GIORDANO HOLDING

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Giordano Group - Sustainability Report 2025

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GIORDANO HOLDING

President's letter

Dear Readers,

we are pleased to present the fourth edition of the Giordano Group's Sustainability Report. This document is not simply an exercise in transparency: it tells the story of a daily commitment, firmly focused on building a sustainable, responsible and inclusive future that combines economic growth with collective well-being.

In 2025 we further consolidated our journey towards putting sustainability policies into practice. We continued to strengthen the integration of ESG principles into our corporate policies, turning global challenges into concrete opportunities for innovation and shared value. In this context, sustainability is not an abstract concept for us, but an integral part of our DNA and an essential lever for guiding the Group's choices and shaping its projects.

Quality, innovation, respect for people and care for the environment remain the pillars that inspire our daily work. During the year we set out to launch targeted initiatives to improve energy efficiency and reduce resource consumption, making our production processes more effective and responsible. At the same time, we invested in our people through training, inclusion and well-being programs, convinced that human capital is the most valuable resource for facing future challenges.

The 2025 Report brings together results, data and testimonies that give voice to the progress achieved and, above all, to the continuous improvement activities we have set ourselves for the coming years. All of this is made possible by the contribution of our People, Customers, Partners and the Communities in which we operate: together we can continue to generate shared value and nurture a vision of sustainable progress.

With gratitude for the trust you have shown us and with renewed commitment, we invite you to explore the pages of this Report, confident that you will find in them the reflection of our determination to grow responsibly and to build a better future, one step at a time.

With gratitude and commitment,

The Chairman
Giordano Oscar Michele

Highlights

Energy intensity

2024	2025	Δ% 24-25
67,987.19 kWh/employee	68,083.82 kWh/employee	+ 0.14%

Renewable energy

2025
68.2%

GHG emissions intensity

2024	2025	Δ% 24-25
150.70 tCO2e/employee	158.69 tCO2e/employee	+ 5.3%

Hazardous waste generated

2024	2025	Δ% 24-25
34.35 tons	49.35 tons	+ 43.7%

% Recovered waste

2024	2025	Δ% 24-25
96.33%	92.61%	- 3.72%

Share of permanent contracts	Gender ratio of permanent contracts	Training hours
2025	2025	2025
100%	0.32	1906 hours

Environmental sanctions	NO
Economic and social sanctions	NO

General information



Basis of preparation

GRI 2-2/3

This document represents the Sustainability Report prepared by the Giordano Group with reference to the 2025 financial year. The report has been prepared on a voluntary basis to provide stakeholders with a transparent, consistent and structured account of the company's commitments, activities and performance in the environmental, social and governance (ESG) areas. It has been prepared in accordance with the internationally recognised GRI Standards (Global Reporting Initiative), with reference to the reporting principles for content (stakeholder inclusiveness, sustainability context, materiality, completeness) and for information quality (balance, comparability, accuracy, timeliness, clarity and reliability). The Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME), issued by EFRAG, has also been taken into account to ensure alignment with the most recent European guidelines for small and medium-sized enterprises.

Mission and Vision

GRI 2-1

The Giordano Group is founded on principles that ensure reliability, built day after day through compliance with regulations and by valuing people.

The Group's **mission** is focused on Customer satisfaction, offering products developed according to scientific criteria and made from a rigorous selection of the best raw materials. The Group is dedicated to creating value safely and sustainably for the environment and the Community.

The Giordano Group's **vision** is reflected in its global recognition for expertise, experience and credibility in the field of professional plastic equipment and components. The Group's goal is to achieve excellence in its market, pursuing sustainable development focused on protecting the environment and the safety of the people involved, while always behaving ethically and respecting social norms. Reliability and commitment are the core principles that distinguish the Giordano Group, which is committed to acknowledging and taking responsibility for its actions. In line with the principles of its Code of Ethics, the Group aims to make a concrete contribution to sustainable development, in alignment with the United Nations 2030 Agenda.



Structure and business model

GRI 2-1/6

Led by the founding family, the Giordano Group brings together several companies operating in distinct but complementary areas of industrial production.

From the production of poultry-farming equipment to the sale of shopping trolleys and baskets to large-scale retail chains, all the Group companies have grown and developed around the first production hub and headquarters, located in Caraglio, in the province of Cuneo, in northern Italy.

Since its origins, excellence has been the cornerstone of the Group's strategic vision. A constant focus on continuous improvement, combined with the development of in-house human capital and the adoption of cutting-edge technologies, has enabled the Group companies to build a solid reputation on the market and an outstanding network of relationships with their stakeholders.

This success is the result of systematic attention to quality, careful planning of activities and a constant search for innovation, with particular attention to environmental and social aspects. The Group's commitment translates into the actions and projects described in this Sustainability Report.

The Group's structure stands out for the strategic location of its production subsidiaries, with the aim of maintaining a strong presence on the global market.



GRI 2-1/6

The Group's origins date back to 1962, when the first activities in the design and production of plastic equipment for the professional poultry industry began; over time, these evolved into today's Giordano Poultry Plast S.p.A.

In 1995 Plastimark S.p.A. was founded, a company specializing in the production of shopping trolleys and baskets, with the aim of revolutionising and improving everyday shopping tools through a careful selection of high-quality materials.

In 2010 Giordano Energy S.r.l. was established to produce energy for the Italian manufacturing site, aiming to achieve a competitive cost advantage. This choice to use non-fossil fuels derived from animal and vegetable fats reduces the carbon footprint of production compared with traditional fuels.

The Caraglio plant is the heart of the Giordano Group's business. It is not only the main production centre, but also plays a central role in managing and coordinating all company operations.

Below is an overview of the main processes that characterise the plant's activities.

GRI 2-6

The Giordano Group's production process begins with the design phase, the core of the entire production, and then moves on to the procurement of raw materials from Suppliers.

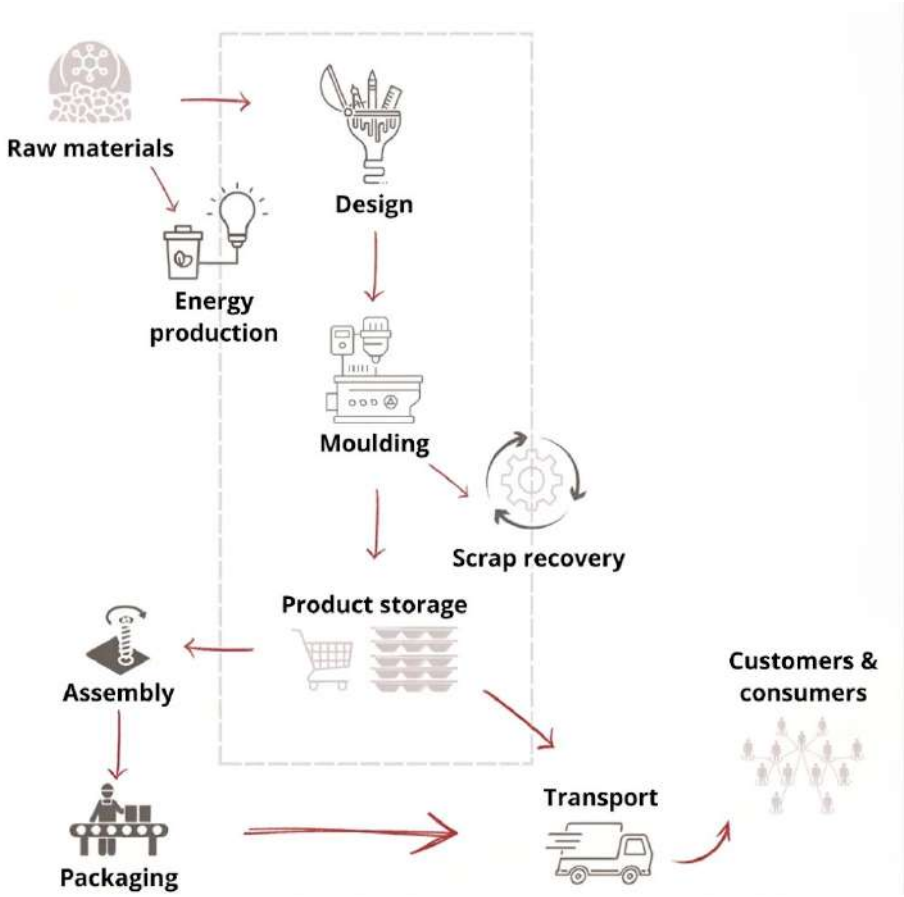
Moulding is carried out with electrically powered injection-moulding presses, using electricity partly self-generated from biomass.

After moulding, most products can be stored and sold immediately without further processing. Some additional operations, such as assembling components for feeders and drinkers, can be carried out directly by Customers.

Moulding scrap is sent to authorised recovery centres to be fed back into the production cycles of other products, contributing to the principle of circularity. Scrap that is not compatible with the moulding system is not disposed of but sold: partly to a Supplier authorised to recycle and trade recycled materials and partly to a Supplier that uses it to produce bags for packaging components, some of which are purchased back by the Giordano Group itself.

Packaging for outgoing products accounts for a small share of waste, because many products such as cages, baskets and trolleys do not need packaging for transport to their destination. The packaging used is mainly cardboard, especially for poultry and livestock products.

The transport of finished products is managed entirely by external Suppliers, as the Giordano Group does not own a logistics fleet. Incoming and outgoing movements of Suppliers, Customers and Employees are monitored, ensuring efficient and smooth management of logistics operations.



Sustainability governance

GRI 2-9/12/13

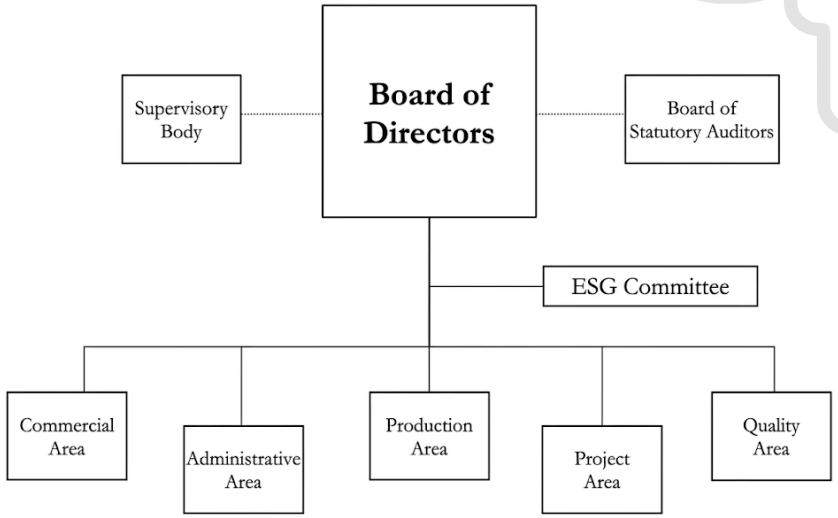
The Giordano Group considers sustainability a strategic and operational priority, integrated into its corporate governance.
Among the measures adopted, the Board of Directors has appointed a dedicated ESG officer, recognizing the importance of active involvement at management level.

