Sustainability Report 2026

REPORTING PERIOD 2025

PALLADIO GROUP
Packaging clinic

ENG

Index

Introduction

Letter to the Stakeholders

The year that has just ended, 2025, was characterised by a global landscape undergoing profound transformation, where business resilience was tested by highly fragile stability. Whilst on the one hand we witnessed a progressive normalisation of interest rates and inflation that was finally more contained compared to the previous two years, on the other hand, persistent geopolitical tensions continued to generate volatility in supply chains and energy costs, slowing down the full recovery of the continental economy.

In this scenario of macroeconomic uncertainty, which saw some of the main European economies face significant structural slowdowns, the pharmaceutical packaging market confirmed its counter-cyclical nature, albeit with renewed challenges. Global competition is no longer based solely on cost efficiency, but increasingly on the ability to integrate technological innovation and genuine sustainability.

2025 saw the introduction of the EU Packaging and Packaging Waste Regulation (PPWR) in the packaging sector, which transformed sustainability from a pioneering choice into a binding requirement, imposing new standards in terms of recyclability, material reduction and recycled content. In addition to this, the implementation of the CSRD Directive has elevated the rigour of reporting, requiring companies to provide unprecedented transparency along the entire value chain: although not legally binding for the Group, this prompted us to reconsider our reporting standard, leading us to opt for the EFRAG VSME, a voluntary yet internationally standardised format. Furthermore, our attention has focused in particular on reworking our decarbonisation trajectory, in line with the Science Based Targets initiative (SBTi): we have therefore decided to commit to improving the efficiency of our heating systems and plants, transitioning to electricity solely from renewable sources, and requesting the alignment of our supply chain with our decarbonisation targets.

Overall, 2025 was a year of great transformation for our Group, during which we sought to intensify investments and focus decisively on the organisation and management of our processes. Despite the period of geopolitical crisis, we are convinced that the pursuit of continuous improvement and the optimisation of production efficiency are essential elements for operating successfully. We therefore consider it essential to leverage new technologies to elevate our performance and continue our rigorous path of waste reduction.

2025 thus saw the introduction of numerous strategic projects that became fully operational during the year, consolidating our operational structure. In this transition period, we were able to benefit from the fundamental support of our strategic suppliers: their collaboration allowed us to maintain full continuity of

the supply chain, enhancing a shared operational flexibility that optimised our time to market, allowing us to respond promptly to the new challenges of an increasingly dynamic market.
On the market front, our Customers have further accelerated the demand for packaging solutions that reduce the carbon footprint without compromising the safety and integrity of the pharmaceutical product. Our maturity in Life Cycle Assessment (LCA) has allowed us to respond to these needs with scientific precision, consolidating our role as a strategic partner. We are convinced that the activities carried out during 2025 will give great impetus to the future competitiveness of the Group, despite the major challenges that the market continues to present us with.
Finally, looking within our organisation, we remain convinced that the true lever of sustainability lies in our people. In pursuing the objectives of our strategic plan, we have obtained Gender Equality Certification, certain that only a future-oriented corporate culture can successfully navigate the challenges of a multipolar and rapidly evolving world.

Enjoy the read!

ANTONIO MARCHI

Chief Executive Officer

The profile of the report, a choice of transparency

(Ref. GRI 2-2,3)

Now in its thirteenth edition, the Sustainability Report of Palladio Group represents a voluntary reporting tool that forms part of the Group's broader sustainability strategy and reflects the desire to share its performance and commitments to stakeholders in a transparent and structured manner.
Starting from this edition, the Sustainability Report is drawn up in accordance with the VSME (Voluntary Sustainability Reporting Standard for non-listed SMEs), developed by EFRAG, adopted in order to guarantee consistent, comparable reporting that is proportionate to the size and complexity of the Group.
The data and information presented in this document refer to the last three-year period 2023–2025, in order to allow an analysis of the evolution of performance over time. Unless otherwise indicated, the reporting boundary is unchanged compared to previous financial years and includes Palladio Group S.p.A. and its subsidiaries in Italy and abroad: Pharma Partners S.r.l., Palladio Ireland Ltd and Palladio East d.o.o.
The Report is made available to all stakeholders through publication on the website of Palladio Group and on the corporate intranet network.
For further information or details, the Group can be contacted at the e-mail address: sustainability@palladiogroup.com
The purpose of the Sustainability Report is to provide information on the economic, environmental and social performance deriving from the Group's activities on an annual basis, helping to continuously account for the actions undertaken and the results achieved. Palladio Group recognises the central role of businesses in the journey towards more sustainable development and believes that the availability of clear and comparable information represents a key factor for dialogue with customers, financial partners, suppliers and local communities.
The economic information reported in this Report derives from the Consolidated Financial Statements, subjected to statutory audit by the firm Reconta Ernst & Young and published annually on 31 December. The data contained therein refer to the calendar year.
Palladio Group does not prepare official consolidated financial statements, as the consolidated financial statements are prepared by the parent company Holding Gruppo Marchi S.p.A.; however, for the purposes of sustainability reporting, the boundary considered includes all the operating companies of Palladio Group (Palladio Group Spa and its Italian and foreign subsidiaries). In the consolidated financial statements of HGM Spa, the share held in BG Holding srl, a corporate vehicle which in turn holds a share in Burgo Group Spa, is also consolidated using the Equity Method (thus reporting only the value of the equity investment).

The most recent publication, available on the Palladio Group website, dates back to June 2025.
Over the years, Palladio Group has progressively strengthened its ESG performance reporting and evaluation tools, including through participation in internationally recognised sustainability initiatives and questionnaires (including CDP and EcoVadis), to support the continuous improvement journey. To date, the following have been published: 12 Sustainability Reports (including Communication on Progress), 10 CDP Supply Chain Climate Change Reports and 9 CDP Supply Chain Water questionnaires and 16 EcoVadis sustainability assessments (with ratings).

[1]

Prosperity

OUR IDENTITY

GOVERNANCE AND SUSTAINABILITY STRATEGY

ECONOMIC GROWTH

1.1 Our identity

1.1.1 Who we are: a point of reference for packaging

(Ref. GRI 2-1,6,23)

AN INTERNATIONAL POINT OF REFERENCE
FOR PHARMACEUTICAL PACKAGING

A company with solid roots in Italy and a strong presence abroad, capable of offering its customers solutions for packaging built around their needs, in terms of both product and service. This is Palladio Group today. The result of a long history of enthusiasm and determination, which has led us to become the leading company in Italy and amongst the top in Europe in the pharmaceutical packaging sector.

