

Plastod
Advanced Wound Care

# Sustainability Report
# 2026

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# Letter to stakeholders





**Dear Stakeholders,**

With our third Sustainability Report, we are pleased to share the key achievements of 2025 and the journey through which Plastod continues to integrate sustainability into its business activities.
During the year, we chose to focus our resources and expertise on the most innovative wound care solutions, further strengthening our commitment to quality, safety and technological development. Plastod distributed €23.97 million to its stakeholders, reaffirming its contribution to employees, suppliers, public institutions and local communities.

We have also continued our environmental journey by purchasing electricity exclusively from renewable sources and planning further efficiency improvement initiatives, including the installation of a photovoltaic system and progress towards ISO 14001 certification. Once fully operational, the photovoltaic system will be capable of generating approximately 360,000 kWh of renewable energy per year, further reducing dependence on purchased electricity and supporting our emissions reduction strategy.

People remain at the heart of Plastod. In 2025, our total workforce reached 142 employees, with a significant female presence and a high level of employment stability. We strengthened our welfare and work-life balance measures through flexible working hours, smart working arrangements, supplementary healthcare coverage, parental support initiatives, and the introduction of the “3 Cuori” welfare platform.

We also invested in workplace safety through the introduction of new load-handling equipment, improvements to plant and machinery, targeted training programmes, and initiatives aimed at reducing ergonomic risks.

We recognise that sustainability is not a destination but an ongoing journey, driven by measurement, engagement and continuous improvement. Strengthening our internal oversight of ESG matters, implementing planned investments and maintaining an open dialogue with our stakeholders provide the foundations on which we intend to build an increasingly innovative, responsible and resilient Plastod, capable of generating long-term value.

We would like to thank everyone who contributes each day to Plastod’s growth and to building a company that is increasingly innovative, responsible and focused on people.

**The Board of Directors of Plastod S.p.A.**

# 01

# Methodological note

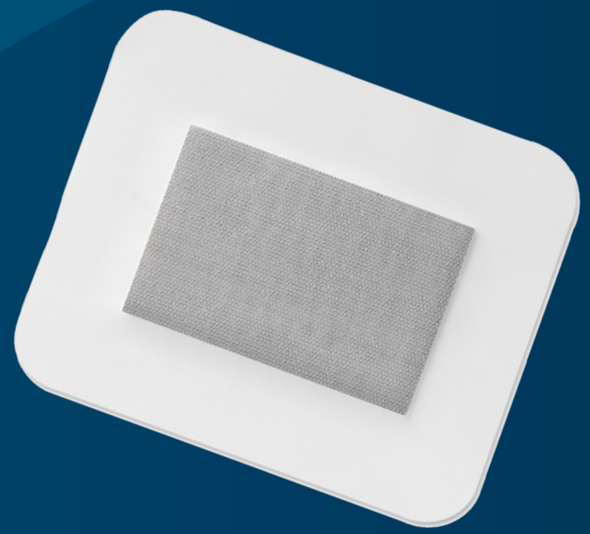
In 2025, Plastod reaffirmed its commitment to integrating sustainability into its business strategy through the preparation of its **third Sustainability Report**. In addition to reporting the results achieved, this document serves as a transparent communication and dialogue tool for all stakeholders.

The Report has been prepared in accordance with the **GRI Sustainability Reporting Standards**, under the **"in accordance"** option, and presents data and information relating to the period from **1 January to 31 December 2025**. The Report also incorporates the indicators set out in the **VSME - Voluntary Sustainability Reporting Standard for non-listed SMEs**, the voluntary European standard developed to support non-listed small and medium-sized enterprises that, although not subject to the reporting obligations introduced by the **Corporate Sustainability Reporting Directive (CSRD)**, wish to communicate their sustainability performance to stakeholders in a structured, transparent and comparable manner. For the purposes of this Report, both the **Basic Module** and the **Comprehensive Module**, as provided for under the **Comprehensive** version of the VSME Standard, have been taken into consideration.

The reporting boundary is consistent with that of the financial statements and includes all entities and operational sites attributable to **Plastod S.p.A.**, namely the Company's registered and operational headquarters located at **Via W. Masetti 7, 40012 Calderara di Reno (Bologna), Italy**.

To ensure the highest possible level of reliability and to provide an accurate representation of the Company's performance during 2025, the use of estimates has been kept to a minimum. Any estimates included in the Report are clearly identified and based on the best available methodologies.

The performance indicators disclosed have been selected in accordance with the **GRI Standards**, taking into account Plastod's activities and the related economic, environmental and social impacts.



# Materiality Analysis

Within the context of sustainability reporting, the **materiality assessment** represents a key process for identifying the topics that generate the most significant impacts on the economy, the environment and people, as well as those that influence the organisation's ability to create value over the long term.

## Stakeholder Engagement Process and Priority Setting

As part of the update of the materiality assessment, a stakeholder engagement process was carried out involving **11 stakeholders**, including, for the first time, both external stakeholders and employees belonging to the ESG team.
Participants were asked to complete a questionnaire and assign a score from **1 to 5** to the topics considered material to Plastod, with particular attention to their relevance in relation to the actual or potential impacts that the Company may cause or contribute to generating throughout its value chain. The objective was to gather different perspectives and identify the sustainability priorities on which to focus attention in the coming years. The selection of the topics submitted for assessment was preceded by an analysis of the organisation, its activities and the context in which it operates.

## Assessment Results

The outcomes of the process carried out in 2025 provide an updated picture of the topics considered most relevant to Plastod. Their identification is the result of a comparison between the organisation's internal perspective and the assessment expressed by the external stakeholders involved, in line with the Company's operating context and strategic development priorities.





The results of this process are presented below, grouped by area of relevance

## Environment

| Topic | Sub-topic | Impact Type | Impact Description |
|---|---|---|---|
| E1<br>Climate Change | Energy | Current negative impact | Consumption of natural gas for heating, fuels and electricity. According to the organisational carbon footprint assessment, total greenhouse gas emissions amounted to **5,125.95 $tCO_2e$ in 2024**, with **Scope 3 emissions** representing the largest share. |
| E5<br>Circular Economy | Resource Inflows and Resource Outflows | Current negative impact | Use of virgin plastic in the manufacture of products which, as single-use medical devices, are disposed of as waste and cannot be reused, resulting in significant raw material consumption and limited resource circularity. Product design is nevertheless guided by **circular economy** and **low-carbon** principles, with particular attention to the sustainability of packaging solutions. |
| E5<br>Circular Economy | Waste | Current positive impact | Plastod provides employees with dedicated waste management training programmes aimed at raising awareness of the risks associated with improper waste handling and of prevention and response procedures, particularly in relation to hazardous waste. **97% of waste generated is sent for recovery**. |



## Social

| Topic | Sub-topic | Impact Type | Impact Description |
|---|---|---|---|
| S1<br>Own Workforce | Training and Skills Development | Current positive impact | Plastod invests in the development of both technical and soft skills. Following the absence of voluntary training activities in 2022, an average of 6 training hours per employee was delivered in both 2023 and 2024, amounting to a **total of 668 hours in 2024**. |
| S1<br>Own Workforce | Employee Wellbeing and Welfare | Current positive impact | Current positive impact Plastod contributes to employee wellbeing and quality of working life through **welfare and work-life balance measures**, including flexible working hours, smart working arrangements, employee benefits, supplementary healthcare and dedicated support for caregivers. |
| S1<br>Own Workforce | Occupational Health and Safety | Potential negative impact | Despite **the prevention and control measures implemented** through the Company's occupational health and safety management system, potential risks of workplace injuries, occupational illnesses and work-related stress remain. |
| S3<br>Affected Communities | Economic, Social and Cultural Rights of Communities | Current positive impact | Each year, Plastod allocates part of the value it generates to support projects and organisations committed **to improving quality of life and promoting wellbeing** at both local and national level (e.g. ANT and Bimbo Tu). |
| S4<br>Consumers and End-users | Product Quality, Reliability and Safety | Current positive impact | Plastod **ensures product quality, reliability and safety** through ISO 9001 and ISO 13485 certifications, compliance with the Medical Device Regulation (MDR), and a structured post-market surveillance system. In 2024, confirmed complaints represented 0.73% of the total, corresponding to 39 cases. |





## Governance

| Topic | Sub-topic | Impact Type | Impact Description |
|---|---|---|---|
| G1<br>Business Conduct | Supplier Relationship Management | Potential negative impact | Although Plastod has planned the **gradual integration of ESG criteria into supplier assessments**, its supply chain has not yet been fully mapped. As a result, there remains a risk that practices inconsistent with sustainability principles may occur within the supply chain, potentially generating adverse environmental and social impacts. |
| G1<br>Business Conduct | Data Protection and Cybersecurity | Potential negative impact | Despite **the absence of confirmed data breaches** in 2025, Plastod remains exposed to the risk of cyberattacks and the compromise of sensitive information, which could adversely affect the privacy and security of employees, customers and other stakeholders. |
| G1<br>Business Conduct | Research, Development and Process Innovation | Current positive impact | **Research, development and process innovation** are key drivers for Plastod in the development of innovative and customised wound care solutions and in enhancing product quality, safety and production efficiency. The Company invests in **technological innovation and process improvements**, including initiatives aimed at reducing energy consumption and strengthening emissions monitoring, and plans to further expand its R&D activities to support the development of products with a lower environmental impact. |

The analysis of stakeholder feedback reveals a shared view of Plastod's sustainability priorities. First and foremost, stakeholders recognize the importance of continuing to invest in **research and development, materials innovation**, and the improvement of production processes, also in order to meet the increasingly specific demands of the healthcare market.
Another recurring topic is the **circular economy**, with particular attention to reducing production scrap, limiting the use of virgin plastic, researching more sustainable materials, and improving the management of waste and production residues. In several cases, stakeholders emphasized not only the need to reduce waste, but also to assess opportunities for its recovery and valorization.
Stakeholders also highlighted the importance of the **supply chain**. Among the proposals raised were greater consideration of suppliers' environmental and social performance, the introduction of audits, and stronger oversight of impacts associated with raw materials and the supply chain.
From a social perspective, **health and safety, employee well-being, training, and skills development** are considered key priorities. People are viewed as a fundamental driver of the company's growth and its innovation and continuous improvement journey, with particular attention given to training on ESG-related topics. Looking ahead, among the initiatives proposed to further strengthen the focus on employee well-being is the introduction of annual preventive health screening programs.
Among the main areas of concern identified are the aging of machinery and facilities, data management, and cybersecurity. **Digitalization and artificial intelligence** are seen as potential tools for improving processes, while also being areas that require careful evaluation due to their impact on the organization and its workforce.
Several more concrete suggestions also emerged, including the greater **use of renewable energy**, the promotion of **sustainable mobility**, the organization of **corporate events** and **team-building activities**. It was also proposed to develop initiatives that support the **local community**, particularly by engaging hospitals, universities, research centers, and non-profit organizations, for example through the establishment of scholarships for academic programs aligned with Plastod's business activities.

Overall, stakeholders believe that Plastod should continue its journey by further integrating environmental sustainability, innovation, people-focused practices, and responsible supply chain management into its business decisions.





## Stakeholder Engagement

Dialogue with stakeholders is an essential element for Plastod in understanding the context in which it operates and in making more informed business decisions.
For this reason, the company carried out a mapping exercise of its key stakeholders, taking into consideration both the parties directly affected by its activities and those that may influence its development and growth path

| Stakeholder | Engagement Method | Stakeholder Needs and Expectations |
|---|---|---|
| Employees | Company intranet, corporate email, notice boards, meetings with management, training activities | Health and safety, economic stability, communication, improvement of quality of life |
| Management Committee | Regular meetings for updates and project approvals | Business growth, innovation, corporate reputation, collective well-being, environmental protectio |
| Customer Partners | Meetings, audits, remote presentations | Reliable partner aligned with their objectives, economic performance, long-term relationship, environmental protection |
| Supplier Partners | Meetings, audits, remote presentations | Reliable partner aligned with their objectives, fair business relationships, long-term partnership, environmental protection |
| Public Administration | Meetings and presentations related to the company site | Well-being of the local community, regulatory compliance, environmental protection |
| Regulatory Bodies | Audits, shared documentation | Regulatory compliance, assurance, and reliability |
| Trade Unions | Union assemblies, regular meetings with union representatives | Protection of workers' rights, enhancement of employability |

## Guiding Principles and Standards Inspiring Plastod
## Respect for Human Rights and Ethical Business Conduct

| Guiding Principle / Framework | Description |
|---|---|
| Universal Declaration of Human Rights | Proclaimed by the United Nations General Assembly in 1948 following the end of World War II, it aimed to restore confidence in universal values that protect the freedom and dignity of all human beings. |
| ILO Conventions (International Labour Organization) | Founded in 1919 after the end of World War I, the International Labour Organization (ILO) became the United Nations specialized agency dedicated to promoting social justice and the universal recognition of human rights in the workplace, through the promotion of decent work in conditions of freedom, equality, and security for all people. |
| United Nations 2030 Agenda | Adopted in 2015 by the governments of UN Member States and approved by the UN General Assembly, the Agenda consists of 17 Sustainable Development Goals (SDGs) within a broader action plan that includes 169 associated targets to be achieved by 2030 across environmental, economic, social, and institutional dimensions. |
| European Green Deal | Introduced in 2019, the European Green Deal sets out the strategies to make Europe the world's first climate-neutral continent by 2050, while boosting the economy, improving people's health and quality of life, and protecting nature. |
| United Nations Guiding Principles on Business and Human Rights | Endorsed in 2011, these principles recognize the cross-cutting importance of human rights and extend their application to business activities, with particular attention to gender-related issues and the protection of vulnerable groups. |
| United Nations Guidelines for Consumer Protection | These guidelines represent the most important international framework for consumer protection.<br>They promote fairness in commercial, advertising, and marketing practices and encourage the adoption of appropriate measures to ensure the quality, safety, and reliability of goods and services provided. |





## Environmental Protection

| Guiding Principle / Framework | Description |
|---|---|
| Paris Agreement (COP21) | In 2015, for the first time, United Nations member countries established concrete objectives to address the climate emergency: achieving climate neutrality by 2050 and limiting global warming to well below 2°C above pre-industrial levels. |
| COP26 (Glasgow Climate Change Conference – November 2021) | During this conference, the target established under the Paris Agreement was strengthened, with countries committing to pursue efforts to limit global warming to 1.5°C rather than 2°C. |
| Earth Charter (ECI – Earth Charter International) | Launched in 2000 by the Earth Charter Commission, an independent international body, the Earth Charter is a document consisting of sixteen principles organized around four pillars. It seeks to inspire a sense of global interdependence and shared responsibility for the well-being of the entire planet. |

This document was approved by the Board of Directors on August 26, 2026 and has **not been subject to assurance or review by an independent auditor**.

