into the world economy to support recovery during the crisis caused by covid and by the outbreak of war in Ukraine which only exacerbated the increase of utility prices, especially that of natural gas. The European and Italian industry was highly dependent upon the supply of natural gas from Russia which, for several years, covered almost 40% of the demand for this fossil fuel in our country. The crisis has therefore triggered a race to reduce energy consumption and replace, when possible, this gas with coal, diesel or alternative renewable sources. This chapter aims to show the main steps taken during the 2022-2023 biennium and in recent years to reduce energy consumption.

DAVERIO

Over the years, the Daverio plant alone has pursued various interventions aimed at reducing energy consumption. The main initiatives are reported here.

In 2015 the Daverio plant embarked on a virtuous path of reducing energy consumption, thanks to the replacement of obsolete thermal machines for the production of heat with a high efficiency cogeneration system (CAR). The installation was carried out in collaboration with the company E.On S.p.A. and has benefited from White Certificates¹⁶, or energy efficiency certificates, negotiable securities certifying the reduction in consumption: this measure, introduced in Italy in 2005, is aimed at encouraging the reduction in energy consumption in the industrial sector, which represents the main target of this measure. The cogeneration system installed has an electrical power capacity of 4.4 MWe and a thermal power capacity of 4 MWt and is able to guarantee an overall efficiency that fluctuates at around 80% (78-81%), depending upon the conditions under which it operates. The thermal system was also designed to cover part of the requirements for cooling in summer by means of a lithium bromide absorber which, thanks to the different evaporation temperature compared to water

(delta of 3 °C) it is able to remove heat by cooling it. The overall energy saving achieved thanks to the installation of the cogeneration system for the Daverio site, amounted to approximately 30% with respect to the situation prior to its installation. In terms of overall thermal power capacity, the cogenerator and boilers are subject to the Emission Trading System (ETS) Directive, one of the instruments adopted by the European Union to reduce greenhouse gas emissions in energyintensive industrial sectors and electricity.

The collaboration with the E.On Group also continued in the three-year period 2017-2019: in those years, in fact, all of the internal and external high energy consumption lamps were replaced by LED lamps, resulting in a significant reduction in the plant's electricity consumption. The initiatives carried out during 2022 and 2023 did not involve any particular economic investments, but rather regarded a more efficient management and maintenance of the plant.

The first measures adopte*d* action pursued concerned the management of the plant's air conditioning system in compliance with current legislation, which regulates the temperature for both the summer and the winter.

The pressure level of the steam network that powers the machines was reduced with the quality of the finished product remaining unchanged, while the steam was completely shut down when the plant was not in operation, thus allowing a saving of 1,000 kg of steam per hour. The pressure difference, albeit minimal, results in significant energy savings if you consider that the system is active 24 hours a day.

Furthermore, the steam network is connected to a heat exchanger to recover the condensation energy of the returning steam: this is then used to preheat the demineralised water entering the boilers.

A domino effect of this last measure concerned the losses of steam, which were reduced, thanks to lower condensed temperatures and therefore lower pressure in the collection tank. Work on steam network condensate management continued in 2023, resulting in an additional 10% reduction in thermal consumption: thermal energy was reduced from 50 GWh in 2021 to 34 GWh at the end of 2023.

Lastly, another intervention regarded the compressed air pressure, which was reduced slightly: this has resulted in a reduction in the dissipation of heat and therefore of energy.

Overall, an energy reduction target was achieved for the Daverio plant from 373,000 GJ in 2020 to 329,000 GJ in 2023, of about 12 percent.

MILAN

The Daverio plant is not the only one to have introduced energy efficiency measures: the production of valves concentrated in the Milan plant has been pursuing the path of energy efficiency for several years. Correct energy management and related savings are two issues that are very dear to the Via Solari plant in Milan. The main initiatives implemented over the last few years have concerned the replacement of the valve molding presses and the configuration of the process parameters thereof: the optimal set-up of these machines and the related operating parameters has made it possible to reduce energy demand and improve the quality of the finished product. The periodic replacement of air compressors with new devices allows the flow rate supplied to be varied and therefore maximizes efficiency. Lastly, the plant works diligently and consistently to remodulate the distribution of electricity both at the point of entry and inside the plant in order to reduce the waste caused by the losses in the transmission and distribution of electricity.

THE USA

The Telford plant has made improvements to its steam generation system, as mentioned above in the chapter on water resource management. The intervention involved the replacement of the automatic valve system (*steam traps*) in the steam generator cooling system, resulting in a reduction in natural gas consumption of approximately 17% compared to 2020 and a 50% reduction in the freshwater requirements.

RENEWABLE ENERGY

During 2023, meetings and study continued for the installation of a photovoltaic system at the Daverio plant. The Chinese plant in Tianjin, on the other hand, saw the photovoltaic system on the plant's roof come on line at full capacity and supplied 16 percent of electricity demand. During 2023, the U.S. plants continued to purchase 100% renewable electricity through Guarantees of Origin (GO) contracts that allowed them to cover 100% of electricity consumption for Red Oak and to a 75% of consumption for Telford, Pennsylvanya. con The main change that occurred in 2023 relates figure to the lowa plant (Red Oak), which from 2022

to accommodate this change, the U.S. energy consumption (and climate-altering emissions) figure was restated for 2022.