Palladio Group S.p.A., the Group's parent company, is a joint-stock company under Italian law. The two foreign subsidiaries and the Italian associate company (see para. 1.1.4 ['Palladio Group and its business lines']) are limited liability companies. One of the reasons for the Group's constant growth is our decision to specialise in consistent and substantially homogeneous activities across the various companies, focusing on the design and production of packaging and services for the pharmaceutical and cosmeceutical industries.

With over 800 collaborators employed across 4 companies, 2 Italian and 2 foreign (Ireland and Serbia), we collaborate with companies and multinationals in the pharmaceutical sector to develop innovative services and to supply folding cartons, leaflets, booklets, adhesive labels and printed aluminium for blister packs. We do not just offer products, but solutions: by positioning ourselves as a partner to leading multinational industries, we establish not only supply relationships but also collaborative ones, which are fundamental for innovation and continuous improvement.

Our target market is the pharmaceutical sector and our core business is the production of packaging material. Our Group's objective is to offer products, services and expertise in compliance with the required standards whilst, at the same time, aiming to anticipate and satisfy the needs of our stakeholders. Production is project-based, according to the specifications and technical requirements provided by customers, in compliance with certified standards and in accordance with applicable requirements and laws. Production activities are carried out using machinery and plants that are technologically advanced in terms of safety, the containment of energy consumption and environmental protection. A history that continues to evolve day after day, built on solid foundations: research, quality, precision.

1.1.2

Our history: anticipating the future of packaging since 1946

(Ref. GRI 2-28)

Ours is the history of a company that **was born Italian and became international**, whilst remaining firmly rooted in its origins. Founded at a time when our country was once again looking to tomorrow with confidence - in the immediate post-war period - over the years we have managed to maintain this original **forward-looking perspective**. It is thanks to this vision that, in over seventy years of experience, we have built progressive growth centred on our commitment to satisfying the needs and expectations of our customers and all other stakeholders, in accordance with **sustainable and socially responsible development**.

A growth path that has allowed the company to transform from a small local enterprise into an **international, technologically advanced industrial reality**, capable of competing successfully with major multinationals.

1946
The Marchi family acquires a small printing office in Vicenza.

1952
The company takes the name of 'Palladio Industria Tipolitografica Spa'.

1980
Opening of the Dueville plant, now the headquarters.

1996
Palladio Group expands with a new plant in Thiene.

2004
The Group acquires Grafiche Zannini Spa, with three new plants in Tuscany, Ireland and Serbia.

2013
Pharma Partners Pharmaceutical Contract Packaging is acquired.

2016
The innovative PhutureMed programme is launched.

2017
A new plant is inaugurated in Obninsk, Russia.

2018
Poliweb Graphics, a label manufacturer, becomes part of Palladio Group.

2019
The Phactory is established, a team of graphics professionals dedicated to design, prepress and consulting services.

2021
The Palladio Group Innovation Hub is inaugurated.

2022
A partnership agreement is signed with Palladio Consulting, an engineering company in the pharmaceutical sector.

2024
Sale of the Obninsk plant, Palladio BNM, to a local buyer.*

* In August, the sale of the Obninsk plant, Palladio BNM, to a local buyer was completed. Therefore, as of that date, the aforementioned company is no longer included in the Group's perimeter. The decision to discontinue the project was motivated by the ongoing geopolitical crisis between Russia and the European continent, which, together with the sanctioning measures adopted, made the management of business activities particularly complex.