Active governance is considered crucial because the Group recognises the direct and indirect link between ESG issues and future economic performance.

The Giordano Group has established specific roles and responsibilities, together with planning and control mechanisms, to support the sustainable management of the business.

The Group's sustainability policy also extends to the supply chain, assessing the risks linked to the relationship between the company and the environment, with particular attention to climate-related risks.
To ensure that the members of the Board of Directors have adequate qualifications, a sustainability skills matrix has been created.

At organizational level, an ESG Committee has also been set up, made up of company representatives with cross-functional expertise in quality, production planning, logistics, finance and administration, and human resources management.



Key stakeholders

GRI 2-29

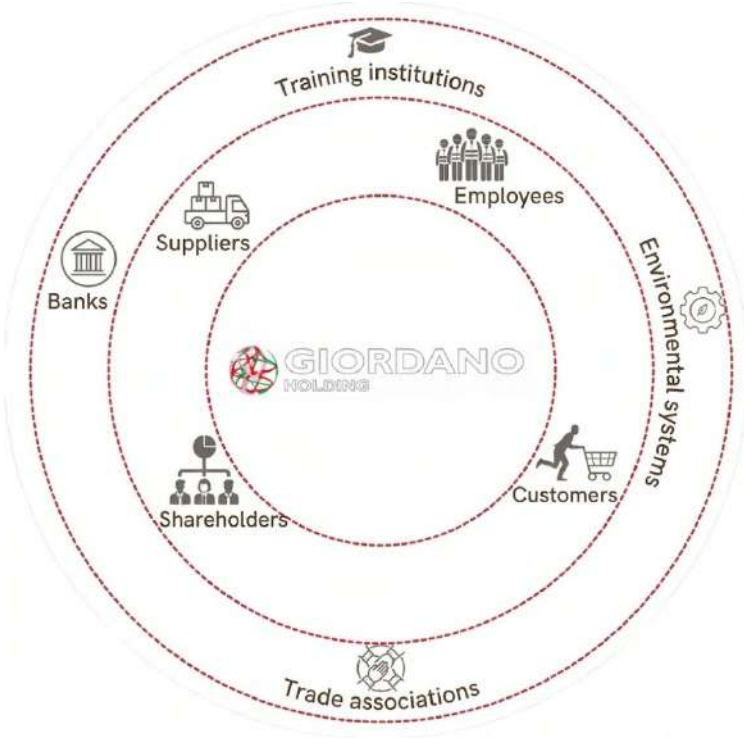
In line with its growing commitment to sustainability, the Giordano Group has reviewed its main stakeholder groups, considering both their direct impact on the company's activities and their exposure to the positive or negative effects of the Group's operations.

The Group engages constantly with its Stakeholders to understand their expectations, identify market trends and gather their feedback on the sustainability efforts in place.

The Giordano Group's interactions and communications with each stakeholder group are tailored to their specific interests, fostering constructive, long-term relationships of value.

Employees, Shareholders, Suppliers and Customers are the *"core"* Stakeholders for the Giordano Group's business.

The table below sets out the Stakeholders and the engagement methods adopted.



Employees	Shareholders	Suppliers	Customers
Giordano Group employees play a crucial role in improving day-to-day processes and in developing technologies that help reduce energy consumption and environmental impact. The Giordano Group works with safety representatives, works councils and trade unions to gather useful suggestions, continuously improve working conditions and minimise risks in the workplace.	Giordano Group shareholders play a crucial role as stakeholders, influencing strategic decisions and supporting the company's sustainable growth. Through their investment, they contribute to financial stability and long-term development, enabling the Group to pursue innovation and continuous improvement. Their trust and support are fundamental to the success and competitiveness of the Giordano Group on the global market.	The Giordano Group maintains an ongoing dialogue with its suppliers, selecting them also on the basis of their commitment to ESG policies. This approach ensures that suppliers recognise and take on their responsibilities, contributing to a sustainable and responsible supply chain.	The Giordano Group continuously monitors customer satisfaction and is committed to helping customers improve their sustainability performance. It receives input from customers and actively shares knowledge on new sustainability trends in the retail sector and among end consumers. The aim is to help promote environmentally friendly and responsible practices.

Climate change policy

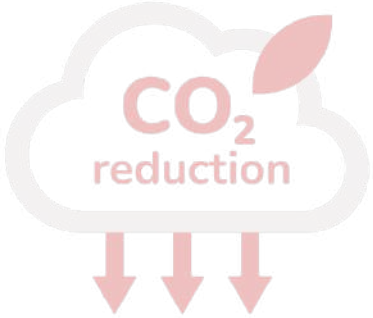
GRI 201-2

The Giordano Group is taking measures to contribute to the *Carbon Neutrality* initiatives of large-scale retail chains and of the main international poultry producers.

These initiatives include decarbonisation plans aimed at reducing Scope 3 CO_2 emissions, which also include indirect emissions generated along the value chain.

In this context, the Group is integrating awareness, sensitivity, targets and metrics to analyse the risks related to its business.

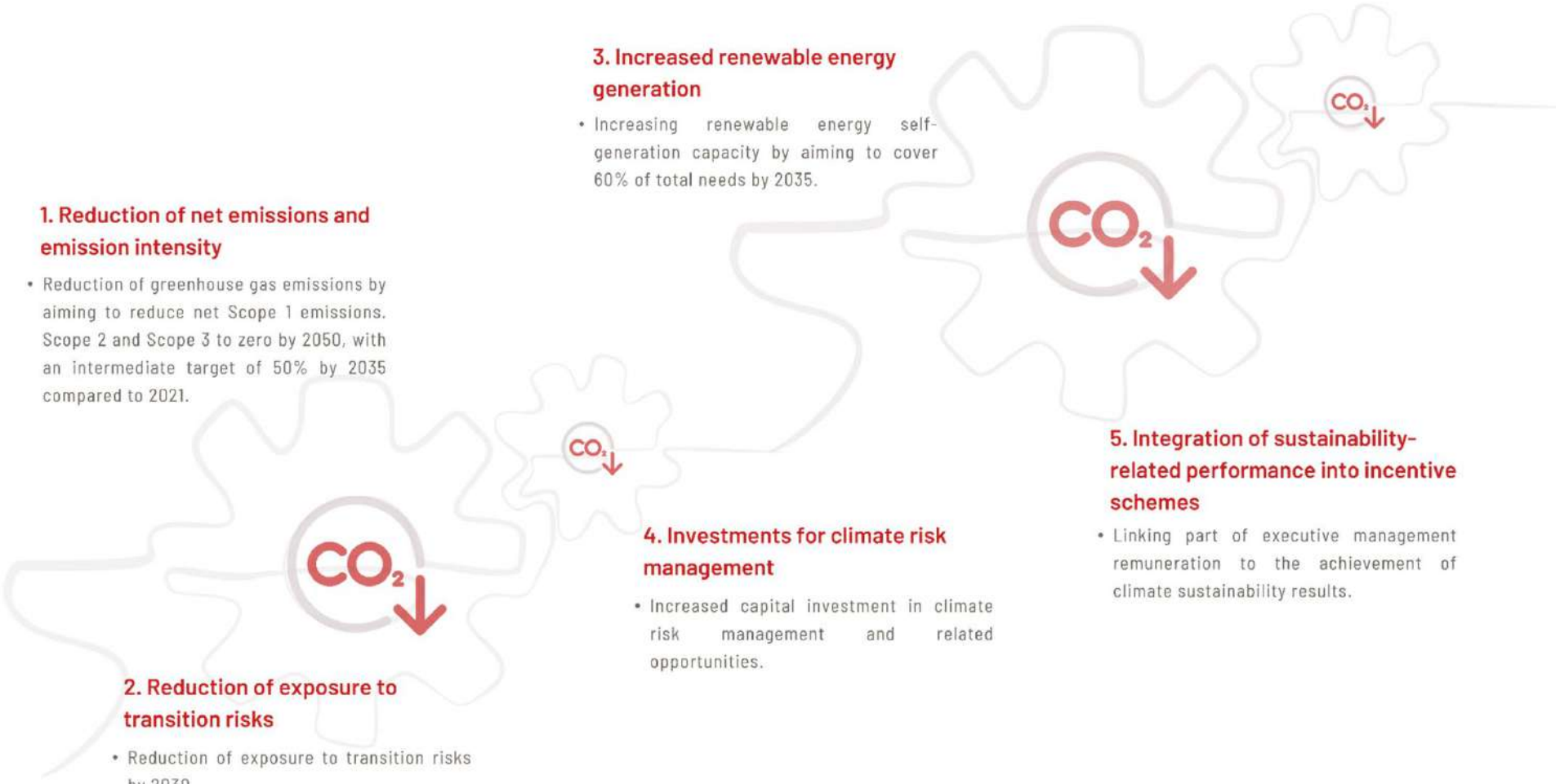
The Group's approach to climate change follows internationally recognised principles such as the *GHG Protocol*.



In line with the TCFD recommendations, the Giordano Group has adopted the following structured approach:

- it has established Governance focused on climate-related risks and opportunities, including the appointment of a delegated Committee for ESG topics, with particular attention to the impacts of climate change;
- it has developed a policy to assess the current and potential effects of climate-related risks and opportunities on its activities, integrating them into the company's financial planning;
- it has implemented a robust risk analysis and management process, defining how risks are identified, assessed and mitigated;
- it has set consistent metrics and targets to monitor and manage climate-related risks and opportunities.

In particular, the Group has adopted a decarbonisation perspective, with targets to be achieved through initiatives that reflect a commitment to sustainable and climate-responsible business management.



Materiality assessment of ESG topics

GRI 3-1

The Giordano Group has carried out its materiality assessment, highlighting the impacts of its business activities on the environment, employees and surrounding Communities, while also considering how external circumstances may affect the company itself.

This assessment of the relevance of ESG topics included a detailed gap analysis of the current situation against the disclosure requirements of the new Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

The results of the assessment were evaluated and prioritised with the involvement of the Giordano Group's Management.