CLIMATE CHANGING (GREENHOUSE GAS) EMISSIONS

....

will be supplied with 100% renewable electricity;

The production and subsequent consumption of energy is the primary cause of greenhouse gas emissions into the atmosphere (IPCC, 2019).
These activities, necessary for the company's operations, generate emissions of substances that warm the earth's climate. These emissions, for clear reporting purposes, are divided as follows:

- *Direct emissions,* i.e. GHG emissions generated on site from sources owned or controlled by the organization. These emissions are generated from fossil fuel combustion processes (such as natural gas or diesel fuel) or refrigerant gas leaks;

 Indirect emissions, i.e. GHG emissions that are generated outside the company perimeter (e.g. emissions deriving from the use of purchased electricity or heating the production of which generated emissions of greenhouse gases);

- Emissions generated by the company's value chain, such as, for example, those deriving from the utilisation of energy used to produce the products and materials purchased externally, from fuels used by vehicles to transport raw materials or finished products. This category of emissions is not covered by this Report, but the inclusion of the full inventory in the upcoming 2024 report is under consideration.

At Group level, the direct emissions linked to the production processes derive principally from the use of heat necessary to produce the polylaminate of the packaging, starting from the raw materials (polyethylene, polyester, nylon and aluminium) or monomaterial packaging. Electricity consumption is instead linked to the needs of machines, such as for example, printing machines, converting machines that transform the reels into bags, packaging machines, assembling machines and the illumination of the buildings.

The indirect emissions (Scope 2) derive mainly from energy consumption directly attributable to the company, but which physically occur outside the perimeter, such as the purchase of electricity or heat and are calculated according to two distinct approaches:

- The *Location Based* approach involves applying an average emission factor (gCO₂/KWh) to electricity associated to the national energy mix of electricity production, including all sources of electricity production in the country, including renewable sources, and imports from other countries.;

- The *Market Based* approach considers an emission factor linked to the company's choice of electricity supply (market choice). This approach enhances the choice of sourcing from renewable sources through renewable electricity supply agreements or contracts such as Guarantees of Origin or Power Purchase Agreements (PPAs).

In this case, the resulting emission factor will be composed of the renewable share, which, in accordance with the GHG Protocol, is considered to be emission neutral (0 gCO₂/KWh) if the company purchases renewable energy, and from the quota coming from the *residual mix* not associated with a guarantee of origin and which varies from country to country depending on the power generation providers.

The analysis of climate-changing emissions shows a decreasing trend between 2023 and 2021 with the Location Based method. Regarding emissions calculated with Market approach, which considers the purchase of renewable energy, a reduction is shown due to the choices of the Telford, Red Oak plants certified by Guarantees of Origin; while the Chinese plant generates a share of renewable electricity through a photovoltaic system installed on the roof. Zaandam's decision not to pursue GO purchase generated a slight recovery in 2023 from the previous year.

CLIMATE CHANGING	(GHG) EMISSIONS	- GR	305-1	305-2
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		2021	2022*	2023
Emissions Scope 1	tCO ₂ eq	21,227	20,795	20,448
- From stationary combustion	tCO ₂ eq	20,493	17,838	19,368
- From fuel combustion in owned vehicles and diesel generators	tCO ₂ eq	626	2.013	528
- From Refrigerant Gas leaks	tCO ₂ eq	107	943	343
Emissions Scope 2				
- Location Based (LB)	tCO ₂ eq	33,875	33,021	31,821
- Market Based (MB)	tCO ₂ eq	28,500	29,967	28,377
Total Scope 1 and Scope 2 (Location Based)	tCO ₂ eq	55,101	53,816	52,269
Total Scope 1 and Scope 2 (Market Based)	tCO ₂ eq	49,727	47,762	48,825

*The figure for 2022 has been restated in light of more available information.

Scope 1 emissions have decreased since 2022 due to both the reduction in refrigerant gas refills and the reduced use of diesel fuel at the Daverio plant: in fact, the 2022 energy crisis forced the Daverio site to use diesel to replace natural gas in the months in which the price of the latter had reached unsustainable levels. and Scope 2 GHG emissions calculated using the Market Based method.

The net decrease in Scope 2 emissions is attributable to the purchase of GO by the Telford, Red Oak and Tianjin plant, as detailed in the previous paragraphs.

The graph below shows the trend in both Scope 1



Direct and indirect GHG emissions (tCO,eq) - GRI 305-1 305-2

*The figure for 2022 has been restated in light of more available information.

A further analysis can be carried out on emission intensity, i.e the tons of CO_2 eq (calculated using the Market Based method) per kg of product purchased, which shows a decrease in the indicator compared to 2020 of about 14 percent. The reason for such decrease can once more

be explained by the use of electricity from renewable sources and the energy efficiency of the production processes, which, taken together, guarantee a lower quantity of GHG emissions for an equal quantity of the material used.

Goglio and biodiversity

FROM THE IMPACT ASSESSMENT PROCESS CARRIED OUT IN ACCORDANCE WITH THE GRI STANDARDS, BIODIVERSITY WAS IDENTIFIED AS A MATERIAL TOPIC FOR THE GOGLIO GROUP.

In recent years there has been a significant increase in concerns on the part of the national and international society in relation to the protection of ecosystems, put at risk by the effects of climate change and by the fragmentation of habitats.

The Goglio Group, within the ISO 14001 environmental management standard, also assesses the impacts it could generate on biodiversity. In addition, European legislation requires compliance with rigorous protocols for monitoring impact areas that could potentially influence biodiversity near the plants, such as air emissions, water withdrawal, waste water treatment, storage and disposal of waste materials and acoustic emissions.

In 2022, the proximity of the Goglio Group's operational sites to protected areas and areas of high biodiversity value outside protected areas was analysed, finding that 2 sites are located within 5 kilometers of at least one protected area **(Red Oak – Iowa and Tianjin - China)**, and 2 sites are located within 5 km of at least one key biodiversity area even if outside a protected area **(Daverio – Italy and Zandaam – The Netherlands)**. In any case, compliance with national and international laws and regulations to which the Goglio Group is subject allows us to limit direct impacts, the only ones upon which the Group can proactively intervene.