For any information regarding the Sustainability Report, please contact **info@plastod.com**.

This Sustainability Report is available in the sustainability section of the Company's website:
**www.plastod.com/it/sostenibilita**

# 02
# The Company

Over 100 years of history

More than 140 employees

€ 23.97 million in economic value distributed

10,000 square metres of production facilities

## Plastod's Identity

Plastod is a company based in Calderara di Reno, in the Province of Bologna, specialising in the development and manufacture of wound care dressings for the protection and treatment of injuries. Drawing on more than one hundred years of industry experience, the Company has developed strong technical, manufacturing and regulatory expertise, enabling it to support its partners throughout the various stages of product development, from feasibility assessment and prototyping through to industrialisation and quality control.



## Vision
Providing Expertise
and Transparency
to Our Partners

## Mission
Developing Innovative
Wound Care Products

## Purpose
Enhancing Quality of Life
for People

## Values

Passion
Collaboration
Innovation
Heritage
Ethics
Quality

Plastod develops and manufactures innovative wound care solutions, supporting its customers as a **reliable and trusted technical partner**. The Company provides **well-established and continuously evolving expertise**, ensuring compliance with safety and quality standards throughout every stage of the process.
Plastod's growth journey is founded on a **strong focus on people, environmental responsibility and the progressive integration of sustainability** into its business activities. The Company supports customers in the development, prototyping and industrial-scale production of advanced and customised wound care solutions, aligned with market requirements.
The aim is to strengthen a corporate culture focused on **continuous improvement, innovation and the creation of shared value**.







## Plastod's Origins and Evolution

Plastod was founded in 1915 through the initiative of Umberto Dotta, initially producing two types of adhesive plasters: a corn plaster and a white zinc oxide plaster used to secure bandages in wound care applications. The name Plastod derives from the combination of the German word Pflaster ("plaster") and Attod, the surname Dotta spelt backwards.
In the years following the First World War, production activities expanded to include new healthcare and wound care solutions, such as plasters for kidney, joint and muscular pain, umbilical and post-vaccination plasters, as well as the Farmaplasto "rapid bandaging" product.
In 1951, the sole proprietorship Plastod del Dott. Umberto Dotta was incorporated as Plastod S.r.l., marking the beginning of a programme aimed at modernising its production processes.
From the **1970s onwards**, the Company progressively oriented its business towards contract manufacturing, developing a more specialised production organisation. At the same time, advances in materials and technologies supported the development of increasingly sophisticated adhesive plasters and bandages.
In **2015**, one hundred years after the start of its operations, Plastod reached the third generation of the Dotta family, maintaining continuity in leadership while demonstrating the ability to adapt to changing market conditions.
**Today**, Plastod operates in an international environment, with a strong focus on quality, production efficiency and technical expertise. Its continuous improvement journey is complemented by a growing commitment to sustainability, as reflected in the publication of its **third Sustainability Report**.

# Governance

## Governance Structure

Plastod is a family-owned company. As of 31 December 2025, the Board of Directors consists of the Chairman, Umberto Dotta, and two Directors, both serving as Executive Vice-Chairmen. All Board members belong to the Bologna-based family that founded the Company. The appointment of members of the Board of Directors is the responsibility of the Shareholders' Meeting, and Board appointments are generally renewed every three years. The Company's senior management plays a coordinating role across the various departments and is involved in the definition, approval and regular review of strategic guidelines, corporate policies and objectives related to sustainable development.

## Management Responsibility and Oversight of ESG Matters

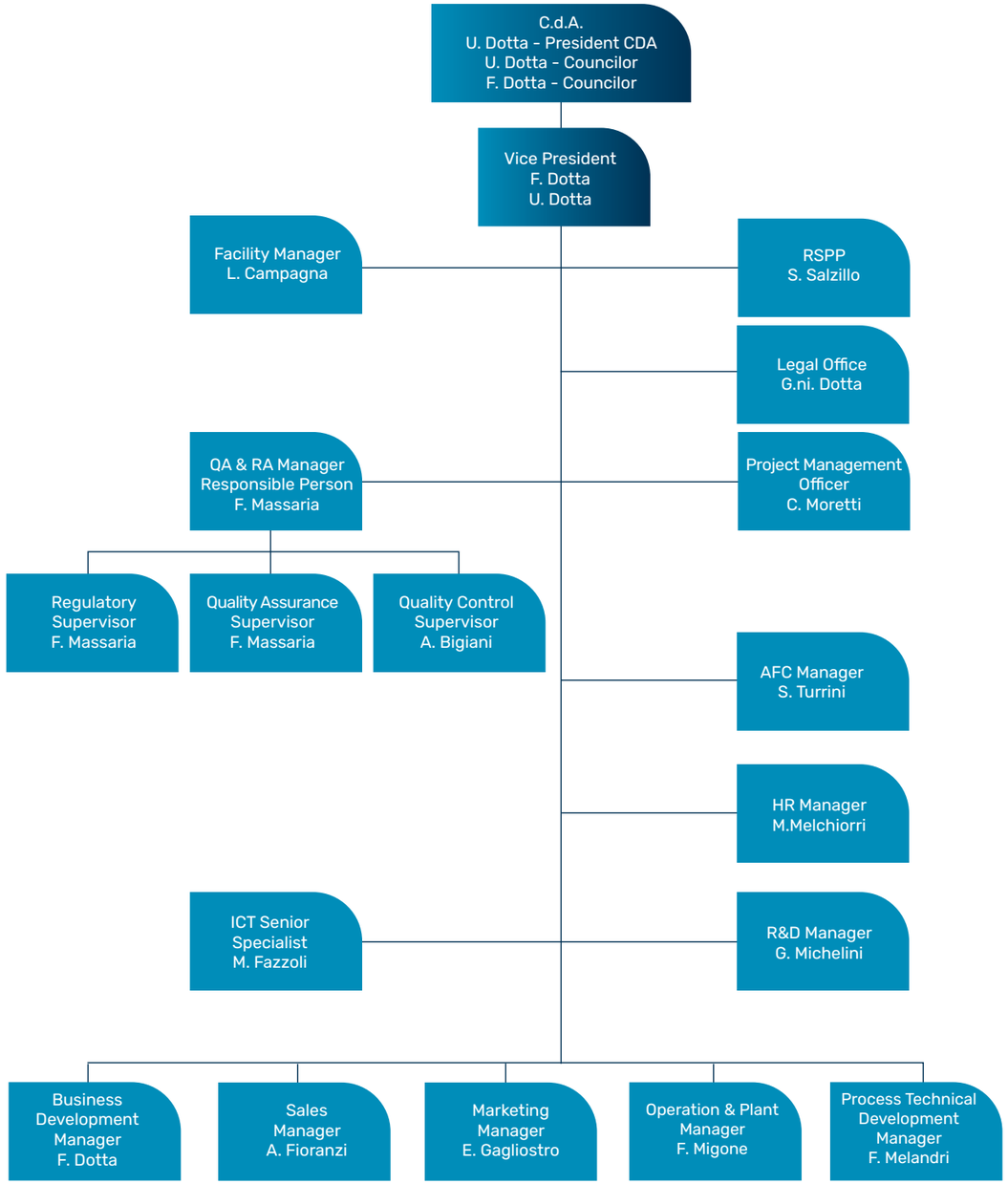
The Executive Vice-Chairmen maintain relationships with the external organisations with which Plastod collaborates and oversee activities related to the assessment of corporate risks, including impacts associated with sustainability matters. On a monthly basis, the Executive Vice-Chairmen convene the Management Committee to approve projects, review their progress and monitor production and sales performance.
In 2025, Plastod reintroduced the role of Sustainability Specialist, responsible for specifically addressing environmental, social and governance (ESG) matters. This role also contributes to maintaining dialogue with service providers supporting the Company's sustainability management activities.







## Organizational chart



## Prevention of Conflicts of Interest

To support transparency and mitigate potential conflicts of interest, Plastod appoints an independent external auditing firm to audit and certify its annual financial statements. Responsibility for matters related to this process nevertheless remains with the Company's highest governance body.
No issues or incidents were reported during the reporting period.

## Management Systems, Quality and Corporate Responsibility

Plastod operates in a global market characterised by the continuous evolution of technological, regulatory and organisational requirements. In this context, the Company has structured its management model with the aim of ensuring **efficiency, quality, safety and attention to environmental aspects**.

To this end, General Management has identified a number of key priorities:
- Promote corporate sustainability in line with the adopted ESG approach;
- Maintain production to the highest quality standards, ensuring compliance with the contractual requirements relating to products and services in order to achieve full customer satisfaction;
- Maintain competitive pricing within the market, while minimising the costs associated with non-quality;
- Ensure procedures and requirements are in place to support the adoption of environmental protection principles and occupational health and safety practices. In particular, the main areas contributing to environmental performance monitoring indicators focus on the reduction of $CO_2$ emissions, waste management, the consumption of plastic materials, and the promotion of sustainable mobility;
- Promote employee welfare, data integrity and workplace safety strategies, while ensuring compliance with safety regulations, ethical principles and operational requirements across the Company's management system.



The Corporate Management System promoted by General Management is designed to ensure a suitable and safe working environment, founded on the principles of health protection, environmental stewardship and responsibility towards the end users of its products. In line with this approach, Plastod is committed to developing processes and products that do not pose significant risks to people or the environment, integrating quality, safety and sustainability into its operational activities.
Complementing this framework of good governance are the **Whistleblowing Policy** published on the Company's website, the **Code of Conduct** and the **Code of Ethics**, which define expected behaviours and internal responsibilities.





# Product

Plastod's headquarters in Calderara di Reno cover an area of **10,000 square metres**, within which all stages of the transformation of raw materials into finished products are carried out through **50 production lines**.
Thanks to its technological capabilities, the Company is also able to perform **converting** activities in-house (the process of transforming a semi-finished material in reel form into intermediate products) as well as **coating** activities (a process that enables thin and uniform coatings to be applied to a wide range of materials).
The site also carries out product customisation printing, bespoke die-cutting based on customer requirements, perforation and micro-perforation processes, as well as packaging operations.

**The range of products manufactured is extensive and includes:**
- Sterile hydrophilic dressings for the treatment of chronic or acute non-infected wounds;
- Post-operative dressings;
- Advanced dressings for critical wounds with moderate to high levels of exudate;
- Ophthalmic and orthoptic dressings;
- Polyurethane (PU) and non-woven adhesive tapes for securing catheters, gauze and other dressings.

In addition to its manufacturing activities, Plastod supports its customers throughout all stages of the development of innovative and bespoke products, including concept development, design review, project planning, prototyping, pilot batch production, and the manufacture of production volumes of any scale.

## Product Safety

Plastod manufactures medical devices that, under applicable regulations, require an assessment of their impacts on the health and safety of end users.
Accordingly, product labelling and accompanying product information must include clear instructions on the safe use of the product or service. This requirement is applied to 100% of the Company's products.
Further reinforcing its commitment to product safety, Plastod completed the CE marking migration process for all Class I, Class Is, Class IIa and Class IIb medical devices for which it acts as manufacturer two years ago, in compliance with the new European Medical Devices Regulation (MDR), which replaced the previous Medical Devices Directive 93/42/EEC (MDD). This achievement was secured well in advance of the applicable deadline, set for 2028, demonstrating the Company's commitment to regulatory compliance while pursuing a path of continuous improvement.
During the reporting period, Plastod received 32 minor complaints related to a limited number of wound dressings, corresponding to 0.75% of the total batches distributed and representing a negligible impact in terms of the number of medical devices affected.
Plastod has implemented a structured procedure for post-market surveillance and the related management of complaints, as required under the obligations applicable to organisations certified to ISO 13485.
In 2025, no incidents of non-compliance were recorded in relation to communications, marketing practices, or breaches of customer privacy.

## Countries Served

Plastod operates globally, with a strong focus on the European market, which accounts for the largest share of its exports. Germany remains the Company's primary destination market, generating more than half of its overall business relationships.
In 2025, a slight decrease in the European market share was recorded, from 85% to 84%.
A decline in exports to non-European markets was observed, alongside an increase in the share of the domestic Italian market, which rose from 9% to 13%.

| Countries served | 2025 | 2024 | 2023 |
|---|---|---|---|
| Italy | 13% | 9% | 8% |
| Europe | 84% | 85% | 89% |
| Extra Europe | 3% | 6% | 3% |



## Membership of Trade Associations

Plastod is a member of Confindustria Emilia Area Centro, the local branch of Italy's leading representative organisation for industrial enterprises. This membership reflects the Company's commitment to adopting best business practices and collaborating with other organisations to foster growth and innovation.

# 03

# Shared value

A company's activities generate impacts that extend beyond its organisational boundaries, contributing to the creation of value for the local area and for the stakeholders with whom it engages.