Positive and negative, actual and potential impacts and financial effects were identified and organised into four priorities for the future:

- **climate change and pollution;**
- **resource use and circular economy;**
- **investing in people;**
- **business conduct.**

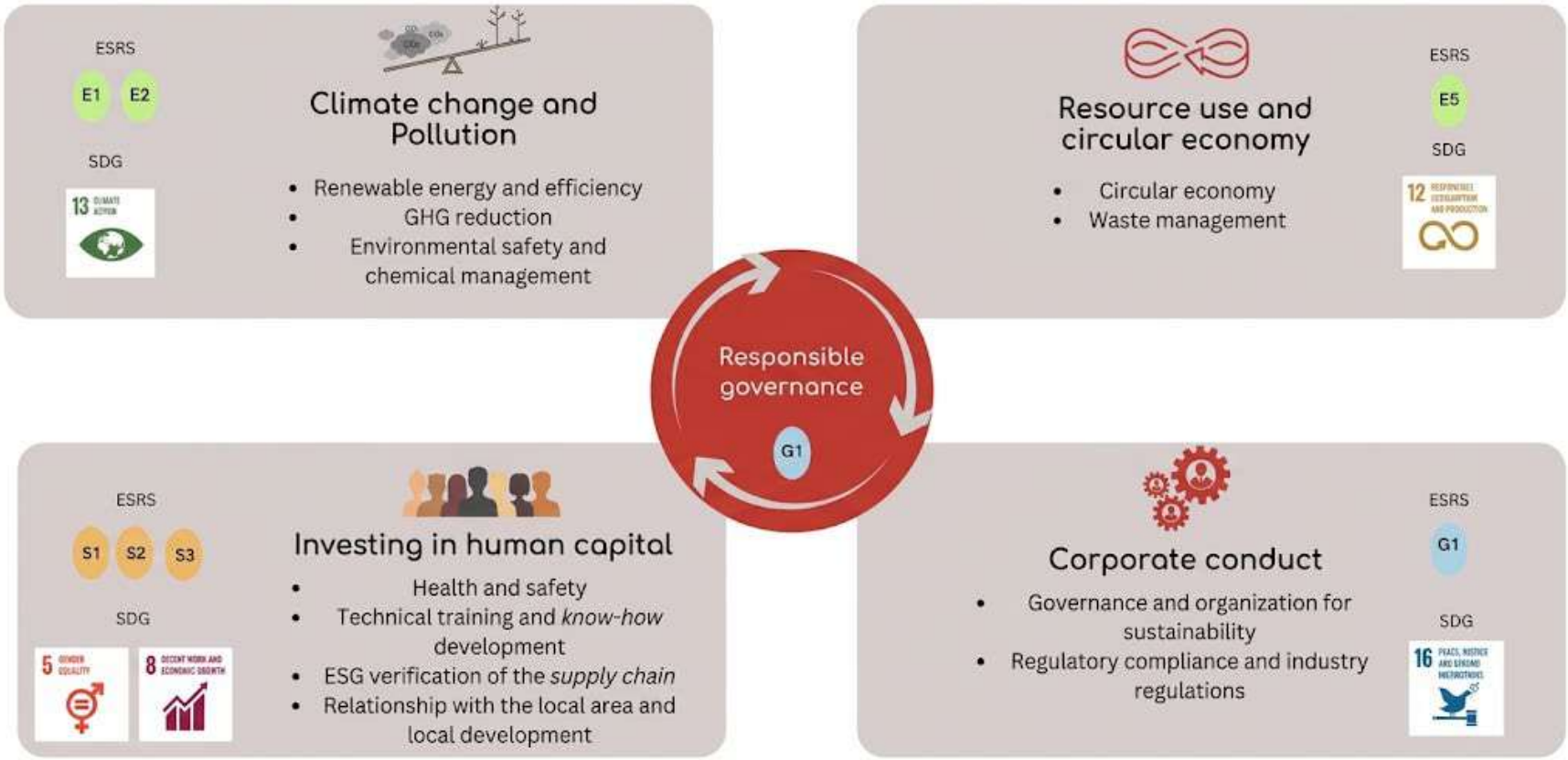
Actual impacts are those that are monitored, measured and subject to specific management processes.

Potential impacts, on the other hand, are not current impacts but may arise from specific conditions that could occur in the future. These were assessed on the basis of their likelihood.

This integrated approach will enable the Giordano Group to adapt continuously to new challenges and opportunities, ensuring an approach that considers both external and internal impacts.

Transparency and accountability also remain fundamental pillars of the company, which is committed to continuously improving its practices with a view to long-term sustainability.

The Giordano Group's priorities



Below is an analysis of the positive and negative, actual and potential impacts identified by the Giordano Group.
This analysis includes a detailed assessment of the environmental, social and economic consequences of the company's activities.
The aim is to provide a full understanding of the benefits and challenges associated with the company's practices, enabling proactive and informed impact management and supporting the Group's commitment to continuously improving its sustainability performance.

ESRS topic	Material topic	Negative impacts	Impact level
E1 – Climate change	**Direct Scope 1 emissions**	The actual negative impact of the emissions produced when generating electricity from biomass is material. The Giordano Group is, however, committed to continually seeking lower-emission technologies.	DIRECT GIORDANO GROUP
	Indirect upstream Scope 3 emissions	The actual negative impact concerns indirect greenhouse gas emissions along the value chain, particularly those linked to raw materials and logistics. The Giordano Group considers this aspect significant and intends to continue careful monitoring, progressively widening the boundary of its emissions assessment.	INDIRECT VALUE CHAIN
	Indirect downstream Scope 3 emissions	The actual negative impact concerns indirect greenhouse gas emissions generated during the use of the products sold and at their end of life. The Giordano Group considers this aspect significant and intends to monitor it more closely as part of its emissions assessments.	INDIRECT VALUE CHAIN

ESRS topic	Material topic	Negative impacts	Impact level
E2 – Pollution	**Microplastics**	The actual indirect negative impact is linked to the value chain. It relates to the fragmentation of plastic products (e.g. crates, slats, carriers): during washing, handling or as a result of wear, microplastics can be generated inside poultry facilities and end up in the wastewater and soil of the farms.	INDIRECT VALUE CHAIN
E4 – Biodiversity	**Indirect contribution to biodiversity loss**	Although the Giordano Group's activities do not directly involve natural ecosystems, they may indirectly contribute to biodiversity loss through the plastics supply chain and end-of-life management. The production of virgin polymers generates emissions and environmental impacts that can upset ecological balances, particularly in extraction and processing areas. In addition, the release of microplastics or a lack of downstream product circularity can affect biodiversity in agricultural and aquatic environments.	INDIRECT VALUE CHAIN
E5 – Circular economy	**Waste generation**	The Giordano Group has a significant negative impact related to the end of life of its products: many items end up in landfill or are incinerated, increasing pollution and CO2 emissions. This trend overloads waste management systems and worsens environmental problems. The Group is aware of these challenges and is looking for solutions to make the end of life of its products more sustainable.	DIRECT GIORDANO GROUP

ESRS topic	Material topic	Positive impacts	Impact level
E1 – Climate change – Energy	**Feeding self-generated renewable energy into the grid**	Feeding the renewable energy produced by the Giordano Group's plant into the grid helps reduce greenhouse gas emissions and supports the energy transition, while also generating economic benefits by making use of the energy surplus.	DIRECT GIORDANO GROUP
	Use of recycled raw materials with low emissions	For the Giordano Group, using recycled raw materials – including post-consumer plastic, ocean waste and natural fibres such as wood from FSC®-certified forests – reduces the use of virgin resources and the related emissions. Thanks to compounds developed with technical additives and innovative materials, the products maintain high strength and durability, delivering concrete environmental benefits throughout their life cycle.	INDIRECT VALUE CHAIN
E5 – Circular economy	**Product durability and reparability**	Potential positive impact arising from the use of durable materials and modular design, particularly in Plastimark products, which extends product lifespan, reduces waste and limits resource consumption.	INDIRECT VALUE CHAIN

ESG risks

GRI 3-3

The ability to identify, assess and manage risks and opportunities in an integrated way is an essential pillar of long-term competitiveness and sustainability.

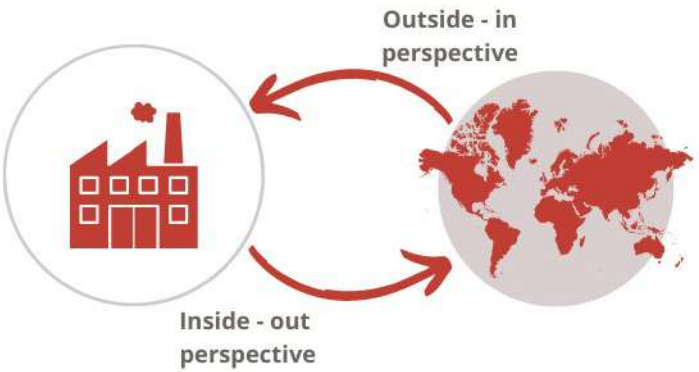
The Giordano Group has carried out an in-depth analysis of ESG risks. This analysis, known as IRO (Impacts, Risks and Opportunities), highlighted the actual and potential, positive and negative financial effects linked to the topics that are material for the Group. The approach made it possible to identify internal and external risks and opportunities, and to understand how the Group's activities affect and are affected by their surroundings, thereby strengthening its sustainability policy and its ability to create value over time.

Over time, the analysis has been further refined by using statistical indicators to set the materiality threshold, making the assessment process more robust and objective.

A total of 102 risks were examined, of which 95 were found not to be applicable to the Giordano Group's business context. 7 risks were considered applicable: 2 fall below the materiality threshold, while the remaining 5 were classified as material.

At the same time, 37 opportunities were analysed, of which 33 were not applicable to the business context. Of the 4 opportunities deemed applicable, 2 fell below the materiality threshold and 2 were identified as material.

Details of the material risks and opportunities identified are shown in the following tables.



ESRS topic	Material topic	Risks	Financial effects
E1 – Climate change	**Assets exposed to acute physical risk – Extreme weather events**	Events such as floods, fires or heatwaves can disrupt the Giordano Group's business continuity, damaging plants and warehouses and hindering procurement and distribution.	DIRECT
			Potential increase in repair and extraordinary maintenance costs.
			Potential loss of revenue due to plant shutdowns and delivery delays, with possible contractual penalties.
	Assets exposed to chronic physical risk – Long-term climate change	Gradually rising temperatures and reduced water availability are an indirect risk that, over time, can affect the availability and cost of the raw materials needed for production processes.	INDIRECT
			Potential increase in procurement costs.
			Greater volatility in raw material prices.
E4 – Biodiversity and ecosystems	**Chronic physical risk – Extreme temperatures**	The systemic rise in temperatures and the increasing frequency of heatwaves are a chronic risk for the Giordano Group. These conditions increase the energy needed to cool workplaces, requiring investment in structural and technological upgrades to the plants to ensure business continuity and worker safety.	INDIRECT
			Potential increase in energy costs for cooling workplaces.
			Potential investment in structural and plant upgrades.
			Potential temporary drops in productivity during heat peaks.
	Transition risk – MARKET	For the Giordano Group, sourcing mainly from Italian and European suppliers currently	INDIRECT

E5 – Circular economy	**Raw material volatility and availability**	mitigates the risk of polymers and additives becoming unavailable. However, the Group remains potentially exposed to significant price fluctuations driven by global energy dynamics, geopolitical tensions and new European regulatory restrictions. These factors could squeeze operating margins, create competitive pressure and require investment in more sustainable alternative materials.	Increase in raw material costs. Squeeze on operating margins where increases cannot be fully passed on to customers.
G1 – Business conduct	**Compliance with food safety regulations**	For the Giordano Group, which produces plastic materials and components, some of which are intended for contact with food, compliance with the relevant European and national regulations is a top priority. Any non-compliance may arise during design, production, raw material management or in the supply chain, leading to consequences such as sanctions, product recalls, litigation and reputational damage.	DIRECT Potential extraordinary costs for the withdrawal, disposal and replacement of non-compliant batches, including additional laboratory testing. Possible charges arising from administrative sanctions and penalty proceedings for regulatory breaches.