1.1.3

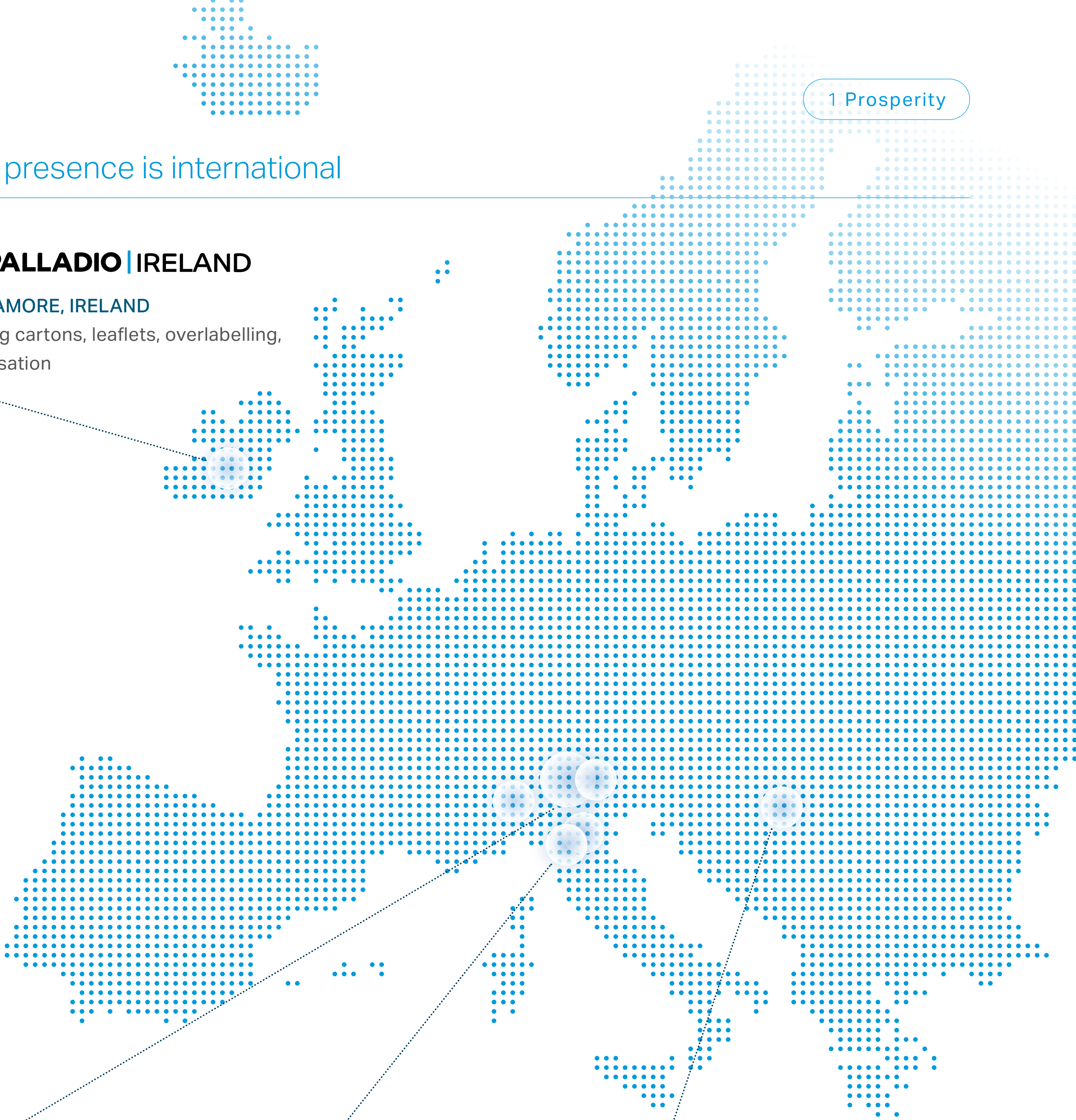
The structure

(Ref. GRI 2-2; GRI 3-1)

Palladio Group is controlled by Nuova Holding Gruppo Marchi; Burgo Group is also part of the group.

Consistency in design and production choices is the foundation of our sustainable growth path and is reflected in the reporting boundary identified for this report. In detail, the reporting scope includes the business lines that predominantly produce products and services for the primary and secondary pharmaceutical packaging market (folding cartons, labels, leaflets, printed aluminium).

Our presence is international



PALLADIO | IRELAND

TULLAMORE, IRELAND
Folding cartons, leaflets, overlabelling, serialisation

PALLADIO GROUP

DUEVILLE (VI), ITALY
Headquarter
Folding cartons, leaflets, artwork development

THIENE (VI), ITALY
Special folding cartons, leaflets, assemblies

PONTEDERA (PI), ITALY
Folding cartons, leaflets, booklets, assemblies, labels, printed aluminium foils, overlabelling, serialisation

GOSSOLENGO (PC), ITALY
Special labels

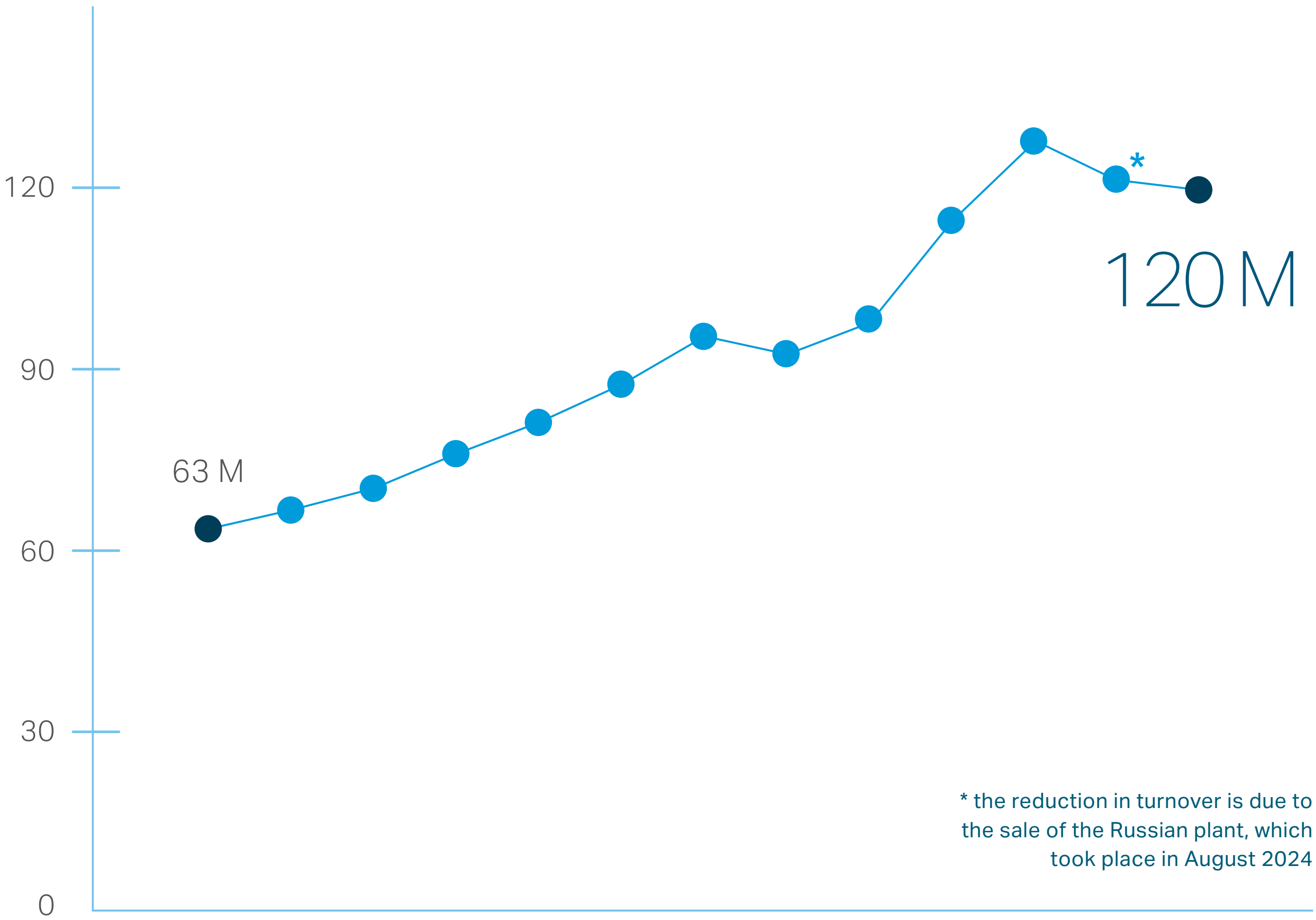
PHARMA PARTNERS

PRATO (PO), ITALY
Pharmaceutical Contract

PALLADIO | EAST

VRSAC, SERBIA
Boxes, leaflets, labels, stamping, artwork development

Group Turnover 2013-2025



A GROWTH PATH THAT HAS ALLOWED THE COMPANY TO TRANSFORM FROM A SMALL LOCAL ENTERPRISE INTO AN INTERNATIONAL INDUSTRIAL PLAYER

