



Sustainability Report 2025



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Letter to stakeholders

Dear Stakeholders,

The 2025 Sustainability Report provides an overview of a significant year for the FLO Group, marked by a new phase of corporate, industrial and organisational development.

During the year, Nextalia's investment in the Group represented an important milestone in FLO's financial, operational and competitive strengthening. The new ownership structure continues the Group's entrepreneurial journey while supporting a transformation designed to make the Group more focused, more integrated and more closely aligned with the priorities of its industrial model.

In an increasingly demanding, regulated and selective food packaging market, FLO is progressively concentrating resources, expertise and investment on its core businesses: food-service packaging, vending, food & beverage, coffee capsules and multimaterial food-packaging solutions. This focus responds to the need to compete more effectively while retaining the ability to serve different customers and markets with technically reliable, compliant and industrially scalable solutions.

The ability to adapt to the European regulatory framework continues to be a distinctive strength of the Group.

In recent years, FLO has steered its industrial development by anticipating and supporting changes in the rules governing packaging, food-contact materials, single-use products and end-of-life management. In this context, the transition towards a multimaterial model has not been viewed as a simple substitution of materials, but as an industrial choice based on the assessment of required performance, food safety, regulatory compliance and the actual conditions in which products are used, collected and treated.

Design is therefore one of the main areas through which the Group integrates sustainability and industrial capability. Paper, paperboard, biopolymers, recycled plastics and conventional materials are developed with increasing attention to resource optimisation, impact reduction where technically feasible, recyclability, compostability and accurate end-of-life information. Ecodesign, together with life-cycle assessment tools, progressively supports product-development decisions and dialogue with customers, suppliers and other value-chain actors.

2025 also confirmed the need to continue strengthening the Group's organisation. This includes the rationalisation process involving ISAP Packaging, which led to the closure of the Catania plant in 2026. The plant is included in the 2025 reporting scope because it was operational during the year.

This decision is linked to the industrial reorganisation and the need to concentrate production capacity and investment in line with market developments and the Group's competitiveness objectives.

People remain an essential part of this journey. Process quality, operational continuity, innovation and the ability to manage the technical complexity of packaging depend on the expertise developed at production sites and within corporate functions. During a period of transformation, safeguarding skills, occupational health and safety, training and integration across Group companies plays an important role in managing change in an orderly way and in line with industrial requirements.

Through this Report, FLO confirms its commitment to transparently presenting its journey, its environmental, social and economic performance, and the main challenges associated with the packaging transition. This commitment is also reflected in the decision to have the Sustainability Report assured by an independent third party, supporting the quality, traceability and reliability of the information reported.

For the Group, sustainability remains a practical area of work: a set of industrial, organisational and design choices that strengthen its ability to respond to the market, customers, regulations and stakeholders.

The journey will continue in the coming years, with the aim of consolidating a Group model that is more focused and competitive and that can use its expertise to contribute to the responsible development of food packaging.

Giorgio Gallia
CEO, FLO Group

01 THE FLO GROUP

The FLO Group operates in food and consumer-goods packaging, with an industrial and commercial presence across Italy, France and the United Kingdom. The Group’s history reflects a growth journey built on manufacturing expertise, materials development, product quality and the ability to adapt to changing markets.

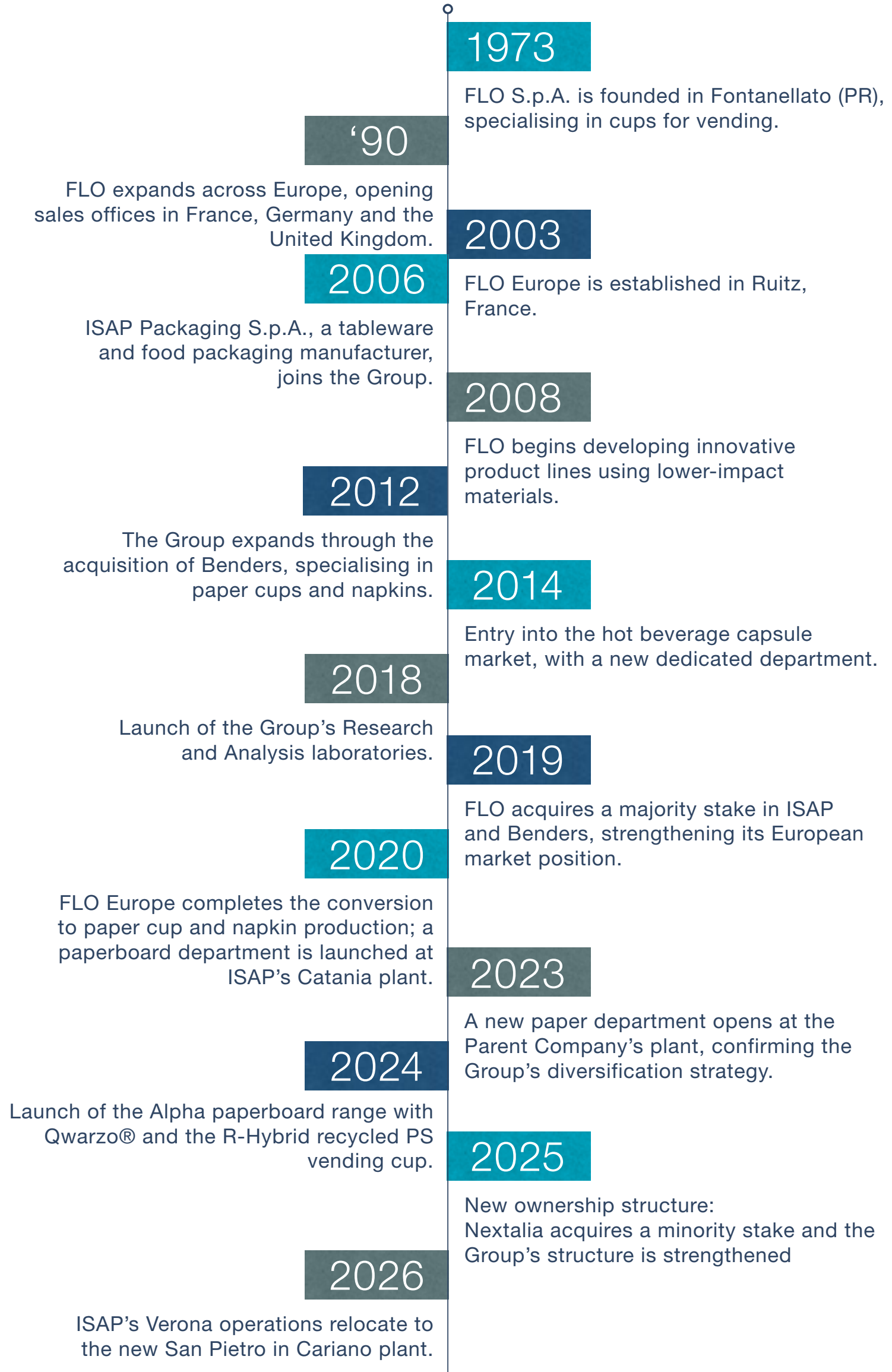
This chapter presents the Group’s profile, the main milestones in its development, its corporate values and the companies included within its scope, providing the essential context for understanding the strategies, performance and impacts reported in the 2025 Sustainability Report.

OUR VISION
*The world is changing.
We aim to champion a culture in which packaging is recognised as an essential ally of modern society, ensuring food hygiene and safety and making food accessible in every situation.*

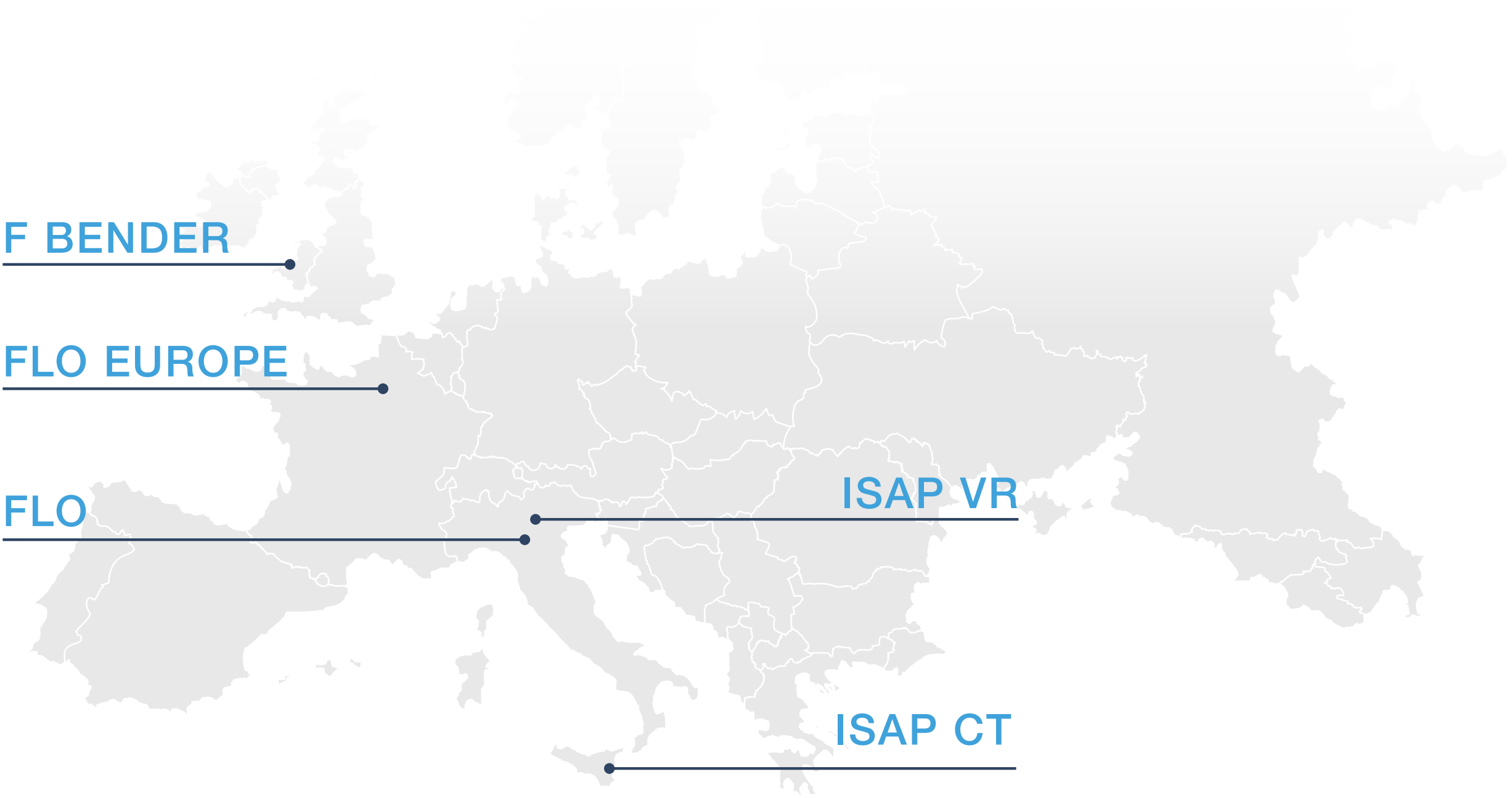
OUR MISSION
We design and manufacture innovative and attractive food containers and tableware that combine respect for the environment with food safety, helping to simplify and improve people’s lives.



GROWTH AND DEVELOPMENT



Highlights



MARKETS
78% EU
22% NON-EU



3
LCA EXPERT



18%
RECYCLED
RAW MATERIALS



55%
RAW MATERIALS
FROM RENEWABLE
SOURCES



GROUP CERTIFICATIONS

updated to 2026

4	ISO 9001	4	ISO 14001
4	PEFC	1	ISO 50001
2	ISO 45001	1	FSC
3	SMETA 4 PILLARS	5	BRC
		1	FLEXOGRAPHIC ASSOCIATION

TOTAL **25**
CERTIFICATIONS

Group profile: positioning, industrial footprint and multimaterial model

GRI 2-1, GRI 2-6

ORGANIZATIONAL DETAILS, ACTIVITIES AND MARKETS SERVED

FLO is a long-established brand in food and consumer-goods packaging. Founded in 1973 in Fontanellato, in the province of Parma, by Antonio Simonazzi, the Parent Company, FLO S.p.A., retains strong ties with its home territory and today provides strategic direction to a Group with an industrial and commercial presence in Italy, France and the United Kingdom.

The Group includes ISAP Packaging S.p.A., with production sites in Verona and Catania and an established position in Italy in the manufacture of tableware and food packaging; FLO Europe Sas, based in Ruitz, France, a reference point for developing markets in Northern and Central Europe; and F Benders Limited, based in Wrexham, United Kingdom, specialising in paperboard cups and paper napkins. The Group also has sales offices and interests in European companies operating in the sector, helping to broaden its product range and market coverage.

Over time, FLO has consolidated its position in retail, vending and HoReCa by combining entrepreneurial continuity, industrial expertise, investment capacity and attention to regulatory and environmental developments in packaging. Nextalia's investment, completed in 2025, forms part of this process of strengthening the Group financially, operationally and competitively.

Since 2012, anticipating the evolution of the European regulatory framework and the trends now reinforced by the Packaging and Packaging Waste Regulation (PPWR), FLO has progressively reviewed its business model, historically centred on plastics, redirecting it towards greater diversification of materials and packaging solutions.

This choice has enabled the Group to develop industrial expertise in paper, conventional plastics, recycled plastics, bioplastics and biopolymers, expanding its ability to meet customer needs and market requirements in terms of functionality, food safety, recyclability, reduced use of virgin raw materials and end-of-life management.

The multimaterial model is now a competitive lever for the Group: it makes it possible to assess solutions for different applications that are consistent with required performance, regulatory developments and the transition towards more circular packaging models.

MARKETS SERVED CHANNELS, APPLICATIONS AND PRODUCT SOLUTIONS | GRI 2-6



RETAIL E HoReCa

Tableware, containers and cups for out-of-home consumption, food service and large-scale retail.



VENDING

Cups and dedicated solutions for vending, the Group's historic market.



COFFEE CAPSULES

Capsules compatible with the main systems available on the market and solutions for proprietary systems.



INDUSTRIAL CONTAINERS

Technical food packaging, with a particular focus on containers for the dairy industry.

GEOGRAPHICAL DISTRIBUTION

78% EU



22% NON-EU

Group Companies

GRI 2-1, GRI 2-2, GRI 2-6

ORGANIZATIONAL DETAILS, REPORTING SCOPE AND ACTIVITIES

FLO S.p.A. | FONTANELATO, PARMA

FLO S.p.A. is the Parent Company of the FLO Group and is headquartered in Fontanellato, in the province of Parma, where Antonio Simonazzi founded the Company in 1973. It provides the Group's strategic, industrial and managerial direction and oversees manufacturing expertise developed over time in tableware, food containers, vending cups and coffee capsules.

The plant is located in Ghiara Sabbioni, Fontanellato. Two surface water bodies, the Gaiffa Canal and the Rio Scagno, are located at the site and require continuous environmental oversight. The facility comprises offices, production areas and an automated warehouse of approximately 5,000 m².

FLO S.p.A. operates across several product lines and materials, with established expertise in processing conventional plastics, alternative materials and paper. The site's industrial development reflects the Group's diversification journey, with investments in automation, technological innovation and production capacity supporting the vending, catering and food-packaging markets.

FLO S.p.A. offers a broad range of products for different market channels: vending and automated beverage distribution, including customised cups; the Coffee Division, with coffee capsules; large-scale retail, with family-pack tableware; and catering and food packaging, with plates, cups, cutlery and food containers.

This diversification enables the Company to serve different markets and meet specific functional, quality and commercial needs.

As the Parent Company, FLO S.p.A. also plays a central role in the Group's industrial and technological development. Over the years, it has invested in production efficiency, automation, research and development, strengthening its ability to process a range of materials available on the market: conventional plastics, alternative materials and paper. The opening in March 2023 of the department dedicated to paperboard production confirms the materials-diversification strategy and the transition towards a multimaterial production model.

The expertise developed at the Fontanellato site supports food-packaging solutions aligned with market developments, regulatory requirements and customer needs. The site therefore plays an important role not only as a production facility, but also as a technical and industrial reference point for the Group.

FLO is a member of UPI Parma, Unionplast, Confinda, EVA, 360 Foodservice, CONAI and Corepla.

CERTIFICATIONS

ISO 9001

ISO 14001

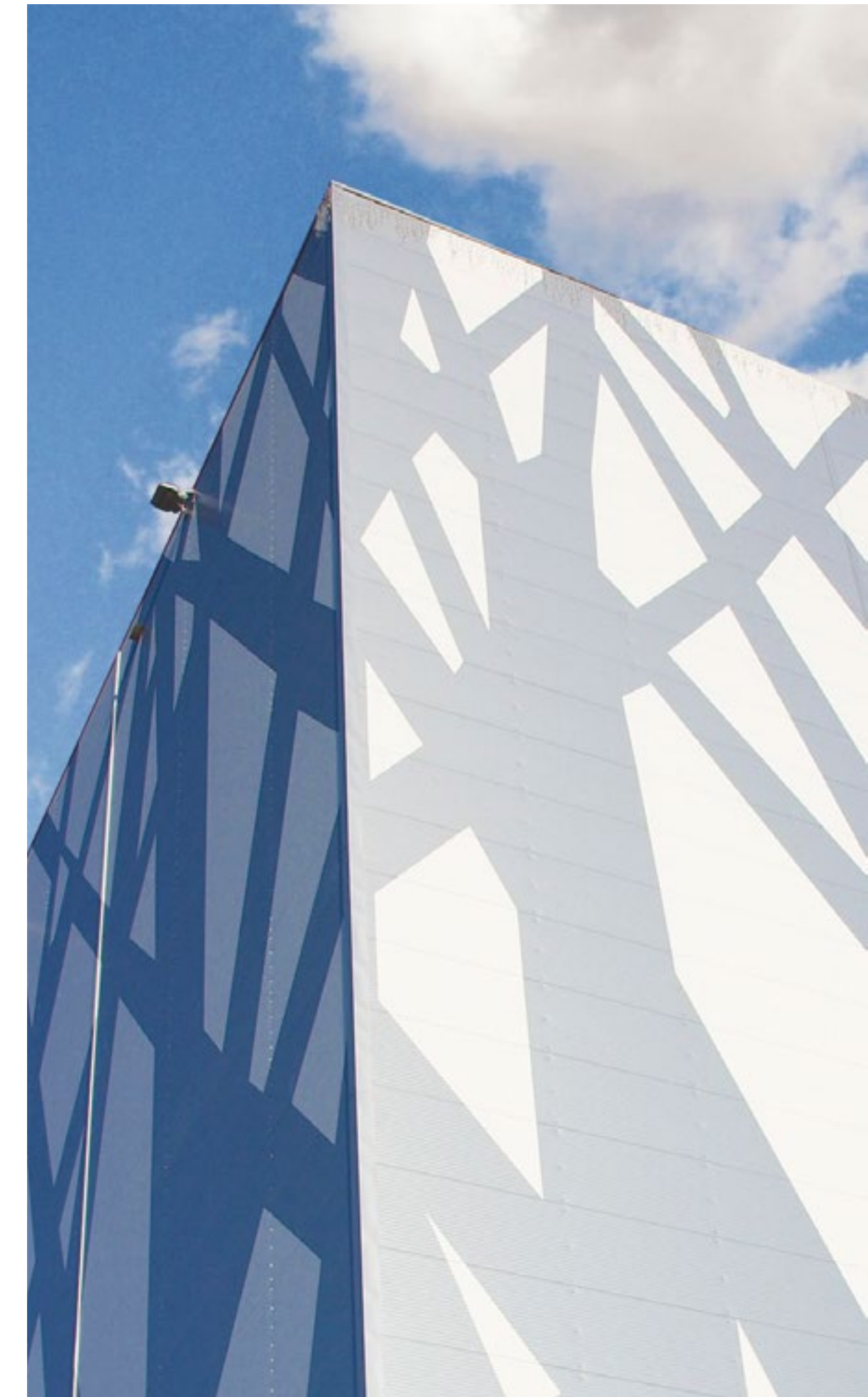
BRC GS Packaging,

PEFC

SMETA 4-Pillar

ECOVADIS RATING

Silver 74/100, 87th percentile, 05/06/2026



Group Companies

GRI 2-1, GRI 2-2, GRI 2-6

ORGANIZATIONAL DETAILS, REPORTING SCOPE AND ACTIVITIES

ISAP PACKAGING S.P.A. VERONA AND CATANIA

Founded in 1963, ISAP Packaging S.p.A. specialises in tableware and rigid packaging for the food industry. Within the 2025 reporting scope, the Company operates through two sites: Verona, where its headquarters and main production plant are located, and Catania, with an additional production plant.

In 2025, the Verona site was located in the north-western area of the Municipality, in Parona, near the Adige Nord Natural Park, an area subject to landscape restrictions. The site comprises offices, warehouses and production areas and, in 2026, is being relocated to the new plant in San Pietro in Cariano, Valpolicella.

The Catania plant, included in the 2025 reporting scope and closed at the end of April 2026 as part of ISAP's organisational rationalisation process, was located in the hills north-east of the city, in Aci Sant'Antonio, on the slopes of Mount Etna and at the edge of Etna Park. This setting required specific oversight of environmental aspects relating to pollution reduction, the protection of natural resources and the compatibility of production activities with the local area.

ISAP manages a diversified product portfolio that includes food trays, tableware, yoghurt pots, cups and food-packaging solutions. Since joining the Group's industrial scope in 2006, the Company has progressively consolidated its role as an innovation laboratory for food packaging.

Over time, ISAP has broadened its technological capabilities by processing different materials: conventional polymers, bioplastics, R-PET treated using active decontamination technology at the Verona plant, and paperboard. Initially processed only at the Catania site, paperboard is now the focus of further industrial development: from 2025, the Verona plant has also been equipped with a department dedicated to producing paper plates and tableware treated with Qwarzo® technology.

This development confirms ISAP's contribution to the Group's materials-diversification strategy and to the development of solutions aligned with changes in the food-packaging market.

ISAP is a member of Confindustria Verona, the Italian Packaging Institute, Unionplast (which also includes PROFOOD), Federazione Gomma Plastica, CONAI, Corepla, Comieco, Conlegno and Biorepack.

CERTIFICATIONS

ISO 9001

ISO 14001

ISO 45001

BRCGS Packaging

PEFC

ECOVADIS RATING

Silver 78/100, 93rd percentile, 09/04/2026



Group Companies

GRI 2-1, GRI 2-2, GRI 2-6

ORGANIZATIONAL DETAILS, REPORTING SCOPE AND ACTIVITIES

FLO EUROPE SAS RUITZ, FRANCE



Founded in 2003 and located in Ruitz, northern France, FLO Europe Sas was established as part of the Group's expansion strategy in Northern European markets. The Company has played an important role in commercial development in France, the United Kingdom and Germany and is now the Group's reference point for the French and Northern European markets, particularly in retail and vending.

The FLO Europe plant is located in the historic Artois area, in the Pas-de-Calais department, within an industrial district in northern France. The site is not subject to specific environmental restrictions, covers approximately 12,500 m² and consists of a single building integrating production, distribution and administrative areas.

Over time, FLO Europe has consolidated its position as a supplier of private-label products to major European retail chains. Its local production presence is a distinctive factor for customers that value or explicitly require domestic manufacturing.

Since 2017, in response to developments in French ecological-transition legislation and the progressive strengthening of European rules on single-use plastic products, FLO Europe has undertaken a far-reaching industrial conversion. The Company redesigned its production chain, gradually phasing out plastic products, which continued until 2021, and replacing them with lines dedicated to paper cups and napkins.

The industrial conversion was not only a regulatory adjustment, but also a strategic step in strengthening the Group's ability to respond to market developments, customer expectations and the gradual transition towards solutions consistent with more circular consumption and packaging models.

FLO Europe is a member of Confindustria France.

CERTIFICATIONS

ISO 9001

ISO 14001

ISO 50001

BRCGS Packaging

PEFC

SMETA 4-Pillar

ECOVADIS RATING

Silver, 71/100, 87th percentile, 14/08/2025

F BENDERS LIMITED WREXHAM, UK



Benders Paper Cups was established in Haggerston, near London, in 1899 as a stationery retailer. Over the years, the Company diversified its activities, focusing on tableware, napkins and paper containers for bakery and confectionery products for the HoReCa market. In 1987, it introduced paperboard cups for hot and cold drinks and a dedicated vending range.

The Benders plant is located in Wrexham, Wales, approximately two miles from the town, between the Welsh mountains and the lower Dee Valley, near the Cheshire border in England. Although it is not in an environmentally vulnerable area, the site is located in a region known for the quality of its groundwater reserves.

Benders' growth journey culminated in its acquisition by the FLO Group in 2012, further consolidating its market position. Today, F Benders Limited is a reference point for the Group in the United Kingdom and Europe, thanks to its long-standing expertise in paper processing and its ability to serve the HoReCa and vending markets.

Product quality and service excellence are central to the Company's reputation.

With production capacity exceeding 1.5 billion cups per year, the Company offers a wide range of single- and double-wall cups, mainly for out-of-home consumption and vending. Benders has also played an important role in transferring expertise within the FLO Group, supporting other Group companies in the transition from plastics to alternative materials, particularly paper. With over a century of experience, the Company continues to stand out for its combination of tradition, innovation and specialisation in paper packaging.

Benders is a member of the Foodservice Packaging Association and the Vending and Automated Retail Association.

CERTIFICATIONS

BRCGS Packaging

FSC

PEFC

Flexographic Industry Association

SMETA 4-Pillar

02 GOVERNANCE AND BUSINESS STRATEGY

The FLO Group operates in a market where innovation, product quality, oversight of environmental impacts and the ability to respond to stakeholder expectations are increasingly integrated into its industrial strategy.

In this context, sustainability helps guide the Group's development choices, strengthening competitiveness, transparency and the long-term continuity of its business model.

Group Governance

GRI 2-9

GOVERNANCE STRUCTURE AND COMPOSITION

In 2025, the FLO Group's governance underwent a significant change in its corporate structure: on 27 October 2025, Nextalia, acting on behalf of the Nextalia Capitale Rilancio fund, completed its investment in FLO through a share capital increase. Nextalia's entry as a minority shareholder forms part of a process aimed at strengthening the Group financially, operationally and competitively, supporting efficiency, the development of human capital and investment in production capacity for innovative and sustainable products.