In the near future, with the entry in scope to the new CSRD (Corporate Sustainability Reporting Directive), a reevaluation in double materiality of the biodiversity issue and potential reporting in accordance with this legislation is likely.

Potential indirect impacts on biodiversity are related to the sourcing of raw materials, proper management of the disposal of its products, and other indirect impacts related to the value chain.

In the paragraph "Product innovation and design", the extensive work that Goglio has undertaken to create more sustainable packaging is illustrated, which aims to satisfy the principles of the circular economy and therefore, indirectly, mitigate the impacts on the upstream and downstream biodiversity of the value chain.

3.3 Product innovation and design

Goglio believes that research and development represent a fundamental pillar for the success of its business, especially in the international context in which it operates.

> The new research initiatives allow us to maintain our competitive advantage and therefore to continue not only to prosper but also to lead the development of future flexible packaging materials. The main contribution comes from the research centres located in Daverio and Telford, which carry out general and applied research activities. In addition, as of this year, the Salvador du Sol plant in Brazil will be added to further increase the Group's knowledge. These skills, source of pride for the Group, are well known to Goglio's stakeholders, as suppliers and collaborators, to such a point that the company is informally nicknamed "the university of packaging". The research centres also collaborate closely with various Italian universities, including for example the Polytechnic University of Milan

and the State University of Milan.

The packaging sector currently finds itself in a profoundly evolving situation. The production phase of a product is in fact at the origin of only one part of the impacts generated during the product's entire life cycle: the production phases of the raw materials utilised and the disposal at the end of use are in turn made up of potentially impactful processes. Consequently, the socio-environmental problems linked to these phases, in relation for example to the management of plastic, are generating strong pressure at a global level. As regards packaging, the attention of the institutions, and therefore of the companies themselves, is in fact shifting from the concept of compostability to that of recyclability.

BioMise PROJECT

Following years of research, which is currently still in progress, the compostability of the materials constituting the packaging has so far been found to be an ineffective path to follow due to technical problems, such as the different melting points of the materials, or the various physical properties such as, for example, the elasticity required by the product. Goglio has concentrated its research on valves and other packaging materials in order to make them compostable and it can be said that it has achieved the desired results. However, research has shown how complicated it is to generate flexible compostable packaging with the same characteristics as packaging made of plastic and aluminium, which are the materials currently used.

The research project "Eco-innovative technology for biodegradable and compostable multilayer laminates to be used in intelligent food packaging capable of tripling the shelf life without altering the organoleptic characteristics", but nicknamed more simply "BioMise", received a financial contribution from a fund from Ministry for Economic Development in 2016 and was concluded in 2021 with the inspection by the Ministry itself. The aim of the project was to produce a new multi-layered antioxidant, anti-radical packaging material thanks to the action of the catechins contained in green tea extract, using only compostable and biodegradable materials, but which contained the appropriate barrier properties which prolonged the shelf-life of food products while maintaining their organoleptic properties and aroma. The final results of the research demonstrated that compostable materials can be produced.

Studies continue to improve the physical properties of the product and to make it more economically competitive.

Furthermore, the project extended previous knowledge and experience to biodegradable materials and adhesives and the compatibility of catechins (an antioxidant present in green tea) with bio-adhesives.

One of the phases of the research involved the Zeccone Machine Division in order to test the new materials directly in the machines that use the packaging reels produced by production sites such as Daverio as input.

The aim was also to understand how the design

SoMise PROJECT

The SoMise project, which is part of the BioMise project, was born from the idea of creating new packaging with a low environmental impact and which is primarily recyclable, rather than biodegradable. The research project was called "Research, study, development, design, implementation and prototyping of innovative, recyclable flexible packaging and valorisation of production residues for recovery for the purposes of a sustainable circular economy with low environmental impact" or more simply the "SoMise" project. The initiative will receive economic support from the Ministry for Economic Development (hence the name SoMise) given that the technology studied will concern "Advanced Materials and Nanotechnology".

The innovation that Goglio aims to develop concerns the research and design of a type of flexible and eco-friendly packaging intended for food packaging and which significantly reduces the environmental impact; in particular, the project will focus on 3 parallel strands:

- Research and development of new recyclable materials, mono-PE, mono-PP and their mixtures that have low thickness and high mechanical performance, even with a high gas barrier;

- Characterisation and optimization of the regranulate obtained from residues of production processes and through mechanical recycling, identification of one or more intended uses as a by-product;

- Packaging machines suitable for processing the new materials which are expected to be lighter and based on a monomer with different melting points between the layers and with innovative welding solutions.

Unlike the BioMise project, which ended in 2021, the SoMise project began in June 2023 and will have an estimated duration of approximately 3 years. This new challenge will allow Goglio to improve its knowledge on the recyclability of materials and create new packaging solutions that anticipate European regulations and the expectations of stakeholders, first and and components of the machines should change when using different materials.

foremost customers, who are more insistently asking to be able to buy products contained in recyclable packaging. The search for product recyclability focuses mainly on the creation of single-material packaging which presents the same physical and chemical properties and that allows the packaging to be mechanically or chemically recycled. The project initially involved the search for the right recipes (or resins) of polyethylene and polypropylene that show the most related characteristics for making flexible single-material packaging. The investigation of PE and PP recipes is carried out in close contact with the suppliers of the materials with whom it is necessary to establish a constant working relationship over time and mutual trust. Initial results have shown a general reduction in material consumption, but also in energy consumption due to the use of more efficient machines. During the course of the year, it has already been possible to move from pilot to industrial scale. A first analysis of the carbon footprint of the new production processes, carried out thanks to the work of a master's student at the Milan Polytechnic, estimated the change in climate-changing gas emissions for different solutions (coffee tiles and pods, hops and yeast), which could be reduced by up to 50 percent for the single-serve capsule with single-material technology compared to business-as-usual.