An analysis of the economic value generated and distributed provides a clearer representation of how the resources produced by the Company are redistributed among its principal stakeholder groups.

The reclassification of the income statement according to the shared value approach offers a concise yet meaningful overview of Plastod's ability to contribute to the economic development of the environment in which it operates, integrating responsibility, transparency and sustainability into its business model.

In 2025, Plastod generated economic value of €23.55 million, recording a slight decrease compared with the previous year. This trend reflects a phase of greater market stabilisation following the years characterised by post-pandemic growth and, at the same time, confirms the resilience of the Company's business model, which is based on the development and manufacture of high-quality medical devices.

During 2025, the Company focused in particular on the development of innovative wound care dressings, with specific attention devoted to the industrialisation of a new product based on its proprietary patented double-adhesive-layer technology. To support its innovation strategy, the Company consciously decided to discontinue certain business lines and customer relationships characterised by limited profitability and a low level of innovation, concentrating resources on the development and promotion of advanced wound care solutions.

During the year, economic value distributed to stakeholders amounted to €23.97 million through operating costs, employee salaries and benefits, taxes, financial charges and community investments. This amount corresponds to 101.78% of the economic value generated. Retained economic value was negative, at approximately €0.42 million, mainly as a result of the strategic decision to focus on innovative dressings. This decision led both to the discontinuation of certain established business activities and to a greater-than-expected commitment of resources to product development, resulting in a slowdown in other production activities and a negative financial result for the year.

The distribution of value confirms Plastod's role in generating economic benefits for its key stakeholders, including suppliers, employees, public authorities, the financial system and local communities. In particular, the reporting period highlights a steady increase in the share allocated to salaries and employee benefits, demonstrating the Company's commitment to valuing and supporting its workforce.

The results of the reclassification of the financial statements are presented in the table below, which illustrates the Economic Value Generated, Distributed and Retained by the Company over the reporting period.

| | 2025 | 2024 | 2023 |
|---|---|---|---|
| **Economic value generated** | **€ million** | **€ million** | **€ million** |
| Revenue | 23.55 | 23.72 | 29.86 |
| Total economic value generated | 23.55 | 23.72 | 29.86 |
| **Economic value distributed** | | | |
| Operating costs | 17.29 | 15.67 | 20.03 |
| Employee wages and benefits | 6.86 | 6.84 | 6.81 |
| Payments to providers of capital / Shareholder remuneration | -0.06 | -0.06 | 0.00 |
| Taxes and duties / Payments to Public Authorities | -0.13 | 0.35 | 0.85 |
| Community investments[1] | 0.005 | 0.006 | 0.11 |
| Total economic value distributed | 23.97 | 22.81 | 27.81 |
| % | 101.78% | 96.17% | 93.11% |
| **Economic value retained** | | | |
| Difference between economic value generated and economic value distributed | -0.42 | 0.91 | 2.06 |
| % | -1.78% | 3.83% | 6.89% |

As at 31 December 2025, Plastod's total assets amounted to € 20.165.790.
During the reporting period, the Company received financial assistance from government institutions amounting to € 140,580.86.

The financial assistance received from public authorities consisted of:
- € 139,067.00 in the form of tax credits, including:
  - € 19,700.00 relating to Research and Development activities;
  - € 119,367.00 relating to investments in Industry 4.0 capital assets;
- € 1,513.86 received under the Sabatini Law Scheme, representing an interest contribution granted for the acquisition of an Industry 4.0 machine.

No other forms of financial assistance from government institutions were received during the reporting period.

[1] Under the item "Community Investments", Plastod includes expenditures attributable to tax-deductible social welfare initiatives.





# Community engagement

Plastod regards community wellbeing as an essential component of its corporate responsibility. The Company recognises the value of the local area and of the social organisations operating within it, allocating part of the resources it generates each year to support initiatives aimed at improving quality of life, caring for people and promoting solidarity at both local and national levels.
In 2025, Plastod contributed € 12,075 to the community. In addition to € 4,905 attributable to tax-deductible social welfare contributions, Plastod renewed its support for Fondazione ANT through a donation of € 3,270. The Company also purchased charitable Christmas cakes from AGITO ODV for a value of € 2,900 and contributed € 1,000 to Calderarese Week, reaffirming its commitment to local initiatives and community life.



# 04

# Value chain

Plastod's value chain encompasses the activities, relationships and stakeholders involved in the development, manufacture, distribution and use of the Company's products. It therefore includes both upstream activities related to the procurement of materials, services and expertise, and downstream activities associated with marketing, product use and end-of-life management.

The Company develops and manufactures wound care dressings designed to protect and treat a variety of lesions, operating primarily in the European market and, to a lesser extent, in non-European markets. In addition to manufacturing medical devices, the Company provides product design services for the development of new products and regulatory support for product registration and compliance in accordance with applicable European and international regulations.

The end users of Plastod products mainly fall into two categories: healthcare professionals, who use the devices on a daily basis in patient care activities, and patients, who directly benefit from the use of the products.

The value chain is characterised by strong attention to quality, product safety and regulatory compliance, which are essential elements in ensuring reliability throughout all stages, from design and manufacturing through to final use.



# Upstream value chain

## Supplier Relationship Management

Supplier relationship management is governed by operating practices defined within the Plastod Quality Management System, with the objective of ensuring efficiency, reliability and continuity throughout the supply chain. In 2025, **Plastod worked with 540 active suppliers**. Supplier selection is currently based primarily on achieving the optimum balance between quality and cost, a criterion considered essential for ensuring adequate standards of quality, competitiveness and supply reliability. Looking ahead, **the Company intends to progressively strengthen the integration of ESG criteria into supply chain management**. During 2026, a more in-depth assessment of strategic suppliers is planned through a dedicated questionnaire, with the aim of promoting an increasingly responsible, transparent and values-driven supply chain.

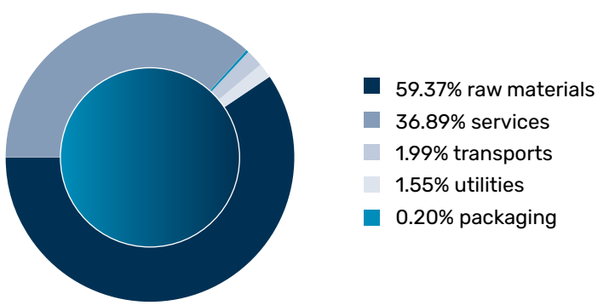
Plastod also adopts a proactive approach to supply risk management based on supplier diversification and the maintenance of safety stocks. These measures reduce exposure to potential disruptions and help ensure operational continuity.

Particular attention is also paid to the quality of relationships with business partners, especially strategic suppliers. **The Company promotes regular meetings, periodic updates and open dialogue in order to strengthen collaboration**, facilitate the timely management of any issues and, where possible, encourage the joint development of improvement solutions.

More structured formal environmental policies may be further developed as part of the ISO 14001 certification process scheduled for the second half of 2026.

The composition of procurement expenditure by sourcing category remained broadly consistent with the previous year, confirming that the largest share of spending was allocated to the purchase of raw materials (59.37% of total expenditure), followed by services (36.89%), transportation (1.99%), utilities (1.55%) and, to a lesser extent, packaging materials (0.20%).

**% procurement expenditure by sourcing category**

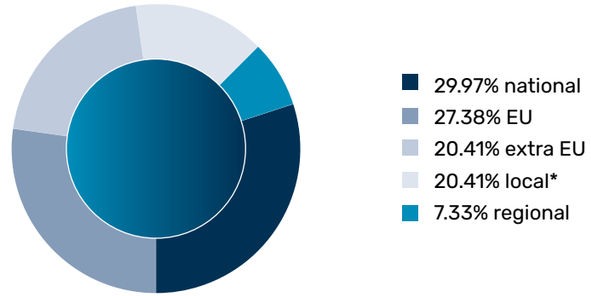







In 2025, the geographical distribution of Plastod's supply chain reflected a diversified structure with a significant presence of both **Italian and European suppliers**, while maintaining a substantial share of local sourcing. Procurement expenditure allocated to domestic suppliers accounted for 29.97% of the total, reaffirming the strategic importance of the Italian market within Plastod's supply chain. At the same time, the share of expenditure directed to suppliers based in the European Union increased from 24% to 27.38% of total procurement spending. The proportion of procurement expenditure associated with suppliers located in non-EU countries also rose, increasing from 17% to 20.41%. This trend reflects the **Company's progressive diversification of sourcing markets at an international level**. Plastod therefore continues to maintain a diversified supply chain, balancing the benefits of local sourcing with the gradual expansion of its procurement network across broader geographical areas.

**% geographical distribution of the supply chain**




* For Plastod, "local suppliers" are suppliers located within the Province of Bologna.

During the reporting period, no significant negative environmental or social impacts were identified within the supply chain. Furthermore, no significant risks or incidents were identified in relation to freedom of association and collective bargaining, child labour, forced or compulsory labour, or violations of the rights of Indigenous Peoples, either within Company operations or, to the best of the Company's knowledge, across its supply chain.

## Payment procedures

Plastod manages supplier payments with care and transparency in order to maintain strong relationships and ensure continuity throughout the supply chain. Payment terms and conditions are defined contractually and monitored internally through invoice management and due-date control systems.

Although the Company does not currently have a formal policy on late payments, it applies a structured internal process designed to promote regular and timely transactions, including: clear definition of payment terms during contract negotiations, continuous monitoring of payment deadlines through dedicated invoice management systems, prompt communication with suppliers in the event of issues in order to agree shared solutions, and prioritization of payments, with particular attention given to small and medium-sized enterprises to support their financial stability.

# Downstream value chain

Plastod operates primarily in the B2B market, serving professional customers and industry operators. Approximately 70% of its customer base is located in Germany, while the remaining 30% is distributed across other European countries, highlighting the Company's international footprint and long-standing commercial relationships within the European market.
Products supplied to pharmacies and hospitals accounted for 82.20% of total revenue, while the remaining 17.80% derived from services ancillary to the sale of the Company's products
In managing relationships with customers, consumers and end users, Plastod places particular emphasis on **safety, quality and the correct use of its products**. The Company operates in compliance with specific standards and requirements, including **ISO 9001, ISO 13485 and the Medical Devices Regulation (MDR)**, which help ensure process control, product safety and compliance with all applicable requirements prior to market placement.
To support this approach, Plastod implements dedicated downstream value chain practices, including product verification and testing prior to sale, clinical trials where required, clear and comprehensive information provided on product packaging, and regular customer satisfaction surveys. These initiatives strengthen market relationships, monitor perceived quality and promote the safe and informed use of products by end users.
**Plastod assesses health and safety impacts for 100% of its products**. During the reporting period, no incidents involving customer data loss or breaches of customer privacy were recorded.

## Management of Non-conformities and Complaints

Plastod has established a specific operating procedure for the management of non-conformities, applicable to actual or potential reports relating to raw materials, semi-finished products, finished products, production processes, the Quality Management System and information arising from customer complaints.
The procedure defines **criteria, responsibilities and operating methods to ensure the prompt and traceable management of reports** under the coordination of the Quality Assurance function. Each non-conformity is classified, identified, documented and subject to root-cause analysis in order to determine the most appropriate treatment and, where necessary, corrective or preventive actions.
In the case of non-conforming products or materials, Plastod ensures their identification, segregation and transfer to a dedicated virtual warehouse in order to prevent their use or sale. Customer reports are managed as complaints through the dedicated procedure and, where product safety could be affected, the Company assesses whether communication with the competent authorities and product withdrawal procedures should be initiated.
During the reporting period, Plastod received 32 minor complaints related to a limited number of wound dressings, corresponding to 0.75% of the total batches distributed and representing a negligible impact in terms of the number of medical devices affected. All complaints were managed in accordance with the established procedure.



# 05

# People

Plastod recognises its people as a fundamental driver of the Company's sustainable growth and long-term success. In line with the principles set out in its Code of Ethics, the Company fosters a working environment based on mutual respect, integrity, fairness and meritocracy, valuing the talent, skills and contribution of each individual.

Workplace relationships are founded on open communication, effective collaboration, constructive management of differences and continuous feedback, with the aim of promoting a positive, inclusive and engaging working environment that supports both individual and organisational development.

The Code of Ethics and the whistleblowing system further strengthen the Company's commitment to maintaining a transparent, accountable and responsible workplace culture, while safeguarding the wellbeing of its people.

## Improvement Initiatives

Plastod has planned an **organisational and operational improvement** programme focused on the redesign of workspaces and the reorganisation of production departments. In particular, the initiative involves the relocation of machinery to more functional areas, with the aim of optimising internal workflows, enhancing departmental efficiency and facilitating employees' day-to-day activities.
These initiatives form part of a broader programme aimed at improving working conditions, with particular attention to **ergonomic aspects and manual handling activities**. To this end, Plastod intends to introduce trolleys and dedicated handling equipment designed to reduce employees' physical strain and improve the safety and efficiency of operational activities.
The planned changes will also be supported by **targeted training programmes** to ensure the correct and effective use of newly introduced or relocated equipment and machinery. Through these initiatives, Plastod seeks to further strengthen employee wellbeing, improve workplace safety and support the continuous improvement of working conditions across its operations.

# Workforce profile

In 2025, Plastod employed a total workforce of **142 workers**, comprising 130 employees, 3 collaborators and 9 agency workers. In addition, 8 members of the workforce belonged to protected categories, in accordance with the requirements of applicable legislation.
The composition of the workforce reflects the Company's commitment to maintaining a diverse and inclusive working environment, while ensuring compliance with relevant employment and equal opportunity regulations.