PALLADIO GROUP

TURNOVER 2025 — 92,000,000 €

PALLADIO | IRELAND

TURNOVER 2025 — 4,000,000 €

PALLADIO | EAST

TURNOVER 2025 — 21,000,000 €

PHARMA PARTNERS

TURNOVER 2025 — 3,000,000 €

1.1.4

Palladio Group and its business lines: giving shape to the concept of packaging

(Ref. GRI 2-1,6)

Palladio Group has its headquarters in Dueville (Vicenza) and, as of 31 December 2025, comprises 4 companies in Italy and abroad, in line with the corporate strategy of producing in key countries relative to the sectors where the greatest growth in market opportunities is expected.

PALLADIO GROUP SPA
VIA CRESOLE, 8 – 36031 DUEVILLE (VICENZA) - ITALY
LATITUDE: 45.597777 | LONGITUDE: 11.555539

Headquarters
Folding cartons, leaflets

Thiene (VI), Italy
VIA CAMPAZZI, 57 – 36016 THIENE (VICENZA) - ITALY
LATITUDE: 45.7088 | LONGITUDE: 11.47959
Special folding cartons, leaflets, assemblies

Pontedera (PI), Italy
VIA MAREMMANA, 1 – LOC. GELLO – 56025 – PONTEDERA (PISA) - ITALY
LATITUDE: 43.649526 | LONGITUDE: 10.596845
Folding cartons, leaflets, booklets, assemblies, labels, blister foil, application of authentication seal, serialisation

Gossolengo (PC), Italy
VIA MORIGI, 19 – 29020 GOSSOLENGO (PIACENZA)- ITALY
LATITUDE: 44.7458 | LONGITUDE: 9.4147
Special labels

PHARMA PARTNERS SRL
VIA ETTORE STROBINO, 55 – 59100 PRATO – ITALY
LATITUDE: 43.847524 | LONGITUDE: 11.112143
Pharmaceutical contract packaging

PALLADIO IRELAND PACKAGING SOLUTIONS LTD
IDA – SRAH BUSINESS & TECHNOLOGY PARK R35 NN59 – TULLAMORE (CO. OFFALY) – IRELAND
LATITUDE: 53.27389 | LONGITUDE: -7.48889
Folding cartons, application of authentication seal, serialisation

PALLADIO EAST DOO
2.OKTOBAR 104 – 26300 VRŠAC – SRBIJA
LATITUDE: 45.106308 | LONGITUDE: 21.281643
Folding cartons, leaflets, labels, application of authentication seal, artwork development

The Group's total production capacity

2 BN
Folding Cartons

1.3 BN
Leaflets

2 BN
Adhesive and Special Labels

500 TON
Printed Aluminium

+800
Collaborators

7
Production Plants

Our products

Folding Cartons

Folding cartons, blisters and display boxes in solid board, micro-flute and recycled materials: offset printing (UV and water-based varnishes), flexo and digital, featuring special finishes and traceability systems to combine aesthetics, functionality and security

Leaflets

Leaflets on reels (single, double and triple) flat, folded and pre-folded, also with perforation. Our portfolio includes outserts with closure labels or closed with cold glue. We also develop special solutions such as Booklets and Patient Alert Cards.

Labels

Standard and special self-adhesive labels on paper, plastic films and compostable substrates. Customised solutions designed to guarantee maximum security, traceability and environmental sustainability.

Blister Foils

Clean room printing of aluminium using high-resolution flexographic technology, alongside special solutions with innovative materials for primary packaging.

Assemblies

Integrated multi-component solutions: from flow packs and paper-banded assemblies to folding cartons with integrated leaflets.

Clinical Trials

Packaging solutions for clinical research: special labels (Booklets, Tear-off, Peel-off, RFID/NFC) and innovative systems such as TECOBOX (Tamper Evident folding carton) and PluggyMed (Smart Packaging).

Palladio Group's business model does not include activities attributable to sectors considered sensitive for ESG purposes. In particular, the Group does not generate revenue from the production or marketing of controversial weapons (including anti-personnel mines, cluster munitions, chemical or biological weapons), nor from activities related to the cultivation or production of tobacco, nor from the production of chemicals in an industrial sense. Furthermore, the Group is not active in the fossil fuel sector and does not generate revenue from the exploration, extraction, production, refining, storage, transport or distribution of coal, oil or gas, nor from the production of electricity with high greenhouse gas emissions intensity. Consequently, Palladio Group does not fall within the exclusion criteria set out for the European Union benchmarks aligned with the Paris Agreement, being fully compatible with such benchmarks from a sectoral perspective.

Our services

In addition to our product lines, we also offer a wide range of support services covering the supply chain, logistics and on-demand production, right through to artwork development.

Product Development

From conception to industrialisation: packaging design, artwork development and feasibility studies, with a focus on co-innovation and co-design in the pharmaceutical sector.

Traceability and security

Consultancy for developing bespoke solutions to guarantee traceability, anti-tampering, and anti-counterfeiting of medicines.

Technical Support

Continuous assistance, specialist consulting, professional training and dedicated on-site support for the start-up of new productions or the rapid resolution of problems.

Sustainability

Complete consultancy and LCA service to address new regulations such as CSRD and PPWR, and achieve emission targets in line with the SBTi (Science Based Targets initiative).

Supply Chain

Efficient and transparent management of the supply chain: from the launch of new products to the management of urgent orders. We guarantee high flexibility and punctuality measured by an average OTIF of 98%.

Full Service

Comprehensive management of secondary packaging, from procurement and design to market release, with a single partner to simplify processes and reduce costs.

Logistics

From flexible stock management to just-in-time production, through to the delegation of quality controls, making the supply chain more agile, lean, and resilient.