Not only is the research and development centre in Daverio working on this line, but the Telford research centre, in order to respond to US regulations, which are sometimes more "stringent" than European ones. Telford is trying to develop a single-material packaging solution, which in this specific case is polyethylene. This initiative shows how national regulations can prove to be an incentive for innovation and the concrete opportunity to exploit new skills to expand into new markets which shall, at a later stage, demand more sustainable solutions. Furthermore, Fres-Co System USA, as a manufacturer of plastic packaging, is part of the "association of plastic recyclers" in order to remain constantly updated on developments in the sector.

CIRCULAR ECONOMY

As described elsewhere in this Sustainability Report, the Goglio Group has several initiatives in place aimed at the efficient management of resources, including the valorisation of production residues and the reduction of water and energy consumption. The most recent circular economy initiative was launched in 2017 and concerns the recovery of production residue during the packaging and converting production phases.

In addition, since 2023 the research stream has been included within the SoMise project, thanks to a dedicated research strand, in order to continue with exploration on this topic.

After several attempts and research, it was possible to transform the residue into a byproduct. The latter can have two different uses: in one case it can be reintroduced into the production recipes and therefore into the production cycle, while in the second case it can be sold to third-party companies who can use it for various purposes, including as a filling material. Once transformed into granules, this material is known as RG-mix in the case where aluminum is also present. As anticipated in the previous chapter, through cooperation with subcontractors, it was possible to make wedges, angles, cradles, cores, pallets and flanges and save about 600 tons of virgin raw materials. In 2023, a filter was installed downstream of the re-granulating machines to separate aluminum and polyester from the residual material. These two materials are in fact the most problematic when reusing the residual material again in production recipes , and it is advisable to separate them whenever possible.

The results achieved in 2023 were satisactory: it was in fact possible to reuse nearly 300 tons in production recipes, while the remaining 180 tons, consisting of PE, PP and PE-AL-PET blend, were sold on the market.

The aforementioned by-products have obtained byproduct certification according to the UNI 10667-1:2017 standard renewed in 2023; Polyethylene (PE); Polypropylene (PP); Byproduct of plastic materials and aluminium. A further circular economy initiative involves the solvent recovery plant, described in detail in the paragraph on harmful emissions. The process allows various benefits to be obtained both in terms of cost avoidance and in terms of environmental impact.

In fact, this system renders the purchase of solvent unnecessary, thus eliminating the impacts deriving from the production and transport thereof, as well as avoiding the combustion at the end of the stripping process to regenerate the adsorbers, and the related emissions, mainly of VOC.

The system thus allows solvent recovery downstream of the molding process. Lastly, less solvent combustion means lower abatement costs relating to the filtering systems for the air flow exiting the plants. The American plants of Telford and Red Oak are therefore evaluating the possibility of installing solvent recovery systems in the next few years.

The Daverio and Cadorago plants thus demonstrate that they are an example of excellence in terms of the circular economy, and they will continue to pursue further objectives of reducing their environmental impacts and of developing an economy that reduces the consumption of resources and enhances the byproducts of the production phase.

Lastly, we report on the work carried out by Goglio starting from 2016 when it commenced the digitalisation of the packaging process thanks to an IoT system called "Goglio Mind". End users (i.e. the customers themselves) can now directly access a digital platform and interface directly with the machines, optimizing operations and processes and follow some basic maintenance instructions.

Furthermore, the platform also has a chatbot for certain frequently asked questions (FAQ), an alarm system based on various thresholds and predefined periodic reports.



GRI 305-1: Direct emissions (Scope 1)

CO ₂ emissions	UdM		Total			Italiy			USA			China		Ne	therla	nds	Brazil
Scope 1		2021	2022*	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2023
Diesel	tonCO ₂ eq	571	1,954	445	449	1,885	376	-	-	-	68	66	64	4	2	-	5
Petrol	tonCO2eq	55	60	60	17	25	24	-	-	-	17	13	19	22	22	29	11
Natural Gas	tonCO2eq	20,493	17,383	19,368	9,810	6,520	6,619	9,754	10,479	11,650	-	35	183	929	805	916	-
GPL	tonCO2eq	-	-	208	-	-	-	-	-	-	-	-	-	-	-	-	208
Refrigerant Gas	tonCO2eq	107	943	343	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	tonCO ₂ eq	21,227	20,795	20,448	10,325	8,429	7,019	9,754	10,479	11,650	85	114	266	956	829	945	224

* The figure was subject to restatement.

GRI 305-2: Indirect emissions (Scope 2)

CO ₂ emissions	UdM		Total		Italy			USA			China			Ne	Brazil		
Scope 2		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2023
LocationBased	tonCO ₂ eq	33,875	33,021	31,821	19,335	18,045	17,782	9,730	10,115	7,815	3,812	4,695	5,182	997	677	720	323
Market Based	tonCO2eq	28,500	26,967	28,377	21,490	20,440	20.523	3,197	4,111	1,467	3,812	4,695	5,182	1	1	883	323

GRI 305: Total emissions (Scope 1 e 2)

CO ₂ emissions	UdM		Total			Italy			USA			China			Netherlands			
Scope 1 e 2		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2023	
LocationBased	tonCO2eq	55,101	53,816	52,269	29,660	26,474	24,801	19,484	20,593	19,466	3,897	4,809	5,448	1,953	1,506	1,665	547	
Market Based	tonCO2eq	49,727	47,762	48,825	31,815	28,868	27,543	12,951	14,589	13,117	3,897	4,809	5,448	957	830	1.827	547	