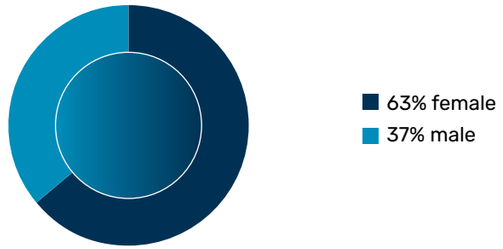
| Employees and non-employee workers | 2025 | | | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Total | Women | Men | Total | Women | Men | Total | Women | Men |
| Employees | 130 | 82 | 48 | 125 | 80 | 45 | 128 | 83 | 45 |
| Agents<br>Self-employed Workers<br>Contractors | 3 | 1 | 2 | 3 | 1 | 2 | 3 | 1 | 2 |
| Temporary Agency Workers | 9 | 8 | 1 | 8 | 7 | 1 | 15 | 14 | 1 |
| **Total** | **142** | **91** | **51** | **136** | **88** | **48** | **146** | **98** | **48** |





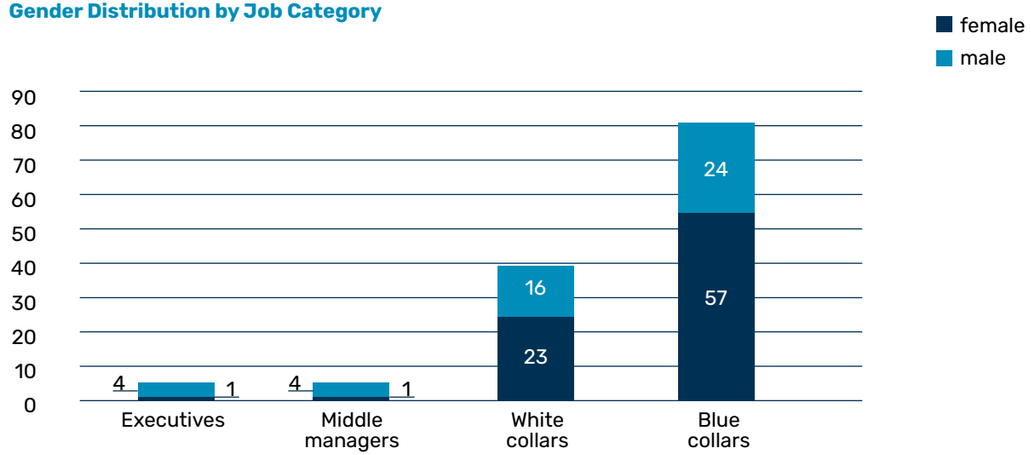
The workforce composition confirms a significant female presence: in 2025, Plastod employs **82 female employees**, representing approximately **63% of the total workforce**, compared with **48 male employees**. This figure places the company above the national average for the medical devices sector, where female employment currently stands at 42%[2].

**Gender distribution among employees**




The employee composition by job category remained substantially stable compared with the previous year. In 2025, the workforce included 5 executives, consisting of 1 woman and 4 men, and 5 middle managers, likewise comprising 1 woman and 4 men. Compared with 2024, the clerical and administrative staff increased by 3 employees for each gender, while the operational workforce decreased by 1 employee among both women and men. A stronger female presence continues to be evident among both clerical and operational staff: women represent 59% of clerical and administrative employees and 70% of operational staff.

**Gender Distribution by Job Category**




[2] Source: Confindustria Dispositivi Medici. https://www.confindustriadm.it/

The most represented age group at Plastod is the 30–50 years category, accounting for 54% of the total workforce, in line with the previous year. This figure highlights the predominant presence of employees with a solid level of professional experience who are still fully engaged in an active and dynamic stage of their working careers.

**In 2025, the average age of employees decreased slightly, from 48 years to 47.41 years.**

## Remuneration Policies and Employment Contracts



Plastod's remuneration policies are based on principles aimed at recognising and rewarding employees' skills, experience and professional development. The salary review process is structured and generally takes place at the beginning of each year. Department managers identify employees considered eligible for salary adjustments, while requests submitted directly by employees are also taken into consideration. Following an assessment of individual positions, the Company determines any salary increases on the basis of various factors, including **level of responsibility, individual performance, career progression, alignment between role and remuneration, and benchmarking against available external market analyses**.

All employees are guaranteed remuneration at least equivalent to the minimum levels established by the applicable National Collective Labour Agreement (CCNL). With particular regard to new hires, Plastod generally offers remuneration above the contractual minimum rates, determining compensation packages in accordance with the **skills, educational background and professional experience** of the individual concerned.

At Plastod, 96% of employees are covered by the **Unionchimica Confapi National Collective Labour Agreement (Chemical and Tanning Sector)**, while the remaining 4%, corresponding to five executives, are covered by the SME Executives National Collective Labour Agreement **(CCNL Dirigenti PMI)**.

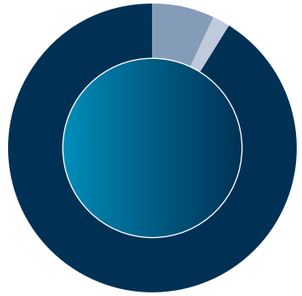
Employment stability continues to represent a key feature of the organisation. Approximately 91% of the total workforce is employed under permanent contracts. The Company employs three fixed-term employees, comprising two women and one man, and nine agency workers, of whom eight are women and one is a man.





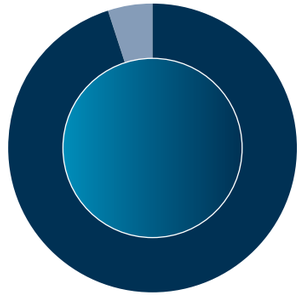
Compared with the previous year, the proportion of part-time employees within the employee population decreased slightly, from seven to six employees. This working arrangement primarily concerns female employees and includes five women and one man.

**Employment contract**



- 91% permanent contracts
- 7% temporary Agency Workers
- 2% fixed-term contracts

**Employees by work schedule**



- 95% full-time
- 5% part-time

For significant operational changes, Plastod generally provides affected employees with a **minimum notice period** of between **one and two weeks**.

The notice period and any related consultation or negotiation procedures are not specifically governed by the applicable National Collective Labour Agreement (CCNL) and are therefore managed by the Company according to the nature of the change and organisational requirements.

In line with its policies promoting **transparency** and **pay equity**, Plastod monitors the **annual total remuneration ratio**, calculated as the ratio between the highest remuneration paid within the Company and the average remuneration of employees.

In 2025, this ratio was **7.02**, compared with **8.68** in 2024. The reduction in the ratio represents a positive trend, indicating a more balanced distribution of remuneration across the organisation.

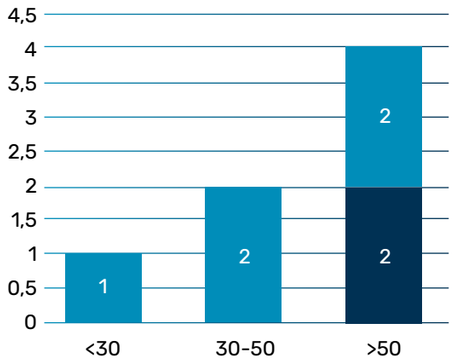
Analysis of the **Gender Pay Gap**[3] across the employment categories considered shows that, in 2025, pay differentials in favour of male employees ranged from **4% to 15%**. Compared with the previous year, the gap narrowed slightly within the blue-collar employee category and remained broadly unchanged within the white-collar employee category.

[3] Gender Pay Gap refers to the difference in average remuneration between men and women, expressed as a percentage of men's average remuneration. Plastod's analysis covers the blue-collar and white-collar employee categories.

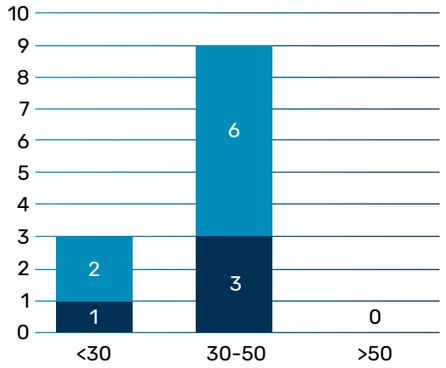
## Employee Turnover

In 2025, Plastod recruited **12 new employees**, comprising **4 women and 8 men**, representing an increase compared with the previous year, when **5 new employees** joined the Company. None of the new hires belonged to the oldest age group.
The **positive turnover rate**[4] amounted to 10%, confirming the Company's ability to attract new talent and strengthen its workforce.
During the year, a total of 7 employee departures were recorded, comprising 2 women and 5 men, representing a decrease compared with the 8 departures recorded in 2024. The Company's **negative turnover rate**[5] therefore amounted to 6%.

**Employee departures**




**New Hires**







During the reporting period, 19 employees were entitled to **parental leave**. Of these, 14 made use of the entitlement, comprising 10 women and 4 men. All employees who took parental leave returned to work upon completion of their leave period, resulting in a return-to-work and retention rate of 100%.

[4] Positive turnover rate is calculated by dividing the number of employees hired during the reporting year (2025) by the number of employees in service as at 31 December of the previous year, and multiplying the result by 100.
[5] Negative turnover rate is calculated by dividing the number of employee terminations recorded during the reporting year (2025) by the number of employees in service as at 31 December of the previous year, and multiplying the result by 100.

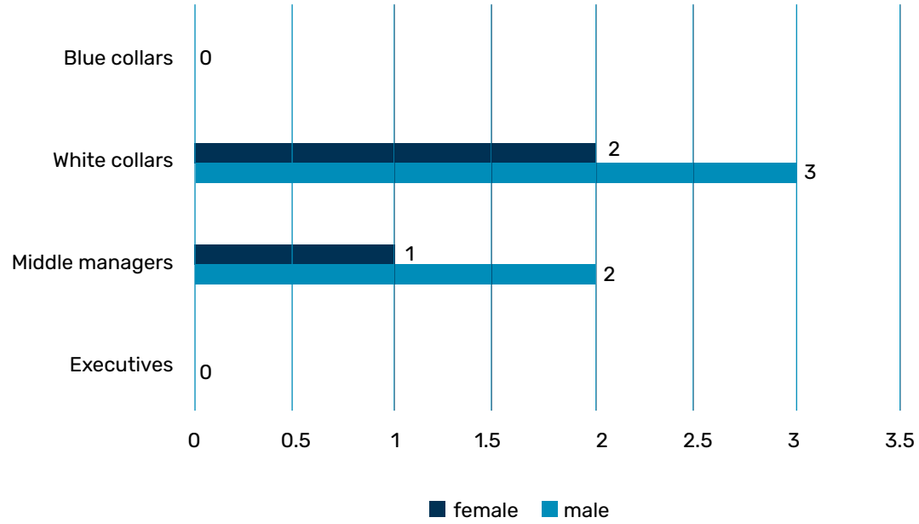




## Performance Evaluation

The periodic assessment of employee performance and professional development represents an important tool for Plastod in supporting employee growth and fostering dialogue between the Company and its workforce.
In 2025, the data remained unchanged compared with the previous year. Periodic performance evaluations were conducted for **3 employees in executive staff positions**, comprising **2 men and 1 woman**, and for **5 white-collar employees**, comprising **3 men and 2 women**.

**Employees Receiving Regular Performance and Career Development Reviews**






## Corporate Welfare and Work-Life Balance

Plastod promotes employee wellbeing through a welfare and benefits system designed to support **work-life balance** and enhance the economic and social wellbeing of its people. The main initiatives currently in place include:

- **Canteen service and meal vouchers**: employees have access to a company canteen service or, alternatively, receive meal vouchers. This benefit is available to blue-collar employees, white-collar employees and executive staff, including during remote working days.
- **Supplementary healthcare**: additional healthcare coverage provided through **CAMPA**, available to blue-collar employees, white-collar employees and executive staff, including employees on fixed-term contracts exceeding six months.
- **Supplementary pension scheme**: employees may join the relevant sector pension fund and receive an additional employer contribution proportional to their own contributions.
- **Medical appointments and caregiver support**: employees are granted paid time off for medical appointments and may benefit from up to **24 hours of paid leave** for justified family-related needs, supporting both health protection and the management of personal and family responsibilities.







- **Smart working**: employees in eligible roles may work remotely **one day per week**, supporting work-life balance and contributing to a reduction in commuting-related travel.
- **Work equipment**: mobile phones, laptops and tablets are provided to employees where required for the performance of their duties.
- **Company cars for mixed business and personal use**: this benefit is available to executive staff and senior managers, in line with their responsibilities and the requirements of their role.

These initiatives reflect Plastod's commitment to fostering employee wellbeing, supporting work-life balance and creating working conditions that contribute to employee engagement, retention and long-term professional development.

- **Flexible working hours**: employees may start work flexibly between **8:00 a.m. and 9:00 a.m.**, with a lunch break that can be taken between **12:30 p.m. and 2:30 p.m.** and may last between **30 and 90 minutes**, with the end of the working day adjusted accordingly.
- **Performance bonus and welfare platform**: an annual performance bonus linked to Company results is awarded under specific collective agreements. In 2025, Plastod introduced the **3 Cuori** welfare platform, dedicated to the management and use of the bonus.

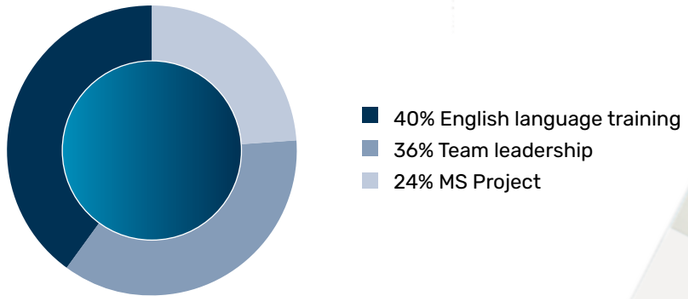
The benefits listed above are also available to employees working **part-time** or under **fixed-term contracts**, in accordance with their contractual classification and the requirements associated with their role.
Particular attention is also paid to **parental support**. Upon returning from maternity leave or parental leave, employees may benefit from specific measures designed to facilitate the reconciliation of family and professional responsibilities. These include **supplementation of maternity pay up to 100% during both pre- and post-natal leave periods** and **working-time arrangements available until the child reaches five years of age**, such as exemption from shift work and assignment to standard daytime working hours only.