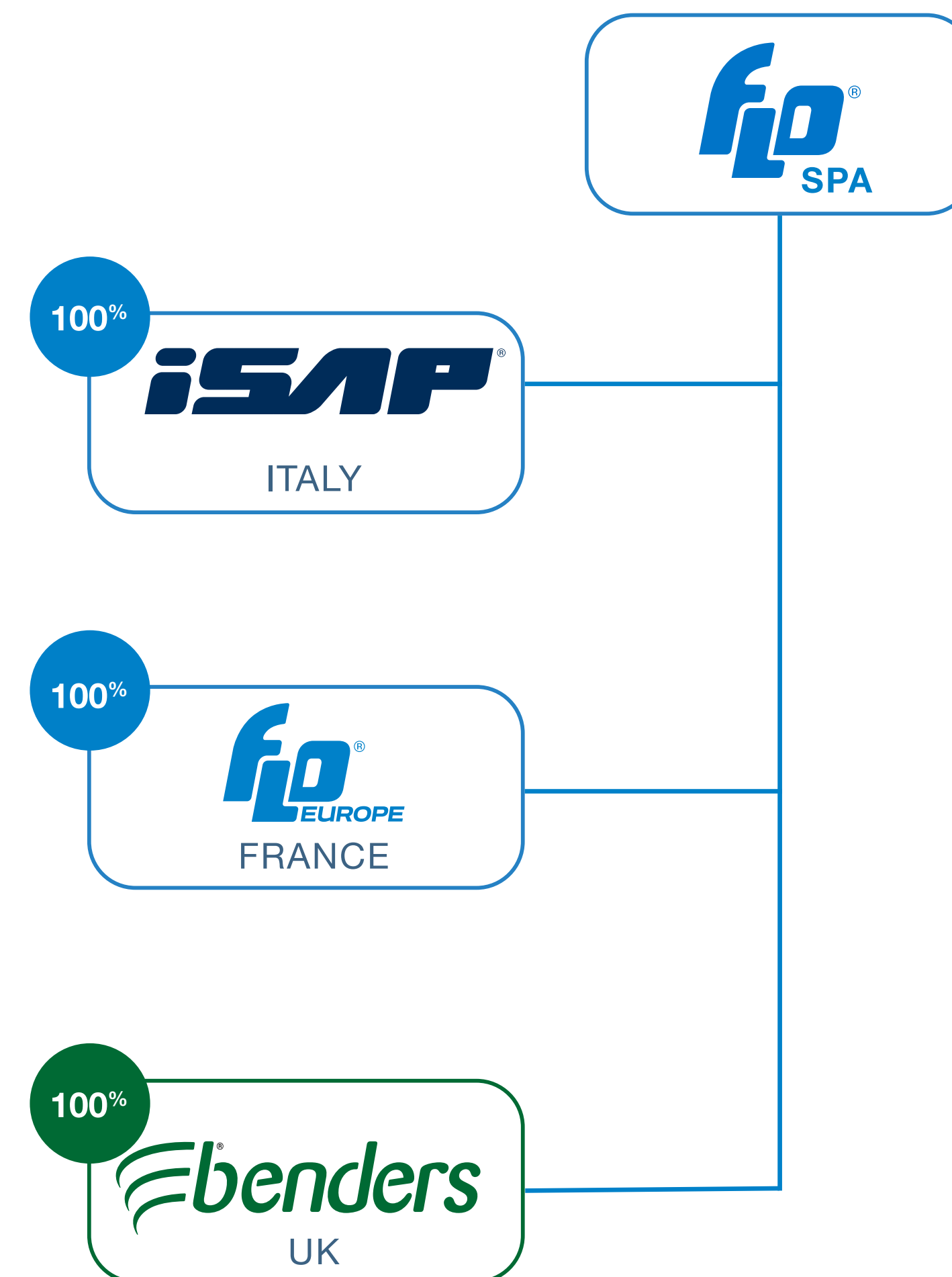
The FLO Group comprises the parent company FLO S.p.A., ISAP PACKAGING S.P.A., FLO Europe Sas and F Bender Limited, as well as minority shareholdings. Until 2025, FLO S.p.A. was wholly owned by AS Holding S.r.l.; following the transaction completed on 27 October 2025, the ownership structure changed with Nextpack S.r.l. entering the share capital. AS Holding S.r.l. retains the majority interest, while Nextpack S.r.l. holds a qualified minority interest.

Governance continuity is also ensured by the Simonazzi family's continued leadership of the Group, working within the new corporate structure and alongside strengthened management and strategic direction capabilities.

The Group's governance is led by the parent company FLO S.p.A., which is responsible for the main strategic, organisational and management decisions. The Board of Directors of FLO S.p.A. comprises five members: four men and one woman. The Chair of the Board of Directors does not hold an executive position within the Group.

The governance of the main subsidiaries is structured as follows: ISAP PACKAGING S.P.A. is managed by a Sole Director, a man, appointed with effect from 30 January 2026; FLO Europe Sas has a governing body comprising three members, all men; and F Bender Limited has a governing body comprising three members, all men.

The composition of the governance bodies reflects management, industrial and control expertise consistent with the Group's business model. Operational responsibilities are also supported by a functional organisation chart that distinguishes staff, guidance and control functions from operational functions, ensuring coordination between senior management, first-line management and local structures.



Group Governance

GRI 2-10 NOMINATION AND SELECTION OF THE HIGHEST GOVERNANCE BODY

Members of the governing bodies are appointed in accordance with the articles of association and the powers of the shareholders' meetings of the Group companies. Although there is no specific formalised procedure for selecting members of the Board of Directors, the criteria applied take account of professional skills, management experience, industry knowledge and the ability to contribute to the Group's strategic and operational management.

The appointment process also considers representation of the ownership structure, management continuity and the ability of the governance bodies to oversee the main areas of economic, environmental and social impact.

GRI 2-11 CHAIR OF THE HIGHEST GOVERNANCE BODY

The Chair of the Board of Directors of FLO S.p.A. does not hold an executive position within the Group. This distinction helps separate the guidance and oversight role from the operational responsibilities assigned to the Chief Executive Officer and management functions.

Potential conflicts of interest are managed through the ordinary rules governing corporate bodies, the system of delegations and powers of attorney and, where applicable, abstention from voting as provided for by the Italian Civil Code.

GRI 2-12 ROLE OF THE HIGHEST GOVERNANCE BODY IN OVERSEEING THE MANAGE- MENT OF IMPACTS

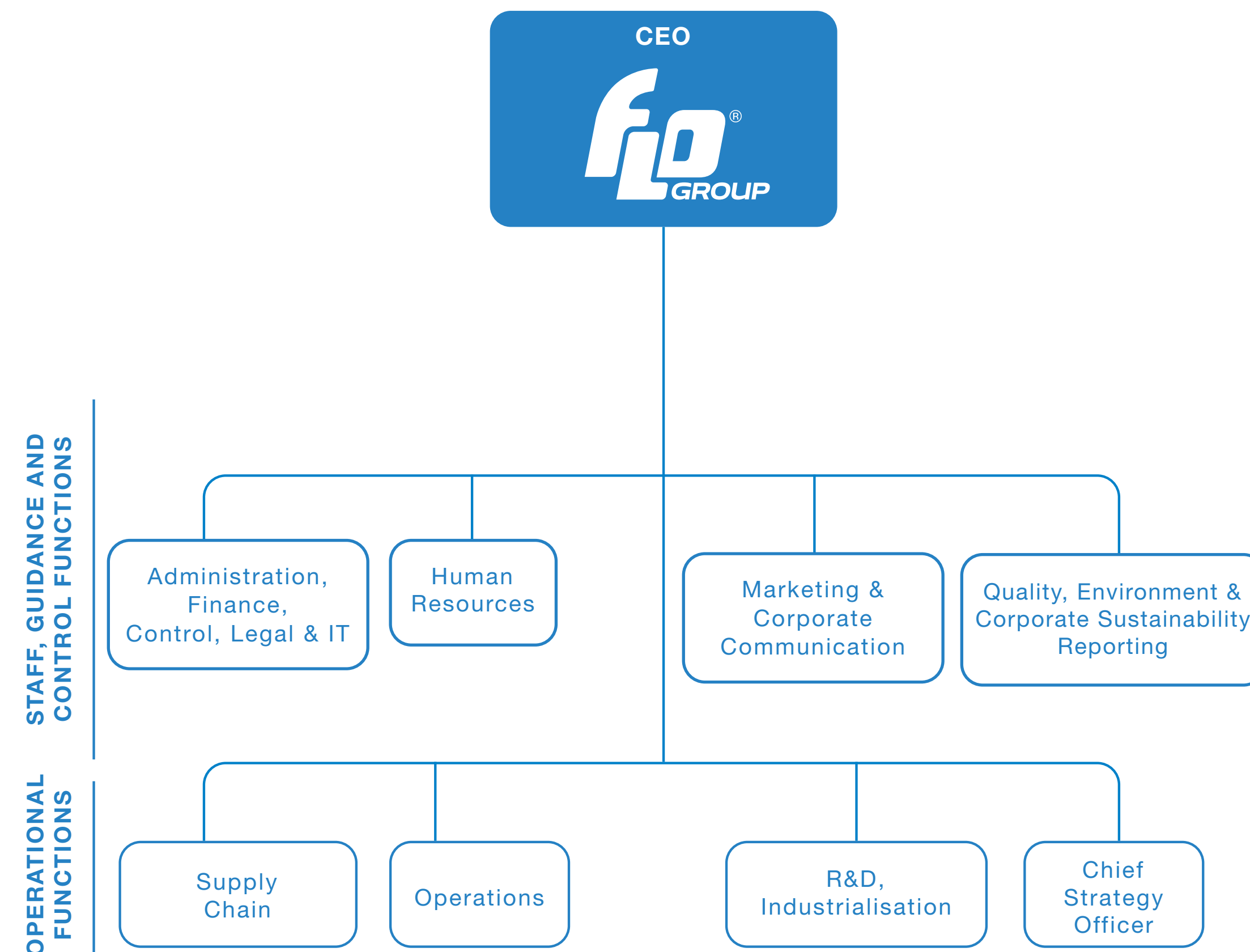
The Board of Directors of FLO S.p.A. defines the Group's strategic direction and oversees the main decisions concerning industrial development, economic and financial management and the evolution of the business model.

Impacts are managed through the system of delegations and powers of attorney, which assigns specific responsibilities to the relevant corporate functions. The organisational model integrates oversight of economic, environmental and social matters into decision-making and management processes, maintaining coordination between governance bodies, the Chief Executive Officer, first-line management and operational functions.

GOVERNING BODIES OF GROUP COMPANIES

	FLO	ISAP	BENDERS	FLO EU
WOMEN	2 > 50	1 > 50	1 > 50	1 > 50
MEN	3 > 50	4 > 50	3 > 50	4 > 50

GROUP FUNCTIONS ORGANISATION CHART



Risk management: oversight, continuity and adaptability

OVERSIGHT AND DELEGATION OF RESPONSIBILITY FOR MANAGING IMPACTS AND RISKS

Oversight of economic, environmental and social impacts is supported by the expertise developed by the governance bodies and management in the areas of industry, operations, finance, quality, environment and safety, as well as by regular engagement with the corporate functions involved in the main decision-making and operational processes.

The FLO Group considers risk management an integral part of its governance model and an essential tool for ensuring business continuity, industrial resilience and the sustainability of its operations. Risk oversight is embedded in the corporate governance system, in the responsibilities assigned through delegations and powers of attorney, and

in the involvement of the relevant corporate functions.

The internal control system is structured to monitor the main categories of risk associated with the Group's activities:

- **strategic risks, related to market developments and competitive dynamics;**
- **operational risks, associated with the efficiency of production and logistics processes;**
- **compliance risks, relating to compliance with regulations on safety, the environment, taxation and international trade;**
- **ESG risks, relating to environmental and social impacts, human rights and governance;**

- **financial risks, associated with macroeconomic variables, access to credit and liquidity management.**

To support this oversight, the Group holds process, product and chain-of-custody certifications at its various sites, depending on the specific activities performed. These certifications help structure risk management and promote continuous improvement, including:

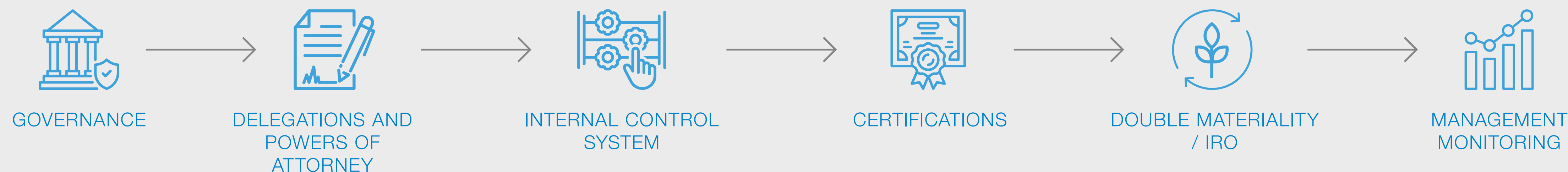
- ISO 9001
- ISO 50001
- ISO 14001
- ISO 45001
- BRC
- PEFC and FSC

The double materiality and IRO analysis, updated in 2025, strengthened the integrated assessment of impacts, risks and opportunities by linking relevant topics to their potential economic and financial effects.

This process helps the Group identify potential critical issues, set priorities for action and guide mitigation measures consistent with the business plan.

Risk monitoring is also supported by regular management discussions.

The Chief Executive Officer convenes corporate functions monthly to monitor the progress and development of the business plan, while cross-functional dialogue between senior and first-line management ensures continuous oversight of the main operational, managerial and performance areas.



Ethics and integrity: shared rules, accountability and transparency

GRI 2-15, GRI 2-23, GRI 2-24, GRI 2-26, GRI 205-1, GRI 3-3

ETHICAL CONDUCT, POLICY COMMITMENTS, ANTI-CORRUPTION AND MECHANISMS FOR RAISING CONCERNS

The FLO Group continues to integrate and harmonise the organisational approaches of its companies, retaining integrity, honesty and ethical conduct as core principles. These principles guide relations with internal and external stakeholders, including employees, collaborators, customers, suppliers, institutions, local communities, the local area and the environment.

Aligning the different companies with a shared model is a priority for the Group and also extends to the application of corporate policies. For the Italian companies FLO and ISAP, the promotion of ethics and integrity is based on the Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001 and the People Charter.

In both Italian companies, the 231 Organisational Model provides for a three-member Supervisory Body, which meets at scheduled intervals to monitor the propriety and compliance of corporate conduct. With regard to business ethics, the Body focuses in particular on overseeing potential conflicts of interest, reviewing commercial negotiations and preventing conduct inconsistent with anti-corruption principles and fair competition.

A central element of the 231 Organisational Model is the Code of Ethics, which sets out the principles of conduct designed to safeguard the organisation's sustainability, credibility and reputation. The Code also establishes how potential misconduct may be reported so that it can be analysed and managed in accordance with the relevant procedures.

Any matters arising in the course of operations are managed by management and, in more significant cases, may be referred to the Board of Directors, the Board of Statutory Auditors and the Supervisory Body, depending on the nature and significance of the matter. The Group also provides dedicated reporting channels, including a whistleblowing system, to protect transparency, legality and the confidentiality of reporting persons.

Based on the Supervisory Body's annual report and the available evidence relating to reporting channels, no whistleblowing reports or significant issues attributable to the 231 Organisational Model or the Code of Ethics were received during the reporting period.

Oversight of the principles of ethics, responsibility and fairness is also strengthened through external assessments and participation in recognised international platforms. F Bender Limited, based in the United Kingdom, is assessed against the SEDEX SMETA 4-Pillar standard, which evaluates corporate practices concerning working conditions, health and safety, the environment and business ethics. In 2025, FLO S.p.A. and FLO Europe also successfully completed a SME-TA 4-Pillar audit, supporting the progressive alignment of Group companies with shared standards for responsible management throughout the value chain. ISAP has been a SEDEX member since 2015; it was not subject to a SMETA audit during the reporting period.

ETHICS SAFEGUARDS

Key elements of ethics oversight within the FLO Group

ITALY

FLO and ISAP

- ✓ 231 Organisational Model
- ✓ Supervisory Body
- ✓ People Charter

GROUP

- ✓ Code of Ethics
- ✓ Principles of integrity, fairness and responsibility
- ✓ Reporting and whistleblowing channels

SEDEX / SMETA

- ✓ **F Benders Limited:** audit SEDEX SMETA 4 Pillars
- ✓ **FLO S.p.A. and FLO Europe:** successfully completed a SMETA 4-Pillar audit in 2025
- ✓ **ISAP:** SEDEX member since 2015; not subject to a SMETA audit during the reporting period

A PROGRESSIVE, SHARED APPROACH TO RESPONSIBLE MANAGEMENT THROUGHOUT THE VALUE CHAIN.

Value chain: industrial relationships, supply chain constraints and capacity for innovation

GRI 2-6, GRI 204-1 GRI 308, GRI 414, GRI 3-3 ACTIVITIES, VALUE CHAIN, PROCUREMENT PRACTICES AND SUPPLIER ENVIRONMENTAL AND SOCIAL ASSESSMENT

The FLO Group operates in the packaging sector for food and consumer products, within a value chain characterised by large upstream and downstream operators and a high degree of regulatory, technical and commercial complexity. Upstream, the Group primarily sources plastic raw materials, paper, semi-finished products, auxiliary materials, energy and logistics services; downstream, it serves customers in structured markets, including major beverage, coffee, food service and large-scale retail groups.

In this context, the Group's ability to exert direct influence over certain stages of the supply chain may be limited by the size and market position of the operators involved. The Group therefore oversees its value chain through a progressive due diligence approach designed to strengthen supplier knowledge, the quality of business relationships, material compliance and the consistency of proposed solutions with market expectations and regulatory developments.

Responsible supply chain management forms part of the broader supplier qualification and assessment system established under the quality management system, in accordance with ISO 9001 requirements. This is complemented by the assessment of strategic suppliers against environmental and social criteria, in line with GRI 308 and GRI 414.

The scope includes suppliers of raw materials, contract manufacturers of finished goods for resale, packaging suppliers and the main service and logistics providers.

All new suppliers complete a questionnaire as part of the quality and environmental management system. The questionnaire is also updated every three years, so the number of suppliers assessed may vary according to the timing of the update cycle.

Data are presented separately by company/site because some strategic suppliers may be shared by more than one Group company and an unverified aggregate could result in double counting.

The Group also monitors the geographical distribution of supplier spend, defining Europe as the local area in line with its industrial footprint. In 2025, 81% of the purchases considered, relating to raw materials and finished goods for resale, were made from suppliers based in Europe, while the remaining 19% were made from suppliers outside Europe.

DATA PRESENTED SEPARATELY BY COMPANY/SITE

No Group total is provided, as some strategic suppliers may be shared by more than one company.

PARMA	VERONA / CATANIA	RUITZ	WREXHAM
57	54	48	1
ENVIRONMENTAL CRITERIA	ENVIRONMENTAL CRITERIA	ENVIRONMENTAL CRITERIA	ENVIRONMENTAL CRITERIA
57	54	48	1
SOCIAL CRITERIA	SOCIAL CRITERIA	SOCIAL CRITERIA	SOCIAL CRITERIA

1 NEW SUPPLIER

1 new supplier identified and assessed against environmental and social criteria.

METHOD

Questionnaire sent to all new suppliers and updated every three years. The number of suppliers assessed may vary depending on the timing of the update cycle.

OUTCOME

The data collected under GRI 308-2 and GRI 414-2 identified no significant environmental or social issues.

Value chain: industrial relationships, supply chain constraints and capacity for innovation

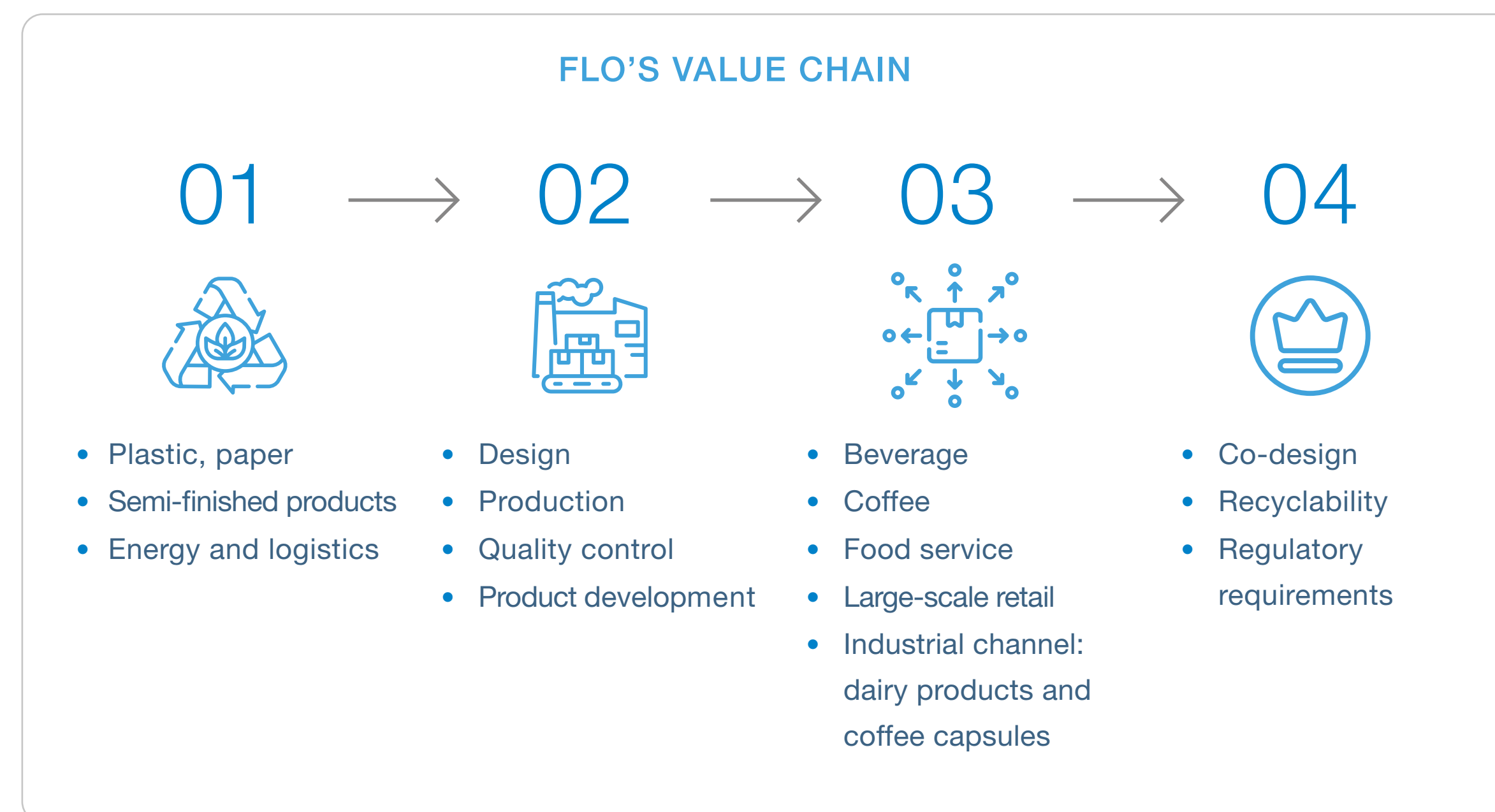
GRI 2-6, GRI 3-3

VALUE CHAIN, PRODUCT DEVELOPMENT AND INNOVATION CAPACITY

The FLO Group's distinctive strength lies in its ability to mediate between material availability, production constraints, regulatory requirements and customer needs. The Group supports customers in developing packaging solutions aligned with emerging market needs, with particular attention to reducing environmental impacts, technical recyclability, optimising material use, food safety and the evolving European regulatory framework, including the requirements of the Packaging and Packaging Waste Regulation.

From this perspective, product development is a central component of the sustainability strategy. FLO works with customers to evaluate alternatives to traditional materials, customise solutions and verify product technical performance. Research and development, supported by in-house expertise in materials, processes and food-packaging requirements, enables market needs to be transformed into scalable, functional solutions aligned with quality, safety and sustainability objectives.

The Group therefore continues to strengthen a relationship model based on listening, technical support, reliability and design capabilities. In a context where sustainability increasingly requires coordination along the supply chain, FLO acts as a link between suppliers, industrial processes and customers, helping guide product innovation and responsible value-chain management.



Strategic ESG objectives: the Group's development priorities

GRI 2-22, GRI 2-23, GRI 2-24, GRI 3-3

SUSTAINABLE DEVELOPMENT STRATEGY, POLICY COMMITMENTS AND MANAGEMENT OF MATERIAL TOPICS

The strategic ESG objectives identified by the FLO Group reflect the priorities emerging from the materiality analysis and support the progressive strengthening of governance, product, health and safety, equal opportunities and value-chain safeguards.

AREA	OBJECTIVE	PLANNED ACTIONS	TIME HORIZON
ESG governance	Establish a Group Sustainability Committee	Formalise the committee, define responsibilities and ensure coordination with Management, corporate functions and the reporting process	2026
Product and innovation	Implement a master LCA model for the main product categories	Develop LCA models for plastic tableware and containers, paper tableware and capsules; management by the internal LCA Expert team; progressively structure product data and codes to make environmental information more readily available	2026–2028
Health and safety	Achieve ISO 45001 certification for FLO S.p.A.	Continue establishing the occupational health and safety management system, with the aim of strengthening risk oversight and helping reduce workplace injuries	2027–2028
Equal opportunities	Achieve UNI/PdR 125:2022 gender equality certification	Begin analysing and adapting the organisational safeguards required by the guideline, also in response to the expectations of strategic customers	2027
Value chain	Strengthen the management of risks associated with critical suppliers	Prepare and publish the Supplier Code of Ethics; integrate ESG criteria and environmental, social and governance risk safeguards into the supplier assessment questionnaire	2026–2027

03 PRODUCT, QUALITY AND INNOVATION

Food packaging plays an essential role in everyday life and in the sustainability of food and essential-goods value chains.

It protects products, helps make them available and accessible, contributes to hygiene and food safety, and supports the reduction of losses and waste throughout the value chain.

For the FLO Group, products are therefore an industrial and strategic lever through which quality, innovation, food safety and attention to evolving materials and end-of-life solutions are integrated.

Product as a driver of innovation and transition

GRI 2-6, GRI 3-3

ACTIVITIES, PRODUCT INNOVATION AND MANAGEMENT OF MATERIAL TOPICS

For the FLO Group, products are a central driver of industrial oversight, quality and innovation. In food packaging and single-use items for food service, the food industry and food & beverage - including coffee capsules and vending - packaging does more than contain products: it protects food, supports hygiene and food safety, preserves products and helps reduce waste across distribution and consumption.

FLO therefore develops solutions that combine functionality, regulatory requirements, food safety and attention to environmental aspects. Product design considers customer applications, material characteristics, required performance and applicable rules, including information on materials, use and correct end-of-life disposal provided through environmental labelling and product documentation.

This approach helps customers and users make correct and informed use of the solutions placed on the market, strengthening the link between product quality, regulatory compliance and responsibility throughout the life cycle. The evolving regulatory framework and market expectations confirm product innovation as a distinctive feature of the Group.

FLO's ability to work with multiple materials and technologies enables it to offer solutions suited to different applications, with technical choices proportionate to product function, consumer safety and sustainability objectives.

THE DRIVERS OF FLO PRODUCTS



INDUSTRIAL PARTNER TO CUSTOMERS - PRIMARY DRIVER -

FLO works alongside customers to develop solutions aligned with application needs, technical requirements, food safety and sustainability objectives.



ECODESIGN AND PRODUCT DEVELOPMENT

Where technically feasible, design integrates material optimisation, impact reduction and end-of-life considerations.



SAFETY AND COMPLIANCE

Products are developed in accordance with applicable requirements, with particular attention to materials, food-contact suitability, use and accompanying information.



MATERIALS AND END OF LIFE

Materials are selected according to function, required performance and correct end-of-life management, supported by environmental labelling and disposal instructions.

Multimateriality as an industrial and commercial choice

GRI 2-6, GRI 3-3, GRI 301

ACTIVITIES, MATERIALS, INVESTMENT AND MARKET RESPONSE

Multimateriality is a core industrial and commercial choice for the FLO Group. As European rules on packaging and single-use items evolve - from the PPWR to provisions on plastic products - and the market increasingly seeks lower-impact solutions, the Group has progressively diversified its portfolio of materials, technologies and applications.

This process began in 2010 with investments in new machinery, know-how and staff training to adapt production capacity to changing demand and customer technical requirements. Key milestones include the acquisition of F Bender Limited in 2012, development of the paper hub, conversion of the FLO Europe plant from plastic to paper, introduction of recycled-PET decontamination technology in Verona and the gradual expansion of paper and paperboard production lines.