GRI 303-3: Water withdrawal

Water withdrawal	UdM		Total		Italy			USA			China			Ne	Brazil		
		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2023
From surface water	m ³	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From underground water	m ³	275,374	211,626	174,520	275,374	211,626	174,520	-	-	-	-	-	-	-	-	-	-
From municipal water supply	m ³	46,080	51,793	55,829	11,817	12,995	12,238	19,627	19,776	14,482	13,512	14,178	23,130	1,124	4,844	2,599	3,380
Total	m3	321,454	263,419	230,349	287,191	224,621	186,758	19,627	19,776	14,482	13,512	14,178	23,130	1,124	4,844	2,599	3,380

Methodological note

The 2023 Sustainability Report of the Goglio Group is in its second edition and reports the main environmental, social and economic aspects that characterize the Group's activities. The Report was prepared in conformity with the *GRI Sustainability Reporting Standards*, updated in 2021 by the *Global Reporting Initiative*, according

to the "*In accordance*" option, guaranteeing the disclosure of at least one indicator for each topic.The qualitative and quantitative data and information contained in the Sustainability Report, prepared on a voluntary basis, refer to the Goglio Group, comprised of the following companies:

Goglio S.p.A.	Milano (Italia)
Fres-co System International B.V.	Zandaam (The Netherlands)
Fres-co System España S.A.U.	Barcelona (Spain)
Goglio East Europe Sp.Zo.o.	Krakow (Poland)
Goglio North Europe B.V.	Zandaam (The Netherlands)
Fres-co System USA, Inc.	Telford (USA)
Gopack Promotion S.p.A.	Milan (Italy)
Goglio (Tianjin) Packaging System Co., Ltd.	Tianjin (China)
Goglio France S.A.S.	Paris (France)
Goglio Do Brasil Indùstria Ltda	Jundiai (Brazil)
Fres-co System Japan Inc.	Tokyo (Japan)
Goglio Flex Pack System India PL	Bangalore (India)
Goglio Holding Latam Ltda.	Barueri - San Paolo (Brazil)
Goglio Do Brasil Ltda.	Barueri - San Paolo (Brazil)
Mega Servicios e Partecipacoes S.A.	Salvador do Sul (Brazil)
Mega Embalagens Ltda.	Salvador do Sul (Brazil)

The Sustainability Report is drawn up annually and published in October. The 2023 Sustainability Report, relates to the financial year ended 31st December 2023 and also contains, for the purposes of comparing the company's performance over time, the data for the 2021 and 2022 financial years.

The reporting period of the Sustainability Report coincides with the reporting period of the Company's publicly deposited Consolidated Financial Statements.

The present Report is not subject to external assurance. Some restatements of data from earlier reporting periods were necessary, particularly to 2022 data for GRI indicators 2-8, 302-1; GRI 305-1; GRI 305-2; GRI 306-3, GRI 306-4, GRI 306-5.

From an operative point of view, the preparation of the Report involved in the first instance an impact analysis phase (the methodology of which is described in detail in the paragraph "*The first materiality analysis in the company*" of Chapter 1 of this Report) in order to report on the issues that have emerged as material in relation to their economic, social and environmental impacts and which therefore influence the decisions of the stakeholders. The Report was drawn up according to the general principles indicated by the *GRI Standards (GRI 1 – Foundation)*:

- Accuracy: the information is reported correctly and in sufficient detail to allow the impacts of the Company to be assessed;
- **Balance**: positive and negative impacts are presented objectively and fairly, and the information reported allows users to see trends in impacts year by year;
- Clarity: the choice of clear and accessible language and the use of tables to represent the Company's performance make this Report usable and easy to understand for the stakeholders;
- **Comparability**: the indicators presented in the Report refer to the three-year period 2021-2023 and their performance over the years is always commented on in

such a way as to allow comparison and comparability of the Group's performance over time;

 Completeness: the information provided is sufficient to allow an assessment of the organisation's impacts during the reporting period;
 Sustainability context: information relating to the impacts of the organization is reported in the broader context of sustainable growth;

- **Timeliness**: this document is prepared on a regular basis in order that the information is available in time to allow data users to make decisions; - Verifiability: data must be gathered, registered. compiled and analysed in such a way as to be able to evaluate the quality of the information reported.

The table below shows the link between the material topics identified following the materiality analysis and the specific GRI Standards discussed in this Report.

Material Topics	Specific GRI Standards
Eight against slimats shangs	GRI 302: Energy
Fight against chinate change	GRI 305: Emissions
	GRI 301: Materials
Circularity and efficient use of resources	GRI 303: Water and effluents
	GRI 306: Waste
Beenensible meneroment of supply shein	GRI 308: Supplier environmental assessment
Responsible management of supply chain	GRI 414: Supplier social assessment
	GRI 401: Employment
Drotaction and valariaction of amployage	GRI 404: Training and education
Protection and valorisation of employees	GRI 405: Diversity and equal opportunity
	GRI 406: Non-discrimination
Health and safety in the workplace	GRI 403: Occupational health and safety
Health and safety of consumers	GRI 416: Customer health and safety
	GRI 204: Procurement practices
Development of local community	GRI 202: Market presence
Business ethics	GRI 205: Anti- corruption

PRINCIPAL CALCULATION CRITERIA AND DEFINITIONS

The qualitative and quantitative information of social, environmental and economic-financial nature contained in this edition of the sustainability report were collected through direct interviews with the managers of the various company

departments and through the compilation of data collection forms, according to a reporting process set on an annual basis

principal calculation methods and The assumptions used for the performance indicators reported, in addition to what is already indicated in the report are described below.