ESRS topic	Material topic	Opportunities	Financial effects
E1 – Climate change – Energy	**Investment in renewable energy and energy self-generation**	The Giordano Group operates a biomass plant that reduces dependence on fossil fuels and helps stabilise energy costs. Integrating further self-generation solutions, such as photovoltaic systems, is a concrete opportunity to increase energy independence and strengthen operational resilience.	DIRECT Potential structural reduction in the cost of purchasing energy from the grid. Possible access to tax incentives and public grants.
S1 – Own workforce	**Gender equality certification**	Implementation of equal pay policies and promotion of women's leadership.	DIRECT Access to tax and social-security incentives and rewards, including those provided for in public calls (e.g. bonus points in NRRP calls and public tenders). Potential effects on financing costs: possible reduction in the cost of debt for certified companies (in line with the green/social finance policies of some banks and funds).

Environmental metrics



Energy and greenhouse gas emissions

Energy

GRI 302-4

The Giordano Group's business is highly energy-intensive, which makes the efficient management of energy resources a priority.
Since 2012 the Group has been a pioneer in **producing energy from renewable sources**, through a **biomass cogeneration plant** located at the Caraglio headquarters.

The plant produces **electricity and heat** simultaneously from a single primary source of liquid fuel.
The process is based on an **internal combustion engine**, whose mechanical energy is converted into electricity by a generator while also producing usable heat. This cogeneration set-up offers a higher overall efficiency than producing the two forms of energy separately.

The fuel used is **category 3 animal fat**, recognised by Italian legislation as a renewable energy source. This choice enabled the Group to obtain **IAFR certification (Plant Powered by Renewable Sources)** and to access the incentives provided by the Ministerial Decree of 6 July 2012, which replaced the previous Green Certificates scheme.



The electricity produced is used both for **internal self-consumption** and for **sale to wholesalers and to the national grid**. The heat recovered, on the other hand, is used in the production cycle of Giordano Poultry Plast S.p.A., both for heating and cooling premises and for generating additional electricity.

GRI 302-1

In 2025 the Giordano Group's total energy requirement amounted to **8,238,142 kWh**, calculated **net of technical** conversion losses, which totalled **107,774 kWh**.

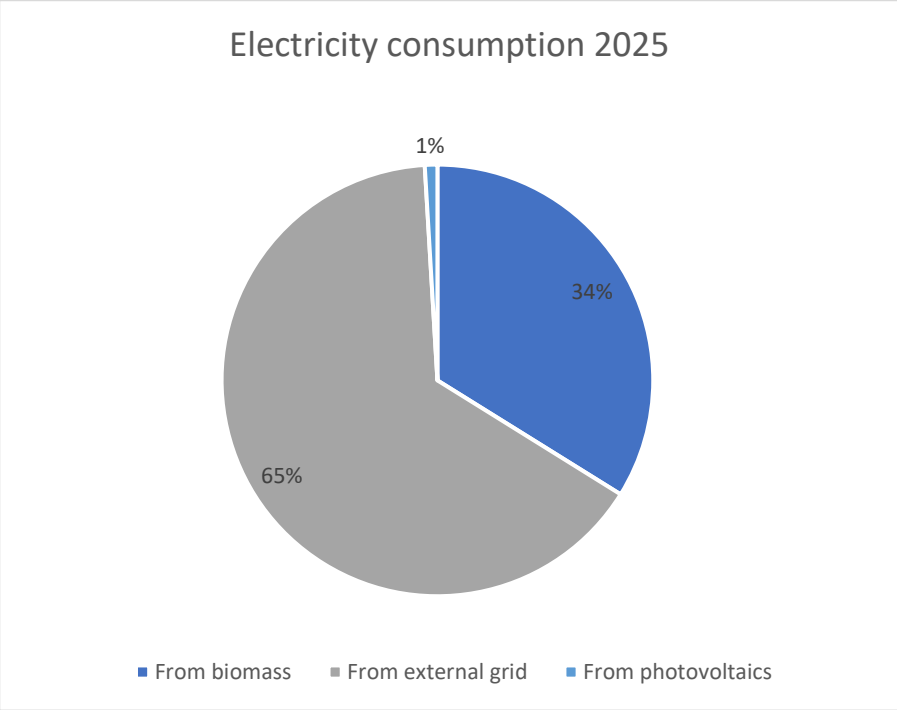
2025 was a year of profound transition for the Group's plant set-up, marked by the change in the corporate structure of the cogeneration plant and the expansion of its generation capacity with the **installation of photovoltaic panels**.

The Group's electricity supply model is therefore based on two complementary pillars:

- **on-site renewable self-generation**, amounting to **2,904,138 kWh** self-consumed, generated by the Group's own biomass plant (2,825,726 kWh) and the new on-site photovoltaic system (78,412 kWh), covering **35% of the energy requirement**;
- **supply from the external grid**, amounting to **5,441,778 kWh** drawn from the national distribution grid through the supplier MET Energia Italia S.p.A, covering **65% of the energy requirement**.

During 2025, the plant generated a total of **3,476,708 kWh**.

Compared with 2024 (4,747,956 kWh), output fell by 26.8%, due both to scheduled technical shutdowns for extraordinary maintenance and to the reorganisation process that culminated on 3 September 2025 in the formal transfer of the business unit and the electricity generation facility from Giordano Energy S.r.l. to the operating parent company Giordano Poultry Plast S.p.A.



Overall, between the biomass share and the solar surplus, the Group fed **662,754 kWh of clean energy into the public grid**, confirming the company's active role as a prosumer supporting decarbonisation in the local area.

In line with its energy diversification goals, in 2025 the Group commissioned its **first photovoltaic plant**, which produced a total of **90,184 kWh**: **78,412 kWh** were self-consumed by the Group's production site, while the remaining **11,772 kWh** were fed into the grid through net metering (under a GSE/Edelweiss agreement).

To offset the lower output of the biomass plant, the Group met its needs by drawing more electricity from the public grid than in 2024, purchasing a total of **5,441,778 kWh** from MET Energia Italia S.p.A.

However, the environmental impact of this increase was largely mitigated by a substantial improvement in the quality of supply sources: the share of renewables in the fuel mix rose from 9.77% in 2024 to **51.83% in 2025**, an increase of more than 42 percentage points. This choice brought a further **2,820,474 kWh of certified green energy** into the plant's cycles.

The clean energy used by the Group therefore rose from 4,247,924 kWh in 2024 to 5,616,838 kWh in 2025, a net increase of +32.2% in volume terms, raising the share of renewables in total consumption from 54.8% to 68.2%.

GRI 302-3

For a more complete assessment of energy management, energy intensity was also calculated, defined as the ratio of energy consumed to the number of employees. For 2025 the Giordano Group recorded an energy intensity of **68,083.82 kWh/employee**.

Energy mix	2024	2025
Renewables	9.77 %	51.83 %
Coal	18.40 %	1.52 %
Natural gas	60.48 %	42.01 %
Nuclear	2.90 %	0.47 %
Petroleum products	1.61 %	0 %
Other sources	6.84 %	4.17 %
Total	100.00 %	100.00 %

Greenhouse gas (GHG) emissions

GRI 3-3

The Giordano Group has taken an important step towards a more conscious and sustainable management of its environmental impacts. To monitor and reduce its carbon footprint, the company has once again carried out an in-depth analysis of its emissions for 2025.

The emissions considered include direct emissions, indirect emissions from the consumption of purchased electricity, and some categories of indirect emissions in the supply chain. This initiative shows the Group's determination to quantify its emissions in order to gain a clearer picture and take proactive measures.

It is recognised, however, that this analysis covers only part of the total emissions associated with the Giordano Group's activities.

Direct emissions – Scope 1 – include emissions from:

- the consumption of fuels for heating, cooling and internal processes, such as natural gas and LPG;
- self-generation of electricity through the combustion of biomass.

GRI 305-1/5

In 2025, total **Scope 1** emissions amounted to **970.88 tonnes of CO_2e**, a **decrease** of approximately **30%** compared with the previous year. This decrease reflects an equivalent reduction in the self-generation of energy from biomass.

GRI 305-2/5

Indirect emissions from electricity consumption – **Scope 2** – instead showed an **increase of around 33%** in 2025 compared with the previous year, reflecting an increase of the same size in the consumption of purchased electricity.

Total **Scope 2** emissions were calculated using both the location-based and the market-based method, amounting to **1,086.18 tonnes of CO_2** and **2,286.64 tonnes of CO_2 respectively.**

GRI 305-3/5

In addition to Scope 1 and 2, the Giordano Group is continuing to include Scope 3 in its GHG emissions inventory, covering indirect emissions generated along the value chain. The analysis therefore considered the main raw materials used in production processes, such as **polyethylene** and **polypropylene**, as well as **employee** commuting.

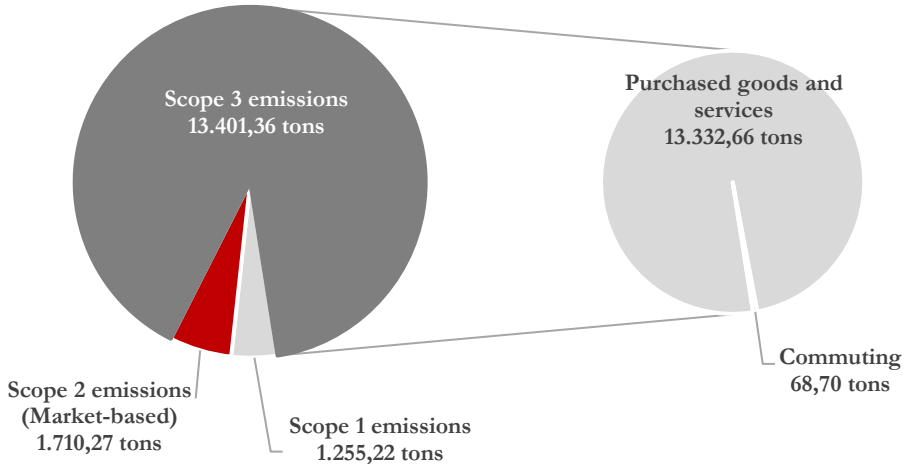
Monitoring of these categories showed an **increase of around 20%** in emissions compared with the previous year, mainly due to higher purchases of polyethylene and polypropylene during the year.

The following table shows the detailed results of the analysis for 2025.[1]

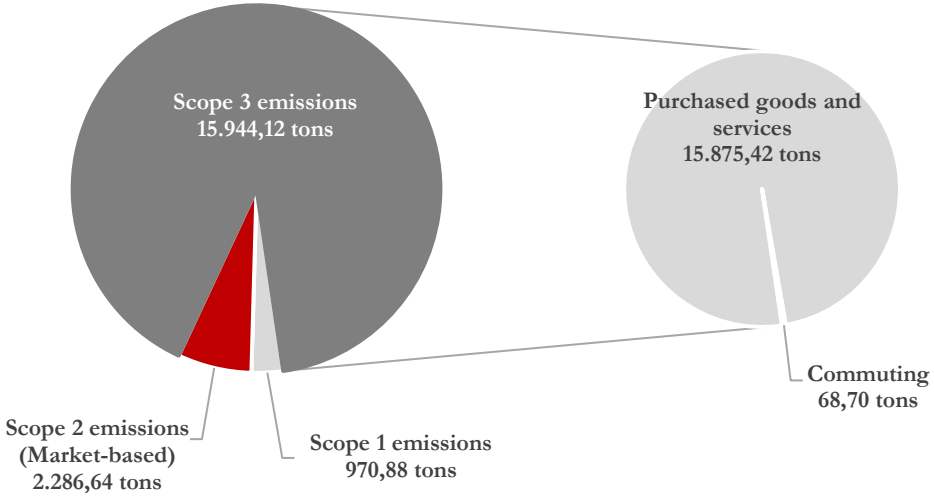
Scope 3 emissions – 2025	
Category	**tCO_2e**
Purchased raw materials	15,875.42
Employee commuting	68.70
Total	**15,944.12**

[1] For further details on the data, please refer to the *Data details* section on page 55.