## Training

In 2025, Plastod delivered a total of **200 hours of training** to its employees.
Training activities were primarily directed towards **middle managers**, who received **112 hours of training**, accounting for approximately **56% of the total training hours delivered**. This was followed by **white-collar employees**, with **46 hours, blue-collar employees**, with **35 hours**, and **executives**, with **7 hours**.
Compared with the previous year, when a total of **668 training hours** were delivered, the 2025 figure reflects a reduction in the number of training hours provided. This trend is attributable to a **different training schedule and allocation of learning activities during the year**, with a stronger focus on specific employee groups and professional areas.
Training nevertheless remains a key tool for supporting the development of internal competencies, with particular emphasis on strengthening the skills and capabilities that are strategically important to the organisation.

**Average number of training hours per employee in 2025: 1.48**
The training programmes delivered during the reporting period focused on **English language training**, which accounted for **40% of total training hours, Team Leadership** training (**36%**), and **Microsoft Project**, a project management software application, which represented **24% of total training hours**.
This training provision reflects Plastod's ongoing commitment to supporting employee development and enhancing the competencies required to meet current and future business needs.

### Training topics




In 2025, one case of internal redeployment was recorded, involving the transfer of a blue-collar employee from the production area to the quality department, supporting the employee's professional development and internal career progression.

## Human Rights and Non-Discrimination

Plastod promotes a working environment founded on **respect for individuals, the protection of human rights and the prevention of all forms of discrimination**. The Company's commitment is formalised in its **Code of Ethics**, which applies to all employees and places particular emphasis on preventing discriminatory behaviour and fostering professional relationships based on fairness, inclusion and mutual respect.
During 2025, **no incidents of discrimination were reported**. Consequently, no specific corrective actions were required, confirming the Company's commitment to maintaining a workplace culture that respects individual rights and dignity and actively prevents situations that could undermine them.





# Health and safety

Protecting the health and safety of its workforce is considered by Plastod to be an essential prerequisite for conducting its business responsibly and sustainably. The prevention of occupational injuries and illnesses represents a daily commitment that is closely linked to quality of work, operational efficiency and the ability to maintain strong and reliable relationships with stakeholders.
**Plastod operates in compliance with applicable legislation** and promotes a safety culture based on shared responsibility involving employees, contractors and suppliers. The Company has adopted an **internal Health and Safety Policy** defining responsibilities, operating procedures and preventive and protective measures.
The management system applies to both employees and non-employees working at the organisation, including production operators, maintenance personnel, warehouse staff, office employees, laboratory technicians and research and development specialists.
**Workers are involved through legally required channels and through formally appointed employee representatives**. Risk assessment procedures support the identification of workplace hazards, evaluation of existing controls and prioritisation of improvement measures.
In line with its occupational health and safety management system, the risk assessment process has been structured to support the Employer and the personnel appointed for this purpose in identifying hazards associated with the Company's activities and in determining the most appropriate preventive and protective measures. The methodology adopted enables the Company to verify that **identified hazards and associated risks** are consistent with the activities actually performed, assess the adequacy of existing control measures, and establish priorities for the implementation of corrective and improvement actions.
The process ensures that all factors relevant to the performance of work activities are duly considered, thereby enabling a substantiated assessment of existing risks and the effectiveness of the measures implemented to mitigate them.



Employee involvement represents a key element of the Company's risk prevention, identification and mitigation framework. **Potential hazardous situations may be reported either verbally or in writing**, including via e-mail or through a dedicated reporting form, with details of the event and its potential causes. All reports received are reviewed and assessed in order to identify any critical issues, prevent the recurrence of similar situations and, where necessary, define appropriate improvement actions.
During 2025, **Plastod implemented several actions aimed at reducing health and safety risks**, including the purchase of electric lifting equipment designed to mitigate risks arising from the manul handling of loads, certification of a new production machine, maintenance of ventilation systems, installation of warehouse safety barriers and an increase in the number of fire wardens.
Through these initiatives, Plastod reaffirms its commitment to the continuous enhancement of its occupational health and safety management system, promoting a culture of prevention, reducing workplace risks, and ensuring safe and healthy working conditions across its operations.

## Occupational illnesses and injuries

The most significant **occupational health risks** identified include carpal tunnel syndrome, epicondylitis and biomechanical overload associated with manual handling and repetitive movements. To address and mitigate these risks, Plastod implemented targeted corrective actions, including investment in load-handling aids and the initiation of a project aimed at eliminating repetitive movements on the production equipment identified as most critical from an ergonomic perspective.
No occupational diseases were recorded within Plastod's workforce during the reporting period.
In 2025, the Company recorded **one non-serious workplace accident**, consistent with the previous year. The incident involved a cutter-related injury resulting in a nine-day recovery period.
The most frequently occurring occupational injuries within the Company remain those associated with crushing and cutting incidents. In relation to the incident recorded during the reporting period, the investigation identified the improper use of a utility knife and a temporary lapse in attention as the primary contributing factors.
In response, Plastod implemented corrective actions, including the introduction of utility knives with improved safety features and the provision of dedicated training to the employee concerned. These measures form part of the Company's ongoing commitment to preventing workplace injuries, mitigating occupational risks, and continuously improving health and safety performance.

## Occupational health and safety training

Plastod considers employee training to be the most effective tool for reducing occupational injury risks. Training is provided both in compliance with the requirements of Legislative Decree No. 81/2008 and on a voluntary basis as part of the Company's commitment to promoting a strong health and safety culture. During 2025, a total of **265 hours of mandatory occupational health and safety training** were delivered to employees.

| Training Course | Participants | Training hours per participant | Total training hours |
|---|---|---|---|
| RLS* Refresher Training | 2 | 8 | 16 |
| Correct manual handling of loads procedure | 3 | 4 | 12 |
| Risk awareness training | 14 | 4 | 56 |
| Supervisor refresher training | 4 | 6 | 24 |
| Forklift operator refresher training | 1 | 4 | 4 |
| Medium-risk fire safety refresher training | 4 | 5 | 20 |
| Workshop-specific risk training | 2 | 2 | 4 |
| Prses training and correct use of racking systems and cutting equipment | 4 | 4 | 16 |
| Correct procedure for unloading reels from cutting machines | 6 | 0.5 | 3 |
| Emergency response plan training for shift workers | 7 | 0.5 | 3.5 |
| Correct interpretation of occupational health requirements and medical restrictions | 51 | 1 | 51 |
| General health and safety training pursuant to the state–regions agreement | 7 | 4 | 28 |
| State–regions agreement on occupational health and safety training | 4 | 6 | 24 |
| Fire alarm control panel monitoring and management | 7 | 0.5 | 3.5 |

* Workers' Safety Representative

## Health promotion and occupational medicine services

**Plastod guarantees employees access to occupational health services** through preventive and periodic medical examinations conducted on-site during working hours. This approach promotes worker participation and contributes to the continuous management and monitoring of occupational health issues associated with workplace activities. Medical confidentiality is safeguarded through restricted access to health records, limited to the occupational physician and supervisory authorities. In addition, the Prevention and Protection Service ensures compliance with any medical recommendations and work-related health restrictions issued by the occupational physician
To **promote employee wellbeing**, the Company also provides dedicated information boards displaying materials related to health, prevention and healthy lifestyles.

# 06

# Environmental responsibility

For Plastod, environmental sustainability represents both a responsibility towards the local area and the community in which the Company operates and a strategic factor for strengthening its long-term competitiveness and resilience. For this reason, Plastod has embarked on a path of monitoring, managing and progressively reducing its environmental impacts, with the objective of integrating environmental protection more systematically into its business processes.

A significant milestone in this journey was achieved in 2023 with the introduction of a structured greenhouse gas emissions reporting system and the completion of the Company's first Corporate Carbon Footprint assessment. This tool enables Plastod to identify its principal sources of emissions each year and provides a robust information base to support the development of targeted actions aimed at reducing its carbon footprint.

Alongside emissions monitoring, Plastod is committed to improving energy efficiency, optimising production processes and promoting increasingly sustainable waste management practices. This commitment is supported by the adoption of technical and organisational solutions designed to reduce consumption, minimise waste and enhance material recovery.

In line with this approach, the Company has also set the objective of achieving ISO 14001 certification as a means of strengthening its environmental management system, enhancing the monitoring of environmental impacts and establishing measurable environmental improvement targets over time.



# Energy Consumption within the Organisation

Plastod reaffirms its commitment to **reducing energy consumption** through the implementation of concrete and progressive improvement initiatives. In recent years, the Company has undertaken targeted **energy efficiency measures**, which have contributed to a tangible improvement in overall energy performance and supported a continuing reduction in energy consumption.

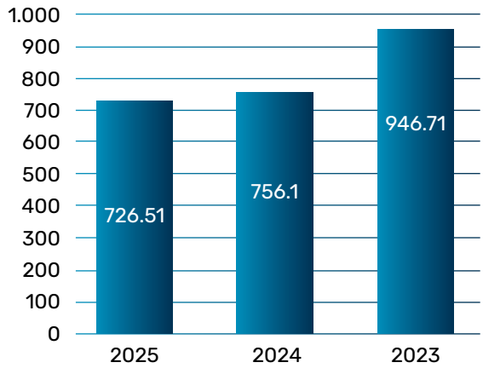
In line with this approach, since 2025 Plastod has been purchasing electricity sourced entirely from renewable energy sources, certified through Guarantees of Origin (GoOs). At the same time, the Company is proceeding with the installation of a photovoltaic system with a capacity of approximately 450 kWp, consisting of high-efficiency bifacial solar panels, which is expected to become operational in 2026.

Plastod's efforts to reduce electricity consumption and related energy purchases continued during the reporting period. In 2025, total electricity consumption amounted to 726.51 MWh, representing a reduction of approximately 4% compared with the previous year.

The table below provides an overview of the Company's energy consumption reduction trend over the 2023–2025 period.

| Electricity Consumption | | | |
|---|---|---|---|
| | **2025** | **2024** | **2023** |
| Electricity Purchased (MWh) | 726.51 | 756.10 | 946.71 |

**Purchased Electricity (MWh)**





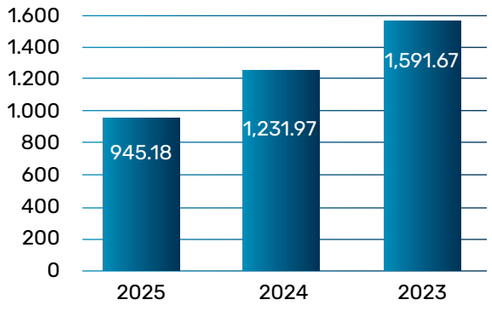





The Company continued to reduce its natural gas consumption, which amounted to 88,933 standard cubic metres (Smc) in 2025, a decrease of 21% compared with the previous year.

| Thermal Energy Consumption | | | |
|---|---|---|---|
| | **2025** | **2024** | **2023** |
| Smc | 88,933.00 | 112,566.00 | 145,432.00 |
| MWh | 945.18 | 1,231.97 | 1,591.67 |

**Thermal Energy Consumption (MWh)**




During 2025, the Company's vehicle fleet consumed a total of 6,859.70 litres of petrol associated with mild hybrid vehicles and 12,816.41 litres of diesel. Fuel consumption is monitored through the Company's fuel card system, enabling the tracking and management of energy use and related greenhouse gas emissions from the corporate fleet.

| Fuel Consumption of Company Vehicles | 2025 | | 2024 | | 2023 | |
|---|---|---|---|---|---|---|
| | **Litres** | **MWh** | **Litres** | **MWh** | **Litres** | **MWh** |
| Petrol | 6,859.70 | 62.47 | 5,774.00 | 52.58 | 7,418.00 | 67.55 |
| Diesel | 12,816.41 | 128.59 | 13,786.00 | 138.32 | 15,204.00 | 152.55 |
| **Total** | **19,676.11** | **191.06** | **19,560.00** | **190.90** | **22,622.00** | **220.10** |

Source: CDP Technical Note – conversion of fuel consumption data into MWh.

## Energy Intensity

Plastod has calculated its energy intensity, an indicator used to assess the Company's energy efficiency performance. The selected metric represents the number of **MWh consumed per €1,000 of revenue generated**.
Taking into account the 1,862.75 MWh associated with purchased energy, heating and the Company vehicle fleet, and revenue of €23,548,923.00, Plastod's energy intensity for 2025 amounted to **0.079 MWh per €1,000 of revenue**.
This indicator enables the Company to monitor the relationship between energy consumption and economic performance over time, supporting the identification of opportunities for further improvements in energy efficiency.

| Energy Intensity | | |
|---|---|---|
| | **2025** | **2024** |
| MWh/1,000€ | 0.079 | 0.092 |

## Energy Efficiency Measures Implemented

**Relamping Programme**: replacement of existing lighting systems with new, more energy-efficient lighting equipment. This initiative resulted in an estimated reduction in electricity consumption of 67,440 kWh per year, corresponding to annual cost savings of approximately €16,860.

**Compressor Replacement**: replacement of the existing compressor with a new inverter-driven model capable of adjusting its power output according to actual air demand. This measure is expected to the compressor's annual electricity consumption from 71,153 kWh to 37,005 kWh, generating estimated savings of approximately 34,000 kWh and more than €7,500 per year.