In 2024, Group companies launched a three-year 2024-2027 investment programme worth approximately EUR 50 million to strengthen production capacity, process innovation and solutions aligned with market demand.

This pathway enables FLO to manage different material families and propose technical alternatives calibrated to performance, food safety, regulatory compliance and end-of-life conditions.

The Group uses paper - including paper laminated with polyethylene or PLA, or coated with Qwarzo®, an inorganic silica-based coating - as well as conventional polymers such as polypropylene, polystyrene and PET, and biopolymers such as PLA. A multimaterial portfolio avoids automatic one-for-one substitution and instead selects the most appropriate solution for the application, market and customer.

Alongside paper, paperboard and renewable-source materials, the Group maintains technical expertise in polymers used for food packaging, where required by performance, safety and application. Post-consumer management and recovery of material value remain important areas addressed through dedicated technologies and value-chain collaboration.

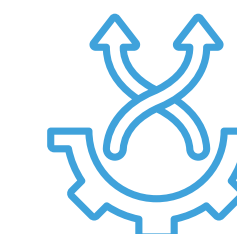
The Verona plant uses technology to decontaminate post-consumer recycled PET for food-contact containers, in compliance with EU Regulation 2022/1616 on recycled plastic materials and articles intended to come into contact with food.

THE DRIVERS OF MULTIMATERIALITY



REGULATORY DEVELOPMENTS

Progressive alignment with the European framework for packaging, single-use items and food-contact materials.



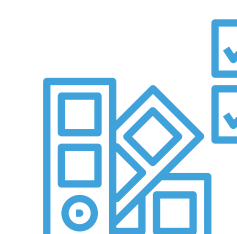
INDUSTRIAL FLEXIBILITY

Different technologies and production lines serving multiple markets, channels and applications.



CUSTOMER RESPONSE

Solutions aligned with customers' technical, functional, commercial and sustainability requirements.



MATERIAL SELECTION

The most suitable material is assessed against performance, food safety, availability, end of life and regulatory compliance.

Innovation, sustainability and the circular economy

GRI 3-3, GRI 301

MATERIALS MANAGEMENT, ECODESIGN, LIFE CYCLE AND CIRCULARITY

The FLO Group's multimaterial strategy is part of a broader innovation pathway focused on sustainability and the circular economy. In line with the evolving European regulatory framework and market expectations, the Group develops solutions that combine functionality, food safety, resource efficiency and attention to product end of life.

Product innovation is based on progressively assessing the full life cycle, from raw-material selection and design through production, use and disposal. FLO develops recyclable or compostable solutions, or solutions aligned with specific use and end-of-life requirements, taking account of performance, applicable rules and the actual conditions of collection, recycling or treatment systems.

The Group applies ecodesign principles to product design and development, working with customers and suppliers to identify materials, structures and configurations that meet application needs, reduce resource use where possible, improve compatibility with post-consumer recovery routes and align product design, environmental information and end-of-life management.

This approach involves several corporate functions and provides continuous oversight of materials, technologies, performance and compliance. Circularity is not treated as a single standardised choice, but as a process of progressive improvement based on material selection, product design, end-of-life assessment and dialogue with customers, suppliers and value-chain stakeholders.

WHAT DOES ECODESIGN MEAN?

Ecodesign considers a product's functional performance together with its environmental impacts throughout the life cycle. It covers not only CO2 emissions, but also resource use, material selection, production, use, end of life and interactions with collection, recycling or treatment systems.

Life cycle assessment (LCA) is one tool supporting ecodesign. It assesses environmental impacts across the stages of a product's life cycle and compares design alternatives on a stronger technical basis.

For the FLO Group, LCA supports product-development decisions and market dialogue. In recent years the Group has trained LCA experts and developed internal studies to strengthen its ability to assess design choices and respond to customer needs.



Materials And Resource Circularity

GRI 3-3, GRI 301-1, GRI 301-2

MATERIALS USED BY WEIGHT OR VOLUME AND RECYCLED INPUT MATERIALS USED

In 2025 the FLO Group used a total of 47,856.5 tonnes of materials, down from 53,874.6 tonnes in 2024 and 57,120.3 tonnes in 2023. The figure includes raw materials used in production and packaging materials, reflecting changes in volumes, material mix and product configurations across the reporting scope.

Recycled materials accounted for 17.75% of raw materials in 2025, up from 16.05% in 2024 and 13.75% in 2023, showing progressively greater use of secondary raw materials.

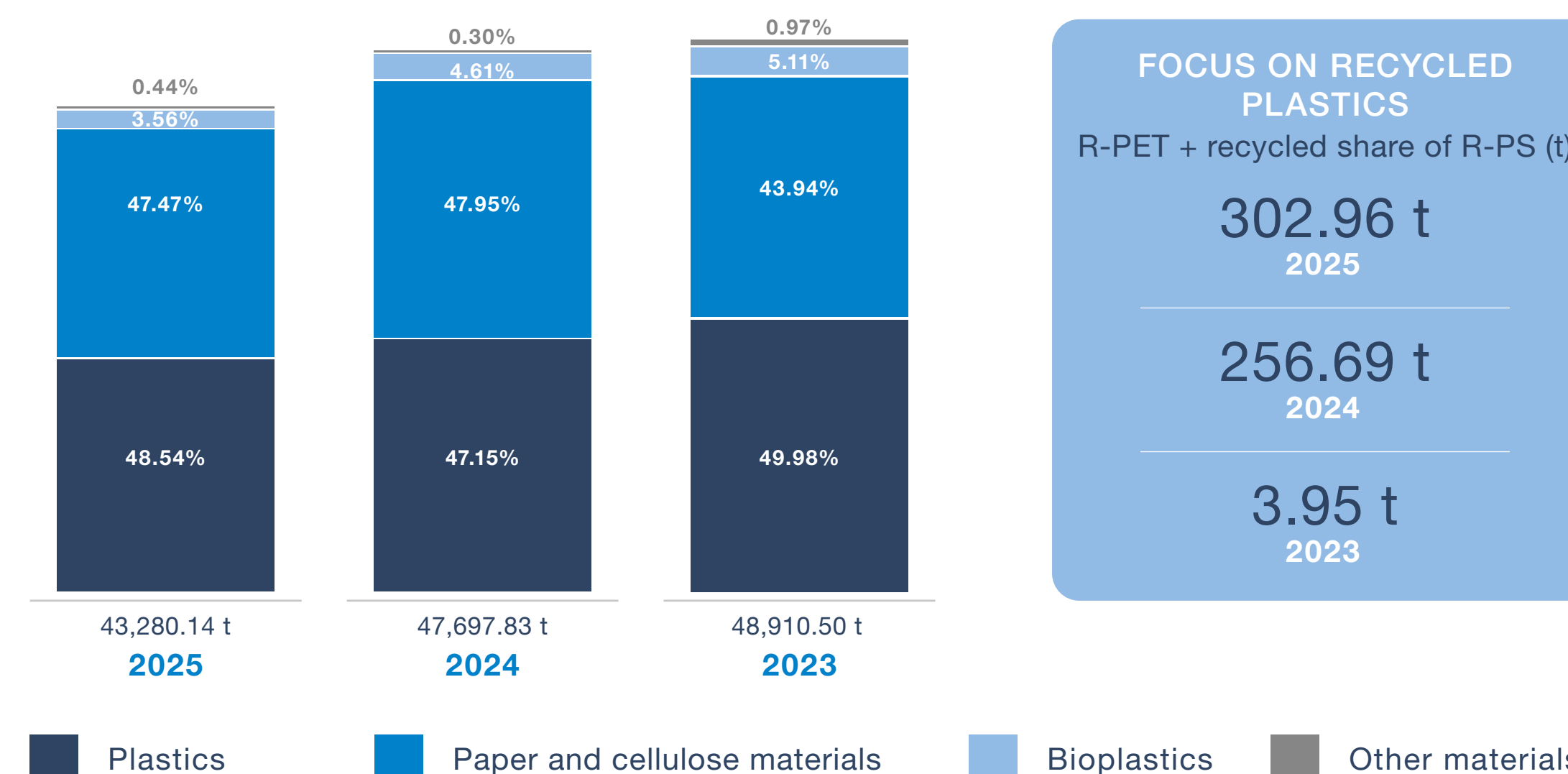
Materials from renewable sources totalled 26,094.60 tonnes, or 54.53% of all materials used. The share remained above half of the total, although below the 59.48% recorded in 2024.

Overall, the data reflect an industrial model combining paper, paperboard, coated or laminated solutions, conventional polymers and recycled materials, selected according to performance, food safety and customer applications.

TYPE	UNIT	2025	2024	2023
Raw materials	t	43,280.14	47,697.83	48,910.50
Packaging materials	t	4,576.41	6,176.81	8,209.76
Total materials used	t	47,856.55	53,874.64	57,120.26
Recycled raw materials	t	7,682.69	7,656.86	6,725.35
% recycled raw materials	%	17.75%	16.05%	13.75%
Materials from renewable sources	t	26,094.60	32,045.75	31,620.90
% renewable materials / total	%	54.53%	59.48%	55.36%
Materials from non-renewable sources	t	21,761.95	21,828.89	25,499.35
% non-renewable materials / total	%	45.47%	40.52%	44.64%

RAW MATERIAL MIX | 2023–2025

Percentage composition of raw materials used



Product quality, safety and traceability

GRI 3-3, GRI 416-1, GRI 416-2, GRI 417-1, GRI 417-2, GRI 417-3
CUSTOMER HEALTH AND SAFETY, PRODUCT INFORMATION AND LABELING,
AND MARKETING COMMUNICATIONS

Quality and food safety are central to the FLO Group's product oversight. Products are designed and developed to meet applicable regulatory requirements, particularly those for materials and articles intended to come into contact with food, and to provide customers with compliant, safe solutions suited to different applications.

Oversight is based on management systems, control procedures and checks throughout production. At each Group company, the traceability system covers the raw materials and components used to manufacture products; its effectiveness is also tested through market withdrawal and/or recall simulations conducted at least annually.

The Group provides clear information in line with applicable regulations so that products can be correctly identified and used safely. Accompanying information covers suitability for contact with different foods, temperatures of use, materials, recycling codes and correct end-of-life disposal, including through environmental labelling.

All manufactured and purchased items undergo the checks required by law and, where necessary, additional controls. These include chemical, physical and microbiological testing, checks on food-contact and technological suitability, monitoring of possible microbiological contamination, and dimensional or mechanical testing according to product type.

In 2025 the FLO Group's Business Operator team comprised seven people at the Italian sites, all registered with AIBO-FCE, the Italian Association of Business Operators - Food Contact Experts. The team oversees food-contact compliance and correct material composition in new-product development.

No incidents of non-compliance relating to product food safety, labelling or marketing communications were identified during the reporting period.

QUALITY AND SAFETY SAFEGUARDS



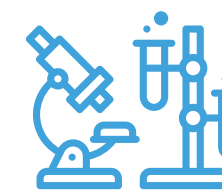
TRACKING AND TRACEABILITY

Extended to raw materials and components used in production, with market withdrawal and/or recall simulations at least annually.



LABELLING AND INFORMATION

Food-contact suitability, temperatures of use, materials, recycling codes and correct disposal instructions.



ANALYTICAL PLAN AND INTERNAL LABORATORIES

Regulatory and additional checks supported by Parma's applied-research laboratory and FCPLAB Verona. Parma supports material studies, prototyping and finished-product performance testing; FCPLAB Verona conducts chemical, physical-mechanical and microbiological analyses of food packaging and food-contact articles.



BUSINESS OPERATORS

Seven people at the Italian sites in 2025, registered with AIBO-FCE, oversee food-contact compliance and material composition.



NON-COMPLIANCE

No incidents concerning food safety, labelling or marketing communications were identified in the reporting period.

Responsible management of product end of life

GRI 3-3, GRI 301

MATERIALS MANAGEMENT, RECYCLABILITY, COMPOSTABILITY AND CORRECT DISPOSAL

Managing product end of life is an important part of the FLO Group's circular-economy strategy. Oversight extends beyond internal production to how products are used, sorted, collected, recycled or treated after use by the final consumer.

The Group promotes clear, compliant communication to support correct use and end-of-life management. Environmental labelling helps customers and consumers identify materials and dispose of products correctly in line with applicable rules.

Since 2008 the Group has offered products made from compostable bioplastics, certified with TÜV Austria's OK Compost Industrial mark under European standard EN 13432. These products are designed for industrial composting under controlled conditions of temperature, humidity and microorganisms.

Group companies have also obtained permission to use the Aticelca mark for selected paperboard and plant-fibre products. The scheme assesses the recyclability of cellulose-based materials in industrial paper processes through analytical testing, supporting more reliable communication of recyclability levels.

The first Aticelca authorisation was obtained in 2020, with an A rating for PE-laminated paperboard cups. The Group subsequently expanded the number of authorisations to a total of 10 across FLO and ISAP products.

FLO		
	PE-laminated paperboard cups	A
	Plant-fibre tableware	A+
	Paper cups with inorganic coating	A
ISAP		
	PE-laminated paperboard cups	A
	PLA-laminated paperboard cups	B
	Paperboard cups with water-based treatment	A
	Plant-fibre plates NP	A+
	Paper plates with Qwarzo®	A+
	Paper cups with Qwarzo®	A
	Paper cutlery with Qwarzo®	A



A PRACTICAL CIRCULARITY MODEL

RiVending is a circular-economy programme promoted by CONFIDA, COREPLA and UNIONPLAST to recover and recycle cups, plastic stirrers and PET bottles from vending machines. Dedicated containers improve collection and recycling quality.

Its goal is to turn used cups into new cups, creating a lower-waste loop in which plastic is returned to production.

R-Hybrid supports the programme with a recyclable vending cup designed to reduce environmental impact.

A multimaterial portfolio for diverse markets

GRI 2-6, GRI 3-3
ACTIVITIES, PRODUCT PORTFOLIO, MATERIALS AND MARKETS SERVED

The FLO Group portfolio includes products and solutions for food service, the food industry and food & beverage, including vending, coffee capsules, yoghurt packaging, single-serve food packaging for jams and spreads, containers, cups, tableware, lids, trays, stirrers, cutlery and napkins.

The range reflects the Group’s multimaterial profile, combining conventional and recycled polymers, paper, paperboard, biopolymers and plant fibres.

This breadth supports different applications according to market channel, required performance, food safety, regulatory compliance and end-of-life conditions. It is a distinctive feature of FLO’s industrial model and the basis for solutions supporting material transition and the circular economy.

PRODUCT	PAPER / PAPER + PE/ PLA	PAPER / PAPER + QWARZO	BIOPOLYMERS PLA / C-PLA	R-PET	R-PS	PET	PP	PS	PLANT FIBRES	WOOD
Cups										
Capsules										
Single-serve food packaging										
Containers										
Yoghurt packaging										
Lids										
Salad bowls										
Stirrers										
Plates										
Cutlery										
Napkins										
Trays										

Note to the materials matrix
The abbreviations identify the main material families used across the portfolio: PET, polyethylene terephthalate; PP, polypropylene; PS, polystyrene; R-PET, recycled PET; R-PS, recycled polystyrene; PLA, polylactic acid. The matrix is descriptive and provides a qualitative summary of the principal product/material combinations; it has no quantitative meaning.

Product solutions supporting the transition

GRI 3-3, GRI 301

MATERIALS MANAGEMENT, INNOVATION, RECYCLABILITY AND COMPOSTABILITY

The FLO Group's innovation pathway translates into solutions responding to regulatory developments, customer requirements and growing market attention to materials, recyclability, compostability and end-of-life management.

The Alpha line is a leading application of the Group's multimaterial strategy: a range designed to offer alternatives to single-use plastic in food service, combining functionality, food safety, recyclability and attention to material composition.



alpha
QWAZZO SUSTAINABLE TECHNOLOGY

INNOVATION IN PAPER FOR FOOD SERVICE

Alpha is a range of paper products for food service developed with Qwarzo®, a silica-based coating that makes paper water-resistant and durable without compromising recyclability in the paper stream. The line includes cups made at Fontanellato, Ruitz and Catania, and plates and cutlery made at Verona.

Developed in response to changing single-use-product rules and demand for alternatives to plastic, Alpha products are plastic- and PFAS-free and use renewable raw materials. The range supports food safety and functionality together with several end-of-life routes, including industrial and home composting and, where compatible, paper collection.

Development was supported by R&D and a dedicated cross-company Alpha Team, which coordinated sites, transferred expertise and progressively standardised the knowledge required to produce and manage the range. FCPLAB also conducted safety and quality checks to validate product performance and material compliance.



Product solutions supporting the transition

GRI 3-3, GRI 301

GEA AND KEYGEA: MATERIALS AND COMPOSTABILITY IN SINGLE-SERVE COFFEE

Gea® is FLO's compostable capsule line for the single-serve coffee market. Made from Ingeo™ PLA - a biopolymer derived from renewable plant resources - and paper, the capsules are designed to break down under industrial composting conditions while delivering suitable in-cup performance, aroma, taste and ease of use.

The line supports circular-bioeconomy solutions by reducing waste from conventional capsules and recovering value at end of life through industrial composting. Residual coffee grounds also enrich the compost, linking product use to the biological cycle.

In 2023, Wageningen Food & Biobased Research - Wageningen University & Research studied the environmental impact and circularity of capsules compatible with the Nespresso system. Comparing raw materials, end-of-life scenarios and residual coffee grounds, the study found that Gea's lightweight structure and low material use delivered the lowest greenhouse-gas impact and a 100% material circularity indicator (MCI), the maximum under Ellen MacArthur Foundation criteria.

In 2025 the Gea range expanded with KeyGea, a new-generation compostable capsule compatible with the K-Cup® system and designed for the North American market. Made from crystallised

PLA and paper, it extends the line's technical and commercial reach with a sustainable, high-performance solution for established single-serve coffee markets.

KeyGea also marks the international launch of a FLO-owned brand, expressing a vision that combines innovation, environmental awareness and adaptability to different markets. Its name joins Key - the key to innovation - with Gea, the Earth, symbolising life and regeneration.

With KeyGea, FLO strengthens its coffee-sector innovation pathway and completes its single-serve food-packaging offer with compostable solutions

for multiple applications. Expertise developed for compostable capsules and containers also serves products such as creams, jams, spreads and other portioned foods, responding to demand for compostable materials, food safety and correct end-of-life management.



Product solutions supporting the transition

GRI 3-3, GRI 301

R-HYBRID: POST-CONSUMER RECYCLED MATERIALS IN VENDING



R-Hybrid is FLO's vending cup made with post-consumer recycled polystyrene. Launched in late 2023 and officially added to the range in 2024, it is the latest development of the Hybrid line, introduced in 2012 and progressively optimised through ecodesign to reduce weight and use materials efficiently.

The project results from value-chain collaboration between FLO, Versalis, Styrenics Circular Solutions and the Fraunhofer Institute to validate recycled PS in food packaging using a multilayer structure with a functional barrier.

R-Hybrid has an ABA structure: recycled polystyrene in the inner layer and virgin polystyrene in the outer layers, which act as a functional barrier. This reduces virgin raw-material use while maintaining the quality, performance and food-contact safety standards required.

The solution recovers post-consumer polystyrene as a secondary raw material and supports more circular models, particularly in vending.

THE BENEFITS OF R-HYBRID

- » **MATERIAL VALUE PRESERVED**
Post-consumer polystyrene is reused in new food-packaging applications.
- » **LESS VIRGIN RAW MATERIAL**
The multilayer structure incorporates R-PS while maintaining safety and performance.
- » **OPTIMISED RECYCLABILITY**
Designed to support post-consumer recovery of the material. In 2025 FLO also began developing a new lightweight cup made with food-contact-grade R-PS. The project is part of the vending range's innovation pathway and is scheduled for market launch in the second half of 2026.



04 ENVIRONMENTAL IMPACTS: OVERSIGHT, MONITORING AND PERFORMANCE

Managing environmental impacts is an integral part of the FLO Group's operating model. It directly concerns resource efficiency, emissions control and the proper management of water and waste flows.

This chapter presents the Group's consolidated environmental performance for 2023–2025, with reference to the GRI disclosures on energy, emissions, water and waste.



Group environmental management

GRI 3-3 MANAGEMENT OF MATERIAL TOPICS: ENVIRONMENTAL OVERSIGHT AND MA- NAGEMENT SYSTEMS

The FLO Group's plants operate under the authorisations required by local legislation and in accordance with the environmental constraints applicable to their activities.

FLO, FLO Europe and ISAP support this oversight through environmental management systems certified to ISO 14001:2015. These systems enable the companies to identify and systematically monitor the environmental aspects associated with their production sites and activities.

Site and process analysis is an essential component of environmental management. It identifies the main interactions with environmental media and defines responsibilities, procedures and controls proportionate to potential impacts.

The Parma, Verona, Catania and Ruitz plants monitor specific indicators covering the main production inputs and outputs, including energy consumption, resource use, emissions, discharges and waste. This standardisation provides the basis for continual improvement in environmental performance and the progressive reduction of impacts.

GRI 3-3, GRI 302-1 MANAGEMENT OF MATERIAL TOPICS AND ENERGY CONSUMPTION WITHIN THE ORGANIZATION

The FLO Group's energy consumption is mainly associated with operating production equipment and auxiliary systems and, to a lesser extent, lighting, domestic hot-water production, and heating and cooling workplaces. It also includes fuel used by the company vehicle fleet.

The Group's plants use both primary and secondary energy sources. Natural gas is used particularly to generate electricity at the Parma site and, across the plants, for heating and service requirements. Electricity purchased from the grid powers production equipment and other operational uses.

The Group systematically monitors energy consumption at its sites to identify the main areas of demand and assess energy-efficiency measures. At the Italian sites, this oversight is also supported by the Energy Audit required every four years under Legislative Decree 102/2014.

GRI 3-3, GRI 305-1, GRI 305-2 MANAGEMENT OF MATERIAL TOPICS AND SCOPE 1 AND SCOPE 2 GHG EMIS- SIONS

Climate change is one of the main sources of environmental pressure worldwide and is closely linked to greenhouse gas emissions from human activities, particularly fossil-fuel use and energy consumption.

For the FLO Group, reported emissions are primarily associated with energy consumption at production sites. They comprise direct Scope 1 emissions from natural gas, LPG, diesel and petrol, and energy indirect Scope 2 emissions from electricity purchased from the grid.

Scope 2 emissions are calculated using the two approaches established by the GHG Protocol Scope 2 Guidance: location-based, which applies average grid factors for the countries in which the Group operates; and market-based, which reflects available contractual instruments, including Guarantees of Origin for electricity from renewable sources.

GRI 3-3, GRI 302-1, GRI 305-1, GRI 305-2 ENERGY CONSUMPTION AND SCOPE 1 AND SCOPE 2 GHG EMISSIONS

Energy consumption and emissions are reported together because fuel use and purchased electricity are the Group's main emission drivers.

Monitoring consumption by energy source therefore provides the basis for calculating Scope 1 and Scope 2 emissions and for interpreting environmental performance in relation to production activity, the energy mix and available contractual instruments, including Guarantees of Origin.

The following slide presents consolidated energy-consumption and GHG-emissions data for 2023–2025, together with the main methodological notes applied.

Energy consumption: data and three-year trends

GRI 302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION

The FLO Group’s energy consumption is mainly associated with operating production equipment and auxiliary systems and, to a lesser extent, lighting, domestic hot-water production, and heating and cooling workplaces. It also includes fuel used by the company vehicle fleet.

Energy monitoring is supported by systematic analysis of the main areas of demand. At the Italian sites, the Energy Audit required every four years under Legislative Decree 102/2014 helps identify efficiency and performance-improvement opportunities. At the French site in Ruitz (FLO Europe), an energy management system certified to ISO 50001 is in place.

At the Parma site, part of the electricity consumed is generated internally by a natural-gas-fired trigeneration plant installed in 2015. The plant helps meet the site’s electricity demand and supports the cooling of process water and production areas.

In 2025, the Group’s total energy consumption was 263,976.68 GJ, down 3.2% compared with 2024.

The decrease was mainly attributable to lower grid-purchased electricity (-3.1%) and natural gas consumption (-4.0%), against a backdrop shaped by business performance, developments in the markets served and the different contributions of individual sites to the consolidated figure.

The site breakdown confirms that energy consumption is concentrated at the plants with the highest production intensity: **in 2025, Parma and Verona together accounted for 73% of the Group’s energy consumption.** This reflects differences in industrial configuration, the weight of production processes and, at Parma, the natural-gas-fired trigeneration plant.

Consumption trends should also be considered in light of the gradual rebalancing of the Group’s production mix and the different energy intensity of the technologies used at each plant. The move towards a multimaterial portfolio requires integrated monitoring that considers not only production volumes but also process characteristics, the materials processed and the industrial solutions adopted.

Consolidated energy data also provides the basis for interpreting GHG emissions, which are directly linked to fuel use and purchased electricity.

GROUP ENERGY CONSUMPTION

ENERGY SOURCE	UNIT	2025		2024		2023	
		original value	GJ	original value	GJ	original value	GJ
Fuels from non-renewable sources							
Diesel	Litres	79,363.13	2,836.22	81,507.29	2,912.84	86,265.07	3,082.87
Petrol	Litres	20,125.68	669.82	23,773.77	791.24	14,299.50	475.92
LPG	kg	1,404.00	64.50	1,105.00	50.77	3,003.00	137.97
Natural gas	Sm³	3,312,050.38	120,290.66	3,423,500.32	124,338.42	3,072,840.67	111,602.78
Total fuels from non-renewable sources			123,861.21		128,093.27		115,299.54
Grid-purchased electricity	kWh	38,920,966.00	140,115.48	40,159,776.00	144,575.19	44,470,446.00	160,093.61
of which from renewable sources	kWh	10,049,609.00	36,178.59	9,469,809.00	34,091.31	-	-
Total energy consumption within the Group			263,976.68		272,668.46		275,393.14

Methodological note | GRI 302-1
Energy consumption is reported in accordance with GRI 302-1 and includes fuels used directly, electricity purchased from the grid and other energy sources consumed within the organization. The Parma site has a natural-gas-fired trigeneration plant. When calculating total energy consumption, the natural gas used by the plant is included among fuels consumed; self-generated and self-consumed electricity is monitored as management information, avoiding double counting of the same energy content. For details of the energy-conversion factors, units of measurement and methods used to determine vehicle-fleet fuel volumes, see the dedicated methodological section on p. 60.

GHG emissions: data and three-year trends

GRI 305-1, GRI 305-2 DIRECT (SCOPE 1) AND ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

The FLO Group's reported GHG emissions are mainly associated with energy consumption at production sites and include direct Scope 1 and energy indirect Scope 2 emissions.

Scope 1 emissions arise from fuels consumed directly by the organization: natural gas, LPG, diesel and petrol, together with any F-gases.

Scope 2 emissions are associated with electricity purchased from the grid and are calculated using both the location-based and market-based approaches. Emissions are reported in CO₂e; the individual gas components are not reported separately.

Distinguishing between the two approaches shows both the emissions associated with the average electricity-grid mix in the countries where the Group operates and the effect of available contractual instruments, including Guarantees of Origin for electricity from renewable sources.

GRI 305-1, GRI 305-2 DIRECT (SCOPE 1) AND ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

In 2025, direct Scope 1 emissions were mainly associated with natural gas, which accounted for 95% of the Group's total Scope 1 emissions. The remainder arose from vehicle-fleet fuels, LPG and any F-gases, whose combined contribution was marginal.