1.1.5

Guiding Principles and Values

(Ref. GRI 2-23, 25, 26)

Integrity
We act ethically and sustainably towards all our stakeholders, establishing lasting relationships with them based on mutual trust to share a vision, an idea, a common project.

Excellence
We accompany the customer in achieving the best possible result, through the high quality of our products and services. We aim to eliminate defects by ensuring maximum speed of response, professional advice and 360° support.

Inclusion
We promote a culture of equality, integration and equal opportunities, fostering a welcoming work environment where all people feel respected and valued.

Sustainable innovation
We encourage creativity and out-of-the-box thinking; we innovate to provide concrete support for people's health and well-being and to reduce the environmental impact of our solutions and the healthcare supply chain.

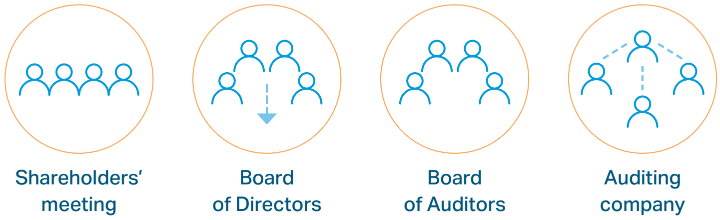
Palladio Group adopts an operational approach to sustainability that goes beyond mere regulatory compliance. The pursuit of business objectives is integrated with a particular focus on **social factors**, the **protection of people's health and safety** and the **protection of the environment**, recognising that business activities must be consistent with the interests of the community and oriented towards long-term value creation. The Group bases its system of **good corporate governance** on a structured set of principles, values, rules and procedures, formalised in guidance and control tools that guide the behaviour of all those who operate on behalf of the company.

- A central element is the **Code of Ethics**, which defines the commitments and responsibilities assumed in the management of corporate activities and in relations with all stakeholders.
- The latest version of the Code of Ethics, updated taking into account regulatory developments, was approved by the **Group's Board of Directors**, of which the Chief Executive Officer is a member. The Committee also acts as a supervisory body regarding compliance with the Code by all employees and collaborators.
- The Code of Ethics has been delivered to and signed by all employees and is made available on the **company intranet site**.
- Upon hiring, every new employee is provided with a **specific training** aimed at explaining our values to new resources.

- Palladio Group's ethical commitment also extends to the supply chain: suppliers, in fact, are required to formally sign a **Supplier Code of Conduct**, aligned with the principles of the corporate Code of Ethics, confirming the Group's focus on the responsible management of commercial relations.
- To safeguard the principles of integrity and transparency, Palladio Group has implemented a **whistleblowing procedure**, accessible both internally and externally, via exchange and communication platforms, which allows anyone to **report** in a secure and confidential manner **any concern, or illegal or unethical behaviour**, guaranteeing the absence of retaliation. During 2025, 4 reports were registered with the Ethics Committee.
- The Group has also defined a **procedure for managing complaints** coming from both inside and outside the organisation, with the aim of ensuring a structured, traceable and consistent treatment of reports.
- In 2023, Palladio Group further strengthened its protection system by introducing the **Zero Tolerance Policy**, which includes anti-harassment and anti-violence policies in the workplace, inspired by the principles of the Universal Declaration of Human Rights and developed in collaboration with Fondazione Libellula. The policy formalises a set of processes and tools aimed at preventing, combating and managing incidents of harassment, violence and discrimination at work.
- In parallel, for the Italian plants, the service of the **Trusted Advisor**, an external and independent figure to the company, impartial and operating in total confidentiality, to whom employees and collaborators can turn to receive support and clarification regarding acts of violence, discrimination, sexual and moral harassment, as well as episodes of mobbing in the workplace of which they believe they are victims or witnesses.

1.2 Governance and Sustainability Strategy

The Structure of Governance



1.2.1

Governance

(Ref. GRI 2-9, 2-10-11-12-13 -14-15-16-17-18-19-20-21)

Palladio Group has adopted a **traditional administration and accounting control system**, characterised by the separation between the management body and the control bodies, to guarantee an effective and transparent oversight of corporate activities.

The management body is represented by the **Board of Directors** (BoD), appointed on 07/05/2025 and in office until the approval of the statutory financial statements for the 2027 financial year. The Board is composed of a **Non-Executive Chairman**, two **Chief Executive Officers** and six **Directors** (of which one is a woman). All BoD members hold at least one executive position and some of them also hold representative roles. The companies to which these positions relate are mostly affiliated with Palladio Group S.p.A., the Burgo Group and Nuova Holding Gruppo Marchi. Some BoD members (4 in total) have delegated responsibilities and/or direct reports.

The composition of the Board reflects a balance between entrepreneurial continuity and managerial skills, with the presence of an **independent director**. Indeed, the members of the Board of Directors hold this position representing the founding families of Palladio Group, with the exception of one director, elected as a managerial profile with high competence and many years of experience in the role of Chief Financial Officer.

The members of the Board are appointed by the Shareholders' Meeting based on the requirements of **honourability, professionalism and competence** set out in the Articles of Association of Palladio Group and remain in office for a period not exceeding three financial years, in compliance with current legislation, and are replaced on the date of the Shareholders' Meeting convened to approve the statutory financial statements for the last financial year of their term of office. All Directors are eligible for re-election, as provided for by Art. 2383 of the Italian Civil Code.

The BoD is supported by the **control bodies**, represented by the **Board of Statutory Auditors** and by an **Independent Auditing Firm** external and independent, which is entrusted with the statutory audit activities, as a further guarantee of the reliability of the economic and financial information.

REMUNERATION POLICIES

At Palladio Group, we have a structured remuneration system at all levels.

The corporate remuneration policy for employees, including managers, is managed by the HR department in full compliance with the applied National Collective Labour Agreements (CCNL_Grafica_editoria_industria and CCNL della Chimica Industria). The remuneration package for managers includes a fixed portion and a variable portion in the form of MBO (Management by Objectives).

This variable portion is recognised upon the achievement of objectives such as EBITDA (Gross Operating Margin), the completion of specific projects, as well as performance indicators relating to the department they belong to or their area of responsibility. In this regard, for the functions directly involved in managing the organisation's impacts on the economy, the environment and people, the set of evaluated indicators includes specific KPIs linked to sustainability topics. As regards the BoD, it is responsible for decisions on the remuneration of the Chief Executive Officer and the other members of this body. The reporting of these decisions is recorded in the minutes of the BoD meetings themselves.