GHG emissions (2024)



GHG emissions (2025)



Pollution

The Giordano Group pays constant attention to the management of chemical substances, with a view to regulatory compliance and safety. In application of Legislative Decree no. 81/2008, the Group prepares the Risk Assessment Document (DVR) which, in line with the requirements of Legislative Decree no. 105/2015, also covers the assessment and control of major accidents involving the use of hazardous substances.
With reference to this document, most of the hazardous substances identified by Regulation (EC) no. 1272/2008 are not used in the company's processes. Some substances belonging to Section E and, to a lesser extent, Section H are present, but in quantities below the minimum thresholds set by current legislation. The following table provides a detailed summary of the substances present, broken down by category, with the corresponding quantities.

HAZARDOUS SUBSTANCE CATEGORY[2]	LOWER THRESHOLD	UPPER THRESHOLD	GIORDANO GROUP MAXIMUM QUANTITY
SECTION H – HEALTH HAZARDS			
H1 ACUTE TOXICITY Category 1, all exposure routes	5	20	< 5
H2 ACUTE TOXICITY - Category 2, all exposure routes - Category 3, inhalation exposure route	50	200	< 50
H3 SPECIFIC TARGET ORGAN TOXICITY (STOT) – SINGLE EXPOSURE STOT SE Category 1	50	200	< 50
P2 FLAMMABLE GASES Flammable gases, Category 1 or 2	10	50	< 10
P5b FLAMMABLE LIQUIDS - Flammable liquids, Category 2 or 3, where particular processing conditions, such as high pressure or high temperature, may create major-accident hazards, or - Other liquids with a flash point ≤ 60°C, where particular processing conditions, such as high pressure or high temperature, may create major-accident hazards.	50	200	< 50

[2] Internal processing of data taken from the DVR (Risk Assessment Document).

HAZARDOUS SUBSTANCE CATEGORY[3]	LOWER THRESHOLD	UPPER THRESHOLD	GIORDANO GROUP MAXIMUM QUANTITY
SECTION E – ENVIRONMENTAL HAZARDS			
E1 Hazardous to the aquatic environment, Acute Category 1 or Chronic Category 1	100	200	< 100
E2 Hazardous to the aquatic environment, Chronic Category 2	200	200	< 50
HAZARDOUS SUBSTANCES			
Hydrogen	5	50	< 5
Oxygen	2,000	2,000	< 200
Acetylene	5	50	<5
Mixtures (*) of sodium hypochlorite classified as hazardous to the aquatic environment, Acute Category 1 (H400), with less than 5% available chlorine and not classified under any of the other hazard categories in Part 1 of Annex 1 (*) Provided that the mixture would not be classified as hazardous to the aquatic environment, Acute Category 1 (H400), in the absence of sodium hypochlorite.	200	500	< 200

[3] Internal processing of data taken from the DVR (Risk Assessment Document).

GIORDANO HOLDING

Biodiversity

The Giordano Group is fully aware of the potential impact of human activities on ecosystems, recognising that these effects can occur both locally and globally. Among the most significant consequences are the direct alteration of natural habitats and the loss of native species, which threaten ecological balance and reduce the richness of biodiversity.

When analysing and assessing the environmental impacts associated with its activities, **no evidence of direct interactions emerged** with elements of particular importance for biodiversity, such as protected natural areas, sensitive habitats or threatened species, as the production site is not located in or near protected areas. This assessment led the Group to consider the topic not material in its current operating context, as its operations do not have significant direct impacts on natural heritage.

GRI 304-1

However, the company recognises that **indirect effects on biodiversity** may arise along the value chain, through practices and processes outside its direct operational boundary.

Upstream and downstream interactions of production activities can, in fact, contribute – even if not immediately or visibly – to environmental degradation and habitat loss.



Water

Water resource management is a significant aspect for the Giordano Group. Water comes from a 60-metre-deep well located in Caraglio, at via Bernezzo 47, and is used both in production processes and for washing aggregates at an external site.

Direct water use in the production cycle is limited: the water used to cool the plants runs in a **closed-loop recirculation system**, which allows it to be reused several times. Water not used internally is channelled to a nearby quarry, where it is used to wash aggregates.

GRI 303-5

In 2025 water consumption amounted to **439.54 Ml** - equivalent to **439,540.00 m³** - breaking a multi-year trend of gradual reduction.
Compared with the previous year, this is an increase of **14%**.

Under **Piedmont Regional Regulation 7/R of 25 June 2007**, the company is not required to install instruments to measure the flow rates and volumes withdrawn.

As regards discharges, no significant environmental impacts have been identified: water that is not used is sent for washing aggregates, with losses limited to evaporation.



Resource use, circular economy and waste management

Raw materials

The Giordano Group takes a structured approach to managing raw materials and, more generally, the resources used in its production processes, with the aim of optimising their use.

For its production, the Group selects **high-quality polymers** that ensure **durability and high technical performance**, helping to reduce how often products need replacing and, consequently, the amount of waste generated. Procurement favours **suppliers that apply documented environmental and social standards**, in line with internal supply chain management policies.



On the technology side, the Group uses **advanced moulding techniques** to limit material waste and increase production efficiency. At the same time, it continues its **research and development** work to incorporate, **recycled materials** into its products wherever technically feasible, with a view to making progressively better use of resources throughout their life cycle.

GRI 301-1

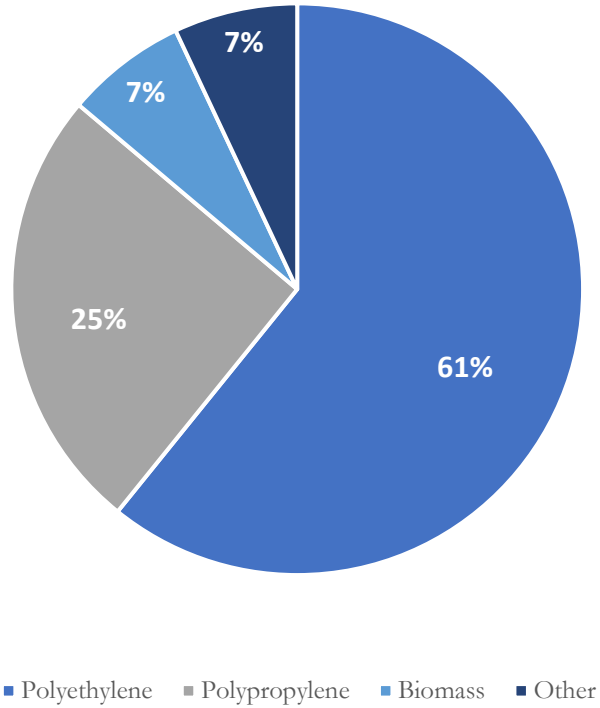
The main raw materials used by the Group fall into two broad categories: **polymers and plant and animal biomass**.

In 2025 the total volume of raw materials used, both for manufacturing products and for generating energy, amounted to **10,529.46 tonnes**.

Polymers and copolymers make up the largest share, around **93% of the total**. Among these, **polyethylene** accounts for **61%** of total consumption, while **polypropylene** accounts for **25%**.

Plant and animal biomass, used mainly for energy generation, accounts for **7% of total raw materials**. Compared with the previous year, purchases of biomass fell by **43%**, in line with the reduction in energy self-generation.

Raw materials (2025)



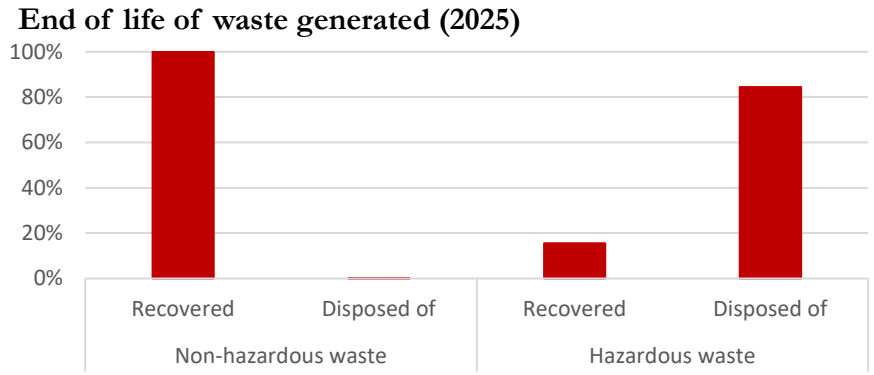
Waste management

GRI 3-3

Waste management is a significant area for the Giordano Group and is addressed consistently with its approach to resource use, with particular attention to recovery methods and waste traceability, in cooperation with environmental service providers.

GRI 306-3

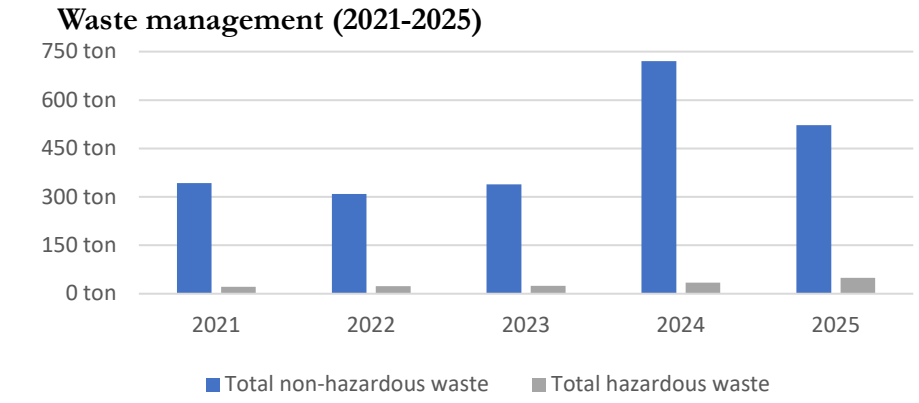
In 2025 the Group generated a total of **571.80 tonnes of waste**, of which **49.35 tonnes** were classified as **hazardous** and **522.45 tonnes** as **non-hazardous**. Of the total, **92.61%** was sent for **recovery** operations under **codes R13** and **R15**, while **7.39%** was sent for **disposal** under **code D15**, equal to **42.23 tonnes**. Almost all of the waste disposed of falls into the hazardous waste category, of which around **16%** was **recovered** and **84% disposed of**.