**Installation of Smart programmable thermostats at Aldina 40 (excluding Aldina 40F), Aldina 42, and Masetti 5 and 7**: implementation of a more efficient heating management system, enabling temperature settings and operating schedules to be adjusted according to the actual requirements of the premises. As a result of this initiative, natural gas consumption decreased from 194,955 $Sm^3$ in 2022 to 145,432 $Sm^3$ in 2023, 112,566 $Sm^3$ in 2024 and 93,273 $Sm^3$ in 2025, demonstrating the effectiveness of the energy efficiency measures implemented and supporting the continuous reduction of the Company's energy consumption, with an approximate decrease of 52% from 2022[6].

**Renewable Electricity Supply Contract**: with effect from January 2025, 100% of the electricity purchased by the organisation has been sourced from renewable energy and certified through Guarantees of Origin (GoOs), supporting the Company's commitment to reducing the environmental impact associated with its energy consumption.

[6] With reference to the information on programmable thermostats reported in the 2024 Sustainability Report, some inaccuracies have been identified. The data and information presented in this Report have therefore been reviewed and corrected, replacing those previously published.



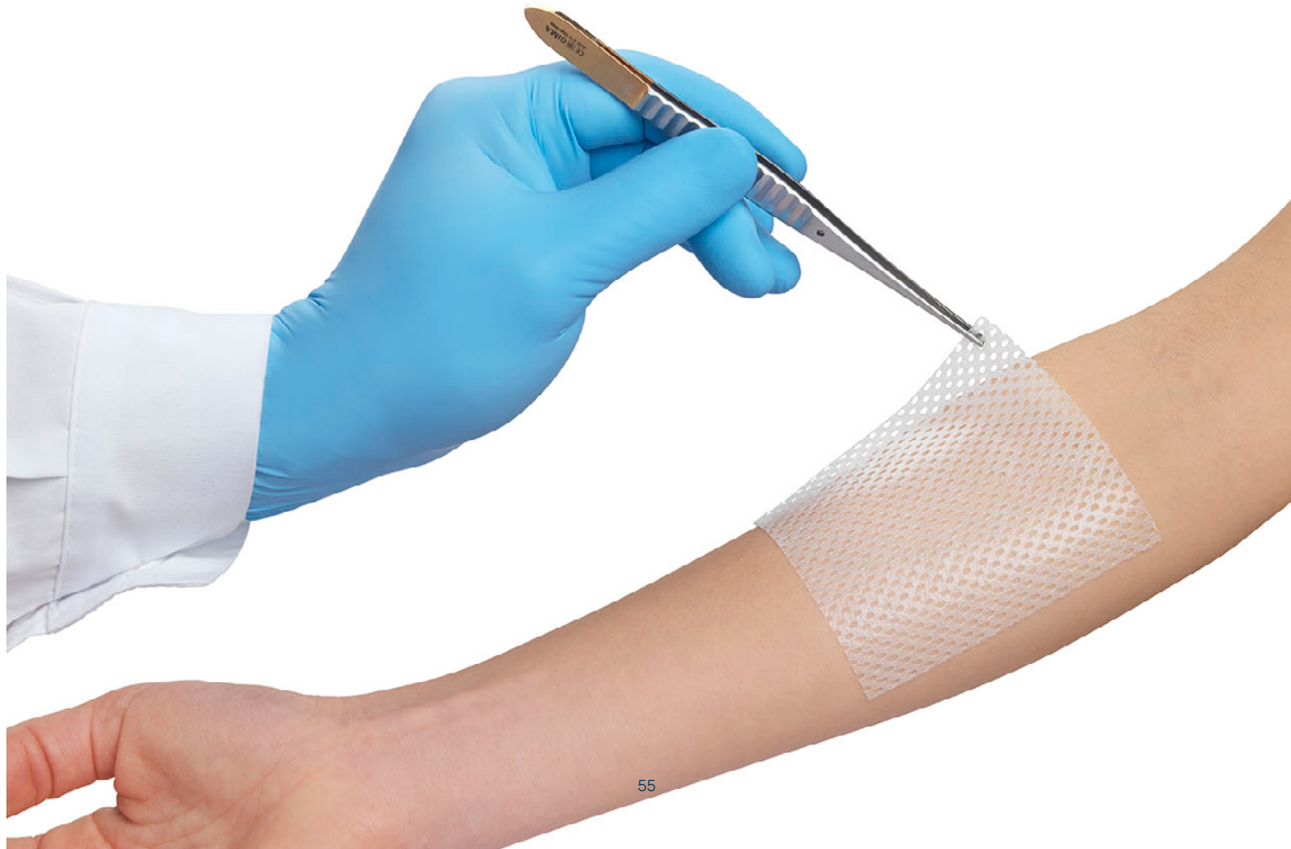


## Future Projects and Ongoing Investments

**New Electrical Transformation Substation**: the commissioning the new electrical transformation substation equipped with two 630 kVA transformers is espected to become operational for the first half of 2026. The new installation will enable the centralisation of utility connections through the replacement of eight existing electricity meters. The substation will support the optimisation of the site's overall energy management and has been designed to accommodate the electricity generated by the future photovoltaic system.

**Photovoltaic System**: The Company has scheduled the commissioning of the first two-thirds of its photovoltaic installation for second half of 2026, while work continues on the final phase of the project. The remaining section is expected to become operational in 2027. Upon completion, the photovoltaic system of approximately 450 kWp of high-efficiency bifacial panels will increase on-site renewable energy generation for approximately 360,000 kWh of renewable electricity per year, reduce reliance on purchased electricity and contribute to the Company's long-term greenhouse gas emissions reduction strategy.

**Thermal insulation and roofing**: refurbishment and thermal insulation of the roof membranes with the aim of improving the performance of the building envelope, reducing heat loss in winter and overheating in summer. To support this initiative, approximately 1,000 $m^2$ of windows and doors were also replaced with new thermal-break frames in the dispatch warehouse buildings.



# Atmospheric emissions

For the third consecutive year, Plastod has calculated its organisational **Carbon Footprint** in accordance with the guidelines set out in the *Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol).*

The **Corporate Carbon Footprint** quantifies all greenhouse gas emissions in terms of carbon dioxide equivalent ($CO_2e$), taking into account the various greenhouse gases identified by the IPCC Report. These include carbon dioxide ($CO_2$), methane ($CH_4$), nitrous oxide ($N_2O$), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride ($SF_6$), and nitrogen trifluoride ($NF_3$). Each of these gases contributes to the greenhouse effect and has a lasting impact on the atmosphere. Emissions are expressed as $CO_2e$ according to their Global Warming Potential (GWP), which measures the warming effect of each gas relative to $CO_2$ over a 100-year period.

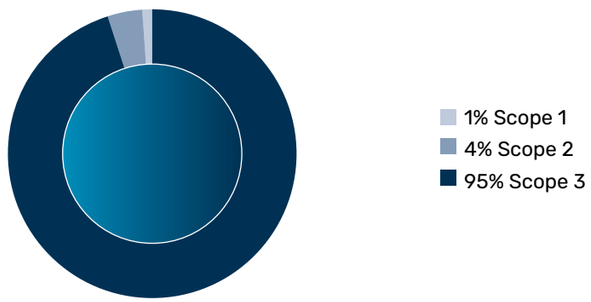
## System Boundaries

- The emissions reported relate to the period from January 2025 to December 2025.
- Emissions and categories analysed:

**Scope 1**: Includes all emissions generated directly by Plastod, for example those arising from its manufacturing facilities and company vehicle fleet.
**Scope 2**: Includes all emissions associated with purchased energy, such as electricity and district heating.
**Scope 3**: Includes emissions that are not under the Company's direct control, such as employees' business travel and the end-of-life treatment of products.

For the purposes of this assessment, secondary data were used only where primary data were not available. Emission factors were obtained from scientifically recognised databases and sources, including: ADEME, CEPI, CP Calculation, Company White Papers, DEFRA, Ecoinvent 3.11, Ecoinvent 3.12, and peer-reviewed research papers.

The results of the 2025 Carbon Footprint assessment are presented below.








The table below provides a detailed breakdown of emissions for each category.

**Scope 1**

| Emission Sources | $tCO_2e$ 2025 | % of Total Emissions | $tCO_2e$ 2024 | % of Total Emissions | $tCO_2e$ 2023 | % of Total Emissions |
|---|---|---|---|---|---|---|
| Emissions from the Company Vehicle Fleet | 49.87 | 0.97% | 55.10 | 1.1% | 57.83 | 0.8% |
| Refrigerant Leakage | 0.00 | 0.0% | 1.48 | 0.03% | 6.48 | 0.09% |
| Heating (Self-Generated) | 0.00 | 0.0% | 232.64 | 4.5% | 296.45 | 4.1% |
| **Total Scope 1 Emissions** | **49.87** | **0.97%** | **289.22** | **5.6%** | **360.76** | **4.9%** |

**Scope 2**

Emissions associated with purchased electricity are quantified using both the market-based and location-based methods.

Under the **market-based approach**, calculations are based on the specific emission factors associated with the electricity purchased, where such information is available. Alternatively, the national electricity mix or residual mix may be considered (i.e. the combination of primary energy sources used to generate the electricity supplied by electricity retailers to end users[7].

The **location-based approach** applies average national emission factors corresponding to the electricity generation mix of the relevant country. This approach enables an organisation to compare its emissions performance against the national average.

| Emission Sources | $tCO_2e$ 2025 | % of Total Emissions | $tCO_2e$ 2024 | % of Total Emissions | $tCO_2e$ 2023 | % of Total Emissions |
|---|---|---|---|---|---|---|
| Purchased Electricity[8] | 0.00 | 0.0% | 362.58 | 7.1% | 427.41 | 5.8% |
| Purchased Heating | 192.77 | 3.76% | 0.00 | 0.0% | 0.00 | 0.0% |
| **Total Scope 2 Emissions** | **192.77** | **3.76%** | **362.58** | **7.1%** | **427.41** | **5.8%** |

[7] https://www.gse.it/servizi-per-te/fonti-rinnovabili/fuel-mix
[8] Calculated using the market-based method

**Scope 3**

Scope 3 includes all indirect emissions generated throughout an **organisation's value chain**, both upstream and downstream. These are emissions that the Company does not directly control but which arise from activities such as:

- the production of purchased goods and services;
- third-party transportation and distribution;
- the use and end-of-life treatment of sold products;
- employee commuting and business travel; and
- waste management.

| Emission Sources | $tCO_2e$ 2025 | % of Total Emissions | $tCO_2e$ 2024 | % of Total Emissions | $tCO_2e$ 2023 | % of Total Emissions |
|---|---|---|---|---|---|---|
| Purchased Goods and Services | 3,458.42 | 67.39% | 3,526.21 | 68.8% | 4,858.37 | 66.4% |
| of which production and consumable materials | 3,407.91 | 66.41% | 3,443.32 | 67.2% | 4,805.04 | 65.7% |
| of which catering services | 18.01 | 0.35% | 55.70 | 1.1% | 24.82 | 0.3% |
| of which packaging materials | 15.52 | 0.30% | 15.21 | 0.3% | 20.99 | 0.3% |
| of which electronic equipment | – | – | – | – | 4.83 | 0.1% |
| of which external data centres | 0.10 | 0.0% | 0.04 | 0.0% | – | – |
| of which office paper | – | – | – | – | 2.03 | 0.0% |
| of which operational materials | 16.40 | 0.32% | 11.63 | 0.2% | – | – |
| of which water consumption | 0.48 | 0.0% | 0.29 | 0.0% | 0.66 | 0.0% |
| End-of-Life Treatment of Sold Products | 391.40 | 7.63% | 314.86 | 6.1% | 964.45 | 13.2% |
| Fuel- and Energy-Related Activities (not included in Scope 1 or 2) | 64.00 | 1.25% | 197.53 | 3.8% | 248.76 | 3.4% |
| Upstream Transportation and Distribution | 92.97 | 1.81% | 194.01 | 3.8% | 240.95 | 3.3% |
| of which upstream storage | – | – | 93.17 | 1.8% | 97.01 | 1.3% |
| of which inbound logistics | 66.34 | 1.29% | 51.72 | 1.0% | 74.94 | 1.0% |
| of which other upstream transport | 26.63 | 0.52% | 49.12 | 1.0% | 69.00 | 0.9% |
| Employee Commuting | 244.30 | 4.76% | 152.54 | 3.0% | 108.56 | 1.5% |
| Downstream Transportation and Distribution | 22.39 | 0.44% | 50.79 | 1.0% | 70.49 | 1.0% |





| Emission Sources | $tCO_2e$ 2025 | % of Total Emissions | $tCO_2e$ 2024 | % of Total Emissions | $tCO_2e$ 2023 | % of Total Emissions |
|---|---|---|---|---|---|---|
| Business Travel | 21.75 | 0.42% | 13.63 | 0.3% | 17.44 | 0.2% |
| of which air travel | 20.54 | 0.40% | 13.14 | 0.3% | 16.57 | 0.2% |
| of which hotel accommodation | 1.09 | 0.02% | 0.40 | 0.0% | 0.74 | 0.0% |
| of which rail travel | 0.12 | 0.0% | 0.09 | 0.0% | 0.13 | 0.0% |
| Waste Generated by Operations | 594.10 | 11.58% | 24.57 | 0.5% | 17.02 | 0.2% |
| **Total Scope 3 Emissions** | **4,889.34** | **95.27%** | **4,474.15** | **87.3%** | **6,526.05** | **89.2%** |

Based on the updated 2025 data, total emissions show a marginal increase compared with 2024, while remaining significantly below 2023 levels.

Scope 3 emissions increased from **4,474.15 $tCO_2e$** in 2024 to **4,889.34 $tCO_2e$** in 2025, representing an increase of approximately **9%**.

This increase is primarily attributable to higher emissions associated with **waste generated by operations**, which rose from **24.57 $tCO_2e$** to **594.10 $tCO_2e$**, as well as increases in emissions related to **employee commuting** and the **end-of-life treatment of sold products**.