Prevention of conflicts of interest and control measures

The prevention and management of potential conflicts of interest constitute a central element of Palladio Group's governance system. The principles and measures adopted are formalised in the Code of Ethics and in the corporate Policies, which establish clear criteria of behaviour for all members of the corporate bodies and for management.

In particular, the Code of Ethics provides that:

- Any transaction/activity must be undertaken solely and exclusively in the interest of the Company in a lawful, correct and transparent manner.
- Conflicts of interest between personal (or family) economic activities and the duties held within the Company must be avoided.
- It is forbidden to carry out work activities (of any kind and even outside working hours) for Customers, Suppliers and competitors of the Company.
- Personal favours, let alone money, must not be accepted from people or companies intending to enter into business relations with Palladio Group.
- Any situation of conflict of interest, even apparent, must be promptly reported to the Ethics Committee.

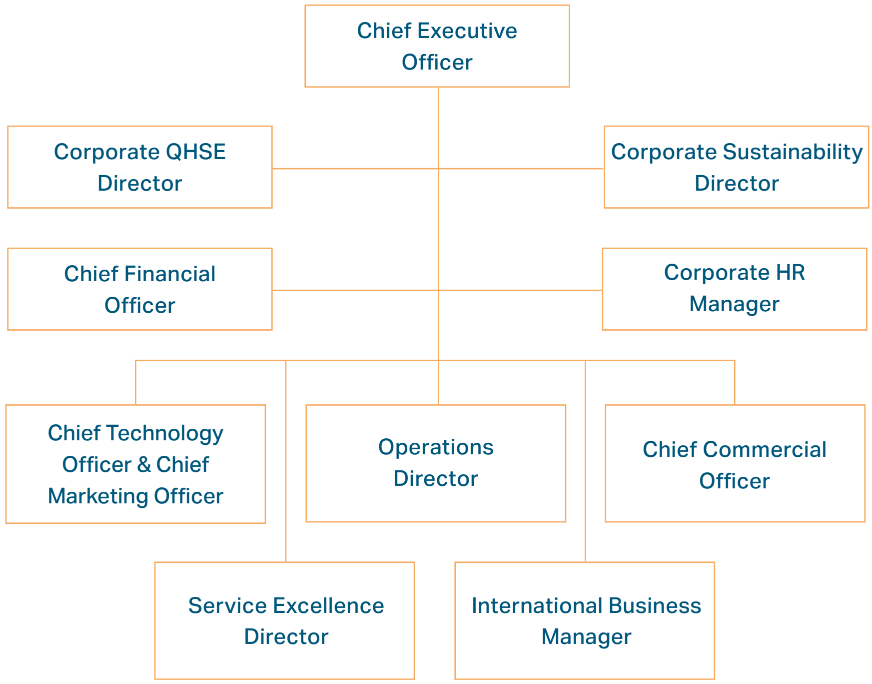
With reference to specific situations of potential interference, deriving from the presence of cross-shareholdings with strategic suppliers (some BoD members hold shares in the supplier Burgo Group), the purchasing contracts stipulated between the parties are always aligned with market prices, ensuring transparency, traceability and economic alignment.

Any critical issues connected to the organisation's conduct in its operations and business relations, or to the negative impacts (actual and potential) on stakeholders, are reported to the BoD during periodic meetings scheduled at least every four months or, for situations of particular gravity, through extraordinary meetings. During 2025, no critical issues were found.
Finally, it should be noted that, to guarantee further correctness, the auditing activities are entrusted to an external and independent auditing firm.

GENDER DIVERSITY RATIO IN THE GOVERNANCE BODY

Does the enterprise have a governance body?	YES
Number of female board members at the end of the reporting period	1
Number of male board members at the end of the reporting period	8
Gender diversity ratio in the governance body	11%

Governance in controlling the management of sustainability impacts



Palladio Group's commitment to sustainability is an integral part of the good corporate governance model and the assumption of responsibility towards stakeholders and the community.

In support of this approach, in **2018** Palladio Group established the **Sustainability Committee**, whose objective is the promotion of a path of continuous improvement in sustainability, which is considered an enabling factor for the competitiveness and strengthening of the Group's identity. The Committee meets periodically to define and monitor corporate objectives in line with the Sustainable Development Goals (SDGs), as well as to analyse the most significant economic, social and environmental impacts with respect to the SDGs. The Committee is also responsible for the management process of current and future ESG risks and opportunities. Formal meetings are held at Group level and also deal with reviewing the risk framework, the environmental strategy, the sustainability objectives and key indicators, and the related activities.

The Sustainability Committee is composed of the **Directors**, some **Corporate Managers** and the **Chief Executive Officer**. The latter holds the proxy for ordinary and extraordinary administration activities, including responsibility for sustainability and impact management. The Chief Executive Officer, who is periodically informed and updated by top management regarding the progress of sustainability performance, also holds the responsibility to review and approve the ESG information communicated externally.

Alongside the Sustainability Committee, the **Corporate Management**, which reports directly to the Chief Executive Officer, plays a strategic role in the identification and management of ESG impacts. Firstly, within the activities of defining, implementing and monitoring the Group Strategic Plan, Management integrates specific initiatives linked to sustainable development, with two strategic priorities dedicated to the topic. Furthermore, the management body periodically submits the impact analysis to the various internal and external stakeholders using different types of tools (e.g. Materiality Assessment, internal surveys, and others) to understand the impact of the different factors in the ESG sphere.

The verification of the effectiveness of the processes to identify and manage the organisation's economic, environmental and social impacts occurs with different frequencies depending on the topics. The processes underlying the strategic priorities are verified on a monthly basis and reviewed at least annually. The other processes, on the other hand, are subject to reassessment with a frequency that depends on changes of the internal and external context.