Other indirect Scope 3 emissions are not included in the quantitative 2025 reporting boundary. The Group nevertheless recognises the importance of this topic, including in relation to environmental studies based on LCA and product life-cycle assessments, and may consider progressively expanding its climate-reporting boundary in future reporting periods.

For details of the conversion and emission factors applied, the gases reported and the consolidation approach, see the dedicated methodological note on p. 60.

SCOPE 1 EMISSIONS

ENERGY SOURCE	2025		2024		2023	
	tCO ₂ eq	%	tCO ₂ eq	%	tCO ₂ eq	%
Natural gas	6,774.53	94.5%	7,002.50	96.1%	6,285.25	93.5%
LPG	4.13	0.1%	3.25	–	8.83	0.1%
Diesel	211.23	2.9%	216.94	3.0%	229.60	3.4%
Petrol	47.37	0.7%	55.96	0.8%	33.66	0.5%
F-gases / other direct sources	131.40	1.8%	8.12	0.1%	162.40	2.4%
Total Scope 1	7,168.66	100%	7,286.76	100%	6,719.73	100%

SCOPE 2 EMISSIONS

ENERGY SOURCE	2025	2024	2023
	tCO ₂ eq	tCO ₂ eq	tCO ₂ eq
Energy indirect (Scope 2), location-based	10,493.92	10,993.90	12,154.73
Energy indirect (Scope 2), market-based	10,859.62	11,746.24	17,582.12
Total Scope 1 + Scope 2, location-based	17,662.59	18,280.66	18,874.46
Total Scope 1 + Scope 2, market-based	18,028.28	19,032.99	24,301.85

Water resources: three-year withdrawal, discharge and consumption trends

GRI 3-3, GRI 303-1, GRI 303-3 MANAGEMENT OF MATERIAL TOPICS, IN- TERACTIONS WITH WATER AS A SHARED RESOURCE AND WATER WITHDRAWAL

Water is required at the FLO Group’s production sites for both general services and production activities. Recognising the importance of this resource and the need to protect it, the Group manages water use through systems and operating practices designed to optimise consumption and, where possible, promote recovery within production processes.

Water-supply arrangements vary according to the characteristics of the five plants and the uses made of water in each production setting.

The Parma site holds a permit to withdraw water from a private well for production processes and cooling the cogeneration/trigeneration plant. The public water network supplies offices, changing rooms, toilets and fire-protection systems.

At Verona, a private well supplies water for production, while the public network supplies offices, changing rooms, the canteen, toilets and the fire-protection system.

The Catania, Ruitz and Wrexham plants use their respective public water networks for production, toilets and fire-water reserves.

Water withdrawals are reported in cubic metres and broken down by source in accordance with GRI 303-3. The table presents consolidated data for 2023–2025, distinguishing between groundwater/private-well withdrawals and third-party/public-water withdrawals.

GRI 303-3, GRI 303-4, GRI 303-5 WATER WITHDRAWAL, WATER DISCHARGE AND WATER CONSUMPTION

In 2025, the FLO Group’s total water withdrawal was 91,666 m³, equivalent to 91.67 ML, down from 2024. Consolidated water discharge was 73,332.16 m³, or 73.33 ML, while water consumption was 18,950 m³, equivalent to 18.95 ML.

The data should be interpreted in light of the different production-site configurations and site-specific methods used to measure or estimate discharge. Consolidated data makes it possible to monitor changes in the Group’s water flows and progressively strengthen the quality of reported information.

Water withdrawn and discharged by the Group’s production plants is freshwater; no site within the reporting boundary is located in an area subject to water stress. At Verona, Catania and Wrexham, discharge also includes condensate generated by technical systems and equipment, reported separately as an “of which” item. This flow is neither a water withdrawal nor produced water under GRI 303 and, when calculating water consumption, is excluded from discharge attributable to previously withdrawn water.

WATER WITHDRAWAL AND DISCHARGE (m³)

	2025	2024	2023
Groundwater / private-well withdrawal	66,776.00	70,592.00	84,274.00
Third-party / public-water withdrawal	24,890.00	26,712.00	26,297.00
Total water withdrawal	91,666.00	97,304.00	110,571.00
Discharge to surface water	39,114.00	44,154.00	57,792.00
Discharge to groundwater / aquifer	9,881.16	9,789.20	8,949.00
Discharge to third parties / sewer / treatment plant	24,337.00	30,421.00	30,438.00
TOTAL WATER DISCHARGE	73,332.16	84,364.20	97,179.00
<i>of which condensate from technical systems</i>	616.16	556.20	500.00
TOTAL WATER CONSUMPTION	18,950.00	13,496.00	13,892.00

Methodological note | GRI 303-3, GRI 303-4, GRI 303-5
Water withdrawal, discharge and consumption are reported in cubic metres. Withdrawals are classified by source in accordance with GRI 303-3; discharges are classified by destination in accordance with GRI 303-4. Water discharge is recorded using measurements available at each site or, where dedicated meters are not available, site-specific estimates consistent with actual water uses and available technical information. The category “discharge to groundwater / aquifer” is retained in line with GRI 303-4 terminology and, at certain sites, includes service water treated in Imhoff tanks according to the technical classification used in data-collection sheets. It should not be understood as a direct discharge into groundwater, but as a representation of the site’s authorised treatment and discharge system.

Waste: management, recovery and monitoring

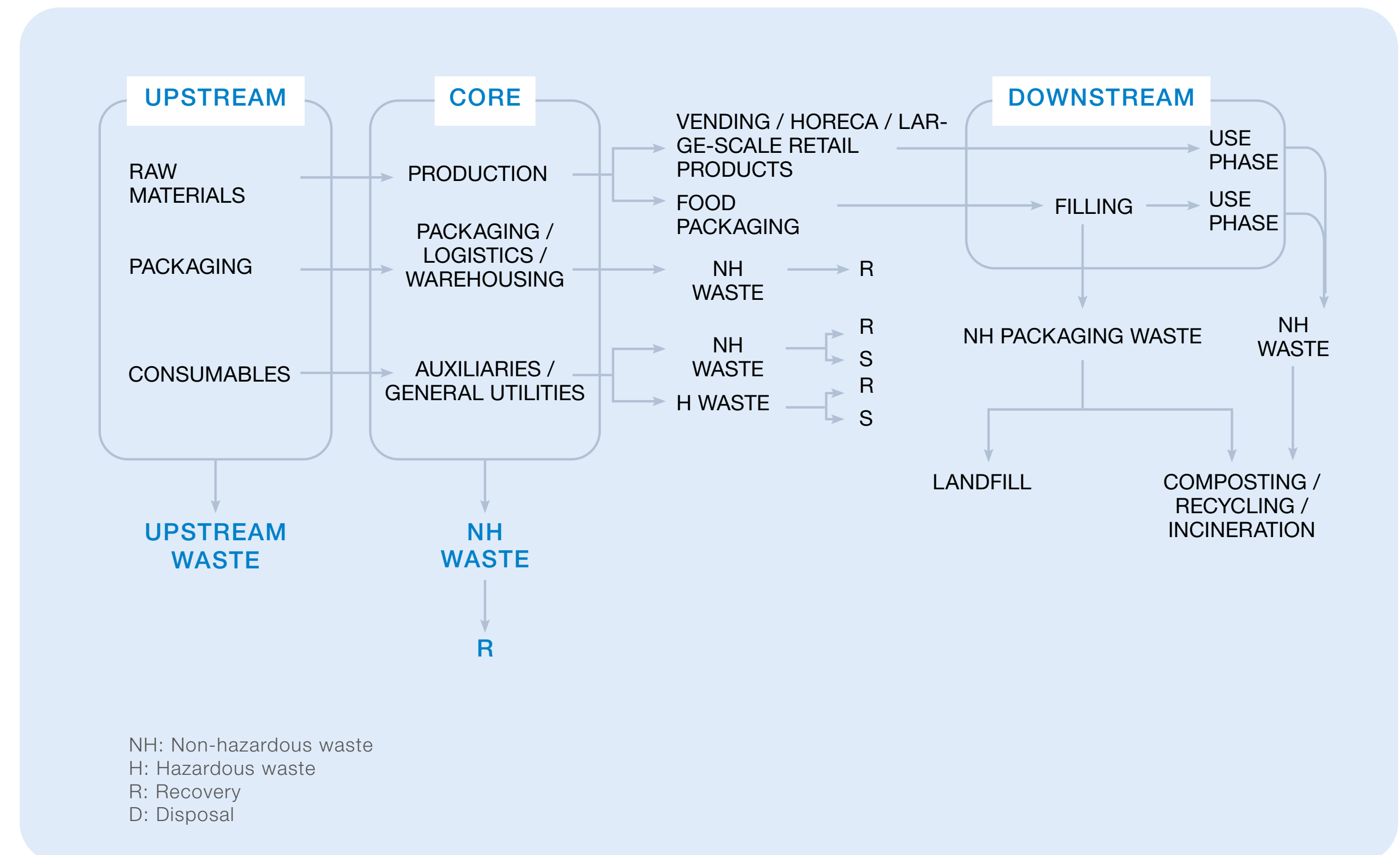
GRI 3-3, GRI 306-1, GRI 306-2

MANAGEMENT OF MATERIAL TOPICS AND SIGNIFICANT WASTE-RELATED IMPACTS

Waste management across the FLO Group complies with the legislation applicable in the countries where its production sites operate. It is based on monitoring quantities generated, correctly identifying waste streams and appointing authorised operators for recovery, storage or disposal.

Waste generated at the sites mainly arises from production processes, packaging activities, internal logistics and maintenance. Waste types are identified using European Waste Catalogue codes or equivalent classifications, collected in dedicated containers, temporarily stored in authorised on-site areas and subsequently transferred to qualified external operators.

Operational management is overseen at individual-site level, in line with the activities performed and applicable authorisations. The Group's general direction is to reduce waste generated by production processes, improve the traceability of recovery and disposal destinations and, where possible, align management practices across its plants.



Waste: data and three-year trends

GRI 306-3, 4, 5
WASTE GENERATED, WASTE DIVERTED FROM DISPOSAL AND WASTE DIRECTED TO DISPOSAL

WASTE TYPE (t)									
	2025			2024			2023		
	Generated	Diverted from disposal	Directed to disposal	Generated	Diverted from disposal	Directed to disposal	Generated	Diverted from disposal	Directed to disposal
Non-hazardous	4,877.76	4,640.69	237.06	4,688.16	4,561.95	126.21	4,861.58	4,747.16	114.42
Hazardous	256.82	85.50	171.32	272.78	105.37	167.40	261.04	122.40	138.65
Total	5,134.58	4,726.20	408.39	4,960.94	4,667.33	293.61	5,122.62	4,869.56	253.07

Methodological note | [GRI 306-3](#), [GRI 306-4](#), [GRI 306-5](#)
Waste data is reported in tonnes and consolidated by waste type, distinguishing hazardous and non-hazardous waste, and by destination, distinguishing recovery and disposal. Recovery and disposal operations are reported according to GRI 306-4 and GRI 306-5 and take place at authorised external sites. Data is collected at production-site level from available records and consolidated at Group level.

GRI 306-3, GRI 306-4, GRI 306-5 WASTE GENERATED, WASTE DIVERTED FROM DISPOSAL AND WASTE DIRECTED TO DISPOSAL

In 2025, the FLO Group generated 5,134.58 t of waste, an increase compared with 2024 and broadly in line with 2023. The vast majority was non-hazardous waste, amounting to 4,877.76 t, while hazardous waste totalled 256.82 t.

Most waste generated was diverted from disposal: in 2025, 4,726.20 t, approximately 92% of the total, was recovered. Recovery mainly concerned non-hazardous waste and took place through preparation for recycling, recycling and other recovery operations at authorised external sites.

Waste directed to disposal totalled 408.39 t in 2025, up on the previous two years. This increase was mainly due to specific non-hazardous streams associated with paper-tableware printing processes at the Parma, Verona and Catania sites. Both non-hazardous and hazardous waste streams were managed by authorised external operators, mainly through landfill and other disposal operations. No on-site recovery or disposal operations were carried out.

Waste trends reflect the different contributions of production sites, the mix of activities and the management methods applicable to different waste types. Qualified operators manage these streams and, where possible, direct them to recovery operations, supporting improved destination traceability and reduced reliance on disposal.

05 PEOPLE AND SKILLS SUPPORTING THE INDUSTRIAL MODEL

People are an essential component of the FLO Group's industrial model and contribute to process quality, operational continuity and the ability to respond to market needs.

This chapter presents the main data on the workforce, training, occupational health and safety, welfare and relations with local communities.



Group workforce

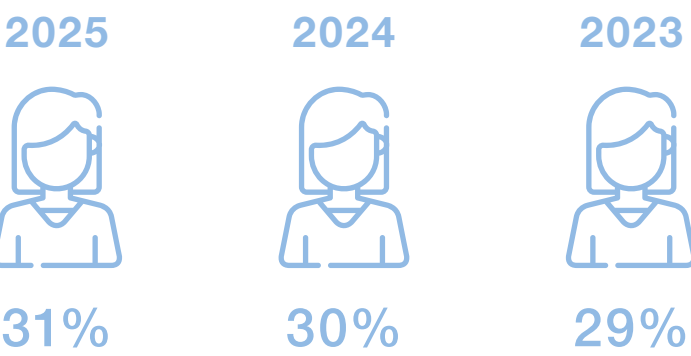
GRI 3-3, GRI 2-7, GRI 2-8, GRI 405-1
PEOPLE MANAGEMENT AND WORKFORCE COMPOSITION

Over the years, the FLO Group has grown not only from an industrial standpoint but also in terms of skills, professional expertise and organisational complexity. The development of the multimaterial model, the expansion of the Group's international presence and the strengthening of its corporate structure have required the progressive development of Group functions and management capabilities.

Following Nextalia Capitale Rilancio's investment in 2025, FLO entered a new phase of development, whose effects will become fully visible from 2026. People are central to this journey, supporting operational continuity, process quality, integration between Group companies and business development.

At 31 December 2025, the Group had 669 employees, slightly fewer than in the previous two years. Permanent and full-time employment relationships continued to prevail; women represented around 30% of the total workforce throughout the three-year period.

WOMEN AS % OF TOTAL



EMPLOYEES AS OF 31/12

	2025			2024			2023		
			tot.			tot.			tot.
TOTAL	461	208	669	481	202	683	490	205	695
Permanent contracts	458	205	663	476	200	676	485	202	687
Temporary contracts	3	3	6	5	2	7	5	3	8
Full-time	455	191	646	476	185	661	486	188	674
Part-time	6	17	23	5	17	22	4	17	21
Production workers	385	132	517	386	128	514	397	128	525
Office employees	62	73	135	61	66	127	59	70	129
Managers	14	3	17	34	8	42	34	7	41

GRI 2-7 PROFESSIONAL STRUCTURE OF EMPLOYEES

The workforce reflects the Group's industrial profile. Production workers oversee manufacturing, equipment operation, logistics and production support; office employees perform administrative, commercial, technical, quality, environment, safety, procurement and planning functions; managers coordinate strategic, management and operational areas.

Employees of the Italian companies are covered by the Rubber and Plastics National Collective Labour Agreement. In France, the Convention Collective Nationale de la Plasturgie applies. In the United Kingdom, working conditions are governed by applicable legislation, individual employment contracts and, where present, company agreements or employee consultation arrangements.

Workers who are not employees mainly support operational and production activities, including seasonal peaks.

NOT EMPLOYEES AS OF 31/12

	2025			2024			2023		
			tot.			tot.			tot.
TOTAL	22	18	40	30	24	54	41	15	56

Workforce Diversity

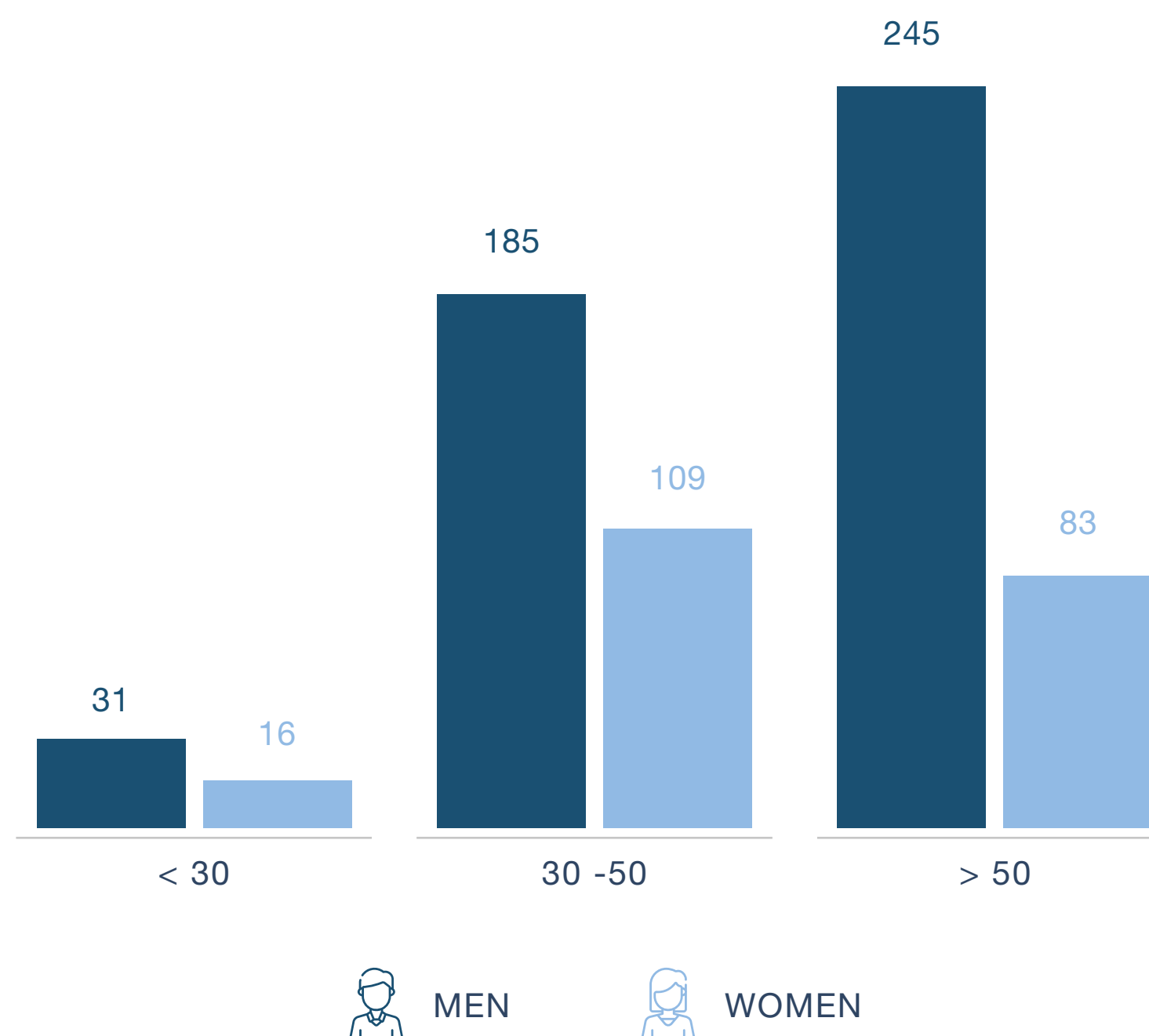
GRI 3-3, GRI 405-1

WORKFORCE COMPOSITION BY GENDER, AGE AND EMPLOYEE CATEGORY

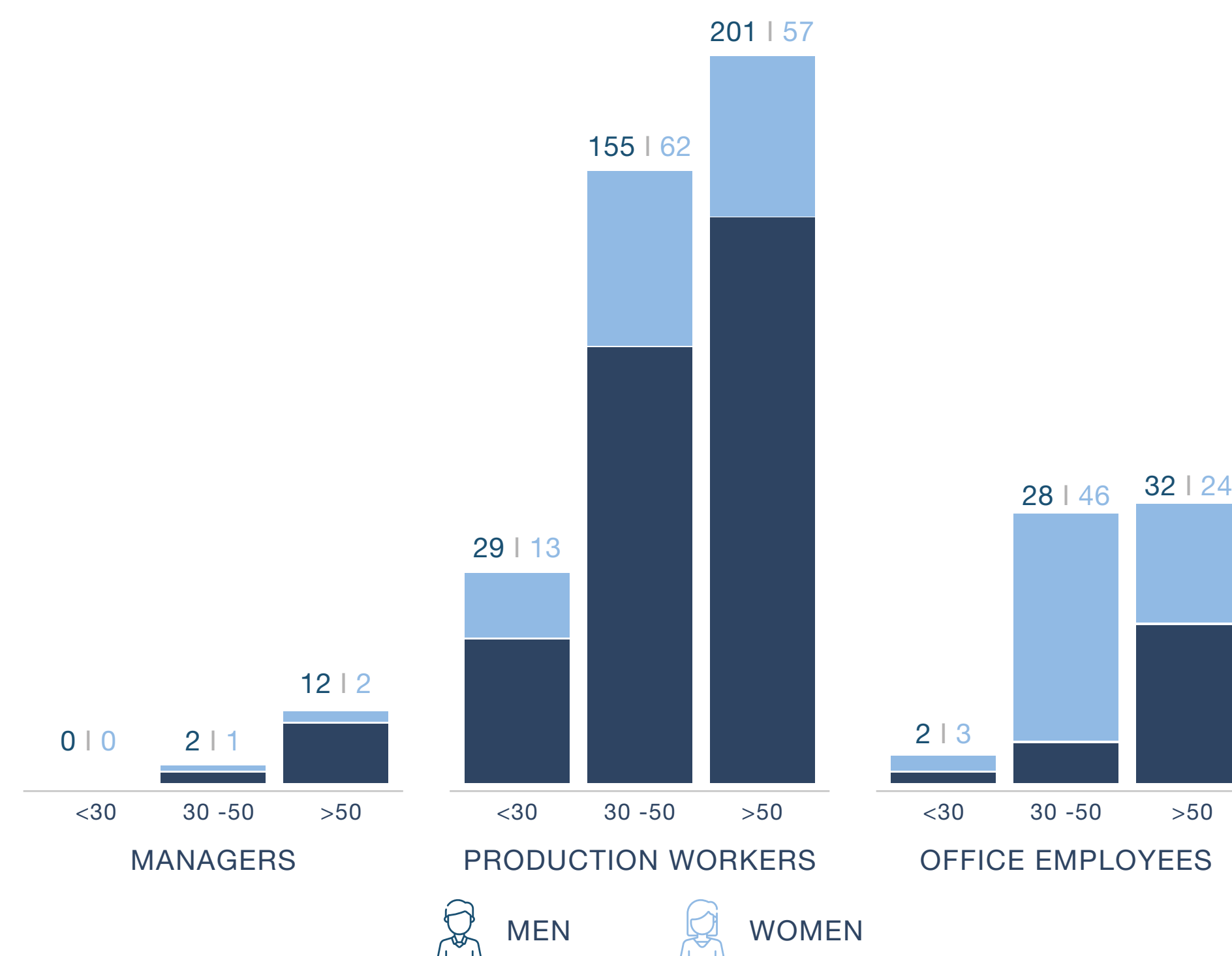
The FLO Group monitors workforce composition by gender, age group and employee category to represent the structure of its employee population and track changes over time. The data makes it possible to assess how skills are distributed across roles and progressively oversee inclusion, generational balance and equal opportunity.

In 2025, employees were concentrated mainly in the 30–50 and over-50 age groups, reflecting the established operational and technical expertise present at the Group's production sites. Production workers represented the largest employee category, consistently with the industrial nature of the Group's activities.

WORKFORCE 2025: AGE GROUP AND GENDER



2025 WORKFORCE BY AGE GROUP, OCCUPATIONAL CATEGORY, AND GENDER



Methodological note

For readability, the charts show 2025 data. Detailed figures for 2024 and 2023 are provided in the GRI information tables at the end of the Report.

People management, benefits and welfare

GRI 3-3, GRI 401-1, GRI 401-2, GRI 401-3 EMPLOYMENT RELATIONSHIP, BENEFITS AND WELFARE

The FLO Group manages employment relationships through the relevant corporate functions and organisational tools designed to ensure continuity of skills, support for people and a positive working environment.

Hiring and termination trends are monitored to assess workforce developments, employee turnover and the Group's ability to retain appropriate skills across its operational, technical and management areas.

GRI 401-3 PARENTAL LEAVE

In 2025, 92 employees were entitled to parental leave. Twenty-three employees—14 women and 9 men—took leave and returned to work at the end of the leave period, representing a 100% return-to-work rate. The 12-month retention rate following return to work was 87%.

BENEFIT AND WELFARE

The Group promotes welfare measures and benefits tailored to the relevant national and company contexts, without differences between full-time and part-time employees. These initiatives include provisions established through collective bargaining, company-level collective agreements and supplementary measures adopted by individual Group companies. They aim to support employee well-being, work-life balance and a positive organisational climate.

For the Group's Italian companies, benefits and welfare include the measures provided for under the company-level collective agreement covering FLO and ISAP and the People Charter (Statuto della Persona). At Ruitz, measures reflect the applicable national and company context and broadly follow the ISAP approach, although no formal People Charter is in place.

The main measures include:

- a 10% supplement to optional parental-leave pay in addition to the INPS allowance;
- one additional day of paternity leave;
- an increase from three to four days of leave under Law 53/2000;
- four additional hours for personal or children's medical appointments, once other leave has been exhausted;

- one day of remote working per week for certain functions;
- meal vouchers or canteen service, where available;
- conversion of performance bonuses into welfare benefits;
- awards for completing training programmes and obtaining a master's degree;
- 25 additional study hours under the Rubber and Plastics National Collective Labour Agreement;
- an employee listening and support service.

Wrexham also offers Cycle to Work, annual leave above statutory minimums, an attendance bonus, meal vouchers and role-compatible remote working.

NEW HIRES / TERMINATIONS

	2025	2024	2023
New hires	78	75	81
Terminations	92	91	100
Average workforce	689.75	733.13	702.89
Turnover	25%	23%	26%

Methodological note: total turnover is calculated as the sum of new hires and terminations during the year divided by the average annual workforce.

Training and skills development

GRI 3-3, GRI 404-1, GRI 404-2
TRAINING AND PROFESSIONAL DEVELOPMENT

Training supports skills development and the FLO Group’s organisational evolution. In an industrial context characterised by complex production processes, product innovation, quality requirements and the management of environmental and safety aspects, professional development strengthens employees’ operational and management capabilities.

Training is provided across employee categories and includes mandatory, technical and management activities, with particular attention to quality, environment, occupational health and safety, operational skills, management capabilities and professional development. Reporting training hours enables the Group to monitor its commitment to skills development and the dissemination of knowledge suited to the needs of its sites and corporate functions.

In 2025, a total of 9,472.83 training hours were delivered, equivalent to an average of 14.16 hours per employee. Although lower than in 2024, which recorded an especially high volume of training, this figure remained above the 2023 level.

Training involved all main employee categories, with most hours delivered to production workers, in line with the Group’s industrial profile and its focus on operational, technical and safety skills.

	2025		2024		2023	
	h tot	h/employee	h tot	h/employee	h tot	h/employee
WOMEN						
	2,456.50	11.81	3,719.00	18.41	2,482.08	12.11
MEN						
	7,016.33	15.22	8,064.00	16.77	5,549.42	11.33
Managers	137.00	8.60	609.00	14.50	717.76	17.51
Office employees	1,698.75	12.58	1,238.00	9.75	1,440.12	11.16
Production workers	7,584.08	14.67	9,936.00	19.33	5,874.12	11.19
TOTAL	9,472.83	14.16	11,783.00	17.25	8,032.00	11.56

Training topics and skills development

GRI 404-2 PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS

In 2025, FLO Group training focused mainly on safety, production and general training, reflecting the industrial nature of the Group's activities and the need to manage production processes, operational skills and risk.