**Purchased goods and services** remain the largest source of emissions, accounting for more than **67% of total emissions**, although this category recorded a slight decrease compared with 2024. Emissions associated with **fuel- and energy-related activities** and **upstream transportation and distribution** also decreased during the reporting period.

Overall, **Scope 3** continues to represent the predominant component of the Company's carbon footprint, accounting for approximately **95% of total emissions**.

Total emissions increased slightly from **5,125.95 $tCO_2e$** in **2024** to **5,131.98 $tCO_2e$** in **2025**, corresponding to an increase of approximately **0.1%**. Nevertheless, compared with 2023, when total emissions amounted to approximately **7,314.21 $tCO_2e$**, this still represents an overall reduction of approximately **30%**.

Total $CO_2e$ emissions in 2025:
5,131.98 $tCO_2e$

Total $CO_2e$ emissions in 2024:
5,125.95 $tCO_2e$

Total $CO_2e$ emissions in 2023:
7,314.21 $tCO_2e$

# Emissions Intensity

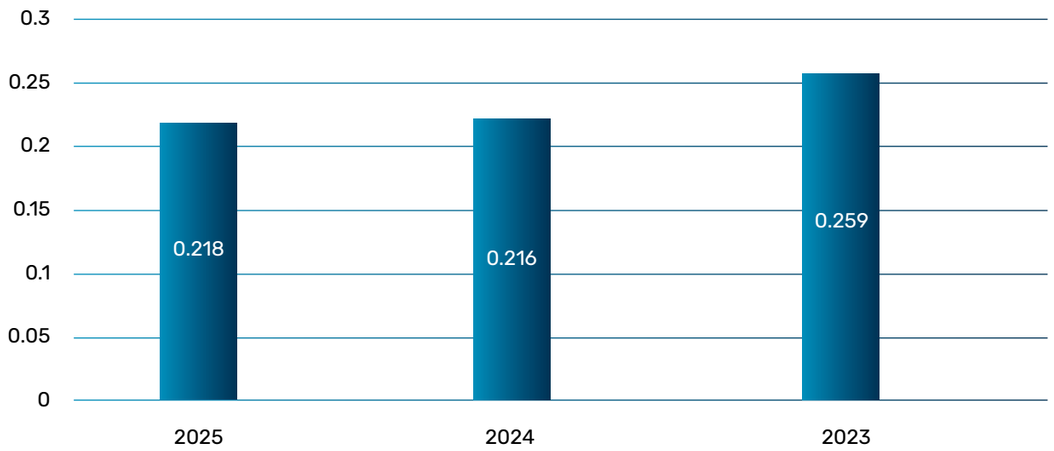
Plastod has calculated its emissions intensity, a key indicator used to assess the Company's environmental efficiency. The selected metric represents the amount of greenhouse gas emissions (Scopes 1, 2 and 3) expressed in kilograms of $CO_2$ equivalent ($kgCO_2e$) generated per euro of revenue.

Emissions Intensity 2025
0.218 $kgCO_2e/€$

Emissions Intensity 2024
0.216 $kgCO_2e/€$

Emissions Intensity 2023
0.259 $kgCO_2e/€$

**Emission Intensity**



# Air pollutant emissions

As part of its industrial operations, Plastod monitors and manages **air pollutant emissions** in order to ensure compliance with applicable environmental regulations and to control the impacts associated with its production processes. The Company operates under an **Integrated Environmental Authorisation (Autorizzazione Unica Ambientale – AUA)**, which also governs aspects relating to atmospheric emissions.

To manage emissions of air pollutants, Plastod has implemented specific monitoring and abatement measures, including:

- the installation of **activated carbon filters** for the reduction of **volatile organic compounds (VOCs)**;
- the regular **maintenance** of production equipment and emission control systems;
- the periodic **replacement of filters** to ensure their continued effectiveness.

These measures support the Company's commitment to minimising the environmental impact of its operations and maintaining compliance with applicable environmental requirements
Annual checks are also carried out on atmospheric emissions to verify compliance with the authorised limits. The monitoring carried out shows values well below the specified thresholds. The table below shows the data relating to air pollutants emitted during the company's production activities:

| Emission source | Pollutant | Unit of measurement | Value | Limit value |
|---|---|---|---|---|
| Microperforator | VOCs (Volatile Organic Compounds) | mg/Nm³ | 1.97 | 50 |
| | Particulate matter | mg/Nm³ | 0.32 | 10 |
| Production machine 1 | VOCs (Volatile Organic Compounds) | mg/Nm³ | 5.18 | 50 |
| Production machine 2 | VOCs (Volatile Organic Compounds) | mg/Nm³ | 1.90 | 50 |

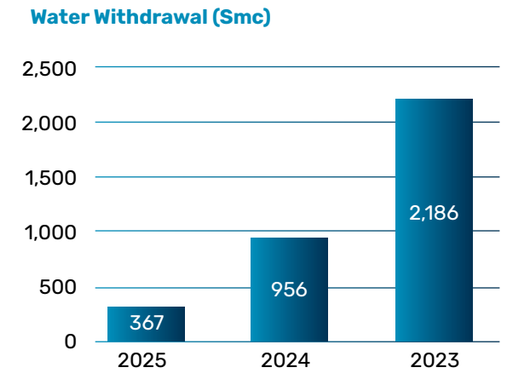
As part of its continuous environmental improvement efforts, Plastod plans to increase the frequency of air emissions monitoring in 2026, transitioning from annual to semi-annual sampling in order to strengthen oversight of atmospheric emissions and further enhance environmental performance management.





# Interactions with water as a shared resource

Plastod operates in an area classified as having an **extremely high level of water stress**[9] according to the **Aqueduct 4.0 – Water Risk Atlas**. For this reason, the Company is committed to the responsible management of water resources, despite water being used exclusively for sanitary purposes, supplied through the municipal water network and discharged into the public sewer system.
The activity identified by the Company as having the most significant connection with water use is **employee hand hygiene prior to entering production departments**. By contrast, the product converting process does not require the use of process water.
Plastod plans to introduce a dedicated **water resource management procedure** and to implement specific training initiatives, with particular focus on the department most directly involved in water-related activities. The training programme will also include awareness-raising measures aimed at promoting the responsible daily use of water.
The Company intends to continue strengthening its approach to water stewardship by improving employee awareness and enhancing the monitoring and management of water consumption over time.
Plastod will continue its monthly monitoring of water consumption in order to track water withdrawal trends, identify improvement opportunities and strengthen the management of water resources.
In 2025, total water withdrawal, corresponding to total wastewater discharge, amounted to 367 m³. This represents a 61.6% reduction compared with the previous reporting year.




[9] Water stress is measured as the ratio between total water demand and the available renewable water resources, including both surface water and groundwater. Water demand includes domestic, industrial, irrigation and livestock uses. Available renewable water resources take into account the impact of upstream water users and large dams on downstream water availability. Higher values indicate greater competition among water users for available resources.

# Company's Impact on Biodiversity

Plastod's facility, located at **Via Walter Masetti 5/7** and covering an area of **10,000 m²**, is situated within an industrial area in the Province of Bologna and is not located within areas classified as environmentally sensitive. Although the Company does not operate in the immediate vicinity of protected areas, it monitors the territorial context in which it operates, with particular attention to the proximity of sites forming part of the **Reno River ecological corridor**, including the **Golena del Lippo** area.
This area is included within **Site IT4050018 "Golena San Vitale e Golena del Lippo", which forms part of the Natura 2000 Network as a Special Area of Conservation (SAC) / Site of Community Importance (SCI)** and represents an ecosystem of significant value for local biodiversity.
In line with its commitment to environmental responsibility, Plastod remains attentive to the protection of surrounding ecosystems and to the potential impacts of its activities on biodiversity within the wider territory in which it operates.

| Site and Size | Location | Activities Carried Out at the Site | Name of Biodiversity Sensitive Area | Type of Sensitive Area | Position Relative to the Sensitive Area |
|---|---|---|---|---|---|
| Plastod site 10,000 mq | Via Walter Masetti, 7, 40012 Calderara di Reno (BO) (44.54081561104172, 11.304122123517848) | Industrial manufacturing | Golena del Lippo | Rete Natura 2000, ZSC/SIC: IT4050018 "Golena San Vitale e Golena del Lippo" | Nearby |

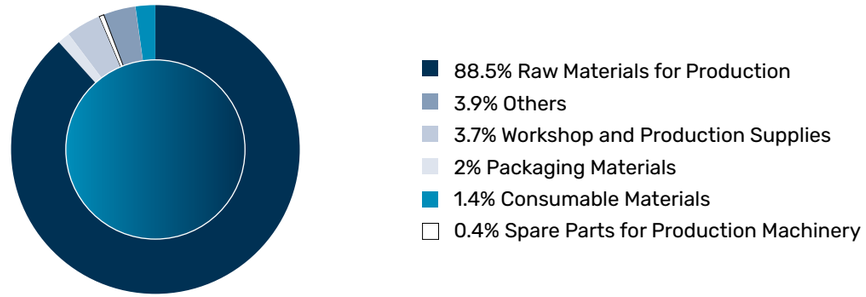
With regard to land use management, Plastod has invested and continues to invest in the refurbishment and redevelopment of existing owned buildings, helping to minimise the need for new developments and limit additional land take. In line with this approach, the Company plans to implement tree and hedge planting initiatives from 2026 onwards, with the objective of enhancing local biodiversity, increasing green infrastructure and enhancing the presence of natural elements within the production environment.
In 2025, Plastod also **supported a biodiversity protection initiative promoted by 3Bee through the adoption of a beehive**. This initiative contributes to the conservation of pollinators and supports awareness-raising activities regarding the importance of biodiversity and ecosystem services.





# Input Resources

During 2025, Plastod procured the resources required to carry out its production and operational activities through a diversified supplier network.
The main input resources include **paper, cardboard and silicone-coated liners, nonwoven fabrics and other fibrous materials, polymer-based films and foams, adhesives, inks and other chemical formulations**. These are complemented by packaging materials, ancillary components, spare parts, equipment and consumable materials.
The composition of purchased materials reflects the characteristics of Plastod's production processes and, in particular, the manufacture and packaging of wound care products and devices intended for the healthcare sector.
In 2025, input resources consisted primarily of **raw materials used in production**, which accounted for **88.5%**[10] of the total value of procurement transactions. **Packaging materials** represented **2%**, while the remaining **9.4%** was attributable to consumables, products and spare parts used in workshop and production activities, as well as other supporting supplies.




The Company intends to continue improving its data collection system relating to input resources, with the objective of progressively obtaining more comprehensive information on the quantity, composition, origin and any recycled or certified content of purchased materials.

In addition, Plastod considers among its potential environmental impacts those associated with the handling and transportation of incoming products and materials containing polymers and plastic components. In particular, the Company recognises the potential environmental risk scenarios:
- **road transport accidents**, with the potential for fires involving transported polymers and plastic materials;
- **maritime transport incidents**, with the potential release of plastic materials into the marine environment and the consequent impacts on ecosystems and biodiversity.

[10] Percentages are calculated on the basis of the value of procurement transactions and do not represent the distribution of materials by weight or volume. This approach was adopted due to the different units of measurement used in the source data.

# Waste Generated by the Company

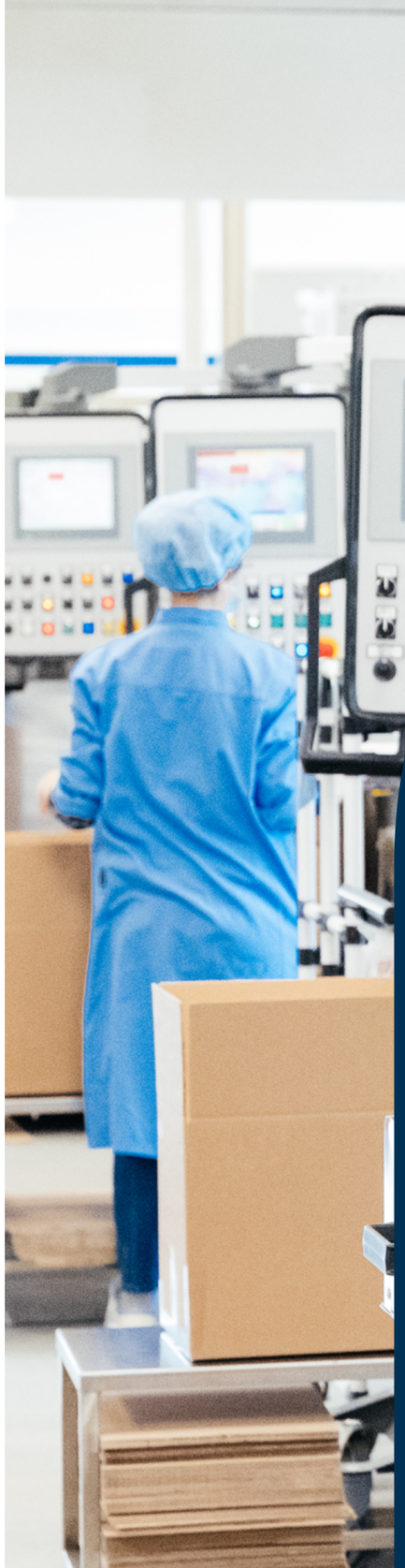
Plastod manages the waste generated within its facilities through an organised system designed to ensure the proper segregation, collection and safe handling of waste streams. Dedicated containers for separate waste collection are available throughout the Company's premises, and a designated employee is responsible for actively monitoring the effectiveness of the waste management system.
Waste is collected by homogeneous category within, or in the vicinity of, the various departments and is subsequently transferred to a temporary storage area or to dedicated compactors pending collection by authorised third-party operators for recovery or disposal activities.
In 2025, Plastod generated a total of **534,670 kg of waste**. Compared with the previous year, the reported figure shows an increase of **11.3%**. However, this variation is primarily attributable to an improvement in the scope and completeness of data collection. Unlike previous reporting years, the 2025 data include **logistics plastic film sent for recovery and mixed municipal waste**, which had not previously been included in the calculation. On a like-for-like basis, waste generation remained substantially stable. Moreover, the quantity of mixed municipal waste decreased as a result of employee training and awareness-raising initiatives aimed at promoting proper waste segregation and strengthening attention to waste management practices throughout the organisation.