SOCIAL DATA

The employees are calculated as the workforce as of 31st December 2023.

- The following formulas were used to calculate the hiring and termination rate:
- Rate of new staff hires = new hires / total workforce x 100
 - Exiting staff turnover rate = exits / total workforce x 100
 - To calculate the **accident rate**, accidents that resulted in at least one day of absence from work
 - following the day of the accident were considered and was calculated using the following formula: Frequency rate = (number of injuries / hours worked) * 200,000.

The number of hours worked was estimated using the following formula:

Number of hours worked = Number of employees*8 hours*200 working days

ENVIRONMENTAL DATA

The environmental data presented in this report do not include those relating to the commercial offices (therefore in relation to Goglio Do Brasil Industria Ltda, Fres-co System Japan Inc., Goglio Flex Pack System India PL, Fres-co System España S.A. and Goglio France S.A.S., Goglio East Europe Sp.Zo.o., Goglio Holding Latam Ltda), given that they have a reduced environmental impact, considering the overall production activities of the Group.

Goglio's energy consumption is stated in Gigajoule (GJ) in this Report. Their processing was carried out using various conversion factors:

- Electricity, diesel, petrol and fuel oil: "UK Government GHG Conversion Factors for Company Reporting" of the UK Department for Environment, Food & Rural Affairs (DEFRA), for the years 2021, 2022 and 2023:

- Purchased steam: an increase in water temperature from 15°C to 100°C (delta 85°C) was assumed, 4.18 J/g_{water} and a heat of evaporation of water equal to a 2,257 J/g_{water}

The direct and indirect climate-changing emissions were calculated using the emission factors reported below and the unit of measurement used is tCO,equivalent so as to be able to add the contribution of different climate-changing gases to each other.

The following sources were used for the calculation of the direct **Scope 1** emissions:

- Fuels (natural gas, diesel and fuel oil): "UK Government GHG Conversion Factors for Company Reporting" published in 2024 for the 2023 figures and the versions published in 2023 and 2022 for the figures relative to 2022 and 2021, by the UK Department for Environment, Food & Rural Affairs (DEFRA), in the tables "Gaseous fuels" and "Liquid fuel" contained in the paper "Fuel";

- Fuel (diesel, petrol): "UK Government GHG Conversion Factors for Company Reporting" published in 2024 and the versions published in 2023 and 2022 for the figures relative to the 2022 and 2021, by the UK Department for Environment, Food & Rural Affairs (DEFRA), in the paper "Business travel – land";

- Refrigerant gases: "Climate Change 2013 The Physical Science Basis" published in 2013 by the Intergovernmental Panel on Climate Change" (IPCC); "UK Government GHG Conversion Factors for Company Reporting" published in 2022 by the UK Department for Environment. Food & Rural Affairs (DEFRA) for the years 2022, 2021 and 2020;- Purchased steam: "UK Government GHG Conversion Factors for Company Reporting" published in 2022

for the 2022 figures and the versions published in 2021 and 2020 for the figures of the respective years by the UK Department for Environment, Food & Rural Affairs (DEFRA), in the paper "Heat & Steam".

- Refrigerant gases: "Climate Change 2013 The Physical Science Basis" published in 2013 by the Intergovernmental Panel on Climate Change" (IPCC); "UK Government GHG Conversion Factors for Company Reporting" published in 2024 by the UK Department for Environment. Food & Rural Affairs (DEFRA) for the years 2023, 2022 and 2021;

- Purchased steam: "UK Government GHG Conversion Factors for Company Reporting" published in 2024 for the 2023 figures and the versions published in 2022 and 2021 for the 2022 and 2021 figures, by the UK Department for Environment, Food & Rural Affairs (DEFRA), in the paper "Heat & Steam".

The following sources were used for the calculation of the **Scope 2** indirect emissions, from which the emission factors were obtained:

- Method for calculating "**location based**" emissions: "International Comparison" published by Terna in 2020 for the 2021 figures and in 2019 for the 2020 figures; "IEA Emission factors" published by IEA in 2022 for the 2022 figures; "E-Grid" published in 2022 by the United States Environmental Protection Agency (EPA) for 2023 data, in 2021 for 2022 data, and in 2020 for 2021 data; 'CO2 emission intensity' published in 2024 by the 'European Environmental Agency' for 2023 data for European plants; 'Emission_Factors_for_Cross_Sector_Tools_V2.0_0' published in 2024 by the 'Green House Gas Protocol' for 2023 data for plants in China and Brazil.

- Method for calculating "**market based**" emissions: "European Residual Mixes 2022" published in 2023 by the Association of Issuing Bodies (AIB) for the 2023 figures, and the versions published in 2022 and 2021 for the figures for the respective years; "Green-e 2023 residual mix emissions rates (2021 data)" published by 'Gree-e' for 2023 data, and versions published in 2022 and 2021 for the respective years' data.

For the calculation of emissions related to the plant in China and Brazil, at the time of writing, the emission factors related to Residual Mix are not publicly available from accredited sources, so the same emission factors applied according to the location-based methodology published in 2024 by the "GHG Protocol" were used.

As described in chapter "3.2 Commitment to climate change - Harmful Emissions", the limits on **polluting emissions** may differ from country to country in accordance with the legislation in force. For each polluting substance, the production plants that report the substance(s) in question are listed below:

- **Nitrogen oxide** emission is monitored in the Italian (by means of an estimate) and the US production sites;

- **Volatile Organic Compounds** (VOCs) emission is monitored in all production sites, with the exception of Milan and Zeccone, whose processes do not emit VOCs;

- Sulphur Oxide emission is monitored at the US production sites;

- Non-Methane Hydrocarbons emission is monitored at the Tianjin production site;

- Particulate Matter (PM) emission is monitored at the US production sites.