The sustainability governance system is completed by the role of the Steering Committee and the Board of Directors, which represent the highest governance bodies for the evaluation of the Group's overall performance, including those linked to ESG topics. The Steering Committee monitors the progress of the company's strategic plan against specifically identified objectives and targets through specific KPIs. The objective of the Steering Committee is to intervene promptly in the event of significant deviations: for this reason, meetings take place on a monthly basis. The Board of Directors, on the other hand, meets quarterly to define the general direction for the Group's medium- and long-term objectives, approve the strategic plan, and monitor the alignment between the medium- and long-term objectives and the results obtained. The evaluations of the two bodies are independent of each other.

Finally, as regards any delegations by the BoD with respect to sustainability topics, it has formalised a special power of attorney to the Corporate QHSE & Sustainability Director, who is assigned obligations relating to compliance in the field of occupational health and safety and environmental compliance, ensuring a direct link between strategic direction and operational management of ESG topics.

OUR SUSTAINABILITY HISTORY

We have always been an organisation oriented towards sustainable development. Sustainability represents for us not only a market requirement, but a real opportunity for growth and continuous improvement. Over the years we have promoted important initiatives with which corporate commitments regarding social, economic and environmental topics have been defined. Corporate Code of Ethics, Zero Tolerance Policy, Charter of Values and Sustainability Report (see para. 1.2.5 ['Objectives, Commitments and Targets']) represent some of the main documents summarising the guidelines, objectives, strategy and results we have achieved.

A commitment confirmed and increased over the years

2001
ISO 14001 Environmental Certification

2010
First Environmental Report

2011
First EcoVadis assessment and reorganisation of the Sustainability Management System

2012
First adherence to the United Nations Global Compact

2015
Alignment of the Sustainability Report with the reporting standards established by the Global Reporting Initiative

2016
First participation in the Carbon Disclosure Project (CDP)

2018
Establishment of the Sustainability Committee and identification of the SDGs connected to the Group's activities

2018
Annual EcoVadis assessment: achieved a score of 75%

2019
Definition of scenarios to combat climate change

2020
Development of specific initiatives in response to the Covid-19 pandemic (such as the third-party assessment and the strengthening of the Business Continuity Plan)

2020
Annual EcoVadis assessment: achieved a score of 80%

2021
Implementation of a sustainable procurement process inspired by the 'ISO20400:2017 Sustainable Procurement Guidance' standard.

2021
We were awarded the Sustainability Award for being amongst the 100 Italian companies of excellence that have distinguished themselves for sustainable development, social responsibility and respect for the environment.

2022
We improved our sustainability result by receiving the Sustainability Award for the second year in a row, ranking amongst the top 50 Italian companies of excellence

2023
We developed the new 2023-2027 Industrial Strategic Plan, including for the first time a strand dedicated to Sustainability

2024
We completed our emissions inventory according to the GHG Protocol and declared our commitment with SBTi

2025
The declared targets were validated by SBTi

2025
Achievement of Gender Equality Certification for the Italian sites.

2030
Alignment of corporate performance with the Sustainable Development Goals signed by UN member states

ACTIVE PARTICIPANTS IN THE SECTORS IN WHICH WE OPERATE

Our Group is a member of the most relevant national and international trade associations and adheres to the main sector funds:

AFI
Associazione Farmaceutici Industria

ASSIDAI
Fondo di Assistenza Sanitaria Integrativa

ASSOGRAFICI
Associazione Nazionale Italiana Industrie Grafiche Cartotecniche e Trasformatrici

ATIF
Associazione Tecnica Italiana per lo sviluppo della Flessografia

CIAL
Consorzio Imballaggi Alluminio

COMIECO
Consorzio Nazionale Recupero e Riciclo degli Imballaggi a base Cellulosica

CONAI
Consorzio Nazionale Imballaggi

ECMA
European Carton Makers Association

ENIPG
Ente Nazionale Istruzione Professionale Grafica

FASI
Fondo Assistenza Sanitaria Integrativa

GIFASP
Gruppo Italiano Fabbricanti Astucci e Scatole Pieghevoli

GIPEA
Gruppo Italiano Produttori Etichette Autoadesive

Salute Sempre
Fondo di Assistenza Sanitaria Integrativa

PREVINDAI
Fondo Pensione Dirigenti Industriali

Confindustria

Fondirigenti

Fondimpresa

CONFIDI
Consorzio di garanzia collettiva dei fidi

Supplementary sector pension funds: Byblos, Solidarietà Veneto, Tesoreria INPS

Enasarco

Various territorial land reclamation consortia

1.2.2

Sustainability strategy

In the early months of 2023, the new Industrial Strategic Plan 2023-2027 was developed by the Group's Corporate Managers. Within this plan, there are a total of 4 pillars and 19 strategic priorities.

The Strategic Approach of the Palladio Group

To further strengthen the path embarked upon years ago, Palladio Group has chosen to give sustainability an even more central role, structurally integrating it into the organisational model and development guidelines. The Strategic Plan indeed includes two dedicated priorities, aimed at translating ESG topics into corporate practices and market relations.

The first strategic priority relating to ESG areas concerns the Group's commitment to structuring the entire organisational model according to the principles of a **B-Corporation**, where the generation of positive value for employees, society and the environment is pursued as a primary objective alongside economic growth. We therefore commit to continuing our journey as sustainability leaders in our sector, promoting a culture of sustainability at all levels, continuing to adopt ESG best practices across our functions, and integrating sustainability objectives into corporate processes and responsibilities.

The second strategic priority, on the other hand, is the creation of '**Sustainability Competitive Value**', namely the ability to translate ESG performance into a competitive advantage and long-term success. Palladio Group recognises that the responsible management of environmental and social impacts directly contributes to the solidity of the business, the Group's reputation and the ability to operate in increasingly complex regulatory and market contexts.

In this context, the Group intends to further strengthen its sustainability performance in order to:

- Attract and retain talent, promoting a responsible and inclusive working environment;
- Support commercial growth, proactively responding to the ESG expectations of clients and partners, particularly in the pharmaceutical sector;
- Reduce the impact on climate change, through the continuous improvement of operational efficiency and the progressive reduction of CO_2 emissions.

In line with this renewed commitment, Palladio Group has updated its corporate mission, explicitly integrating the principles of sustainability as a foundational element of the strategy:

To guarantee our clients excellent products and services that contribute to people's health and well-being, through the integrity of our principles, the sustainability of products and processes, and innovation.