GRI 306-4/5

Compared[4] with the previous year, there was a **decrease** of 24% **in total waste**, with a 44% increase in hazardous waste and a 27% decrease in non-hazardous waste. The **overall recovery rate remained substantially stable**, while the percentage of hazardous waste recovered fell from 19% to 16%, with a corresponding increase in the quantities sent for disposal. This trend is due to the adoption of **stricter monitoring and control procedures**, which allowed a more complete accounting of waste flows. From this perspective, the analysis confirms the need to progressively reduce the share of hazardous waste sent for disposal.

GRI 306-3/4/5



[4] For further details on the data, please refer to the *Data details* section on pages 56-57.

Circularity practices – Raw material circularity in Plastimark compounds

Plastimark has started to progressively integrate circular solutions into its range, introducing innovative compounds that complement the raw materials traditionally used and enhance their performance from a sustainability perspective. The aim is to reduce the consumption of virgin resources, extend the life cycle of materials and generate environmental and social benefits, without compromising strength, durability and quality.

The main solutions already implemented include:

- **Plastimark Wood Compound**, which combines a plastic matrix with wood fibres from FSC®-certified scraps, bringing together technical functionality and a natural look and feel. The compound maintains high performance (resistance to chemicals, stability at low temperatures, suitability for food contact under Regulation (EU) no. 10/2011) and conveys a stronger focus on ethical and aesthetic aspects.

- **Plastimark Black Compound**, made from up to 95% recycled plastic. This solution gives new value to end-of-life plastics, putting them back into the production cycle and limiting their release into the environment, with mechanical performance equivalent to virgin polymers and a lower impact than alternative materials such as metal.





- **Plastimark Euterra – Post Consumption Compound**, based on post-consumer household plastic, certified by EuCertPlast and compliant with the IPPR standard. With a recycled content of up to 99%, this material captures waste destined for landfill and turns it into a new raw material, helping to close the loop while ensuring technical properties comparable to those of traditional compounds.

- **Plastimark Wave Compound**, developed with plastic recovered from the oceans and certified to the Global Recycled Standard, Recycled Claim Standard and Ocean Bound Plastic standards. The upcycling process produces a high-purity second-life raw material, with no added virgin polymer, creating environmental and social value by protecting marine ecosystems and reducing the carbon footprint.

These lines are a distinctive part of the solutions adopted by Plastimark to promote the circular economy. Although they account for only part of total raw material procurement, they mark a clear direction towards more sustainable production models, focused on making the most of existing materials and limiting environmental impacts throughout the product life cycle.



- **Plastimark AluNova Compound**, based on recycled beverage and food cartons processed industrially to recover both the cellulose fibre and the plastic and aluminium fraction, known as "polyAl". In particular, polyAl can be reprocessed and converted into recycled granules within a controlled and traceable supply chain, so that it can be used as a new raw material and fed back into production cycles.
  In partnership with Tetra Pak®, Plastimark uses this material to create AluNova, a high-performance plastic compound designed for practical applications in the retail sector.

Social metrics



Own workforce – General characteristics

The driving force of the Giordano Group is its human capital, which stands out every day for its loyalty and commitment. Each and every Employee, with their dedication and skills, makes a decisive contribution to the continuous improvement of the company's processes, products and services.

This dynamic and passionate workforce not only ensures operational excellence but also helps drive the company's innovation and sustainable growth.

The Giordano Group values and develops the potential of each individual, fostering a stimulating and collaborative working environment that helps achieve shared goals and adapt to the challenges of the global market.

Since 2024 the workforce boundary has also included the subsidiaries Plastimark France and Giordano B.V. in the Netherlands.

GRI 2-7

The Giordano Group has a total of **121** employees, of whom **29** are women and **92** are men, with a turnover rate that has fallen over the last three years to 3.4. The details of the data analysed by gender, geographical region, age and type of contract are shown below.

The Group also works with **24** non-employee workers, all of whom are men.

GRI 2-7

Employees by gender and geographical region			
Location	**Men**	**Women**	**Total**
Italy	85	20	**105**
Netherlands	3	7	**10**
France	4	2	**6**
Total	**92**	**29**	**121**

Employees by age and geographical region				
Location	**<30**	**30-50**	**>50**	**Total**
Italy	15	59	31	**105**
Netherlands	2	5	3	**10**
France	0	2	4	**6**
Total	**17**	**66**	**38**	**121**

Employees by gender and type of contract		
Type of contract	**Men**	**Women**
Permanent	92	29
Temporary	0	0
Apprenticeship	0	0

GRI 2-7

As shown in the tables above, all employees have a permanent contract (100%).

GRI 2-30

In addition, the entire workforce is covered by national collective bargaining agreements.

GRI 2-7

As regards the breakdown of employees by working time, measured in weekly hours, around **95%** of employees are on a full-time contract. Of these, **23%** are women and **77%** are men.

Employees on part-time contracts account for approximately **5%** of the total, with a gender breakdown of **33%** women and **67%** men.

A closer look at the available data shows that around **93%** of all female employees have a full-time contract[5].
This shows that the majority of women in the company work full time.

This distribution reflects not only individual preferences and work-life balance needs, but also career opportunities and the structure of the positions available within the company.

The predominance of full-time work points to a corporate culture that values **continuity** and **stability** of employment, while part-time work offers **flexibility** to some employees, meeting different work and personal needs.



[5] For further details on the data, please refer to the *Data details* section on page 58

Own workforce – Health and safety

The Giordano Group guarantees a healthy and safe working environment that respects the dignity of all its Employees. Workplace safety is ensured not only through strict application of current legislation, in particular Legislative Decree no. 81 of 9 April 2008, but also by actively promoting a safety culture through specific training programmes.

GRI 403-8

The Health and Safety management system covers all employees, with staff training being a central element of the system adopted.

GRI 403-9

In 2025 there was **only one** injury out of **164,827 hours worked** over the entire reporting year, giving an injury rate of **1.2%**, which confirms the effectiveness of the measures adopted and the constant attention the company pays to protecting health and safety in the workplace.



Work-related injuries			
	2023	2024	2025
Recorded work-related injuries	1	1	1
Total hours worked by all employees	142,696.75	154,444.25	164,827.00
Injury rate	1.4%	1.3%	1.2%

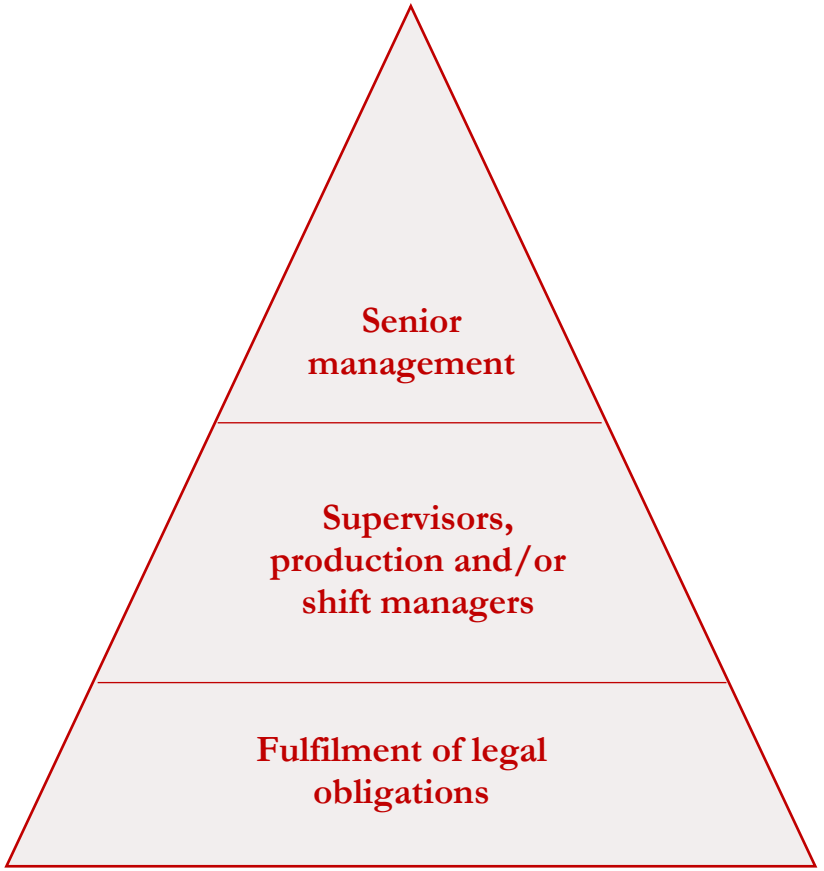
Own workforce - Training

Skills, abilities, experience and a drive to innovate are the fundamental pillars of the Giordano Group's business.

The company's history and development, as well as its success on global markets, have been guided by a clear and focused Research and Development policy.
This policy has concentrated on optimising the solutions offered, always looking to the future, imagining and then delivering the next innovations.
A constant commitment to innovation has enabled the Giordano Group to anticipate market trends and adapt quickly to Customer needs, ensuring high-quality products and services.
Its dedication to research and development has not only strengthened the company's position internationally, but has also fostered a dynamic corporate culture focused on continuous progress.

GRI 404-1

In 2025 employees at the plant received a total of **1,906** hours of training, of which **989 hours** were dedicated to HSE (health, safety and environment) training.



ESG assessment of the *supply chain*

As a well-established international business, the Giordano Group inevitably has relationships with third parties, which it asks to respect the principles set out in its Code of Ethics. In line with these principles, relations with Suppliers are based on loyalty, fairness and transparency, core values for ensuring productive and responsible cooperation.

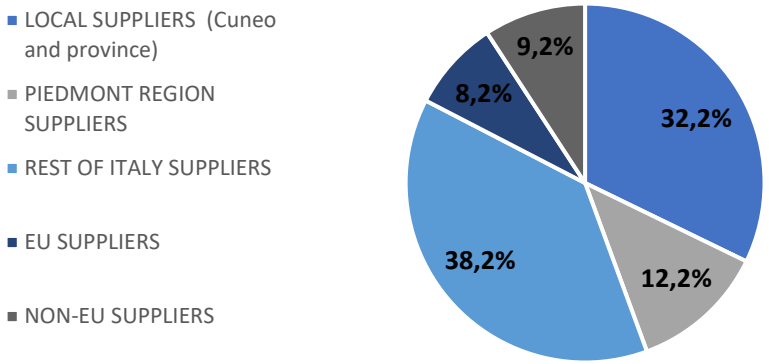
Aware of the importance of environmental and social sustainability, the Giordano Group pays particular attention to issues related to the *supply chain*. The selection of Suppliers is never influenced by subjective or personal criteria, but is based on cost-effectiveness, suitability and efficiency. This approach ensures that business Partners are chosen carefully.

Although a *supply chain* monitoring system based on environmental and social criteria is not yet in place, the Group is introducing a Supplier questionnaire to assess their ESG (Environmental, Social, Governance) compliance.
This tool is a significant step towards more sustainable and responsible supply chain management.

In 2025 the Group continued to map all its Suppliers, analysing them by the location of their registered office.