Alongside mandatory training, the Group promoted technical and management initiatives covering quality, environment, occupational health and safety, production, management capabilities and professional development. Other topics, including languages, laboratory activities and trade-union training, are shown separately in the table.

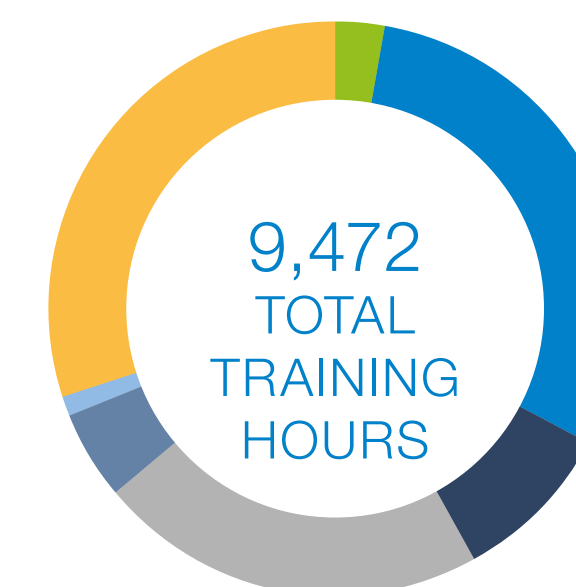
FOCUS | ALPHA TEAM: INTERNAL PROFESSIONAL DEVELOPMENT AND PRODUCT INDUSTRIALISATION

The Alpha Team project is an example of applied training and the development of internal skills.

In 2025, the programme supported knowledge transfer between functions, teamwork and employee involvement in innovation, improvement and product-industrialisation processes. It was particularly valuable when new solutions, materials or processes moved from design to production. In these technically and operationally complex phases, collaboration between different areas of expertise helped identify critical issues, adapt solutions and resolve problems during production ramp-up.

Through Alpha Team, the FLO Group strengthened internal professional development and enhanced diverse skills, linking product development, process quality, operational capability and organisational growth. The initiative also had an inclusive dimension, promoting participation, shared learning and a sense of belonging.

2025



ENVIRONMENT 3%
SAFETY 30%
QUALITY 9%
GENERAL 22%
VIVE - MANAGERIAL 5%
LANGUAGES 1%
PRODUCTION 30%

2024



ENVIRONMENT 0,50%
SAFETY 40.03%
QUALITY 11.98%
LABORATORY 0.38%
GENERAL 29.83%
GENERAL - MANAGERIAL 12.28%
TRADE-UNION TRAINING 2.26%
LANGUAGES 2.12%
PRODUCTION 0.61%

2023



ENVIRONMENT 0.84%
SAFETY 24.99%
QUALITY 11.25%
LABORATORY 1.30%
GENERAL 43.52%
GENERAL - MANAGERIAL 18.10%

Occupational health and safety

GRI 3-3, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6
MANAGEMENT SYSTEM, PREVENTION AND WORKER PARTICIPATION

Promoting occupational health and safety is fundamental to the FLO Group's corporate culture and operational continuity. Over time, the Group has strengthened its safety approach, moving from primarily reactive management towards a proactive model based on identifying, preventing and mitigating risks associated with activities, behaviours and unsafe conditions.

At Nextalia's initiative, workplace injuries are reviewed weekly at Group level.

Safety-management systems cover activities at production sites, employees, the external workforce, contractors and visitors, in accordance with applicable legislation in each country. The Verona and Catania sites are ISO 45001 certified, while the other sites apply internal risk-management and mitigation processes. The Group is also progressively integrating its QHSE systems to strengthen the documentary, organisational and operational management of occupational health and safety.

The main exposures identified concern manual handling, noise and, at paper-napkin sites, dust inhalation. Sites use collective protection—including extraction hoods, soundproof enclosures and perimeter guards—and provide suitable personal protective equipment and training.

Common pillars of the occupational health and safety management system

1. MANAGEMENT OF HAZARDOUS SITUATIONS

Injuries, near misses and reports are analysed to identify causes, define corrective measures and prevent recurrence.

2. WORKER PARTICIPATION, CONSULTATION AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY

Health and safety representatives at each plant participate in setting objectives, reviewing measures and analysing events.

3. CONTINUOUS WORKER PARTICIPATION

Workers can report risks and suggest improvements. Reports are addressed, documented and discussed during safety meetings.

4. WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

Training is delivered regularly to all corporate roles, in person and digitally, with practical sessions on fire safety, manual handling and role-specific risks.

5. PROMOTION OF WORKER HEALTH

Health surveillance includes pre-employment, periodic and job-change medical examinations. Any prescriptions or limitations are managed confidentially and considered when planning work.

Occupational health and safety

GRI 3-3, GRI 403-1, GRI 403-2 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Occupational health and safety is a priority for the FLO Group because of the industrial nature of its activities and the production processes requiring constant oversight of operational risks. The Group manages the topic through its competent functions, risk assessment, prevention and protection procedures and compliance with applicable legislation in each country.

At production sites, safety management includes hazard identification, prevention measures, collective and personal protective equipment, worker training and injury monitoring. Where applicable, management systems and certifications adopted by Group companies support this approach.

GRI 403-4, GRI 403-5 WORKER PARTICIPATION, CONSULTATION AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY, WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

Workers participate through the channels and roles provided for by legislation and company systems, including health and safety representatives, periodic meetings, reporting and consultation. Occupational health and safety training is tailored to roles, tasks and specific risks to reinforce safe behaviour and operational awareness.

GRI 403-9, GRI 403-10 WORK-RELATED INJURIES

Injuries are monitored for employees and, where applicable, for workers who are not employees whose work and/or workplace is under the Group's control. Reporting supports the monitoring of trends and severity and helps identify potential improvements in preventive controls.

The Group's workforce includes employees working on paper- and plastic-packaging production lines, together with technical and office personnel. Recorded injuries mainly involved cuts, bruises and trauma caused by impacts and material handling, associated with inattention or failure to follow correct operating procedures.

No fatalities occurred in 2025, and recordable injuries improved significantly. No reportable cases of work-related ill health were recorded.

WORK-RELATED INJURIES - EMPLOYEES

	2025	2024	2023
Hours worked	1,137,127.29	1,185,652.08	1,241,915.75
High-consequence work-related injuries	2	1	–
High-consequence work-related injury rate	0.35	0.17	–
Recordable work-related injuries	26	33	48
Recordable work-related injury rate	4.57	5.57	7.73

WORK-RELATED INJURIES - NON-EMPLOYEES

	2025	2024	2023
Hours worked	169,618.50	130,361.00	61,330.00
High-consequence work-related injuries	1	–	–
High-consequence work-related injury rate	1.18	–	–
Recordable work-related injuries	5	3	3
Recordable work-related injury rate	5.90	4.60	9.78

The classification of injuries follows the definitions in GRI 403-9. High-consequence work-related injuries, excluding fatalities, are injuries from which the worker cannot, or is not expected to, recover fully to their pre-injury health status within six months.

Injury rates (high-consequence and recordable) = injuries / hours worked × 200,000.

Local communities

GRI 3-3, GRI 413-1

OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS

During 2025, the Group donated goods and provided sponsorships worth almost €10,000 to a range of local cultural and sporting initiatives, associations and events. Transparent polypropylene cups are particularly suitable for large public events because they are inherently safe, shatter-resistant and fully recyclable.

Between 2023 and 2025, the FLO Group supported cultural and community projects including the Circuito degli Assi in Fontanellato and created the Premio Rosa FLO to encourage girls' participation in cycling. It sponsored the Antiche Armonie Festival, which promotes Fontanellato's historic sites, and took part in the Venice Film Festival as an official partner of Fondazione Ente dello Spettacolo, supporting cultural activities with its products.

SCHOOLS AND UNIVERSITIES

Group companies have long hosted internships in collaboration with schools and universities, recognising the value of these activities for young people preparing to enter the labour market and creating structured learning pathways to develop new skills.

In 2025, the Parma and Verona sites hosted one and two students respectively through work-based learning programmes. FLO also hosted an internship funded by the European Social Fund and a university internship. Visits by primary and secondary school students provide an opportunity to introduce the Group's long-established local businesses and the values guiding them, from proper plastic-waste management to the circular economy.

Over the last three years, the Parma site has annually welcomed a delegation of mechanical and management engineering students, together with classes from a local middle school.

A PINK CLOUD THROUGH THE STREETS OF FONTANELLATO

In July 2025, Fontanellato hosted the annual Circuito degli Assi, a youth cycling event organised by GS Parmense Il Sogno. The FLO Group supported the event, believing in the importance of helping girls and boys grow through the healthy values of sport, inclusion and equality.

In cycling, pink has long symbolised a dream to pursue. Since 2023, the Premio Rosa FLO has been awarded to the team with the highest number of girls competing, encouraging female participation in a historically male-dominated sport and inspiring girls to pursue their dreams from an early age.

FLO AT THE VENICE FILM FESTIVAL

To mark the opening of Ente dello Spettacolo's Spazio Cinematografo at the Venice Film Festival, the FLO Group was an official partner of Fondazione Ente dello Spettacolo at the 81st Venice International Film Festival, presenting its Alpha and Maori product lines.

06 MATERIALITY ANALYSIS AND METHODOLOGICAL NOTE

For the FLO Group, the materiality analysis is an integrated overview for identifying the economic, environmental and social topics most relevant to its activities, value chain and impacts. This chapter summarizes the methodology adopted and presents the material topics underlying 2025 sustainability reporting.



Materiality analysis | method, stakeholders and relevant topics 1/3

METHODOLOGICAL NOTE

The Sustainability Report presents the economic, environmental and social information needed by the FLO Group to communicate its commitments, priorities and values clearly and consistently, and by stakeholders to understand the Group's activities, impacts and performance over time.

Sustainability reporting is well established within the Group. It began in 2016 with ISAP Packaging's first Sustainability Report for financial year 2015 and developed through to the first Group Report with an Italian scope, prepared in 2023. This process supported integration of information flows and business processes and paved the way for the inclusion of FLO Europe and F Bender, completed in 2024 for financial year 2023.

This is the fourth Group Sustainability Report and consolidates the journey undertaken, confirming the commitment to stronger quality, consistency and traceability. During data collection, verification and consolidation, selected prior-year figures may have been restated as information flows, management systems and internal controls were refined. Significant changes are identified in the relevant sections.

REGULATORY FRAMEWORK AND APPROACH

In light of developments in the European and national sustainability-reporting framework, the FLO Group is not currently subject to direct reporting obligations under the CSRD. Nevertheless, it has confirmed the methodology adopted in the previous Report and continues its progressive alignment with the general principles of the ESRS and the double-materiality paradigm. This approach combines the assessment of environmental, social and economic impacts with their financial relevance, strengthening reporting quality and transparency towards stakeholders. Maintaining this direction, even without a direct obligation, reflects the Group's intention to consolidate a structured method consistent with regulatory developments and suited to overseeing ESG topics relevant to its business model, value chain and relations with customers, suppliers, financial institutions and other stakeholders.

Reporting scope

The data in this Sustainability Report relates to the FLO Group's performance for the financial year from 1 January to 31 December 2025. As in previous editions, the analysis covers 2023–2025 to facilitate trend assessment.

This approach enables stakeholders to understand the development of the Group's sustainability journey and the companies in scope to assess changes over time, including those resulting from the progressive integration of processes and information flows.

The reporting scope includes all FLO Group production sites:

- **FLO S.p.A.**, in Fontanellato (Parma);
- **ISAP Packaging S.p.A.**, with registered and production offices in Verona and a production site in Aci Sant'Antonio (Catania);
- **FLO Europe S.A.S.**, in Ruitz, France;
- **F Bender Limited**, in Wrexham, United Kingdom.

The Aci Sant'Antonio production site is included because it operated during the reporting year. Other Group entities performing exclusively commercial activities are excluded. Any limitations, specific features or changes in scope are reported in the relevant sections.

REPORTING PRINCIPLES AND PROCESS

The Report was coordinated by a dedicated team involving Senior Management, top management and the main corporate functions in identifying material topics and significant impacts, and in collecting, verifying, analysing and consolidating data.

The contents have been determined and reported in accordance with the GRI reporting principles: accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability. This approach represents the Group's most significant impacts on the economy, environment and people, including human rights.

The process comprised updating the materiality analysis, collecting data from companies in scope, internal verification, consolidation, drafting and subsequent assurance. The Report was approved by Group Management and verified by an independent third party, as stated in the assurance letter. It can be consulted and downloaded at www.flogroup.eu.

Materiality analysis | method, stakeholders and relevant topics 2/3

In 2024 the FLO Group began reviewing its materiality analysis, introducing a double-materiality approach and integrating the European Sustainability Reporting Standards adopted through Commission Delegated Regulation (EU) 2023/2772. Following changes in the European and Italian regulatory framework, including Directive (EU) 2025/794 (“Stop-the-clock”) and its transposition in Italy, the Group is not currently subject to direct CSRD reporting obligations.

This development did not change the direction taken. In 2025 the Group confirmed the previous methodology and continued analysing ESG impacts, risks and opportunities (IROs) in line with the general ESRS principles and double materiality. The impact component was reviewed and updated, while financial materiality remained consistent with the previous year. The approach provides a more structured view of links between activities, the value chain and the socio-environmental context, supports monitoring of actual and potential impacts, and strengthens reporting quality and alignment with evolving stakeholder expectations. The next Report will update the analysis to reflect changes in governance and reporting scope.

The materiality-analysis process established in the previous Report was confirmed for 2025. During the year, the update focused on reviewing the impact component and strengthening the description of the value chain; the financial-materiality assessment was maintained in continuity with the prior year.

1. DEFINITION OF CONTEXT AND REPORTING SCOPE

The FLO Group’s business model, industrial presence in Italy and abroad, main market channels and value-chain characteristics formed the basis of the analysis. In 2025, the value-chain description was strengthened to clarify the relationships among production activities, markets, suppliers, customers, logistics partners, employees, local communities and other relevant stakeholders. The analysis and reporting scope remained consistent with the operating companies and production sites included in the Report, ensuring continuity and comparability.

2. IDENTIFICATION AND ASSESSMENT OF IMPACTS

In 2024 the Group realigned previous materiality analyses by reviewing historically identified topics against the ESRS structure and checking for company-specific topics not covered by the European standards. This approach was maintained and updated in 2025, particularly for impacts.

The analysis covered the main environmental, social and governance areas: climate change; pollution; water and marine resources; biodiversity and ecosystems; resource use and circular economy; own workforce; workers in the value chain; affected communities; consumers and end-users; and business conduct.

The Group updated its assessment of positive and negative, actual and potential impacts from its activities and value chain. Negative impacts were assessed by severity—scale, scope and irremediable character—and, for potential impacts, likelihood. Positive impacts were assessed by the scale and scope of benefits for the environment, people, territories and the economy. This strengthened consistency among materiality, the business model, the value chain and reported content.

3. STAKEHOLDER ENGAGEMENT

The previous Report’s materiality process included structured stakeholder engagement to understand the perceived relevance of sustainability topics and gather qualitative and quantitative input for prioritisation.

Direct interviews were conducted with strategic stakeholders, including Italian and international customers, critical suppliers and other key value-chain participants, to gather their expectations and emerging priorities. A questionnaire was also submitted to a selected group of employees at different production sites, allowing them to score the relevance of proposed topics and add comments.

In 2025 the results remained the reference for the materiality process because no changes occurred that required a new structured consultation. The evidence collected continues to support the interpretation of material topics and the updated impact assessment.

Materiality analysis | method, stakeholders and relevant topics 3/3

4. INTEGRATED ASSESSMENT OF IMPACTS, RISKS AND OPPORTUNITIES

Consistently with double materiality, the FLO Group established an integrated ESG impacts, risks and opportunities (IRO) assessment in the previous Report. It considers both the inside-out perspective—actual or potential impacts on the economy, environment and people—and the outside-in perspective—risks and opportunities with possible effects on the Group's business model, resilience and performance.

IMPACT MATERIALITY ASSESSMENT

Each material topic was assigned a qualitative rating of high, medium or low for impact and financial materiality. Impact-only scoring grids used scales of 1–9 for positive-impact intensity, 1–27 for the severity of actual negative impacts (scale, scope and irremediable character), and 1–81 for potential negative impacts (severity combined with likelihood). Scores were then converted into high, medium and low ratings.

FINANCIAL MATERIALITY AND 2025 UPDATE

Financial materiality classified topics according to possible economic and financial relevance, considering risks and opportunities related to environmental, social and governance factors. Results were likewise classified as high, medium or low.

The financial-materiality assessment remained unchanged in 2025 because no significant developments required a comprehensive revision. The update concentrated on the impact component, retaining the IRO model as the basis for connecting material topics, the value chain, reported content and management measures.

5. INTEGRATION WITH ESRS, SDGS AND THE GRI FRAMEWORK

Each material topic was mapped against the main reporting and sustainability references to ensure consistency among materiality, reported content and monitoring indicators. The mapping considered applicable ESRS disclosure requirements and datapoints, including E, S and G areas and the cross-cutting ESRS 2 profile; the GRI Universal Standards 2021 and relevant Topic Standards; and the UN Sustainable Development Goals through GRI's Linking the SDGs and the GRI Standards (updated May 2022).

The resulting reconciliation matrix links the ESRS used, related SDGs and GRI disclosures/indicators adopted for monitoring. It supports reporting traceability, external comparability and integrated oversight across internal management, voluntary reporting and progressive alignment with the European framework. In 2025 it remained the reference for updating the impact component and preparing the reconciliation tables in this Report.

Materiality analysis: method, stakeholders and relevant topics

CORRELATION BETWEEN 2023 MATERIAL TOPICS AND ESRS

2023 MATERIAL TOPICS	SOURCE	ESRS TOPIC
Monitoring, assessing and reducing climate-altering GHG emissions	ESRS E1	Climate change;
	ESRS E2	Pollution;
Reducing environmental impacts: consumption, waste, water and other impacts	ESRS E3	Water and marine resources;
	ESRS E4	Biodiversity and ecosystems;
Business model increasingly focused on sustainable materials, processes and supply chain; R&D, process and product innovation, digitalisation, Group integration and LCA	ESRS E5	Resource use and circular economy;
Business ethics and integrity, human rights and inclusion; worker health and safety; employee well-being and work-life balance; professional development	ESRS S1	Own workforce;
	ESRS S2	Workers in the value chain;
Attention to local communities, employees, the supply chain and social initiatives	ESRS S3	Affected communities
Product food safety; customer satisfaction and advisory approach	ESRS S4	Consumers and end-users
Governance able to set medium- and long-term economic, environmental and social objectives; risk management	ESRS G1	Governance bodies; Business conduct; Supplier relationships; Lobbying;
Monitoring and managing market change with flexibility and responsiveness	FLO-specific	Group-specific topic

Double materiality: ESG impacts, risks and opportunities

The matrix presents the IRO topics identified as applicable following the integrated assessment of ESG impacts, risks and opportunities, in accordance with the double materiality approach. Items assessed as not applicable or lacking a substantive description of impacts, risks and opportunities are excluded. For readability, some homogeneous topics have been grouped or summarised in the published matrix.

The matrix summarises the positioning of the applicable IRO topics along the two dimensions of double materiality: impact materiality, on the vertical axis, and financial materiality, on the horizontal axis.

The area of highest relevance, where both impact and financial materiality are high, includes the topics most central to FLO's business model: energy and climate change, resource use and the transition to alternative or recycled materials, working conditions, equal opportunities, consumer safety, business conduct, supplier management, and business-model innovation and adaptability.

Other topics have varying levels of relevance: some have high impacts but lower financial materiality, such as product life-cycle assessment and product-disposal information; others, such as workers in the value chain or trade and industry associations, are more significant from a financial and reputational perspective.

Topics positioned in the lower-intensity areas remain included in the matrix, where applicable, and continue to be monitored, even though they do not represent the highest priorities identified by the analysis. These also include areas of prospective attention, such as evolving EUDR requirements and the traceability of the relevant supply chains.

DOUBLE MATERIALITY			
Positioning of applicable IRO topics based on impact materiality and financial materiality			
IMPACT MATERIALITY	FINANCIAL MATERIALITY		
	LOW	MEDIUM	HIGH
	HIGH • Product life-cycle analysis • Product-disposal information	• S4 Product-use information • G1 Governance bodies	• E1 Energy and climate • E5 plastics, recycled plastics and paper board • S1 working conditions and equal opportunities • S4 consumer safety • G1 governance, business conduct and supplier management • FLO-specific innovation and adaptability
	MEDIUM • E2 Microplastics • E5 Waste	—	• S1 Labour rights • S2 Workers in the value chain
	LOW • E2 Pollution • E3 Water • S3 Local communities	• E4 Biodiversity	• G1 Trade and industry associations

IRO matrix **ENVIRONMENT:** energy, climate, pollution and water

SOURCE / TOPIC	IRO SUMMARY	VALUE CHAIN	TIME HORIZON	IMPACT	FINANCIAL	GRI
ESRS E1 Climate change Energy	Impact: mainly non-renewable energy use and related CO emissions; Guarantees of Origin cover part of Italian electricity. R/O: energy-cost and transition risks; efficiency, lower consumption and lower-impact packaging opportunities.	Upstream: raw materials. Own operations: energy, Scope 1–2 and efficiency. Downstream: logistics and end of life.	Short: costs. Medium: transition and regulation. Long: resilience and decarbonisation.	HIGH	HIGH	GRI 302
ESRS E1 Climate change Adaptation and mitigation	Impact: Group and value-chain GHG emissions, including those linked to key materials. R/O: extreme weather, scarcity, price volatility and interruptions; access to finance and incentives for EU-aligned initiatives.	Upstream: strategic raw materials and suppliers. Own operations: emission drivers and Scope 1–2. Downstream: distribution, use and end of life.	Short: energy and climate risks. Medium: transition and supplier monitoring. Long: resilience and decarbonisation.	HIGH	HIGH	GRI 305
ESRS E2 Pollution Air, water, soil and substances of concern	Impact: from air emissions, water discharges, soil contamination and substances of concern are limited and controlled through permits, environmental controls and operating procedures. Main risk: compliance and continuity of monitoring.	Upstream: purchased substances. Own operations: permitted emissions, discharges, special waste and monitoring. Downstream: possible material dispersion at end of life.	Short: compliance. Medium: monitoring improvement. Long: environmental protection and continuity.	LOW	LOW	GRI 305; GRI 303; GRI 2-27
ESRS E2 Pollution Microplastics	Impact: Potential impact relates to polymer pellet loss during internal handling. R/O: regulatory, information and market expectations; prevention, stronger procedures and alternative materials.	Upstream: polymer sourcing. Own operations: handling and storage. Downstream: product end-of-life management.	Short: operational control. Medium: regulation and procedures. Long: material innovation and impact prevention.	MEDIUM	LOW	GRI 2-27
ESRS E3 Water and marine resources Water	Water is withdrawn from networks or authorised wells and discharges are managed under site controls. Impacts are monitored; upstream water use for paper, paperboard and biopolymers may also be relevant.	Upstream: material-production water use. Own operations: withdrawals, discharges, monitoring and recirculation. Downstream: potential impact from packaging dispersion in watercourses.	Short: use and discharge. Medium: availability, tariffs and permits. Long: climate effects on availability.	LOW	LOW	GRI 303

IRO matrix **ENVIRONMENT:** energy, climate, pollution and water

SOURCE / TOPIC	IRO SUMMARY	VALUE CHAIN	TIME HORIZON	IMPACT	FINANCIAL	GRI
ESRS E4 Biodiversity and ecosystems	Impacts are mainly indirect and linked to agricultural, forestry and fossil raw materials. PEFC-certified paper and evolving supply-chain traceability strengthen controls.	Upstream: agricultural and forestry supply chains. Own operations: established industrial areas. Downstream: possible end-of-life dispersion.	Medium: traceability, certification and EUDR. Long: biodiversity and ecosystem services.	LOW	MEDIUM	—
ESRS E5 Resource use and circular economy Plastics	Traditional polymers can affect natural resources, energy use and product end of life. R/O: compliance, costs, finance and competitiveness; gradual substitution with paper, moulded-fibre or alternative solutions where technically feasible.	Upstream: certified or recycled materials. Own operations: waste reduction, ecodesign and multimaterial innovation. Downstream: recyclability, reusability, labelling and end of life.	Medium: recyclability and EU packaging rules. Long: circular model as a competitive driver.	HIGH	HIGH	GRI 301
ESRS E5 Recycled plastics	Recycled plastics reduce virgin-material use and plastic waste. R/O: availability, quality, cost and food-contact compliance; product innovation, regulatory compliance and market positioning.	Upstream: suitable recycled feedstock. Own operations: R-PET decontamination, R-PS and food-contact applications. Downstream: recycled-content products and PPWR alignment.	Short: availability and quality. Medium: PPWR. Long: stable integration in the portfolio.	HIGH	HIGH	GRI 301
ESRS E5 Conversion to paperboard	Cellulose- or biopolymer-based solutions can reduce fossil-resource use and improve recyclability or compostability. R/O: paper-cost and margin pressure; innovation and lower-impact solutions.	Upstream: paper, paperboard and alternatives. Own operations: Alpha products, compostability and Aticelca recyclability. Downstream: improved end-of-life options.	Short: development and industrialisation. Medium: gradual substitution. Long: multimaterial circular model.	HIGH	HIGH	GRI 301
ESRS E5 Product life-cycle assessment	LCA and carbon-footprint studies analyse materials, processes and end-of-life options and support ecodesign. Opportunity: product innovation, market positioning and structured responses to customers and regulation.	Upstream: material impacts. Own operations: LCA and product carbon footprint studies. Downstream: end-of-life choices.	Short: selected products. Medium: master LCA and stronger ecodesign. Long: systematic integration.	HIGH	LOW	Non-GRI
ESRS E5 Waste	Production waste is managed under applicable law; non-compliance could affect soil, water and climate. R/O: sanctions; recovery of selected fractions, especially paper and paperboard processing waste.	Upstream: materials and packaging. Own operations: site waste management and ISO 14001 controls where applicable. Downstream: proper recovery and disposal.	Short: compliance. Medium: reduction and recovery. Long: stronger circular models.	MEDIUM	LOW	GRI 306

IRO matrix **SOCIAL:** workforce, value chain, communities and consumers

SOURCE / TOPIC	IRO SUMMARY	VALUE CHAIN	TIME HORIZON	IMPACT	FINANCIAL	GRI
ESRS S1 Own workforce Working conditions	Safe and protected work through collective bargaining, QHSE controls, risk assessment, training, benefits and welfare. R/O: safety, climate, turnover, skills and labour compliance; retention, attraction and continuity.	Own operations: working conditions, health and safety, continuous training, welfare, diversity and inclusion.	Short: safety and climate. Medium: green-transition skills. Long: retention and inclusion.	HIGH	HIGH	GRI 2-7; GRI 2-8; GRI 401; GRI 403
ESRS S1 Equal treatment and opportunities	Equal treatment, skills development, inclusion, diversity and prevention of discrimination and harassment. R/O: attraction, retention and reputation; stronger skills and workplace climate.	Own operations: fair people management, skills, inclusion, diversity and equal opportunities.	Short: inclusion. Medium: development. Long: generational and gender balance.	HIGH	HIGH	GRI 404; GRI 405
ESRS S1 Other work-related rights	Respect for fundamental labour rights, including prevention of child and forced labour, discrimination and privacy violations. R/O: compliance and reputation; ethical culture and trust.	Own operations: fundamental rights, privacy, ethics and integrity in people management.	Short: compliance and rights. Medium-long: ethical culture and reputation.	MEDIUM	HIGH	GRI 2-23; GRI 2-24
ESRS S2 Workers in the value chain	Supplier surveys assess human rights and working conditions, focused on strategic suppliers. R/O: contractual non-compliance, rights and safety issues, interruption and reputation; responsible sourcing and long-term partnerships.	Upstream: strategic-supplier working conditions and social requirements. Own operations: contracting and supplier qualification.	Medium: surveys and checks. Long: social responsibility, transparency and continuity.	MEDIUM	HIGH	GRI 308; GRI 414
ESRS S3 Affected communities	Local impacts arise from production-site presence, employment, supply-chain relations and social initiatives. Opportunity: stronger local ties and shared value.	Own operations and territories hosting Group sites.	Short: local relations. Medium-long: territorial value and trust.	LOW	LOW	GRI 413
ESRS S4 Consumers and end-users	Product safety, food-contact compliance, information and labelling are controlled throughout development and market placement. R/O: non-compliance and trust; safer products and clearer end-of-life information.	Own operations: quality, safety, testing and labelling. Downstream: customers, consumers, use and disposal.	Short: compliance. Medium: innovation and information. Long: consumer trust.	HIGH	HIGH	GRI 416; 417

IRO matrix **GOVERNANCE:** business conduct, supply chain and adaptability

SOURCE / TOPIC	IRO SUMMARY	VALUE CHAIN	TIME HORIZON	IMPACT	FINANCIAL	GRI
ESRS G1 Governance bodies	Governance structures guide strategy, risk oversight and sustainability commitments. R/O: inadequate oversight; clearer responsibilities and stronger decision-making.	Own operations: governing bodies, Group Management and control functions.	Short: oversight. Medium-long: governance development.	HIGH	HIGH	GRI 2-9 to 2-17
ESRS G1 Business conduct	Policies and controls support ethics, integrity, legal compliance and anti-corruption. R/O: breaches and reputational loss; stronger culture and stakeholder trust.	Own operations and business relationships.	Short: compliance. Long: trust and integrity.	HIGH	HIGH	GRI 2-23 to 2-27; GRI 205
ESRS G1 Supplier relationship management	Supplier qualification and ESG checks support environmental and social performance. R/O: supply disruption, non-compliance and reputation; responsible and resilient partnerships.	Upstream: strategic suppliers. Own operations: procurement and qualification.	Short: screening. Medium-long: resilience and traceability.	HIGH	HIGH	GRI 204; GRI 308; GRI 414
ESRS G1 Associations and industry bodies	Participation supports dialogue, information exchange and industry innovation. R/O: positioning and reputational coherence; access to strategic information and networks.	Own operations and sector relationships.	Medium: network development. Long: institutional credibility and innovation.	LOW	HIGH	GRI 2-28
FLO-specific Strategy, innovation and market adaptability	The Group monitors regulation, markets and stakeholder expectations, directing R&D and co-design towards ESG-oriented packaging. R/O: lost competitiveness and obsolescence; new products, markets and long-term resilience.	Upstream: recycled, certified or alternative materials. Own operations: R&D, ecodesign and flexible production. Downstream: customer, retailer and consumer requirements.	Short: regulatory and customer response. Medium: R&D and new materials. Long: durable competitive advantage.	HIGH	HIGH	Non-GRI

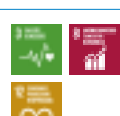
Reconciliation table: ESRS, GRI and SDGs

This reconciliation does not constitute a statement of compliance with the European Sustainability Reporting Standards. It is a reading tool connecting two

interoperable reporting systems: ESRS, used as the methodological reference for materiality analysis, and the GRI Standards, used for the 2025 Sustainability Re-

port disclosures. The GRI-ESRS reconciliation is based on the GRI-ESRS Interoperability Index issued by GRI and EFRAG (draft dated 30 November 2023), used as

the technical reference for integrated interpretation of the two frameworks.