In assessing the distance of the Goglio Group's production sites from protected areas and areas of high value in terms of **biodiversity**, as well as for the identification of significant direct and indirect impacts on biodiversity, the following tool was used Integrated Biodiversity Assessment Tool (IBAT) (ibat-alliance.org).
GRI Content Index

Statement of use	Goglio has presented a report in conformity with the GRI Standards for the period 01.01.2023-31.12.2023
GRI 1 utilised	GRI 1 - Foundation - 2021 version
Relevant Sector Standard GRI	N/A

STANDARD		LOCATION IN REPORT				
GRI/ OTHER SOURCE	INFORMATION		Requirement/ Omission	Reason	Explanation	NOTE
General informa	ation					
	2-1 Organisational details	1.1 Solid foundations and an eye towards the future	No omission	-	-	
	2-2 Entities included in the organisation's sustainability reporting	1.2 Responsibility for an ethical business	No omission		-	
	2-3 Reporting period, frequency and contact point	Methodological note	No omission	-	-	
GRI 2 -	2-4 Restatements of information	Methodological note	No omission	-	-	
General Disclosures - 2021 version	2-5 External assurance	Methodological note	No omission	-	-	
	2-6 Activities, value chain and other business relationships	1.1 Solid foundations and an eye towards the future	No omission	-	-	
	2-7 Employees	2.1 People: our strength	No omission	-	-	
	2-8 Workers who are not employees	2.1 People: our strength	No omission	-	-	The indicator was restated because the figure on the number of nonemployee workers was restated for 2022 in light of more available information.

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	STANDARD						
	GRI/ OTHER SOURCE	INFORMATION	IN REPORT	Requirement/ Omission	Reason	Explanation	NOTE
	General informa	ation					
		2-9 Governance structure and composition	1.2 Responsibility for an ethical business	No omission	-	-	
		2-10 Nomination and selection of the highest governance body	1.2 Responsibility for an ethical business	No omission	-	-	
		2-11 Chair of the highest governance body	1.2 Responsibility for an ethical business	No omission	-	-	
		2-12 Role of the highest governance body in overseeing the management of impacts	1.4 Our approach to sustainability	No omission	-	-	
		2-13 Delegation of responsibility for managing impacts	1.4 Our approach to sustainability	No omission	-	-	
	GRI 2 - General	2-14 Role of the highest governance body in sustainability reporting	Methodological note	No omission	-	-	
	Disclosures - 2021 version	2-15 Conflicts of interest	1.2 Responsibility for an ethical business	No omission	-	-	
		2-16 Communication of critical concerns	1.4 Our approach to sustainability	No omission	-	-	
		2-17 Collective knowledge of the highest governance body	1.4 Our approach to sustainability	No omission	-	-	
		2-18 Evaluation of the performance of the highest governance body	1.4 Our approach to sustainability	No omission	-	-	
		2-19 Remuneration policies	-	Omission	Privacy restrictions	This is information kept and managed by the Human Resources office, which classified them as "Strictly Confidential". Such information, if published without appropriate and extensive comments, could be interpreted by readers in a misleading way.	

STANDARD		LOCATION IN REPORT				
GRI/ OTHER SOURCE	INFORMATION		Requirement/ Omission	Reason	Explanation	NOTE
General inform	ation					
	2-20 Process to determine remuneration	-	Omission	Privacy restrictions	This is information kept and managed by the Human Resources office, which classified them as "Strictly Confidential". Such information, if published without appropriate and extensive comments, could be interpreted by readers in a misleading way	
	2-21 Annual total compensation ratio	-	Omission	Privacy restrictions	This is information kept and managed by the Human Resources office, which classified them as "Strictly Confidential". Such information, if published without ap propriate and extensive comments, could be interpreted by readers in a mislea- ding way.	
	2-22 Statement on sustainable development strategy	Letter to stakeholders	No omission	-	-	
GRI 2 - General Disclosures -	2-23 Policy commitments	1.2 Responsibility for an ethical business	No omission	-	-	
2021 version	2-24 Embedding policy commitments	1.2 Responsibility for an ethical business	No omission	-	-	
	2-25 Processes to remediate negative impacts	1.4 Our approach to sustainability	No omission	-	-	
	2-26 Mechanisms for seeking advice and raising concerns	1.4 Our approach to sustainability	No omission	-	-	
	2-27 Compliance with laws and regulations	1.2 Responsibility for an ethical business	No omission	-		
	2-28 Membership associations	 1.2 Responsibility for an ethical business 1.3 Responsible management of supply chain 3.3 Product innovation and design 	No omission	-	-	
	2-29 Approach to stakeholder engagement	1.4 Our approach to sustainability	No omission	-	-	

STANDARD		LOCATION IN REPORT				
GRI/ OTHER SOURCE	INFORMATION		Requirement/ Omission	Reason	Explanation	NOTE
GRI 2 - General Disclosures - 2021 version	2-30 Collective bargaining agreements	1.4 Our approach to sustainability	No omission	-	-	
Material topics						
GRI 3 - Material topics - 2021 version	3-1 Process to determine material topics	1.4 Our approach to sustainability	No omission	-	-	
	3-2 List of material topics	1.4 Our approach to sustainability	No omission	-	-	
	3-3 Management of material topics	3.2 Commitment to climate change	No omission	-	-	
Fight against c	limate change					
GRI 302: Energy 2016	302-1 Energy consumption withir the organisation	3.2 Commitment to climate change	No omission	-	_ (The indicator was restated because the renewable electricity consumption figure for the Red Oak plant was restated for 2022 in light of more available information.
GRI 3 - Material topics - 2021 version	3-3 Management c material topics	3.1 Caring for the environment 3.2 Commitment to climate change	No omission	-	-	
	305-1 Direct GHG emissions (Scope 1)	3.2 Commitment to climate change	No omission	-	_	The indicator was restated because the refrigerant gas leakage figure for the Tianjin plant was restated for 2022 in light of more available information.
GRI 305: Emissions 2016	305-2 Direct GHG emissions (Scope 2)	3.2 Commitment to climate change	No omission	-	-	The indicator has been restated because the enewable electricity consumption figure, reflected in Exhibit 305-2, for the Red Oak plant has been restated for 2022 in light of more information available.
	305-7 Nitrogen oxi des (NOX), sulphu oxides (SOX), and other significant ai emissions	- 3.1 Caring for the environment	No omission	-	-	