The table below presents the total waste generated by Plastod during 2025.

| Hazardous Waste | 2025 | | 2024 | | 2023 | |
|---|---|---|---|---|---|---|
| | Treatment method | (kg) | Treatment method | (kg) | Treatment method | (kg) |
| Waste ink containing hazardous substances | - | 0 | Disposal | 62 | Waste recovery | 192 |
| Waste adhesives and sealants containing organic solvents or other hazardous substances | - | 0 | Disposal | 99 | Waste recovery | 949 |
| Non-chlorinated insulating and heat-transfer mineral oils | - | 0 | Waste recovery | 87 | Waste recovery | 1,394 |
| Packaging containing residues of hazardous substances or contaminated by hazardous substances | Waste recovery | 372 | Disposal | 6,076 | Waste recovery | 3,515 |
| Waste paints and varnishes containing organic solvents or other hazardous substances | Waste recovery | 5,312 | - | 0 | - | 0 |
| Metal packaging containing hazardous porous solid matrices (e.g., asbestos), including empty pressure containers | Waste recovery | 30 | - | 0 | - | 0 |
| Discarded equipment containing chlorofluorocarbons (CFCs), HCFCs or HFCs | Waste recovery | 127 | Disposal | 14 | Waste recovery | 34 |
| Discarded equipment containing hazardous components | Waste recovery | 149 | Disposal | 33 | Waste recovery | 130 |
| Organic waste containing hazardous substances | Disposal | 10 | Disposal | 9 | Disposal | 34 |
| Gases in pressure containers (including halons) containing hazardous substances | Waste recovery | 1,005 | Waste recovery | 51 | Waste recovery | 54 |
| Lead-acid batteries | Waste recovery | 10 | Disposal | 62 | Waste recovery | 20 |
| Non-chlorinated waste mineral oils from engines, gearboxes and lubrication systems | - | 0 | Waste recovery | 20 | - | 0 |
| Waste aqueous solutions containing hazardous substances | - | 0 | Disposal | 5 | - | 0 |
| Fluorescent tubes and other mercury-containing waste | Waste recovery | 5 | - | 1,477 | Waste recovery | 30 |
| Other solvents and solvent mixtures | - | 0 | Disposal | 0 | Disposal | 74 |
| Glass, plastic and wood containing hazardous substances or contaminated by them | Waste recovery | 71 | Disposal | 452 | - | 0 |
| Absorbents, filter materials, wiping cloths and protective clothing contaminated by hazardous substances | Disposal | 53 | - | 119 | - | 0 |
| Other insulation materials containing or consisting of hazardous substances | Waste recovery | 9 | - | 0 | Recovery | 40 |
| Machining emulsions and solutions containing no halogens | Waste recovery | 30 | - | 0 | - | 0 |
| Laboratory chemicals containing or consisting of hazardous substances, including mixtures of laboratory chemicals | Disposal | 27 | - | 0 | - | 0 |
| | **Total** | **7,210** | **Total** | **8,566** | **Total** | **6,466** |

| Non hazardous waste | 2025 | | 2024 | | 2023 | |
|---|---|---|---|---|---|---|
| | Treatment method | (kg) | Treatment method | (kg) | Treatment method | (kg) |
| Finished printer toner | Waste recovery | 123 | Waste recovery | 142 | Waste recovery | 56 |
| Waste adhesives and sealants | Waste recovery | 462 | Disposal | 109 | Waste recovery | 870 |
| Paper and cardboard packaging | Recycling | 58,460 | Waste recovery | 64,270 | Waste recovery | 69,620 |
| Wooden packaging | Recycling | 19,980 | Waste recovery | 44,832 | Waste recovery | 43,220 |
| Mixed-material packaging | Waste recovery | 270,330 | Waste recovery | 320,300 | Waste recovery | 327,220 |
| Absorbents, filter materials, rags and protective clothing | Waste recovery | 1,451 | Waste recovery | 2,271 | Waste recovery | 2,432 |
| End-of-life equipment | Waste recovery | 1,790 | Waste recovery | 948 | Waste recovery | 629 |
| Organic waste | Waste recovery | 615 | Waste recovery | 13,760 | Waste recovery | 1,498 |
| Alkaline batteries | Waste recovery | 5 | Waste recovery | 17 | Waste recovery | 5 |
| Aqueous liquid waste | Waste recovery | 29,690 | Disposal | 4,957 | Disposal | 27,525 |
| Iron and steel | Waste recovery | 9,862 | Waste recovery | 19,090 | Waste recovery | 25,082 |
| Mixed construction and demolition waste | Waste recovery | 1,472 | Waste recovery | 1,189 | Waste recovery | 722 |
| Insulation materials | - | 0 | - | 0 | Waste recovery | 242 |
| Plastic packaging | Waste recovery | 6,500 | - | 6,500 | - | - |
| Septic tank sludge | - | 0 | - | 0 | Disposal | 3.170 |
| Undifferentiated municipal waste | Disposal | 126,720 | | N/A | - | N/A |
| | **Total** | **527,460** | **Total** | **471,885** | **Total** | **502,291** |

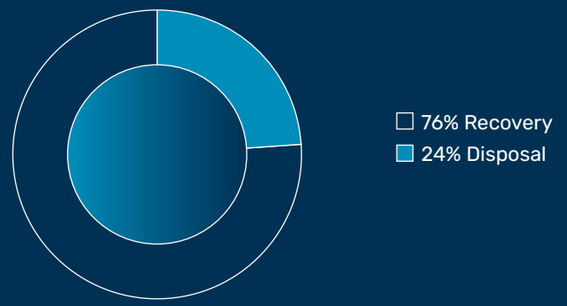






All non-hazardous waste generated by Plastod and reported through the MUD system is sent for **recovery or recycling operations**. The only exception is **126,720 kg of mixed municipal waste**, which is collected through the public waste management service and treated through **incineration**; consequently, it is not included among the waste sent for recovery or recycling. Recovery also predominates for **hazardous waste: 99%** is sent for recovery operations, while only 1% is disposed of through final disposal operations.

### Waste consignment





# ESG Roadmap





Plastod's ESG roadmap aims to establish a progressive and measurable pathway towards more sustainable business management, integrating environmental, social and governance aspects while responding to market and customer requirements.
The roadmap spans five years, from 2026 to 2030. The first phase focuses on defining policies, collecting data and developing management tools, followed by a project implementation phase and a final phase dedicated to consolidating initiatives and measuring results.

| Area | Objective | 2026 | 2027 | 2028 | 2029 | 2030 |
|---|---|---|---|---|---|---|
| Governance | External stakeholder engagement in the materiality assessment | internal | ● | | | |
| Governance | Corporate sustainability policy | | ● | | | |
| Governance | Supplier Code of Conduct | | ● | | | |
| Governance | Integration of ESG criteria into supplier assessment | | ● | ● | | |
| Environmental | ISO 14001 certification | ● | | | | |
| Environmental | Project to convert waste into alternative fuel (already achieved in 2025) | ● | ● | ● | ● | |
| Environmental | 100% renewable electricity and net-zero Scope 2 emissions (already achieved in 2025) | ● | ● | ● | ● | ● |
| Social | Training on sustainability, resource use and waste management | ● | ● | | | |
| Social | New employee well-being services and benefits | | ● | ● | | |
| Social | Employee engagement survey | | | ● | | ● |
| Customers/Market | Comprehensive corporate carbon footprint | ● | ● | | | |
| Customers/Market | Alignment with SBTi and decarbonisation targets | | ● | ● | ● | ● |
| Customers/Market | Product carbon footprint | | ● | | | |
| Customers/Market | EcoVadis assessment | | ● | ● | ● | ● |

Key: ● activity planned / in progress during the year

# GRI Content Index

| | |
|---|---|
| **Statement of use** | Plastod has reported in accordance with the GRI Standards for the period 01/01/25 - 31/12/25 |
| **GRI 1 used** | GRI 1: Foundation 2021 |
| **Applicable GRI Sector Standard(s)** | N/A |

| GRI STANDARD/ OTHER SOURCE | DISCLOSURE | LOCATION |
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| **General disclosures** | | |
| GRI 2: General Disclosures 2021 | 2-1 Organizational details | 17-19,23-24 |
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| | 2-23 Policy commitments | 14-15,22 |
| | 2-24 Embedding policy commitments | 22,37,46-49 |
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| | 2-26 Mechanisms for seeking advice and raising concerns | 22,35,48 |
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| | 2-28 Membership associations | 24 |
| | 2-29 Approach to stakeholder engagement | 8,12-13 |
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| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | 8-13 |
| | 3-2 List of material topics | 9-11 |
| **Biodiversity** | | |
| GRI 101: Biodiversity 2024 | 101-1 Policies to halt and reverse biodiversity loss | 64 |
| | 101-2 Management of biodiversity impacts | 64 |
| | 101-3 Access and benefit-sharing | Not applicable |
| | 101-4 Identification of biodiversity impacts | 64 |
| | 101-5 Locations with biodiversity impacts | 64 |
| | 101-6 Direct drivers of biodiversity loss | 64 |
| | 101-7 Changes to the state of biodiversity | 64 |
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| **Climate Change** | | |
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| | 102-3 Just transition | Information not available |
| | 102-4 GHG emissions reduction targets and progress | 71 |
| | 102-5 Scope 1 GHG emissions | 56-57 |
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| | 102-8 GHG emissions intensity | 60 |
| | 102-9 GHG removals in the value chain | Information not available |
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| GRI STANDARD/ OTHER SOURCE | DISCLOSURE | LOCATION |
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| **Energy** | | |
| GRI 103: Energy 2025 | 103-1 Energy policies and commitments | 51-55 |
| | 103-2 Energy consumption and self-generation within the organization | 52-54 |
| | 103-3 Upstream and downstream energy consumption | Information not available |
| | 103-4 Energy intensity | 54 |
| | 103-5 Reduction in energy consumption | 52-55 |
| **Economic performance** | | |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | 27-29 |
| | 201-2 Financial implications and other risks and opportunities due to climate change | Information not available |
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| **Market presence** | | |
| GRI 202: Market Presence 2016 | 202-1 Ratios of standard entry level wage by gender compared to local minimum wage | 40-41 |
| | 202-2 Proportion of senior management hired from the local community | 100% |
| **Indirect economic impacts** | | |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported | 29,54-55 |
| | 203-2 Significant indirect economic impacts | 27-29 |
| **Procurement practices** | | |
| GRI 204: Procurement Practices 2016 | 204-1 Proportion of spending on local suppliers | 33 |
| **Anti-corruption** | | |
| GRI 205: Anti-corruption 2016 | 205-1 Operations assessed for risks related to corruption | Information not available |
| | 205-2 Communication and training about anti-corruption policies and procedures | Information not available |
| | 205-3 Confirmed incidents of corruption and actions taken | None |
| **Anti-competitive behavior** | | |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | None |





| GRI STANDARD/ OTHER SOURCE | DISCLOSURE | LOCATION |
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| **Tax** | | |
| GRI 207: Tax 2019 | 207-1 Approach to tax | Information not available |
| | 207-2 Tax governance, control, and risk management | Information not available |
| | 207-3 Stakeholder engagement and management of concerns related to tax | Information not available |
| | 207-4 Country-by-country reporting | Not applicable |
| **Materials** | | |
| GRI 301: Materials 2016 | 301-1 Materials used by weight or volume | 65 |
| | 301-2 Recycled input materials used | Information not available |
| | 301-3 Reclaimed products and their packaging materials | Not applicable |
| **Water and effluents** | | |
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| **Waste** | | |
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| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria | 32 |
| | 308-2 Negative environmental impacts in the supply chain and actions taken | 33,65 |

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| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 44-45 |
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| **Labor/management relations** | | |
| GRI 402: Labor/ Management Relations 2016 | 402-1 Minimum notice periods regarding operational changes | 41 |
| **Occupational health and safety** | | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | 47-49 |
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| | 403-3 Occupational health services | 49 |
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| **Training and education** | | |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | 45-46 |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | 45-46 |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | 43 |
| **Diversity and equal opportunity** | | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | 20-21,38-40 |
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| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | 46 |





| GRI STANDARD/ OTHER SOURCE | DISCLOSURE | LOCATION |
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| **Freedom of association and collective bargaining** | | |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | 33 |
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| **Forced or compulsory labor** | | |
| GRI 409: Forced or Compulsory Labor 2016 | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | 33 |
| **Security practices** | | |
| GRI 410: Security Practices 2016 | 410-1 Security personnel trained in human rights policies or procedures | Information not available |
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| GRI 411: Rights of Indigenous Peoples 2016 | 411-1 Incidents of violations involving rights of indigenous peoples | 33 |
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| GRI 413: Local Communities 2016 | 413-1 Operations with local community engagement, impact assessments, and development programs | 29 |
| | 413-2 Operations with significant actual and potential negative impacts on local communities | Information not available |
| **Supplier social assessment** | | |
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| | 414-2 Negative social impacts in the supply chain and actions taken | 33 |
| **Public policy** | | |
| GRI 415: Public Policy 2016 | 415-1 Political contributions | None |
| **Customer health and safety** | | |
| GRI 416: Customer Health and Safety 2016 | 416-1 Assessment of the health and safety impacts of product and service categories | 23,34-35 |
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| | 417-2 Incidents of non-compliance concerning product and service information and labeling | 23 |
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**Progetto grafico:**
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