SOURCE	TOPIC	SUB-TOPIC	SUB-SUB TOPIC	GRI INDICATORS	SDGS
ESRS E1	Climate change	Energy		GRI 302	
		Climate change mitigation		GRI 305	
		Climate change adaptation			
ESRS E2	Pollution	Air pollution		GRI 305	
		Water pollution		GRI 303	
		Soil pollution		GRI 2-27	
		Pollution of living organisms and food resources			
		Substances of concern			
		Microplastics			
ESRS E3	Water and marine resources	Water	Water withdrawal, discharge and consumption	GRI 303	
ESRS E5	Resource use and circular economy	Resource inflows and their use	Use of plastics	GRI 301	
			Recycled plastics		
			Conversion to paperboard	NON-GRI	
			Product life-cycle assessment		
		Waste		GRI 306	

SOURCE	TOPIC	SUB-TOPIC	SUB-SUB TOPIC	GRI INDICATORS	SDGS
ESRS S1	Own workforce	Working conditions	Secure employment	G2-7,8 GRI 401 GRI 403	
			Working time		
			Adequate wages		
		Equal treatment and opportunities	Social dialogue	GRI 404 GRI 405	
			Freedom of association		
ESRS S2	Workers in the value chain	Other work-related rights	Collective bargaining	GRI 2-23, 24	
			Work-life balance		
		Working conditions	Health and safety	GRI 308 GRI 414	
			Gender equality and equal pay		
ESRS S3	Affected communities	Economic, social and cultural impacts	Training and skills development	GRI 413	
			Employment and inclusion of persons with disabilities		
ESRS S4	Consumers and end-users	Impacts related to information for consumers and/or end-users	Measures against violence and harassment in the workplace	GRI 416 GRI 417	
			Diversity		
		Product use	Child labour, forced labour, adequate housing, privacy	GRI 417	

SOURCE	TOPIC	SUB-TOPIC	SUB-SUB TOPIC	GRI INDICATORS	SDGS
ESRS G1	Involvement of governance bodies			G2-12, 17	
		Policies and practices		G2-23-27 GRI 201 GRI 205	
	Business conduct	Prevention and detection of corruption incidents		GRI 205	
		Payment practices		G2-23-27	
	Management of supplier relationships			GRI 204 GRI 308 GRI 414	
FLO GROUP	Lobbying activities			GRI 2-28	
	Monitoring and managing market changes to respond with flexibility and responsiveness			NON-GRI	

GRI content index

Statement of use: The FLO Group has reported the information cited in this GRI content index for the period 1 January–31 December 2025 in accordance with the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021. A

pplicable GRI Sector Standards: no specific Sector Standard is applicable to the FLO Group’s activities.

GRI STANDARD	DISCLOSURE	ESRS	SECTION	PAGE(S)	NOTES
GRI 2: General Disclosures 2021	2-1 Organizational details	ESRS 2 BP-1	The FLO Group	Pag 6, 7, 8, 9	
	2-2 Entities included in the organization's sustainability reporting	ESRS 2 BP-1	The FLO Group; Materiality analysis and methodological note	Pag 7, 8, 9, 46	FLO, ISAP Packaging, FLO Europe and F Bender
	2-3 Reporting period, frequency and contact point	ESRS 2 BP-1	Materiality analysis and methodological note	Pag 46	Jan–31 Dec 2025
	2-4 Restatements of information	ESRS 2 BP-2	Materiality analysis and methodological note	Pag 46	Restatements are identified in the relevant sections
	2-5 External assurance	ESRS 2 BP-2	Materiality analysis and methodological note	Pag 46	Independent assurance letter
	2-6 Activities, value chain and other business relationships	ESRS 2 SBM-1	The FLO Group; Governance and business strategy; Product, quality and innovation	Pag 6, 7, 8, 9, 15, 16, 19, 20, 25	
	2-7 Employees	ESRS S1-6	People and skills supporting the industrial model	Pag 37	
	2-8 Workers who are not employees	ESRS S1-7	People and skills supporting the industrial model	Pag 37	
	2-9 Governance structure and composition	ESRS 2 GOV-1	Governance and business strategy	Pag 11	
	2-10 Nomination and selection of the highest governance body	ESRS 2 GOV-1	Governance and business strategy	Pag 12	
	2-11 Chair of the highest governance body	ESRS 2 GOV-1	Governance and business strategy	Pag 12	
	2-12 Role of the highest governance body in overseeing the management of impacts	ESRS 2 GOV-2	Governance and business strategy	Pag 12, 13	
	2-13 Delegation of responsibility for managing impacts	ESRS 2 GOV-2	Governance and business strategy	Pag 13	
	2-14 Role of the highest governance body in sustainability reporting	ESRS 2 GOV-5	Stakeholder letter; Materiality analysis and methodological note	Pag 3, 46	Approved by Group Management and externally assured
	2-15 Conflicts of interest	ESRS 2 GOV-1; ESRS G1	Governance and business strategy	Pag 14	
	2-16 Communication of critical concerns	ESRS 2 GOV-2; ESRS G1-1	Governance and business strategy	Pag 14	
	2-17 Collective knowledge of the highest governance body	ESRS 2 GOV-1	Governance and business strategy	Pag 13	
	2-18 Evaluation of the performance of the highest governance body	ESRS 2 GOV-1	Governance and business strategy	-	Omitted: information unavailable
	2-19 Remuneration policies	ESRS 2 GOV-3	Governance and business strategy	-	Omitted: confidentiality; consolidated information unavailable

GRI content index

GRI STANDARD	DISCLOSURE	ESRS	SECTION	PAGE(S)	NOTES
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	ESRS 2 GOV-3	Governance and business strategy	-	Omitted: confidentiality; consolidated information unavailable
	2-21 Annual total compensation ratio	ESRS S1-16	People and skills supporting the industrial model	-	Omitted: confidentiality and non-consolidated data
	2-22 Statement on sustainable development strategy	ESRS 2 SBM-1	Governance and business strategy	Pag 17	
	2-23 Policy commitments	ESRS 2 MDR-P; ESRS G1	Governance and business strategy	Pag 14, 17	
	2-24 Embedding policy commitments	ESRS 2 MDR-P; ESRS G1	Governance and business strategy	Pag 14, 17	
	2-25 Processes to remediate negative impacts	ESRS 2 MDR-A; ESRS G1-1	Governance; Environmental impacts; People and skills	Pag 13, 14, 30, 34, 42, 43	
	2-26 Mechanisms for seeking advice and raising concerns	ESRS G1-1	Governance and business strategy	Pag 14	
	2-27 Compliance with laws and regulations	ESRS G1-1	Governance; Environmental impacts; Product, quality and innovation	Pag 14, 23, 30	
	2-28 Membership associations	ESRS 2 SBM-2	Governance; Product, quality and innovation	Pag 7, 8, 9, 14, 23, 24	
	2-29 Approach to stakeholder engagement	ESRS 2 SBM-2; ESRS 2 IRO-1	Materiality analysis and methodological note	Pag 47	
GRI 3: Material Topics 2021	2-30 Collective bargaining agreements	ESRS S1-8	People and skills supporting the industrial model	Pag 37	
	3-1 Process to determine material topics	ESRS 2 IRO-1	Materiality analysis and methodological note	Pag 46, 47, 48, 49	
	3-2 List of material topics	ESRS 2 SBM-3	Materiality analysis and methodological note	Pag 50, 51, 52, 53, 54	
	3-3 Management of material topics	ESRS 2 MDR-M	Relevant thematic sections	Pag 13, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 33, 34, 37, 38, 39, 40, 42, 43, 44	Reported for each principal material topic

GRI content index

GRI STANDARD	DISCLOSURE	ESRS	SECTION	PAGE(S)	NOTES
GOVERNANCE					
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	ESRS G1 / ESRS S2	Governance and business strategy	Pag 15	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	ESRS G1-3	Governance and business strategy	Pag 14	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers screened using environmental criteria	ESRS G1 / ESRS S2	Governance and business strategy	Pag 15	
	414-1 New suppliers screened using social criteria	ESRS G1 / ESRS S2	Governance and business strategy	Pag 15	
ENVIRONMENTAL PERFORMANCE					
GRI 301: Materials 2016	301-1 Materials used by weight or volume	ESRS E5-4	Product, quality and innovation	Pag 20, 21, 22, 24, 26, 27, 28, 61	
	301-2 Recycled input materials used	ESRS E5-4	Product, quality and innovation	Pag 22, 28, 60	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	ESRS E1-5	Environmental impacts	Pag 30, 31, 60	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	ESRS E3-1	Environmental impacts	Pag 33, 60	
	303-3 Water withdrawal	ESRS E3-4	Environmental impacts	Pag 33, 60	
	303-4 Water discharge	ESRS E3-4	Environmental impacts	Pag 33, 60	
	303-5 Water consumption	ESRS E3-4	Environmental impacts	Pag 33, 60	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	ESRS E1-6	Environmental impacts	Pag 30, 32, 60	
	305-2 Energy indirect (Scope 2) GHG emissions	ESRS E1-6	Environmental impacts	Pag 30, 32, 60	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	ESRS E5-5	Environmental impacts	Pag 34	
	306-2 Management of significant waste-related impacts	ESRS E5-5	Environmental impacts	Pag 34	
	306-3 Waste generated	ESRS E5-5	Environmental impacts	Pag 35	
	306-4 Waste diverted from disposal	ESRS E5-5	Environmental impacts	Pag 35	
	306-5 Waste directed to disposal	ESRS E5-5	Environmental impacts	Pag 35	
SOCIAL PERFORMANCE					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	ESRS S1-6	People and skills supporting the industrial model	Pag 39	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESRS S1-11	People and skills supporting the industrial model	Pag 39	
	401-3 Parental leave	ESRS S1-15	People and skills supporting the industrial model	Pag 39	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	ESRS S1-14	People and skills supporting the industrial model	Pag 42, 43	
	403-2 Hazard identification, risk assessment, and incident investigation	ESRS S1-14	People and skills supporting the industrial model	Pag 42, 43	
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	ESRS S1-14	People and skills supporting the industrial model	Pag 42, 43	
	403-5 Worker training on occupational health and safety	ESRS S1-14	People and skills supporting the industrial model	Pag 42, 43	
	403-9 Work-related injuries	ESRS S1-14	People and skills supporting the industrial model	Pag 43	
	403-10 Work-related ill health	ESRS S1-14	People and skills supporting the industrial model	Pag 43	No cases recorded

GRI content index

GRI STANDARD	DISCLOSURE	ESRS	SECTION	PAGE(S)	NOTES
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	ESRS S1-13	People and skills supporting the industrial model	Pag 40	
	404-2 Programs for upgrading employee skills and transition assistance programs	ESRS S1-13	People and skills supporting the industrial model	Pag 40, 41	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	ESRS S1-9	Governance; People and skills	Pag 11, 37, 38	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	ESRS S3-1 / S3-2	People and skills supporting the industrial model	Pag 44	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	ESRS S4-1 / S4-4	Product, quality and innovation	Pag 23	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	ESRS S4-4	Product, quality and innovation	Pag 23	No incidents identified
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	ESRS S4-3 / S4-4	Product, quality and innovation	Pag 23, 24	
	417-2 Incidents of non-compliance concerning product and service information and labeling	ESRS S4-4	Product, quality and innovation	Pag 23	No incidents identified
	417-3 Incidents of non-compliance concerning marketing communications	ESRS S4-4	Product, quality and innovation	Pag 23	No incidents identified
FLO GROUP ENTITY-SPECIFIC TOPIC					
FLO Group entity-specific topic	Business governance, innovation and market adaptability	Entity-specific; ESRS E5; ESRS S4; ESRS G1	The FLO Group; Governance; Product; Materiality	Pag 4, 13, 15, 19, 20, 21, 25, 26, 27, 28, 50, 54	Narrative disclosures and related GRI 2-6, GRI 3-3, GRI 301, GRI 416 and GRI 417

Technical notes on methodology

METHODOLOGICAL NOTE ON ENERGY CONSUMPTION AND GHG EMISSIONS

Energy consumption reported under GRI 302-1 was consolidated from the available data in the original physical units: m³ for natural gas, litres for liquid fuels, kg for LPG and kWh for electricity purchased from the grid. Purchased electricity was converted using 1 kWh = 0.0036 GJ.

For the corporate fleet, fuel volumes were determined by dividing the expenditure recorded in the internal management system by the average fuel price published by the Italian Ministry of the Environment and Energy Security, increased by the VAT portion considered in the system, equal to 60% of the applicable VAT. The resulting volumes were then converted into GJ and GHG emissions using the relevant conversion and emission factors.

The factors were taken from the Department for Energy Security and Net Zero – UK Government, 2024 Government greenhouse gas conversion factors for company reporting: Methodology paper (June 2024; updated October 2024; Open Government Licence v3.0): www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024.

For direct Scope 1 emissions from the combustion of natural gas, LPG, diesel, petrol and other fuels, the DEFRA/DESNZ factors were used. Scope 2 emissions from electricity purchased from the grid were calculated using both the location-based and market-based methods and the factors published by the Association of Issuing Bodies (AIB), European Residual Mixes – Results of the calculation of Residual Mixes for the calendar year 2024 (final version, 30 May 2025). The

calculation was performed by Grexel Systems Ltd using the Shifted Issuing Based Methodology: www.aib-net.org/facts/european-residual-mix/2024.

Reported gases and consolidation approach

The DEFRA/DESNZ factors for Scope 1 combustion emissions are expressed in CO₂e and include CO₂, CH₄ and N₂O; the individual components are not presented separately. No biogenic CO₂ emissions, or emissions attributable to PFCs, SF₆ or NF₃, were identified. Emissions are consolidated using the operational-control approach: 100% of Scope 1 and Scope 2 emissions from production sites and operating companies over which the Group exercises operational control are included, consistently with the environmental reporting boundary of the Sustainability Report.

METHODOLOGICAL NOTE ON WATER WITHDRAWAL, WATER DISCHARGE AND WATER CONSUMPTION

Water data are reported in accordance with GRI 303 and include water withdrawal, water discharge and water consumption at the Group's production sites. Values are expressed in cubic metres (m³) and, where required, megalitres (ML), using 1 ML = 1,000 m³.

Withdrawals and discharges are classified according to the categories specified in the Standard. Water consumption is calculated as the difference between water withdrawals and discharges attributable to water previously withdrawn. At Verona, Catania and Wrexham, discharges also include condensate generated by technical plant and equipment. This condensate flow does not constitute water withdrawal or produced water under GRI 303; it is reported separately as an "of which" item and excluded from the discharges used to calculate consumption.

Following methodological refinement, comparative data for 2023 and 2024 were recalculated using the same approach to ensure consistency and comparability across 2023–2025. The item "discharge to groundwater/aquifer" follows GRI 303-4 terminology and, for some sites, refers to service water treated through authorised systems such as Imhoff tanks.

METHODOLOGICAL NOTE ON MATERIALS USED AND CLASSIFICATION CRITERIA

Materials data are reported in accordance with GRI 301 and cover the main raw materials and packaging materials used at the Group's production sites.

Materials are classified by nature as renewable or non-renewable and as recycled or non-recycled, based on the information available in technical data sheets, purchasing data and the Group's internal classifications.

Following the methodological refinement adopted in this Report, comparative data for 2023 and 2024 were reclassified using the same criteria applied to 2025, ensuring consistency and comparability across 2023–2025.

APPENDICES



Assurance Statement



ASSURANCE STATEMENT

SGS REPORT ON SUSTAINABILITY INFORMATION IN THE GRUPPO FLO 2025 SUSTAINABILITY REPORT, 1ST JANUARY 2025 – 31ST DECEMBER 2025

NATURE OF THE ASSURANCE/VERIFICATION

SGS Italia SpA (hereinafter referred to as SGS) was commissioned by Gruppo Flo - understood as consisting of Flo S.p.A., ISAP PACKAGING S.p.A., Flo Europe Sas and F Bender Limited - (hereinafter referred to as "Gruppo FLO") to conduct an independent assurance of 2025 Sustainability Report.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all Gruppo Flo stakeholders.

RESPONSIBILITIES

The information in the Report and its presentation is the responsibility of the directors or governing body and the management of Gruppo FLO. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of verification with the intention of informing all interested parties.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

A Limited level of assurance had been obtained according to International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard Options		Level of Assurance
A	ISAE3000 (Revised) Assurance Engagements Other than Audits or Reviews of Historical Financial Information	Limited

Assurance has been conducted at a 'Limited' level of scrutiny.

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria Options	
1	Global Reporting Initiative (GRI) Standards
2	GHG Protocol – Corporate Accounting and Reporting Standard (Revised)

SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE

GRI 2: General Disclosures 2021: 2-1; 2-2; 2-3; 2-4; 2-5; 2-6; 2-7; 2-8; 2-9; 2-10; 2-11; 2-12; 2-13; 2-14; 2-15; 2-16; 2-17; 2-22; 2-23; 2-24; 2-25; 2-26; 2-27; 2-28; 2-29; 2-30.
GRI 3: Material Topics 2021: 3-1; 3-2; 3-3.
GRI 204: Procurement Practices 2016: 204-1.
GRI 205: Anti-corruption 2016: 205-1.
GRI 301: Materials 2016: 301-1; 301-2.
GRI 302: Energy 2016: 302-1.
GRI 303: Water and Effluents 2018: 303-1; 303-3; 303-4; 303-5.
GRI 305: Emissions 2016: 305-1; 305-2.
GRI 306: Waste 2020: 306-1; 306-2; 306-3; 306-4; 306-5.
GRI 308: Supplier Environmental Assessment 2016: 308-1.
GRI 401: Employment 2016: 401-1; 401-2; 401-3.
GRI 403: Occupational Health and Safety 2018: 403-1; 403-2; 403-4; 403-5; 403-9; 403-10.
GRI 404: Training and Education 2016: 404-1; 404-2.
GRI 405: Diversity and Equal Opportunity 2016: 405-1.
GRI 413: Local Communities 2016: 413-1.
GRI 414: Supplier Social Assessment 2016: 414-1.
GRI 416: Customer Health and Safety 2016: 416-1; 416-2.
GRI 417: Marketing and Labeling 2016: 417-1; 417-2; 417-3.

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assessment research and interviews with relevant employees and primary data verification that were held remotely in July 2026.

LIMITATIONS AND MITIGATION

The quantification of greenhouse gas emissions is subject to inherent uncertainties, due to the limitations of the scientific knowledge and emission factors used.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from Gruppo FLO, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders. In conducting assurance engagements, SGS is governed by the 'SGS Code of Conduct' and the 'Assurance Ethical Code SAGSP2', which has been established with the requirements of the IESSA (International Ethics Standard for Sustainability Assurance) (IESBA, 2025), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

At SGS assurance quality is governed through the Sustainability Assurance Global Systems Procedure (SAGSP). This quality management system compliments the requirements of ISAEs and are designed to be as demanding as quality control requirements stipulated by ISO17029:2019, and the ISQM1.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment.

FINDINGS AND CONCLUSIONS

ASSURANCE OPINION

On the basis of the methodology described and the verification work performed, nothing has come to our attention that causes us to believe that the specified performance information included in the scope of assurance is not fairly stated and has not been prepared, in all material respects, in accordance with the GRI reporting criteria.

We believe that the Organisation has chosen an appropriate level of assurance for this stage in their reporting.

For and on behalf of SGS Italia SpA

Marina Piloni

30th July 2026

WWW.SGS.COM

GRI INFORMATION TABLES

GRI 301 MATERIALS

GRI 301-1 Materials used by weight or volume · GRI 301-2 Recycled input materials used

PARMA			
Item	2025	2024	2023
RAW MATERIALS	10,990,565.83	13,447,382.32	14,788,316.96
PACKAGING	1,274,545.30	1,384,546.29	1,389,474.10
RENEWABLE	2,875,702.34	4,186,259.13	2,789,975.36
% of total materials	23.45%	28.22%	17.25%
NON-RENEWABLE	9,389,408.78	10,645,669.48	13,387,815.69
% of total materials	76.55%	71.78%	82.75%
RECYCLED MATERIAL	153,066.76	182,518.48	-
TOTAL	12,265,111.13	14,831,928.62	16,177,791.05
301-2 % recycled input materials	1.25%	1.23%	0.00%

VERONA			
Item	2025	2024	2023
RAW MATERIALS	10,719,798.26	11,143,492.26	11,112,284.66
PACKAGING	1,424,069.40	1,469,273.19	3,204,594.80
RENEWABLE	2,689,046.64	2,859,932.80	4,932,077.12
% of total materials	22.14%	22.67%	34.45%
NON-RENEWABLE	9,454,821.03	9,752,832.65	9,384,802.33
% of total materials	77.86%	77.33%	65.55%
RECYCLED MATERIAL	149,896.58	74,169.45	3945.00
TOTAL	12,143,867.67	12,612,765.45	14,316,879.46
301-2 % recycled input materials	1.23%	0.59%	0.03%

CATANIA			
Item	2025	2024	2023
RAW MATERIALS	3,611,212.16	3,613,435.66	3,516,105.50
PACKAGING	387,190.80	378,845.11	1,022,217.23
RENEWABLE	1,282,788.49	2,812,217.30	2,071,534.44
% of total materials	32.08%	70.44%	45.65%
NON-RENEWABLE	2,715,614.47	1,180,063.47	2,466,788.30
% of total materials	67.92%	29.56%	54.35%
RECYCLED MATERIAL	-	-	-
TOTAL	3,998,402.95	3,992,280.77	4,538,322.73
301-2 % recycled input materials	0.00%	0.00%	0.00%

RUITZ			
Item	2025	2024	2023
RAW MATERIALS	6,892,633.37	7,720,706.00	6,386,412.00
PACKAGING	656,782.73	1,345,528.00	719,232.00
RENEWABLE	7,421,378.46	8,965,955.00	6,995,736.00
% of total materials	98.30%	98.89%	98.45%
NON-RENEWABLE	128,037.63	100,279.00	109,908.00
% of total materials	1.70%	1.11%	1.55%
RECYCLED MATERIAL	1,957,680.98	2,192,168.00	1,546,406.00
TOTAL	7,549,416.10	9,066,234.00	7,105,644.00
301-2 % recycled input materials	25.93%	24.18%	21.76%

WREXHAM			
Item	2025	2024	2023
RAW MATERIALS	11,065,929.70	11,772,817.00	13,107,378.00
PACKAGING	833,821.07	1,598,619.00	1,874,242.00
RENEWABLE	11,825,686.38	13,221,386.00	14,831,582.00
% of total materials	99.38%	98.88%	99.00%
NON-RENEWABLE	74,064.39	150,050.00	150,038.00
% of total materials	0.62%	1.12%	1.00%
RECYCLED MATERIAL	5,422,045.97	5,665,613.60	5,623,117.00
TOTAL	11,899,750.77	13,371,436.00	14,981,620.00
301-2 % recycled input materials	45.56%	42.37%	37.53%

GRI INFORMATION TABLES

GRI 302 ENERGY

GRI 302-1 Energy consumption within the organization

PARMA				
Item	UoM	2025	2024	2023
ELECTRICITY				
Electricity purchased from the grid	kWh	1,280,609	1,469,809	3,562,992
of which certified renewable	kWh	1,280,609	1,469,809	–
Self-generated electricity used	kWh	12,119.182	12,569.003	11,180.212
Electricity generated and sold	kWh	60.305	53.665	72.005
Total electricity consumed	kWh	13,339,486	14,005,147	14,671,199
Total electricity consumed	GJ	48,022.15	50,418.53	52,816.32
of which from renewable sources	GJ	4610.19	5291.31	–
OTHER ENERGY SOURCES				
Natural gas	GJ	109,159.50	114,086.40	103,418.29
GPL	GJ	–	–	–
Diesel	GJ	1722.74	1849.24	1909.75
Petrol	GJ	440.74	591.07	422.77
Total other energy sources	GJ	111,322.98	116,526.71	105,750.80
TOTAL ENERGY CONSUMPTION	GJ	115,933.18	121,818.03	118,577.57