STANDARD		LOCATION IN REPORT	OMISSION			
GRI/ OTHER SOURCE	INFORMATION		Requirement/ Omission	Reason	Explanation	NOTE
Circularity and	protection of resourc	es				
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	3.1 Caring for the environment	No omission	-	-	
GRI 301: Materials 2016	301-1 Materials utilised by weight or volume	3.1 Caring for the environment	No omission	-	-	
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	3.1 Caring for the environment	No omission	-	-	
	303-1 Interactions with water as a shared resource	3.1 Caring for the environment	No omission	-	-	
GRI 303: Water and Effluents 2018	303-2 Management of water discharge related impacts	3.1 Caring for the environment	No omission	-	-	
	303-3 Water withdrawal	3.1 Caring for the environment	No omission	-	-	
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	3.1 Caring for the environment	No omission	-	-	
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	3.1 Caring for the environment	No omission	-	-	
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	3.1.2.Waste management	No omission	-	-	
	306-1 Waste generation and significant waste- related impacts	3.1.2 .Waste management	No omission	-	-	
	306-2 Management of significant waste-related impacts	3.1.2 Waste management	No omission	-	-	
GRI 306: Waste 2020	306-3 Waste generated	3.1.2.Waste management	No omission		-	The indicator was restated because the waste generated, destination-specified figure for the Red Oak plant was restated for 2022 in light of more information available.
	306-4 Waste not intended for disposal	3.1.2 Waste management	No omission	-	-	The indicator was restated because the waste generated, destination-specified figure for the Red Oak plant was restated for 2022 in light of more information available.
	306-5 Waste for disposal	3.1.2 Waste management	No omission	-	-	The indicator was restated because the waste generated, destination-specified figure for the Red Oak plant was restated for 2022 in light of more information available.

STANDARD						
GRI/ OTHER SOURCE	INFORMATION	LOCATION IN REPORT	Requirement/ Omission	Reason	Explanation	NOTE
Responsible su	upply chain manag	ement				
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	1.3 Responsible supply chain management	No omission	-	-	
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	1.3 Responsible supply chain management	No omission	-	-	
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	1.3 Responsible supply chain management	No omission	-	-	
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	1.3 Responsible supply chain management	No omission	-	-	
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	1.3 Responsible supply chain management	No omission	-	-	
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	1.3 Responsible supply chain management	No omission	-	-	
Safeguarding a	nd valorizationof e	employees				
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	2.1 People: our strength	No omission	-	-	
GRI 401: Employment 2016	404-1 New employee hires and employee turnover	2.1 People: our strength 2.2 Diversity and Inclusion	No omission	-	-	
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	2.2 Ongoing growth	No omission	-	-	
	404-1 Average hours of training per year per employee	2.2 Ongoing growth	No omission	-	-	
GRI 404: Training and education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	2.2 Ongoing growth	No omission	-	-	
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	2.1 People: our strength	No omission	-	-	
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	2.1 People: our strength2.2 Diversity and Inclusion	No omission	-	-	

STANDARD		LOCATION IN REPORT				
GRI/ OTHER SOURCE	INFORMATION		Requirement/ Omission	Reason	Explanation	NOTE
Health and safe	ety in the workplac	е				
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	2.3 Workplace safety Methodological Note	No omission	-	-	
	403-1 Occupational health and safety management system	2.3 Workplace safety	No omission	-	-	
	403-2 Hazard identification, risk assessment and incident investigation	2.3 Workplace safety	No omission	-	-	
	403-3 Occupational health services	2.3Workplace safety	No omission	-	-	
GRI 403:	403-4 Worker participation, consultation, and communication on occupational health and safety	2.3 Workplace safety	No omission	-	-	
Occupational health and safety 2018	403-5 Worker training on occupational health and safety	2.3 Workplace safety	No omission	-	-	
	403-6 Promotion of worker health	2.3 Workplace safety	No omission	-	-	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2.3 Workplace safety	No omission	-	-	
	403-9 Work-related injuries	2.3 Workplace safety	No omission	-	-	
	403-10 Work-related diseases	2.3 Workplace safety	No omission	-	-	
Protection of c	onsumer health an	d safety				
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	1.2 Responsibility for an ethical business	No omission	-	-	
GRI 416: Customer health and safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	1.2 Responsibility for an ethical business	No omission	-	-	

STANDARD		LOCATION IN REPORT				
GRI/ OTHER SOURCE	INFORMATION		Requirement/ Omission	Reason	Explanation	NOTE
Development of	ocal communities					
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	2.4 Side by side with the local community	No omission	-	-	
GRI 202: Market presence	202-2 Proportion of senior management hired from the local community	2.4 Side by side with the local community	No omission	-	-	
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	1.3 Responsible supply chain management	No omission	-	-	
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	1.3 Responsible supply chain management	No omission	-	-	
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	1.2 Responsibility for an ethical business	No omission	-	-	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	1.2 Responsibility for an ethical business	No omission	_	-	



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