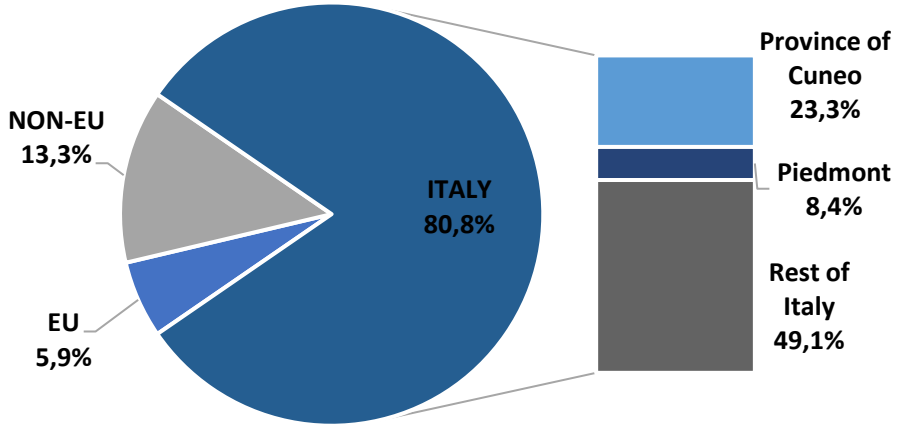
Out of a total of **500** suppliers, **82.6%** have their registered office in Italy. Of all suppliers, **32.2%** can be considered **local**, as they are based in the Cuneo area; **12.2%** are based elsewhere in Piedmont, while the remaining **38.2%** are suppliers from other Italian regions.
International suppliers are a minority: **8.2%** are European and **9.2%** are from outside Europe.

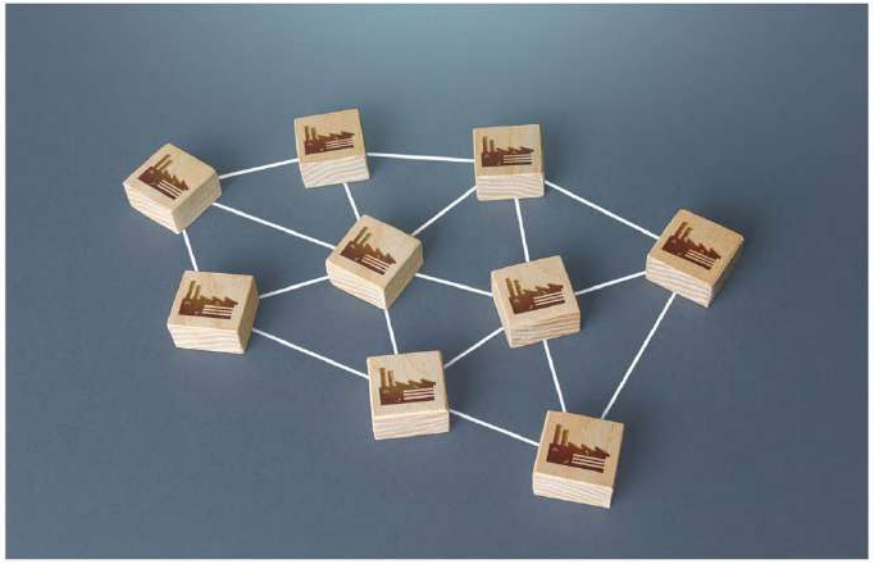
Breakdown of suppliers by registered office



In terms of the geographical breakdown of spending on Suppliers, almost **81%** goes to Italy. In particular, around **23%** goes to the Province of Cuneo, **8%** to the rest of Piedmont and **49%** to other Italian regions.
The remaining **5.9%** and **13.3%** of spending goes to European and non-European Suppliers respectively.

Breakdown of spending on suppliers





The Giordano Group is also active in verifying working conditions within its *supply chain*. By carefully monitoring and assessing its core Suppliers, the company aims to ensure high standards of quality and responsibility, helping to create an ethical and sustainable working environment along the entire supply chain.

Relations with the local area and local development

GRI 413-1

The deepest roots of the Giordano Group's work are closely tied to its local context.

The Giordano Group's history is a telling example of how a small family business can grow into a successful global company, thanks in part to the strong ties it has built with its local Community.

Local relationships are of fundamental importance for the success and sustainable growth of the company, which aims not only to increase its own value but also to improve collective well-being.

The local impact of the Giordano Group's activities is significant in terms of both jobs and economic value generated: approximately **32%** of total purchases come from local Suppliers, and all Employees at the Caraglio plant live within 20 km of the Group's headquarters.



GRI 2-28

Relations with the local area are also reflected in cooperation with Local Authorities, in particular the Municipality of Caraglio, and with third-sector organisations (local sports associations), which receive donations.

In addition, the Giordano Group is a member of trade associations such as Confapi and Unione Industriale di Cuneo.

Governance metrics



Ethics and compliance

GRI 2-23/24 / GRI 205-2

The Giordano Group is a family-governed company, committed to combining business success with ethical responsibility.

The Group's Code of Ethics sets out the ethical principles and standards of conduct adopted both within the company – in relations between Employees – and externally, in interactions with Institutions, Suppliers, Customers, business Partners, Political and Trade Union Organisations and the media.

These principles are based on Article 41 of the Italian Constitution, which states that private economic initiative must not conflict with social utility or harm human safety, freedom and dignity.

The Code of Ethics values the Group's human capital, promoting Employee participation and professional growth and ensuring a dignified and stimulating working environment. The Group is also committed to combating workplace bullying (mobbing), stalking, psychological violence and any form of discriminatory behaviour, adopting tools to protect people's dignity and freedom.



Methodological note

This document is the Giordano Group's fourth Sustainability Report, prepared on a voluntary basis.
It has been prepared with reference to the *Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME)*, published by EFRAG as a dedicated framework for non-listed small and medium-sized enterprises, and is consistent with the Corporate Sustainability Reporting Directive (CSRD).

The VSME is a voluntary and proportionate reporting standard designed for SMEs not subject to CSRD requirements, with the aim of promoting the transparency, reliability and comparability of ESG information in line with the European sustainability reporting framework.
In parallel, the *GRI Standards* (Global Reporting Initiative) have also been taken into account to ensure alignment with the most widely used international metrics and to strengthen the comparability of the information reported.

The document aims to illustrate the Giordano Group's contribution to sustainable development, reporting its main economic, environmental and social impacts on the basis of a reasoned selection of the indicators proposed by the VSME and the GRI, taking into account the specific features of the company's operations and governance.

The document was prepared applying the Reporting Principles for content (Stakeholder inclusiveness, Sustainability context, Materiality, Completeness) as well as those for information quality (Balance, Comparability, Accuracy, Timeliness, Clarity and Reliability).
Although reporting is not mandatory, the materiality assessment was carried out following the ESRS guidelines.

The reporting boundary covers Giordano Poultry Plast S.p.A., Plastimark S.p.A. and Giordano Energy S.r.l. For human resources data for 2025, the reporting boundary has been extended to the subsidiaries in the Netherlands and France.

The Sustainability Report is prepared annually.

The qualitative and quantitative data and information in this document refer to the 2025 financial year.
The summary table (Data details) at the end of this Sustainability Report is an integral part of it and links the topics covered in the text to specific performance indicators.

The Group's GHG inventory (also known as the Organisational Carbon Footprint, OCF) was prepared for 2025 using a Toolkit specifically developed by the *Center 4 Shared Value* of the Department of Management of the University of Turin.
The GHG inventory is aligned with the following internationally recognised standards and guidelines for assessing the organisational carbon footprint:

- The Greenhouse Gas Protocol - A Corporate Accounting and Reporting Standard, revised edition;
- Scope 2 Guidance - An amendment to the GHG Protocol Corporate Standard, v.2015;
- Corporate Value Chain (Scope 3) Accounting and Reporting Standard - Supplement to the GHG Protocol Corporate Accounting and Reporting Standard, v.2011;
- Technical Guidance for Calculating Scope 3 Emissions - Supplement to the Corporate Value Chain (Scope 3) Accounting & Reporting Standard, v.2013.

In preparing the GHG inventory, the following types of emissions were considered, as required by the standards mentioned above:

- ***Scope 1 emissions***: the Giordano Group's direct greenhouse gas emissions, i.e. emissions generated within its boundaries from sources owned or directly controlled by the organisation.
- ***Scope 2 emissions***: the Giordano Group's greenhouse gas emissions associated with the generation of the electricity it purchases for its own consumption.

Emissions from purchased electricity are calculated using two different methods:
- *Location-based*: reflects the average emissions intensity of national grids, taking into account both renewable and non-renewable generation; GHG emissions are calculated using an average emission factor (known as "location-based") that refers to the average emissions intensity of the national energy mix: the higher the share of renewables used by a given country, the lower its emission factor;
- *Market-based*: considers the average emissions intensity of the energy mix of the specific supplier; if the electricity purchased is not covered by Guarantees of Origin (GO), GHG emissions are calculated using an average emission factor (known as the "residual mix") that refers to the average emissions intensity of the national energy mix net of all energy covered by specific contractual instruments; if, instead, the electricity is partly or fully covered by GO, the share of purchased electricity covered by GO is considered to have zero emissions, while the remainder is multiplied by the "residual mix" factor;

- ***Scope 3 emissions***: the indirect greenhouse gas emissions attributable to the Giordano Group, which are a consequence of the company's activities but come from sources not owned or directly controlled by the Group.

The table below describes all the categories and sources of greenhouse gas emissions considered in the Giordano Group's GHG inventory, with the emission factors used for the calculation:

Scope	Category and sources	Emission factor	Notes
Scope 1 **Direct GHG emissions**	**Stationary combustion**: combustion of fuels in stationary equipment (e.g. natural gas in heating systems) in assets owned or controlled by the company (production and logistics sites, shops, etc.).	DEFRA, 2025	CO_2 equivalent emissions were considered
	Energy self-generation: combustion of fuels in stationary equipment (e.g. biomass plants) to produce energy, owned or controlled by the company.	ISPRA, 2025*	CO_2 equivalent emissions were considered

Scope 2 **Indirect GHG emissions**	**Electricity consumption**: electricity purchased from the national grid for assets owned or controlled by the company (headquarters, offices, production and logistics sites, shops, etc.).	ISPRA, 2025* (location-based) AIB, 2025 (market-based)	CO_2 emissions were considered
Scope 3 **Other indirect GHG emissions**	**Purchased goods and services:** production of the goods and services purchased and used in internal production processes. (The raw materials considered are those defined as *core* for production, namely polyethylene and polypropylene, which account for around 87% of the raw materials used by the Group).	Ecoinvent 3.1	CO_2 equivalent emissions were considered
	Employee commuting: transport of employees by motor vehicle for their daily commute between home and work.	DEFRA, 2025	CO_2 equivalent emissions were considered

***Preliminary estimates**

The working group that made this Sustainability Report possible is made up of Oscar Giordano, Enrico Giordano, Massimo Delfino, Gianluca Bordiga, Giulia Busso and Fabio Sansalvadore.

Any questions or feedback on this Sustainability Report can be sent to the Group at **mde@giordanoglobal.com** .