VERONA				
Item	UoM	2025	2024	2023
ELECTRICITY				
Electricity purchased from the grid	kWh	19,877,476	19,469,995	20,217,961
of which certified renewable	kWh	6,869,000	6,068,712	–
Self-generated electricity used	kWh	–	–	–
Electricity generated and sold	kWh	–	–	–
Total electricity consumed	kWh	19,877,476	19,469,995	20,217,961
Total electricity consumed	GJ	71,558.91	70,091.98	72,784.66
of which from renewable sources	GJ	24,728.40	21,847.36	–
OTHER ENERGY SOURCES				
Natural gas	GJ	4951.43	4775.14	4066.13
GPL	GJ	–	–	–
Diesel	GJ	712.73	688.59	775.48
Petrol	GJ	179.55	200.17	53.15
Total other energy sources	GJ	5843.71	5663.90	4894.76
TOTAL ENERGY CONSUMPTION	GJ	77,402.63	75,755.88	77,679.42

CATANIA				
Item	UoM	2025	2024	2023
ELECTRICITY				
Electricity purchased from the grid	kWh	5,534,797	6,196,069	6,018,139
of which certified renewable	kWh	1,900,000	1,931,288	–
Self-generated electricity used	kWh	–	–	–
Electricity generated and sold	kWh	–	–	–
Total electricity consumed	kWh	5,534,797	6,196,069	6,018,139
Total electricity consumed	GJ	19,925.27	22,305.85	21,665.30
of which from renewable sources	GJ	6840.00	6952.64	–
OTHER ENERGY SOURCES				
Natural gas	GJ	–	–	–
GPL	GJ	–	–	–
Diesel	GJ	192.93	229.00	234.82
Petrol	GJ	–	–	–
Total other energy sources	GJ	192.93	229.00	234.82
TOTAL ENERGY CONSUMPTION	GJ	20,118.20	22,534.85	21,900.12

RUITZ				
Item	UoM	2025	2024	2023
ELECTRICITY				
Electricity purchased from the grid	kWh	4,099,479	3,846,457	4,376,096
of which certified renewable	kWh	–	–	–
Self-generated electricity used	kWh	–	–	–
Electricity generated and sold	kWh	–	–	–
Total electricity consumed	kWh	4,099,479	3,846,457	4,376,096
Total electricity consumed	GJ	14,758.12	13,847.25	15,753.95
of which from renewable sources	GJ	–	–	–
OTHER ENERGY SOURCES				
Natural gas	GJ	1261.47	743.20	548.89
GPL	GJ	64.50	50.77	137.97
Diesel	GJ	207.82	146.01	162.82
Petrol	GJ	49.53	–	–
Total other energy sources	GJ	1583.32	939.98	849.68
TOTAL ENERGY CONSUMPTION	GJ	16,341.45	14,787.22	16,603.62

WREXHAM				
Item	UoM	2025	2024	2023
ELECTRICITY				
Electricity purchased from the grid	kWh	8,128,606	9,177,446	10,295,258
of which certified renewable	kWh	–	–	–
Self-generated electricity used	kWh	–	–	–
Electricity generated and sold	kWh	–	–	–
Total electricity consumed	kWh	8,128,606	9,177,446	10,295,258
Total electricity consumed	GJ	29,262.98	33,038.81	37,062.93
of which from renewable sources	GJ	–	–	–
OTHER ENERGY SOURCES				
Natural gas	GJ	4918.26	4733.69	3569.48
GPL	GJ	–	–	–
Diesel	GJ	–	–	–
Petrol	GJ	–	–	–
Total other energy sources	GJ	4918.26	4733.69	3569.48
TOTAL ENERGY CONSUMPTION	GJ	34,181.24	37,772.49	40,632.41

GRI INFORMATION TABLES

GRI 303 WATER AND EFFLUENTS

GRI 303-3 Water withdrawal · GRI 303-4 Water discharge · GRI 303-5 Water consumption

PARMA				
Item	UoM	2025	2024	2023
GRI 303-3 – WATER WITHDRAWAL				
Groundwater / well	m³	37,105	41,801	56,374
Third-party water / municipal supply	m³	2009	2353	1418
of which drinking water	m³	2009	2353	1418
TOTAL WATER WITHDRAWAL	m³	39,114	44,154	57,792
GRI 303-4 – WATER DISCHARGE				
Surface water	m³	39,114	44,154	57,792
TOTAL WATER DISCHARGE	m³	39,114	44,154	57,792
GRI 303-5 – WATER CONSUMPTION				
TOTAL WATER CONSUMPTION	m³	–	–	–

VERONA				
Item	UoM	2025	2024	2023
GRI 303-3 – WATER WITHDRAWAL				
Groundwater / well	m³	29,671	28,791	27,900
Third-party water / municipal supply	m³	12,840	15,551	14,119
of which drinking water	m³	12,840	15,551	14,119
TOTAL WATER WITHDRAWAL	m³	42,511	44,342	42,019
GRI 303-4 – WATER DISCHARGE				
Groundwater / aquifer	m³	7041	6969	5758
Third-party sewer / treatment plant	m³	19,143	24,782	25,000
TOTAL WATER DISCHARGE	m³	26,184	31,751	30,758
of which condensate from technical equipment	m³	376	365	338
GRI 303-5 – WATER CONSUMPTION				
TOTAL WATER CONSUMPTION	m³	16,703	12,956	11,599

CATANIA				
Item	UoM	2025	2024	2023
GRI 303-3 – WATER WITHDRAWAL				
Third-party water / municipal supply	m³	2762	2791	3191
of which drinking water	m³	2762	2791	3191
TOTAL WATER WITHDRAWAL	m³	2762	2791	3191
GRI 303-4 – WATER DISCHARGE				
Groundwater / aquifer	m³	2840.16	2820.20	3191
TOTAL WATER DISCHARGE	m³	2840.16	2820.20	3191
of which condensate from technical equipment	m³	78.16	29.20	–
GRI 303-5 – WATER CONSUMPTION				
TOTAL WATER CONSUMPTION	m³	–	–	–

RUITZ				
Item	UoM	2025	2024	2023
GRI 303-3 – WATER WITHDRAWAL				
Third-party water / municipal supply	m³	1749	2113	2463
of which drinking water	m³	1749	2113	2463
TOTAL WATER WITHDRAWAL	m³	1749	2113	2463
GRI 303-4 – WATER DISCHARGE				
Third-party sewer / treatment plant	m³	1749	2113	2463
TOTAL WATER DISCHARGE	m³	1749	2113	2463
GRI 303-5 – WATER CONSUMPTION				
TOTAL WATER CONSUMPTION	m³	–	–	–

WREXHAM				
Item	UoM	2025	2024	2023
GRI 303-3 – WATER WITHDRAWAL				
Third-party water / municipal supply	m³	5530	3904	5106
of which drinking water	m³	5530	3904	5106
TOTAL WATER WITHDRAWAL	m³	5530	3904	5106
GRI 303-4 – WATER DISCHARGE				
Third-party sewer / treatment plant	m³	3445	3526	2975
TOTAL WATER DISCHARGE	m³	3445	3526	2975
of which condensate from technical equipment	m³	162	162	162
GRI 303-5 – WATER CONSUMPTION				
TOTAL WATER CONSUMPTION	m³	2247	540	2293

GRI INFORMATION TABLES

GRI 305 EMISSIONS

GRI 305-1 Direct GHG emissions and GRI 305-2 Energy indirect GHG emissions

PARMA				
Item	UoM	2025	2024	2023
GRI 305-1 SCOPE 1 – DIRECT EMISSIONS				
natural gas	tCO ₂ e	6147.65	6425.12	5824.32
GPL	tCO ₂ e	–	–	–
diesel	tCO ₂ e	128.30	137.72	142.23
petrol	tCO ₂ e	31.17	41.80	29.90
F-gas	tCO ₂ e	–	–	–
Total Scope 1	tCO ₂ e	6307.12	6604.65	5996.44
GRI 305-2 SCOPE 2 – PURCHASED ELECTRICITY				
Scope 2 location-based	tCO ₂ e	357.93	410.81	995.86
Scope 2 market-based	tCO ₂ e	–	–	1571.99
Total Scope 1+2 LB	tCO ₂ e	6665.05	7015.46	6992.30
Total Scope 1+2 MB	tCO ₂ e	6307.12	6604.65	7568.43

VERONA				
Item	UoM	2025	2024	2023
GRI 305-1 SCOPE 1 – DIRECT EMISSIONS				
natural gas	tCO ₂ e	278.85	268.93	229.00
GPL	tCO ₂ e	–	–	–
diesel	tCO ₂ e	53.06	51.28	57.75
petrol	tCO ₂ e	12.70	14.16	3.76
F-gas	tCO ₂ e	55.07	–	56.84
Total Scope 1	tCO ₂ e	399.71	334.37	347.35
GRI 305-2 SCOPE 2 – PURCHASED ELECTRICITY				
Scope 2 location-based	tCO ₂ e	5555.75	5441.86	5650.92
Scope 2 market-based	tCO ₂ e	5739.34	5912.65	8920.16
Total Scope 1+2 LB	tCO ₂ e	5955.46	5776.23	5998.27
Total Scope 1+2 MB	tCO ₂ e	6139.05	6247.01	9267.51

CATANIA				
Item	UoM	2025	2024	2023
GRI 305-1 SCOPE 1 – DIRECT EMISSIONS				
natural gas	tCO ₂ e	–	–	–
GPL	tCO ₂ e	–	–	–
diesel	tCO ₂ e	14.37	17.06	17.49
petrol	tCO ₂ e	–	–	–
F-gas	tCO ₂ e	76.33	8.12	105.56
Total Scope 1	tCO ₂ e	90.70	25.18	123.05
GRI 305-2 SCOPE 2 – PURCHASED ELECTRICITY				
Scope 2 location-based	tCO ₂ e	1546.96	1731.80	1682.07
Scope 2 market-based	tCO ₂ e	1603.67	1881.62	2655.20
Total Scope 1+2 LB	tCO ₂ e	1637.67	1756.98	1805.12
Total Scope 1+2 MB	tCO ₂ e	1694.37	1906.80	2778.25

RUITZ				
Item	UoM	2025	2024	2023
GRI 305-1 SCOPE 1 – DIRECT EMISSIONS				
natural gas	tCO ₂ e	71.04	41.86	30.91
GPL	tCO ₂ e	4.13	3.25	8.83
diesel	tCO ₂ e	15.48	10.87	12.13
petrol	tCO ₂ e	3.50	–	–
F-gas	tCO ₂ e	–	–	–
Total Scope 1	tCO ₂ e	94.15	55.98	51.87
GRI 305-2 SCOPE 2 – PURCHASED ELECTRICITY				
Scope 2 location-based	tCO ₂ e	79.82	74.89	85.20
Scope 2 market-based	tCO ₂ e	96.42	90.47	102.93
Total Scope 1+2 LB	tCO ₂ e	173.97	130.87	137.07
Total Scope 1+2 MB	tCO ₂ e	190.57	146.45	154.79

WREXHAM				
Item	UoM	2025	2024	2023
GRI 305-1 SCOPE 1 – DIRECT EMISSIONS				
natural gas	tCO ₂ e	276.96	266.59	201.03
GPL	tCO ₂ e	–	–	–
diesel	tCO ₂ e	–	–	–
petrol	tCO ₂ e	–	–	–
F-gas	tCO ₂ e	–	–	–
Total Scope 1	tCO ₂ e	276.96	266.59	201.03
GRI 305-2 SCOPE 2 – PURCHASED ELECTRICITY				
Scope 2 location-based	tCO ₂ e	2953.45	3334.53	3740.68
Scope 2 market-based	tCO ₂ e	3420.19	3861.50	4331.83
Total Scope 1+2 LB	tCO ₂ e	3230.43	3601.13	3941.70
Total Scope 1+2 MB	tCO ₂ e	3697.16	4128.09	4532.86

GRI INFORMATION TABLES

GRI 306 WASTE

GRI 306-4 and GRI 306-5 – Waste destination • tonnes

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PARMA												
Indicator	Type	Operation	UoM	2025			2024			2023		
				Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
GRI 306-4 Waste diverted from disposal	Non-hazardous waste	Preparation for reuse	t	–	–	–	–	–	–	–	–	–
		Recycling	t	–	–	–	–	–	–	–	–	–
		Other recovery operations	t	–	815,44	815,44	–	730,57	730,57	–	534,86	534,86
		TOTAL	t	–	815,44	815,44	–	730,57	730,57	–	534,86	534,86
	Hazardous waste	Preparation for reuse	t	–	–	–	–	–	–	–	–	–
		Recycling	t	–	–	–	–	–	–	–	–	–
		Other recovery operations	t	–	5,52	5,52	–	5,50	5,50	–	4,08	4,08
		TOTAL	t	–	5,52	5,52	–	5,50	5,50	–	4,08	4,08
GRI 306-5 Waste directed to disposal	Non-hazardous waste	Incineration with energy recovery	t	–	–	–	–	–	–	–	–	–
		Incineration without energy recovery	t	–	–	–	–	–	–	–	–	–
		Landfilling	t	–	–	–	–	–	–	–	–	–
		Other disposal operations	t	–	135,05	135,05	–	73,27	73,27	–	46,80	46,80
		TOTAL	t	–	135,05	135,05	–	73,27	73,27	–	46,80	46,80
	Hazardous waste	Incineration with energy recovery	t	–	–	–	–	–	–	–	–	–
		Incineration without energy recovery	t	–	–	–	–	–	–	–	–	–
		Landfilling	t	–	–	–	–	–	–	–	–	–
		Other disposal operations	t	–	–	–	–	–	–	–	–	–
		TOTAL	t	–	–	–	–	–	–	–	–	–

GRI INFORMATION TABLES

GRI 306 WASTE

GRI 306-4 and GRI 306-5 – Waste destination • tonnes

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VERONA												
Indicator	Type	Operation	UoM	2025			2024			2023		
				Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
GRI 306-4 Waste diverted from disposal	Non-hazardous waste	Preparation for reuse	t	–	–	–	–	–	–	–	–	–
		Recycling	t	–	16,52	16,52	–	9,67	9,67	–	7,40	7,40
		Other recovery operations	t	–	313,44	313,44	–	233,65	233,65	–	264,32	264,32
		TOTAL	t	–	329,96	329,96	–	243,32	243,32	–	271,72	271,72
	Hazardous waste	Preparation for reuse	t	–	–	–	–	–	–	–	–	–
		Recycling	t	–	–	–	–	–	–	–	–	–
		Other recovery operations	t	–	1,43	1,43	–	5,73	5,73	–	2,08	2,08
		TOTAL	t	–	1,43	1,43	–	5,73	5,73	–	2,08	2,08
GRI 306-5 Waste directed to disposal	Non-hazardous waste	Incineration with energy recovery	t	–	–	–	–	–	–	–	–	–
		Incineration without energy recovery	t	–	–	–	–	–	–	–	–	–
		Landfilling	t	–	–	–	–	–	–	–	–	–
		Other disposal operations	t	–	32,28	32,28	–	19,44	19,44	–	21,04	21,04
		TOTAL	t	–	32,28	32,28	–	19,44	19,44	–	21,04	21,04
	Hazardous waste	Incineration with energy recovery	t	–	–	–	–	–	–	–	–	–
		Incineration without energy recovery	t	–	–	–	–	–	–	–	–	–
		Landfilling	t	–	–	–	–	–	–	–	–	–
		Other disposal operations	t	–	20,25	20,25	–	15,70	15,70	–	20,48	20,48
		TOTAL	t	–	20,25	20,25	–	15,70	15,70	–	20,48	20,48

GRI INFORMATION TABLES

GRI 306 WASTE

GRI 306-4 and GRI 306-5 – Waste destination • tonnes

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CATANIA												
Indicator	Type	Operation	UoM	2025			2024			2023		
				Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
GRI 306-4 Waste diverted from disposal	Non-hazardous waste	Preparation for reuse	t	–	–	–	–	–	–	–	–	–
		Recycling	t	–	–	–	–	–	–	–	–	–
		Other recovery operations	t	–	352,26	352,26	–	255,70	255,70	–	276,69	276,69
		TOTAL	t	–	352,26	352,26	–	255,70	255,70	–	276,69	276,69
	Hazardous waste	Preparation for reuse	t	–	–	–	–	–	–	–	–	–
		Recycling	t	–	–	–	–	–	–	–	–	–
		Other recovery operations	t	–	43,07	43,07	–	79,63	79,63	–	107,23	107,23
		TOTAL	t	–	43,07	43,07	–	79,63	79,63	–	107,23	107,23
GRI 306-5 Waste directed to disposal	Non-hazardous waste	Incineration with energy recovery	t	–	–	–	–	–	–	–	–	–
		Incineration without energy recovery	t	–	–	–	–	–	–	–	–	–
		Landfilling	t	–	–	–	–	–	–	–	–	–
		Other disposal operations	t	–	26,13	26,13	–	–	–	–	–	–
		TOTAL	t	–	26,13	26,13	–	–	–	–	–	–
	Hazardous waste	Incineration with energy recovery	t	–	–	–	–	–	–	–	–	–
		Incineration without energy recovery	t	–	–	–	–	–	–	–	–	–
		Landfilling	t	–	–	–	–	–	–	–	–	–
		Other disposal operations	t	–	42,07	42,07	–	44,41	44,41	–	26,16	26,16
		TOTAL	t	–	42,07	42,07	–	44,41	44,41	–	26,16	26,16

GRI INFORMATION TABLES

GRI 306 WASTE

GRI 306-4 and GRI 306-5 – Waste destination • tonnes

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RUITZ												
Indicator	Type	Operation	UoM	2025			2024			2023		
				Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
GRI 306-4 Waste diverted from disposal	Non-hazardous waste	Preparation for reuse	t	–	–	–	–	–	–	–	–	–
		Recycling	t	–	–	–	–	–	–	–	1.139,69	1.139,69
		Other recovery operations	t	–	1.454,62	1.454,62	–	1.313,87	1.313,87	–	–	–
		TOTAL	t	–	1.454,62	1.454,62	–	1.313,87	1.313,87	–	1.139,69	1.139,69
	Hazardous waste	Preparation for reuse	t	–	–	–	–	–	–	–	0,17	0,17
		Recycling	t	–	–	–	–	–	–	–	0,32	0,32
		Other recovery operations	t	–	26,48	26,48	–	7,26	7,26	–	4,51	4,51
		TOTAL	t	–	26,48	26,48	–	7,26	7,26	–	5,00	5,00
GRI 306-5 Waste directed to disposal	Non-hazardous waste	Incineration with energy recovery	t	–	–	–	–	–	–	–	–	–
		Incineration without energy recovery	t	–	–	–	–	–	–	–	–	–
		Landfilling	t	–	38,80	38,80	–	33,50	33,50	–	–	–
		Other disposal operations	t	–	–	–	–	–	–	–	46,58	46,58
		TOTAL	t	–	38,80	38,80	–	33,50	33,50	–	46,58	46,58
	Hazardous waste	Incineration with energy recovery	t	–	–	–	–	–	–	–	–	–
		Incineration without energy recovery	t	–	–	–	–	–	–	–	–	–
		Landfilling	t	–	–	–	–	–	–	–	–	–
		Other disposal operations	t	–	64,00	64,00	–	26,29	26,29	–	26,34	26,34
		TOTAL	t	–	64,00	64,00	–	26,29	26,29	–	26,34	26,34

GRI INFORMATION TABLES

GRI 306 WASTE

GRI 306-4 and GRI 306-5 – Waste destination • tonnes

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WREXHAM												
Indicator	Type	Operation	UoM	2025			2024			2023		
				Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
GRI 306-4 Waste diverted from disposal	Non-hazardous waste	Preparation for reuse	t	–	35,00	35,00	–	35,20	35,20	–	36,00	36,00
		Recycling	t	–	1.658,22	1.658,22	–	1.983,29	1.983,29	–	2.480,15	2.480,15
		Other recovery operations	t	–	–	–	–	–	–	–	–	–
		TOTAL	t	–	1.693,22	1.693,22	–	2.018,49	2.018,49	–	2.516,15	2.516,15
	Hazardous waste	Preparation for reuse	t	–	–	–	–	–	–	–	–	–
		Recycling	t	–	9,00	9,00	–	7,25	7,25	–	4,00	4,00
		Other recovery operations	t	–	–	–	–	–	–	–	–	–
		TOTAL	t	–	9,00	9,00	–	7,25	7,25	–	4,00	4,00
GRI 306-5 Waste directed to disposal	Non-hazardous waste	Incineration with energy recovery	t	–	–	–	–	–	–	–	–	–
		Incineration without energy recovery	t	–	–	–	–	–	–	–	–	–
		Landfilling	t	–	–	–	–	–	–	–	–	–
		Other disposal operations	t	–	–	–	–	–	–	–	–	–
		TOTAL	t	–	–	–	–	–	–	–	–	–
	Hazardous waste	Incineration with energy recovery	t	–	–	–	–	–	–	–	–	–
		Incineration without energy recovery	t	–	–	–	–	–	–	–	–	–
		Landfilling	t	–	–	–	–	–	–	–	–	–
		Other disposal operations	t	–	45,00	45,00	–	81,00	81,00	–	92,00	92,00

GRI INFORMATION TABLES

GRI 2-7 EMPLOYEES

Employees at 31 December by gender, employment contract, working time and employee category

PARMA									
Item	2025 M	2025 W	2025 T	2024 M	2024 W	2024 T	2023 M	2023 W	2023 T
TOTAL EMPLOYEES	124	94	218	134	88	222	131	85	216
of whom foreign nationals	1	3	4	1	2	3	5	0	5
PERMANENT	123	93	216	132	88	220	128	85	213
of whom foreign nationals	1	3	4	1	2	3	5	–	5
TEMPORARY	1	1	2	2	–	2	3	0	3
of whom foreign nationals	–	–	0	–	–	0	–	–	0
FULL-TIME	124	89	213	133	82	215	130	78	208
of whom foreign nationals	1	3	4	1	2	3	5	–	5
PART-TIME	0	5	5	1	6	7	1	7	8
of whom foreign nationals	–	–	0	–	–	0	–	–	0
PRODUCTION WORKERS	97	65	162	98	61	159	98	56	154
OFFICE EMPLOYEES	21	28	49	31	26	57	28	28	56
MANAGERS	6	1	7	5	1	6	5	1	6

VERONA									
Item	2025 M	2025 W	2025 T	2024 M	2024 W	2024 T	2023 M	2023 W	2023 T
TOTAL EMPLOYEES	115	46	161	126	45	171	132	43	175
of whom foreign nationals	7	4	11	6	3	9	8	0	8
PERMANENT	115	45	160	126	45	171	132	42	174
of whom foreign nationals	7	4	11	6	3	9	8	–	8
TEMPORARY	0	1	1	–	–	0	0	1	1
of whom foreign nationals	0	0	0	–	–	0	–	–	0
FULL-TIME	113	39	152	124	39	163	130	36	166
of whom foreign nationals	7	4	11	6	3	9	8	–	8
PART-TIME	2	7	9	2	6	8	2	7	9
of whom foreign nationals	0	0	0	–	–	0	–	–	0
PRODUCTION WORKERS	93	13	106	104	13	117	111	12	123
OFFICE EMPLOYEES	18	32	50	18	31	49	18	31	49
MANAGERS	4	1	5	4	1	5	3	0	3

CATANIA									
Item	2025 M	2025 W	2025 T	2024 M	2024 W	2024 T	2023 M	2023 W	2023 T
TOTAL EMPLOYEES	43	2	45	38	3	41	38	3	41
of whom foreign nationals	0	0	0	0	0	0	0	0	0
PERMANENT	43	2	45	37	3	40	37	3	40
of whom foreign nationals	0	0	0	–	–	0	–	–	0
TEMPORARY	0	0	0	1	0	1	1	0	1
of whom foreign nationals	0	0	0	–	–	0	–	–	0
FULL-TIME	43	2	45	38	3	41	38	3	41
of whom foreign nationals	0	0	0	–	–	0	–	–	0
PART-TIME	0	0	0	0	0	0	0	0	0
of whom foreign nationals	0	0	0	–	–	0	–	–	0
PRODUCTION WORKERS	38	1	39	34	2	36	33	2	35
OFFICE EMPLOYEES	5	1	6	4	1	5	5	1	6
MANAGERS	–	0	0	–	–	0	0	0	0

GRI INFORMATION TABLES

GRI 2-7 EMPLOYEES

Employees at 31 December by gender, employment contract, working time and employee category

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RUITZ									
Item	2025 M	2025 W	2025 T	2024 M	2024 W	2024 T	2023 M	2023 W	2023 T
TOTAL EMPLOYEES	68	32	100	66	27	93	66	25	91
of whom foreign nationals	1	0	1	2	0	2	2	0	2
PERMANENT	66	32	98	65	26	91	65	23	88
of whom foreign nationals	1	–	1	2	–	2	2	–	2
TEMPORARY	2	0	2	1	1	2	1	2	3
of whom foreign nationals	–	–	0	–	–	0	–	–	0
FULL-TIME	67	32	99	66	26	92	66	24	90
of whom foreign nationals	1	–	1	2	–	2	2	–	2
PART-TIME	1	–	1	0	1	1	0	1	1
of whom foreign nationals	–	–	0	–	–	0	–	–	0
PRODUCTION WORKERS	61	28	89	53	23	76	54	21	75
OFFICE EMPLOYEES	6	4	10	1	2	3	0	2	2
MANAGERS	1	0	1	12	2	14	12	2	14

WREXHAM									
Item	2025 M	2025 W	2025 T	2024 M	2024 W	2024 T	2023 M	2023 W	2023 T
TOTAL EMPLOYEES	111	34	145	117	39	156	123	49	172
of whom foreign nationals	0	0	0	3	6	9	0	29	29
PERMANENT	111	33	144	116	38	154	123	49	172
of whom foreign nationals	–	–	0	3	6	9	–	29	29
TEMPORARY	0	1	1	1	1	2	–	–	0
of whom foreign nationals	–	–	0	0	–	0	–	–	0
FULL-TIME	108	29	137	115	35	150	122	47	169
of whom foreign nationals	–	–	0	3	6	9	–	29	29
PART-TIME	3	5	8	2	4	6	1	2	3
of whom foreign nationals	–	–	0	–	–	0	–	–	0
PRODUCTION WORKERS	96	25	121	97	29	126	101	37	138
OFFICE EMPLOYEES	12	8	20	7	6	13	8	8	16
MANAGERS	3	1	4	13	4	17	14	4	18

GRI INFORMATION TABLES

GRI 2-8 WORKERS WHO ARE NOT EMPLOYEES

Workers who are not employees at 31 December and qualitative information by plant

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PARMA			
Item	2025	2024	2023
Men	7	5	8
Women	5	9	9
Total	12	14	17
Type / contract	Agency production worker	Agency production worker	Temporary agency production worker
Main duties	5W + 5M packaging workers; 2M line 8W + 4M packaging workers; 1W + 1M line operators		Line operator

VERONA			
Item	2025	2024	2023
Men	2	2	1
Women	0	2	0
Total	2	4	1
Type / contract	Temporary agency production worker	CO.CO.CO.	Temporary agency production worker
Main duties	Warehouse worker / laboratory technician	Marketing consultant	Line operator

CATANIA			
Item	2025	2024	2023
Men	0	10	18
Women	0	0	0
Total	0	10	18
Type / contract	–	Temporary agency worker / project collaborator	Temporary agency production worker
Main duties	–	Line operator / technical consultant	Line operator

RUITZ			
Item	2025	2024	2023
Men	13	11	14
Women	13	13	6
Total	26	24	20
Type / contract	Temporary agency contract	Temporary agency contract	Temporary agency contract
Main duties	Quality control / Operators	Quality control / Operators	Quality control / Operators

WREXHAM			
Item	2025	2024	2023
Men	–	2	–
Women	0	0	0
Total	0	2	0
Type / contract	–	Warehouse Temp	–
Main duties	–	General Warehouse Duties	–

GRI INFORMATION TABLES

GRI 401 EMPLOYMENT

GRI 401-1 New employee hires, terminations and turnover rate · by gender and age group

PARMA

Movement	Type	2025						2024						2023					
		MEN			WOMEN			MEN			WOMEN			MEN			WOMEN		
		<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
HIRES	Permanent	–	3	1	1	3	2	2	4	3	1	4	3	2	2	2	–	3	–
	Temporary	2	1	1	1	–	–	1	2	–	1	1	–	–	3	–	–	–	–
	Seasonal workers	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	TOTAL HIRES	2	4	2	2	3	2	3	6	3	2	5	3	2	5	2	–	3	–
TERMINATIONS	End of contract	2	2	1	–	–	–	–	1	–	–	–	–	–	1	–	–	–	–
	Dismissals	–	–	1	–	–	1	–	–	–	–	–	–	–	1	–	–	–	1
	Resignations	1	3	4	–	1	1	1	4	4	1	3	–	–	7	3	1	4	–
	Retirements	–	–	2	–	–	–	–	–	2	–	–	1	–	–	2	–	–	–
	Fatalities	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	TOTAL TERMINATIONS	3	5	8	–	1	2	1	5	6	1	3	1	–	9	5	1	4	1

Overall turnover rate = (hires during the year + leavers during the year) / average annual workforce × 100

PARMA	2025			2024			2023		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Hires during the year	7	8	15	10	12	22	3	9	12
Terminations during the year	3	16	19	5	12	17	6	14	20
Average annual workforce	94	129	223	88	134	222	86	132	218
Overall turnover rate	10.6%	18.6%	15.2%	17.0%	17.9%	17.6%	10.5%	17.4%	14.7%

GRI INFORMATION TABLES

GRI 401 EMPLOYMENT

GRI 401-1 New employee hires, terminations and turnover rate · by gender and age group

VERONA

Movement	Type	2025						2024						2023					
		MEN			WOMEN			MEN			WOMEN			MEN			WOMEN		
		<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
HIRES	Permanent	–	3	–	–	1	–	–	4	4	–	3	1	–	4	1	1	2	–
	Temporary	–	–	–	1	1	–	–	–	–	–	–	–	–	–	–	1	–	1
	Seasonal workers	–	1	1	–	1	2	1	–	3	–	–	–	1	–	3	–	–	–
	TOTAL HIRES	–	4	1	1	3	2	1	4	7	–	3	1	1	4	4	2	2	1
TERMINATIONS	End of contract	–	1	1	–	2	1	–	–	–	–	–	–	1	–	3	–	–	–
	Dismissals	–	–	4	–	–	–	–	1	–	–	–	–	–	2	3	–	–	1
	Resignations	–	2	1	1	1	–	–	2	–	–	1	1	–	6	1	1	5	–
	Retirements	–	–	7	–	–	–	–	–	11	–	–	2	–	–	5	–	–	1
	Fatalities	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	TOTAL TERMINATIONS	–	3	13	1	3	1	–	3	11	–	1	3	1	8	12	1	5	2

Overall turnover rate = (hires during the year + leavers during the year) / average annual workforce × 100

VERONA	2025			2024			2023		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Hires during the year	6	5	11	4	12	16	5	9	14
Terminations during the year	5	16	21	4	14	18	8	21	29
Average annual workforce	47.13	119.79	166.92	43	130.97	173.97	40.37	138.52	178.89
Overall turnover rate	23.3%	17.5%	19.2%	18.6%	19.9%	19.5%	32.2%	21.7%	24.0%

GRI INFORMATION TABLES

GRI 401 EMPLOYMENT

GRI 401-1 New employee hires, terminations and turnover rate · by gender and age group

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CATANIA

Movement	Type	2025						2024						2023					
		MEN			WOMEN			MEN			WOMEN			MEN			WOMEN		
		<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
HIRES	Permanent	1	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Temporary	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-	-
	Seasonal workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	TOTAL HIRES	1	4	1	-	-	-	1	-	-	-	-	-	-	1	-	-	-	-
TERMINATIONS	End of contract	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Dismissals	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1
	Resignations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Retirements	1	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-
	Fatalities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	TOTAL TERMINATIONS	1	-	-	-	-	1	-	-	1	-	-	-	-	1	1	-	-	1

Overall turnover rate = (hires during the year + leavers during the year) / average annual workforce × 100

CATANIA	2025			2024			2023		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Hires during the year	0	6	6	0	1	1	0	1	1
Terminations during the year	1	1	2	0	1	1	1	2	3
Average annual workforce	2.25	43.58	45.83	3	38.16	41.16	3.08	38.92	42
Overall turnover rate	44.4%	16.1%	17.5%	0.0%	5.2%	4.9%	32.5%	7.7%	9.5%

GRI INFORMATION TABLES

GRI 401 EMPLOYMENT

GRI 401-1 New employee hires, terminations and turnover rate · by gender and age group

RUITZ

Movement	Type	2025						2024						2023					
		MEN			WOMEN			MEN			WOMEN			MEN			WOMEN		
		<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
HIRES	Permanent	5	3	3	4	4	–	2	1	–	1	1	–	4	8	1	2	4	–
	Temporary	–	–	–	–	–	–	–	1	–	1	–	–	–	3	–	–	2	–
	Seasonal workers	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	TOTAL HIRES	5	3	3	4	4	–	2	2	–	2	1	–	4	11	1	2	6	–
TERMINATIONS	End of contract	–	1	–	–	–	–	–	–	–	–	–	–	2	4	1	–	–	–
	Dismissals	2	1	2	–	2	–	–	3	1	–	–	–	1	3	–	1	–	–
	Resignations	–	1	2	–	–	1	–	–	–	1	–	–	1	3	–	2	–	–
	Retirements	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Fatalities	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	TOTAL TERMINATIONS	2	3	4	–	2	1	–	3	1	1	–	–	4	10	1	3	–	–

Overall turnover rate = (hires during the year + leavers during the year) / average annual workforce × 100

RUITZ	2025			2024			2023		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Hires during the year	8	11	19	3	4	7	8	16	24
Terminations during the year	3	9	12	1	4	5	3	15	18
Average annual workforce	32	68	100	27	66	93	22	65	87
Overall turnover rate	34.4%	29.4%	31.0%	14.8%	12.1%	12.9%	50.0%	47.7%	48.3%

GRI INFORMATION TABLES

GRI 401 EMPLOYMENT

GRI 401-1 New employee hires, terminations and turnover rate · by gender and age group

WREXHAM

Movement	Type	2025						2024						2023					
		MEN			WOMEN			MEN			WOMEN			MEN			WOMEN		
		<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
HIRES	Permanent	3	14	6	1	1	–	4	7	8	1	4	1	3	6	8	2	6	5
	Temporary	–	1	–	1	–	–	3	–	–	1	–	–	–	–	–	–	–	–
	Seasonal workers	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	TOTAL HIRES	3	15	6	2	1	–	7	7	8	2	4	1	3	6	8	2	6	5
TERMINATIONS	End of contract	2	8	1	1	–	1	2	3	2	2	1	–	4	1	1	–	–	–
	Dismissals	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Resignations	3	8	7	1	4	–	7	10	8	4	3	6	3	4	10	1	2	4
	Retirements	–	–	1	–	–	–	–	–	2	–	–	–	–	–	–	–	–	–
	Fatalities	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–
	TOTAL TERMINATIONS	5	16	9	2	5	1	9	13	12	6	4	6	7	5	11	1	2	4

Overall turnover rate = (hires during the year + leavers during the year) / average annual workforce × 100

WREXHAM	2025			2024			2023		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Hires during the year	3	24	27	7	22	29	13	17	30
Terminations during the year	8	30	38	16	34	50	7	23	30
Average annual workforce	37	117	154	52	151	203	48	129	177
Overall turnover rate	29.7%	46.2%	42.2%	44.2%	37.1%	38.9%	41.7%	31.0%	33.9%

GRI INFORMATION TABLES

GRI 401 EMPLOYMENT

GRI 401-3 Parental leave - entitled employees, leave taken, return to work and retention

PARMA

Item	2025 W	2025 M	2025 T	2024 W	2024 M	2024 T	2023 W	2023 M	2023 T
Entitled to leave	23	56	79	56	19	75	56	20	76
Leave taken	8	2	10	3	8	11	4	10	14
Returned to work	8	2	10	3	8	11	4	9	13
Return-to-work rate	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	90.0%	92.9%
Still employed after 12 months	n.av.	n.av.	n.av.	4	9	13	3	4	7
Retention rate	n.av.	n.av.	n.av.	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

VERONA

Item	2025 W	2025 M	2025 T	2024 W	2024 M	2024 T	2023 W	2023 M	2023 T
Entitled to leave	3	4	7	3	3	6	2	3	5
Leave taken	3	4	7	3	3	6	2	3	5
Returned to work	3	4	7	3	3	6	2	3	5
Return-to-work rate	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Still employed after 12 months	n.av.	n.av.	n.av.	2	3	5	2	3	5
Retention rate	n.av.	n.av.	n.av.	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

CATANIA

Item	2025 W	2025 M	2025 T	2024 W	2024 M	2024 T	2023 W	2023 M	2023 T
Entitled to leave	0	0	0	0	0	0	2	0	2
Leave taken	0	0	0	0	0	0	2	0	2
Returned to work	0	0	0	0	0	0	2	0	2
Return-to-work rate	n.ap.	n.ap.	n.ap.	n.ap.	n.ap.	n.ap.	100.0%	n.ap.	100.0%
Still employed after 12 months	n.av.	n.av.	n.av.	2	–	2	2	0	2
Retention rate	n.av.	n.av.	n.av.	100.0%	n.ap.	100.0%	100.0%	n.ap.	100.0%

RUITZ

Item	2025 W	2025 M	2025 T	2024 W	2024 M	2024 T	2023 W	2023 M	2023 T
Entitled to leave	2	1	3	0	1	1	1	3	4
Leave taken	2	1	3	0	1	1	1	3	4
Returned to work	2	1	3	0	1	1	1	2	3
Return-to-work rate	100.0%	100.0%	100.0%	n.ap.	100.0%	100.0%	100.0%	66.7%	75.0%
Still employed after 12 months	n.av.	n.av.	n.av.	1	2	3	1	2	3
Retention rate	n.av.	n.av.	n.av.	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

WREXHAM

Item	2025 W	2025 M	2025 T	2024 W	2024 M	2024 T	2023 W	2023 M	2023 T
Entitled to leave	1	2	3	3	5	8	1	2	3
Leave taken	1	2	3	3	5	8	1	2	3
Returned to work	1	2	3	3	5	8	1	2	3
Return-to-work rate	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Still employed after 12 months	n.av.	n.av.	n.av.	2	1	3	2	0	2
Retention rate	n.av.	n.av.	n.av.	100.0%	100.0%	100.0%	100.0%	100.0%	66.7%

GRI INFORMATION TABLES

GRI 403 OCCUPATIONAL HEALTH AND SAFETY

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GRI 403-9 Work-related injuries · employees and workers who are not employees

PARMA

Indicator	2025	2024	2023	2025	2024	2023
	EMPLOYEES			NON-EMPLOYEE WORKERS		
NUMBER OF HOURS WORKED	339,498.00	338,654.08	337,346.00	26,150.50	27,670.00	21,509.00
FATALITIES RESULTING FROM WORK-RELATED INJURY	–	–	–	–	–	–
fatality rate	–	–	–	–	–	–
HIGH-CONSEQUENCE WORK-RELATED INJURIES	1	–	–	–	–	–
high-consequence work-related injury rate	0.59	–	–	–	–	–
RECORDABLE WORK-RELATED INJURIES	11	5	10	1	1	–
recordable work-related injury rate	6.48	2.95	5.93	7.65	7.23	–
DAYS / HOURS LOST	143	491	296	8	40.37	n.av.
NEAR MISSES	5	1	–	1	n.av.	n.av.

VERONA

Indicator	2025	2024	2023	2025	2024	2023
	EMPLOYEES			NON-EMPLOYEE WORKERS		
NUMBER OF HOURS WORKED	258,819.50	273,110.00	333,709.75	38,040.25	19,770.00	12,542.00
FATALITIES RESULTING FROM WORK-RELATED INJURY	–	–	–	–	n.av.	n.av.
fatality rate	–	–	–	–	n.av.	n.av.
HIGH-CONSEQUENCE WORK-RELATED INJURIES	–	n.av.	n.av.	–	n.av.	n.av.
high-consequence work-related injury rate	–	n.av.	n.av.	–	n.av.	n.av.
RECORDABLE WORK-RELATED INJURIES	2	1	3	2	n.av.	n.av.
recordable work-related injury rate	1.55	0.73	1.80	10.52	n.av.	n.av.
DAYS / HOURS LOST	10	45	98	21	n.av.	n.av.
NEAR MISSES	1	3	7	2	1	n.av.

GRI INFORMATION TABLES

GRI 403 OCCUPATIONAL HEALTH AND SAFETY

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GRI 403-9 Work-related injuries · employees and workers who are not employees

CATANIA

Indicator	2025	2024	2023	2025	2024	2023
	EMPLOYEES			NON-EMPLOYEE WORKERS		
NUMBER OF HOURS WORKED	70,608.00	68,994.00	66,104.00	31,499.00	23,872.00	27,279.00
FATALITIES RESULTING FROM WORK-RELATED INJURY	–	–	–	–	–	–
fatality rate	–	–	–	–	–	–
HIGH-CONSEQUENCE WORK-RELATED INJURIES	–	n.av.	–	–	–	–
high-consequence work-related injury rate	–	n.av.	–	–	–	–
RECORDABLE WORK-RELATED INJURIES	1	1	–	–	–	1
recordable work-related injury rate	2.83	2.90	–	–	–	7.33
DAYS / HOURS LOST	68	7	–	–	–	10
NEAR MISSES	1	4	1	–	–	2

RUITZ

Indicator	2025	2024	2023	2025	2024	2023
	EMPLOYEES			NON-EMPLOYEE WORKERS		
NUMBER OF HOURS WORKED	159,192.91	147,894.00	134,756.00	73,928.75	59,049.00	0.00
FATALITIES RESULTING FROM WORK-RELATED INJURY	–	–	–	–	–	–
fatality rate	–	–	–	–	–	n.ap.
HIGH-CONSEQUENCE WORK-RELATED INJURIES	1	1	–	1	n.av.	n.av.
high-consequence work-related injury rate	1.26	1.35	–	2.71	n.av.	n.ap.
RECORDABLE WORK-RELATED INJURIES	4	9	5	2	2	2
recordable work-related injury rate	5.03	12.17	7.42	5.41	6.77	n.ap.
DAYS / HOURS LOST	157	346	–	195	23	33
NEAR MISSES	1	1	–	–	–	–

GRI INFORMATION TABLES

GRI 403 OCCUPATIONAL HEALTH AND SAFETY

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GRI 403-9 Work-related injuries · GRI 403-10 Work-related ill health

WREXHAM

Indicator	2025	2024	2023	2025	2024	2023
	EMPLOYEES			NON-EMPLOYEE WORKERS		
NUMBER OF HOURS WORKED	309,008.88	357,000.00	370,000.00	0.00	n.av.	n.av.
FATALITIES RESULTING FROM WORK-RELATED INJURY	–	–	n.av.	–	n.av.	n.av.
fatality rate	–	–	n.av.	n.ap.	n.av.	n.av.
HIGH-CONSEQUENCE WORK-RELATED INJURIES	–	–	–	–	n.av.	n.av.
high-consequence work-related injury rate	–	–	–	n.ap.	n.av.	n.av.
RECORDABLE WORK-RELATED INJURIES	8	17	30	–	n.av.	n.av.
recordable work-related injury rate	5.18	9.52	16.22	n.ap.	n.av.	n.av.
DAYS / HOURS LOST	2.25	29 h	377 h	–	n.av.	n.av.
NEAR MISSES	348	339	282	–	n.av.	n.av.

GRI 403-10 WORK-RELATED ILL HEALTH

Cells: fatalities/recordable cases

Plant	2025	2024	2023	2025	2024	2023
	EMPLOYEES			NON-EMPLOYEES		
PARMA	0/0	n.av./n.av.	n.av./n.av.	0/0	n.av./n.av.	n.av./n.av.
VERONA	0/0	0/0	0/0	0/0	0/0	0/0
CATANIA	0/0	0/0	0/0	n.av./n.av.	n.av./n.av.	n.av./n.av.
RUITZ	0/0	n.av./n.av.	n.av./n.av.	0/0	n.av./n.av.	n.av./n.av.
WREXHAM	0/0	0/0	0/0	0/0	0/0	0/0

n.av. = data not available; n.ap. = not applicable.

GRI INFORMATION TABLES

GRI 404 TRAINING AND EDUCATION

GRI 404-1 Average hours of training per year per employee

PARMA

GRI 404-1 · Training hours and annual average per employee

PARMA	Unit of measure	2025	2024	2023
TOTAL	total hours	1897.00	2107.00	715.00
	hours/employee	8.70	9.49	3.31
MEN	total hours	1434.50	848.00	454.50
	hours/employee	11.57	6.33	3.47
WOMEN	total hours	462.50	1259.00	260.00
	hours/employee	4.92	14.31	3.06
PRODUCTION WORKERS	total hours	1582.50	1706.00	306.00
	hours/employee	9.77	10.73	1.99
OFFICE EMPLOYEES	total hours	306.50	367.00	382.50
	hours/employee	6.26	6.44	6.83
MANAGERS	total hours	8.00	34.00	26.50
	hours/employee	1.14	5.67	4.42

Training hours by topic

Topic	2025		2024		2023	
	Hours	%	Hours	%	Hours	%
ENVIRONMENT	7.5	0.4%	16.0	0.8%	—	—
SAFETY	279.0	14.7%	1736.0	82.4%	273.0	38.2%
QUALITY	383.0	20.2%	235.0	11.2%	23.0	3.2%
PRODUCTION	888.5	46.8%	72.0	3.4%	—	—
GENERAL	339.0	17.9%	48.0	2.3%	419.0	58.6%
TOTAL	1897.0	100.0%	2107.0	100.0%	715.0	100.0%

GRI INFORMATION TABLES

GRI 404 TRAINING AND EDUCATION

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GRI 404-1 Average hours of training per year per employee

VERONA

GRI 404-1 · Training hours and annual average per employee

VERONA	Unit of measure	2025	2024	2023
TOTAL	total hours	1342.75	2262.50	1944.00
	hours/employee	8.34	13.23	11.11
MEN	total hours	1045.25	1647.00	1220.25
	hours/employee	9.09	13.07	9.24
WOMEN	total hours	297.50	615.50	723.75
	hours/employee	6.47	13.68	16.83
PRODUCTION WORKERS	total hours	896.25	1417.00	1281.75
	hours/employee	8.46	12.11	10.42
OFFICE EMPLOYEES	total hours	423.50	839.50	633.25
	hours/employee	8.47	17.13	12.92
MANAGERS	total hours	23.00	6.00	29.00
	hours/employee	4.60	1.20	9.67

Training hours by topic

Topic	2025		2024		2023	
	Hours	%	Hours	%	Hours	%
ENVIRONMENT	6.3	0.5%	32.5	1.4%	52.5	2.7%
SAFETY	858.0	63.9%	1338.0	59.1%	844.5	43.4%
QUALITY	262.5	19.5%	80.0	3.5%	301.8	15.5%
LANGUAGES	90.0	6.7%	220.0	9.7%	–	–
MANAGEMENT	–	–	547.0	24.2%	–	–
GENERAL	126.0	9.4%	–	–	641.0	33.0%
LABORATORY	–	–	45.0	2.0%	104.5	5.4%
TOTAL	1342.8	100.0%	2262.5	100.0%	1944.3	100.0%

GRI INFORMATION TABLES

GRI 404 TRAINING AND EDUCATION

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GRI 404-1 Average hours of training per year per employee

CATANIA

GRI 404-1 · Training hours and annual average per employee

CATANIA	Unit of measure	2025	2024	2023
TOTAL	total hours	540.08	421.50	168.00
	hours/employee	12.00	10.28	4.10
MEN	total hours	531.58	409.00	157.00
	hours/employee	12.36	10.76	4.13
WOMEN	total hours	8.50	12.50	11.00
	hours/employee	4.25	4.17	3.67
PRODUCTION WORKERS	total hours	468.33	390.00	117.00
	hours/employee	12.01	10.83	3.34
OFFICE EMPLOYEES	total hours	71.75	31.50	51.00
	hours/employee	11.96	6.30	8.50
MANAGERS	total hours	—	—	—
	hours/employee	n.ap.	n.ap.	n.ap.

Training hours by topic

Topic	2025		2024		2023	
	Hours	%	Hours	%	Hours	%
ENVIRONMENT	18.0	3.3%	11.0	2.6%	15.5	9.2%
SAFETY	285.5	52.9%	23.0	5.5%	90.0	53.6%
QUALITY	107.1	19.8%	367.5	91.9%	46.0	27.4%
GENERAL	129.5	24.0%	—	—	16.0	9.5%
TOTAL	540.1	100.0%	421.5	100.0%	167.5	99.7%

GRI INFORMATION TABLES

GRI 404 TRAINING AND EDUCATION

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GRI 404-1 Average hours of training per year per employee

RUITZ

GRI 404-1 · Training hours and annual average per employee

RUITZ	Unit of measure	2025	2024	2023
TOTAL	total hours	413.00	1007.00	265.00
	hours/employee	4.13	10.83	2.91
MEN	total hours	309.00	831.00	185.00
	hours/employee	4.54	12.59	2.80
WOMEN	total hours	104.00	176.00	80.00
	hours/employee	3.25	6.52	3.20
PRODUCTION WORKERS	total hours	413.00	844.00	91.00
	hours/employee	4.64	11.11	1.21
OFFICE EMPLOYEES	total hours	—	n.av.	n.av.
	hours/employee	—	n.av.	n.av.
MANAGERS	total hours	—	163.00	174.00
	hours/employee	—	11.64	12.43

Training hours by topic

Topic	2025		2024		2023	
	Hours	%	Hours	%	Hours	%
SAFETY	315.0	76.3%	637.0	63.3%	91.0	34.3%
QUALITY	98.0	23.7%	74.0	7.3%	—	—
LANGUAGES	—	—	30.0	3.0%	—	—
GENERAL	—	—	—	—	174.0	65.7%
TRADE-UNION TRAINING	—	—	266.0	26.4%	—	—
TOTAL	413.0	100.0%	1007.0	100.0%	265.0	100.0%

GRI INFORMATION TABLES

GRI 404 TRAINING AND EDUCATION

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GRI 404-1 Average hours of training per year per employee

WREXHAM

GRI 404-1 · Training hours and annual average per employee

WREXHAM	Unit of measure	2025	2024	2023
TOTAL	total hours	5280.00	5985.00	4940.00
	hours/employee	36.41	38.37	28.72
MEN	total hours	3696.00	3532.67	2533.23
	hours/employee	33.30	30.19	20.60
WOMEN	total hours	1584.00	1407.33	824.77
	hours/employee	46.59	36.09	16.83
PRODUCTION WORKERS	total hours	4224.00	4078.37	2788.51
	hours/employee	34.91	32.37	20.21
OFFICE EMPLOYEES	total hours	897.00	373.37	255.29
	hours/employee	44.85	28.72	15.96
MANAGERS	total hours	106.00	488.26	314.20
	hours/employee	26.50	28.72	17.46

Training hours by topic

Topic	2025		2024		2023	
	Hours	%	Hours	%	Hours	%
ENVIRONMENT	237.0	4.5%	618.0	10.3%	—	—
SAFETY	1120.0	21.2%	1000.0	16.7%	696.0	14.1%
QUALITY	12.0	0.2%	—	—	534.3	10.8%
PRODUCTION	1961.0	37.1%	900.0	15.0%	—	—
MANAGEMENT	500.0	9.5%	3467.0	57.9%	1283.0	26.0%
GENERAL	1450.0	27.5%	—	—	2426.7	49.1%
TOTAL	5280.0	100.0%	5985.0	100.0%	4940.0	100.0%

GRI INFORMATION TABLES

GRI 405 DIVERSITY AND EQUAL OPPORTUNITY

GRI 405-1 Diversity of employees · by employee category, gender and age group

PARMA

Employee category	2025						2024						2023					
	MEN			WOMEN			MEN			WOMEN			MEN			WOMEN		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
MANAGERS	–	2	4	–	–	1	–	1	4	–	–	1	–	1	4	–	1	–
PRODUCTION WORKERS	3	37	57	2	30	33	5	36	57	1	27	33	5	39	54	2	22	32
OFFICE EMPLOYEES	1	12	8	2	16	10	1	17	13	4	12	10	–	15	13	3	17	8
TOTAL	4	51	69	4	46	44	6	54	74	5	39	44	5	55	71	5	40	40

VERONA

Employee category	2025						2024						2023					
	MEN			WOMEN			MEN			WOMEN			MEN			WOMEN		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
MANAGERS	–	–	4	–	1	–	–	–	4	–	1	–	–	–	2	–	–	–
PRODUCTION WORKERS	2	26	65	–	3	10	2	30	72	–	3	10	1	35	75	–	2	10
OFFICE EMPLOYEES	–	10	8	–	23	9	–	9	9	–	22	9	–	9	10	3	20	8
TOTAL	2	36	77	–	27	19	2	39	85	–	26	19	1	44	87	3	22	18

CATANIA

Employee category	2025						2024						2023					
	MEN			WOMEN			MEN			WOMEN			MEN			WOMEN		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
MANAGERS	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
PRODUCTION WORKERS	1	14	23	–	1	–	2	11	21	–	1	1	1	13	19	–	1	1
OFFICE EMPLOYEES	–	–	5	–	–	1	–	–	4	–	–	1	–	–	5	–	–	1
TOTAL	1	14	28	–	1	1	2	11	25	–	1	2	1	13	24	–	1	2

GRI INFORMATION TABLES

GRI 405 DIVERSITY AND EQUAL OPPORTUNITY

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GRI 405-1 Diversity of employees · by employee category, gender and age group

RUITZ

Employee category	2025						2024						2023					
	MEN			WOMEN			MEN			WOMEN			MEN			WOMEN		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
MANAGERS	–	–	1	–	–	–	1	4	7	–	2	–	–	5	7	–	2	–
PRODUCTION WORKERS	15	33	13	9	19	–	14	29	10	5	17	1	13	32	9	7	13	1
OFFICE EMPLOYEES	1	4	1	–	4	–	–	1	–	–	2	–	–	–	–	–	2	–
TOTAL	16	37	15	9	23	–	15	34	17	5	21	1	13	37	16	7	17	1

WREXHAM

Employee category	2025						2024						2023					
	MEN			WOMEN			MEN			WOMEN			MEN			WOMEN		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
MANAGERS	–	–	3	–	–	1	–	3	10	–	2	2	–	–	–	–	–	–
PRODUCTION WORKERS	8	45	43	2	9	14	9	43	45	2	13	14	–	–	–	–	–	–
OFFICE EMPLOYEES	–	2	10	1	3	4	1	3	3	1	4	1	–	–	–	–	–	–
TOTAL	8	47	56	3	12	19	10	49	58	3	19	17	–	–	–	–	–	–

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