Data details

Environmental metrics

Energy consumption within the organisation (B3 – GRI 302-1)						
Fuel consumption for heating, cooling and processes	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**
Natural gas	Sm^3	12,696.00	11,167.85	9,433.00	10,197.00	13,551.00
LPG	L	39,920	0	34,770	31,200	48,000
Total electricity consumption	kWh	7,779,362	7,181,230	7,672,500	7,750,540	8,238,142
Electricity purchased and consumed for facilities	kWh	2,568,450	2,717,586	5,107,308	4,070,136	5,441,778
Self-generated energy	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**
Total energy produced	kWh	6,656,450	5,935,324	3,354,888	4,747,956	3,566,892
from biomass	kWh	6,656,450	5,935,324	3,354,888	4,747,956	3,476,708
from photovoltaics	kWh	0	0	0	0	90,184
Energy self-generated and consumed	kWh	5,211,128	4,463,644	2,702,586	3,850,272	2,904,138
from biomass	kWh	5,211,128	4,463,644	2,702,586	3,850,272	2,825,726
from photovoltaics	kWh	0	0	0	0	78,412
Energy produced and sold	kWh	1,445,322	1,471,680	652,422	897,684	662,754
from biomass	kWh	1,445,322	1,471,680	652,422	897,684	650,982
from photovoltaics	kWh	0	0	0	0	11,772

Scopes	**Unit**	**2022***	**2023***	**2024***	**2025**
Total Scope 1	**tCO_2e**	**1,730.70**	**848.54**	**1,255.22**	**970.88**
Natural gas consumption	tCO_2e	22.80	19.29	21.07	28.01
LPG consumption	tCO_2e	0.00	0.054	45.58	74.74
Energy generation from biomass	tCO_2e	1,707.90	827.32	1,185.56	868.13
Total Scope 2 – Location-based	**tCO_2**	**694.60**	**1,333.70**	**812.40**	**1,086.18**
Total Scope 2 – Market-based	**tCO_2**	**1,242.20**	**2,253.30**	**1,710.27**	**2,286.64**
Energy purchased for facilities	kWh	2,717,586	5,107,308	4,070,136	5,441,778
Total Scope 3	**tCO_2e**	**11,645.27**	**15,882.90**	**13,401.36**	**15,944.12**
Raw materials	tCO_2e	11,645.27	15,814.20	13,332.66	15,875.42
Commuting	tCO_2e	n/a	68.70	68.70	68.70

*Restated value

Water consumption (B6 – GRI 303-5)						
	Unit	2021	2022	2023	2024	2025
Total water consumption	m^3	421,420.00	430,520.00	403,880.00	384,840.00	439,540.00

Raw material consumption (B7 – GRI 301-1)					
Raw material	Unit	2022	2023	2024	2025
Polyethylene	t	5,469	7,037.13	5,496.72	6,403.35
Polypropylene		1,105	1,930.91	2,109.55	2,668.34
Nylon		4	438.33	378.66	407.76
Hostaform		17	14.39	21.13	27.93
ABS		2	5.00	0.00	2.88
Vipla		0	3.32	5.56	8.40
Colourants		50	79.51	90.79	289.30
Animal fat		1,481.5	783.84	1,245.26	714.44
Vegetable oil		12.1	8.18	13.28	7.06
Recycled material	t	184.2	56.68	93.80	88.49
Virgin material		634.8	1018.13	1,009.51	1,259.60
Total Group raw materials	**t**	**8,140.75**	**10,300.60**	**9,360.94**	**10,529.46**

Waste management (B7 – GRI 306-3)								
	2021	2022	2023		2024		2025	
Unit	t	t	t	%	t	%	t	%
Total Group waste	**364.80**	**331.669**	**363.73**	**100%**	**754.97**	**100%**	**571.80**	**100%**
of which hazardous	21.73	23.045	24.52	7%	34.35	4.55%	49.35	10.81%
of which non-hazardous	343.07	308.624	339.21	93%	720.62	95.45%	522.45	89.19%
Total waste recovered	-	-	**348.26**	**96%**	**727.29**	**96.33%**	**529.57**	**92.61%**
Total waste disposed of	-	-	**15.47**	**4%**	**27.68**	**3.67%**	**42.23**	**7.39%**

Non-hazardous waste managed (B7 – GRI 306-3/4/5)		
	Unit	2025
Total non-hazardous waste	**t**	**522.45**
Waste printing toner other than those mentioned in 08 03 17	t	0.05
Photographic film and paper free of silver or silver compounds		0.001
Non-ferrous metal dust and particles		0.43
Plastics shavings and turnings		298.975
Plastics shavings and turnings		0.02
Waste blasting material other than those mentioned in 12 01 16		0.015
Paper and cardboard packaging		3.04
Plastic packaging		68.049
Wooden packaging		41.1
Mixed packaging		44.94
Absorbents, filter materials, wiping cloths and protective clothing other than those mentioned in 15 02 02		0.165
Tanks for liquefied gas		0.01
Components not otherwise specified		0.021
Discarded equipment other than those mentioned in 16 02 09 to 16 02 13		2.105
Gases in pressure containers other than those mentioned in 16 05 04		0.03
Alkaline batteries (except 16 06 03)		0.04
Aqueous liquid wastes other than those mentioned in 16 10 01		0.565
Glass		0.015
Plastic		1.905
Bituminous mixtures other than those mentioned in 17 03 01		0.78
Copper, bronze, brass		0.15
Aluminium		0.05
Iron and steel		36.06
Insulation materials other than those mentioned in 17 06 01 and 17 06 03		0.095
Gypsum-based construction materials other than those mentioned in 17 08 01		0.485
Mixed construction and demolition wastes other than those mentioned in 17 09 01, 17 09 02 and 17 09 03		0.77
Paper and cardboard		0.002
Edible oil and fat		22.5
Bulky waste		0.08

Non-hazardous waste sent for recycling or recovery	**t**	**521.88**
Non-hazardous waste sent for disposal		**0.57**

Hazardous waste managed (B7 – GRI 306-3/4/5)		
	Unit	2025
Total hazardous waste	**t**	**49.35**
Waste paint and varnish containing organic solvents or other hazardous substances	t	0.05
Waste paint and varnish containing organic solvents or other hazardous substances		1.775
Waste adhesives and sealants containing organic solvents or other hazardous substances		0.005
Machining emulsions and solutions free of halogens		37.295
Aqueous washing liquids		1.01
Mineral-based non-chlorinated engine, gear and lubricating oils		3.5
Packaging containing residues of or contaminated by hazardous substances		0.97
Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths and protective clothing contaminated by hazardous substances		1.39
Oil filters		0.035
Hazardous components other than those mentioned in 16 01 07 to 16 01 11, 16 01 13 and 16 01 14		0.75
Discarded equipment containing chlorofluorocarbons, HCFC, HFC		0.4
Discarded equipment containing hazardous components other than those mentioned in 16 02 09 and 16 02 12		0.06
Organic wastes containing hazardous substances		0.04
Organic wastes containing hazardous substances		0.41
Gases in pressure containers (including halons) containing hazardous substances		0.545
Lead batteries		0.02
Other insulation materials consisting of or containing hazardous substances		1.075
Fluorescent tubes and other mercury-containing waste		0.016
Hazardous waste sent for recycling or recovery	**t**	**7.69**
Hazardous waste sent for disposal		**41.66**

GIORDANO HOLDING

Social metrics

Employees by gender and geographical region (B8 – GRI 2-7)												
Location	2022			2023			2024			2025		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	66	11	**77**	79	18	**97**	81	19	**100**	85	20	**105**
Netherlands	n/a	n/a	**n/a**	2	6	**8**	2	6	**8**	3	7	**10**
France	n/a	n/a	**n/a**	4	3	**7**	3	3	**6**	4	2	**6**
Total	66	11	77	85	27	112	86	28	114	92	29	121

Employees by gender and type of contract (B8 – GRI 2-7)						
Type of contract	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Permanent	85	26	85	28	92	29
Temporary	0	0	1	0	0	0
Apprenticeship	0	1	0	0	0	0
Full-time	79	23	82	26	88	27
Part-time	6	4	4	2	4	2

Employee turnover (B8 – GRI 401-1)			
	2023	2024	2025
Employees at the beginning of the year	77	112	114
Employees at the end of the year	112	114	121
Turnover rate	5.3	3.5	3.4

*Directors are also included in the totals shown here

Employees by gender and age group (GRI 405-1)			
GPP	2025		
	Men	Women	Total
< 30	14	1	15
30-50	41	10	51
>50	29	2	31
Total	84	13	97*

Employees by gender and job category (GRI 405-1)			
GPP	2025		
	Men	Women	Total
Executives	2	0	2
Middle managers	1	0	1
White-collar staff	7	13	20
Blue-collar workers	74	0	74
Temporary agency workers	0	0	0
Total	84	13	97*

Employees by gender and job category (GRI 405-1)				
GPP	2025			
	<30	30-50	>50	Tot.
Executives	0	0	2	2
Middle managers	0	0	1	1
White-collar staff	5	10	5	20
Blue-collar workers	10	41	23	74
Temporary agency workers	0	0	0	0
Total	15	51	31	97*

Gender diversity (B8/B10)			
	2023	2024	2025
	Gender diversity ratio	Gender diversity ratio	Gender diversity ratio
Italy	0.23	0.23	0.24
Netherlands	3.00	3.00	2.33
France	0.75	1.00	0.50

Work-related injuries (B9 – GRI 403-9)			
	2023	2024	2025
Recorded work-related injuries	1	1	1
Total hours worked by all employees	142,696.75	154,444.25	164,827.00
Injury rate	1.4	1.3	1.2

Annual training hours* (B10 – GRI 404-1)		
Italian site	2024	2025
Hours per employee	15.5	18.2
Annual HSE training hours* (B10 – GRI 403-5 / 404-1)		
Italian site	2024	2025
Hours per employee	8.6	9.4

Geographical breakdown of suppliers								
Suppliers by geographical origin	2022		2023		2024		2025	
	Number	%	Number	%	Number	%	Number	%
Local suppliers (Cuneo and province)	271	40%	232	33.6%	220	34.2%	161	32.2%
Suppliers in Piedmont Region	74	11%	87	12.6%	76	11.8%	61	12.2%
Suppliers in rest of Italy	238	35%	260	37.7%	240	37.3%	191	38.2%
EU suppliers	54	8%	57	8.3%	56	8.7%	41	8.2%
Non-EU suppliers	42	6%	54	7.8%	51	7.9%	46	9.2%
Total suppliers	**679**	**100%**	**690**	**100%**	**643**	**100%**	**500**	**100%**

% of spending on suppliers				
Geographical origin of suppliers	2022	2023	2024	2025
Italy	**87.01%**	**82.44%**	**86.72%**	**80.82%**
Province of Cuneo	24%	21.14%	25.18%	23.30%
Piedmont Region	22%	17.44%	18.37%	8.42%
Rest of Italy	42%	43.85%	42.17%	49.10%
EU	**6%**	**9.52%**	**5.28%**	**5.90%**
Non-EU	**7.07%**	**8.04%**	**7.99%**	**13.28%**

Governance metrics

Business conduct (B11 – GRI 205-3)				
	2022	2023	2024	2025
Number of incidents of corruption	0	0	0	0
Number of incidents of bribery	0	0	0	0

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