Furthermore, the Group integrates sustainability principles into its daily decision-making processes, particularly in the context of significant activities such as investment evaluation and the selection of suppliers and subcontractors.

1.2.3

Materiality and Impacts

(Ref. GRI 3)

Quality and transparency of data are a key point of our **sustainability strategy**. For this reason, Palladio Group adopts a reporting model for material environmental, economic and social aspects in line with the principles of the VSME, applying them both in defining the contents and in managing and verifying the data and information reported.

In **2022**, the Group conducted a **materiality assessment** aimed at identifying the ESG topics most relevant to its activities and stakeholders. The process was developed according to a structured approach divided into 4 main macro-phases:

1. In-depth analysis of the organisation's context
2. Identification of actual and potential impacts
3. Assessment of the significance of the impacts
4. Prioritisation of the most significant impacts

The assessment made it possible to identify the main areas of focus for the Group, reflecting the characteristics of its sector and the operational context in which Palladio operates, which is increasingly oriented towards integrating sustainability principles into corporate processes:

IMPACTS	MACRO-THEMES	TOPICS
Failure to comply with safety procedures and practices resulting in fatalities or incidents with serious consequences	Health and safety	• Health and safety
Violations related to legal requirements, social and political systems, cultures and standards of behaviour in the countries where the Group operates	Ethics and Integrity	• Compliance socio-environmental-economic • Anti-corruption • Data and information security (customers, employees, corporate, etc.) • Reputation of the brand
Failure to meet standards and fair social and labour practices	Human rights	• Fair labour practices (e.g. child labour, forced labour, freedom of association, etc.)
Presence of a strong corporate culture regarding equal opportunities and diversity	Equal opportunities & Valuing diversity	• Gender Equality • Youth Employment Development • Ageing of the corporate population
Failure to identify and/or manage key risks potentially capable of compromising business continuity	Economic development	• Economic Performance • Growth strategy • Business Continuity
Continuous strengthening of corporate oversight and culture regarding health and safety	Health and safety	• Health and safety
Presence of a structured approach to staff training and skills development, including managerial development	Management of Human Capital	• Welfare/wellbeing • Employee satisfaction • Staff training and skills development • Managerial Development
Maintenance of the highest productivity standards through diversification, technological progress and innovation	Investments & Innovation	• €10 million invested in new, highly energy-efficient machinery
Waste management not in line with regulatory requirements	Circular economy	• Responsible management of raw materials • Development of recyclable and reusable products • Management of impacts related to the product life cycle • Waste management

Continuous strengthening of the leadership role in the sector by anticipating innovative solutions for the market based on development with customers	Investments & Innovation	• Investments and Digitalisation (economy 4.0) • Innovation (product, process)
Presence of initiatives developed with the local area to support youth employment	Equal opportunities & Valuing diversity	• Gender Equality • Youth Employment Development • Ageing of the corporate population
Continuous pursuit of the highest production standards to satisfy Customer needs in terms of compliance, quality, functionality, reliability and safety	Customer Relations Product Responsibility Ethics and Integrity	• Product Quality and Safety
Presence of a strong commitment to the use of renewable energy	Climate Change	• Energy Management • GHG Emissions
Economic performance not aligned with strategic objectives	Economic development	• Economic Performance • Growth strategy • Business Continuity
Management of business continuity risks through a business continuity plan that is structured and comprehensive	Economic development	• Economic Performance • Growth strategy • Business Continuity
Presence of a corporate welfare plan in line with employee expectations and requests	Management of Human Capital	• Welfare/wellbeing • Employee satisfaction • Staff training and skills development • Managerial Development
Lack of initiatives supporting intergenerationality and the updating of skills of the senior corporate population	Equal opportunities & Valuing diversity	• Gender Equality • Youth Employment Development • Ageing of the corporate population
Presence of an approach based on customer centricity, anticipating and interpreting their needs and expectations	Customer Relations	• Customer Satisfaction • Collaboration with Customers • Protection of Customers' brands
Use of raw materials (mainly cellulose) from controlled and certified supply chains	Sustainable Supply Chain	• Sustainable logistics • Sustainable procurement
Presence of a sustainable procurement process (suppliers evaluated, selected and monitored taking sustainability criteria into account)	Sustainable Supply Chain	• Sustainable logistics • Sustainable procurement
Failure to achieve climate-altering emission reduction targets	Climate Change	• Energy Management • GHG Emissions
Development of recyclable and reusable products	Circular economy	• Responsible management of raw materials • Development of recyclable and reusable products • Management of impacts related to the product life cycle • Waste management
Continuous collaboration with trade union representatives and strengthening of industrial relations	Human rights	• Industrial relations
Presence of a strong Governance structure overseeing processes related to data protection	Ethics and Integrity	• Compliance socio-environmental-economic • Anti-corruption • Data and information security (customers, employees, corporate, etc.) • Reputation of the brand
Use of recycled and recyclable packaging	Circular economy	• Responsible management of raw materials • Development of recyclable and reusable products • Management of impacts related to the product life cycle • Waste management
Identification, monitoring and management of impacts on biodiversity related to the Group's direct activities	Biodiversity	• Protection of biodiversity
Continuous support for the local communities of the Group's sites through specific projects	Relations with Local Communities	• Support for local communities

Presence and implementation of a strategy aimed at reducing the use of raw materials	Circular economy	• Responsible management of raw materials • Development of recyclable and reusable products • Management of impacts related to the product life cycle • Waste management
Identification, monitoring and management of impacts on biodiversity along the supply chain	Sustainable Supply Chain Biodiversity	• Sustainable logistics • Sustainable procurement
Failure to comply with the sustainability criteria required by the Group of its suppliers	Sustainable Supply Chain	• Sustainable logistics • Sustainable procurement

In line with the evolution of the regulatory framework and reporting standards, an update of the materiality assessment conducted in 2022 is planned for 2026, aimed at adopting the principle of Double Materiality by integrating the financial component into the assessment of ESG impacts, risks and opportunities.

Processes aimed at remediating negative impacts

Palladio Group recognises the importance of having structured processes to prevent, mitigate and, where necessary, remediate negative impacts that could arise from its operational activities or business relationships. To this end, the Group has defined and implemented a comprehensive system of policies, procedures and organisational controls, integrated into the governance model and supervised by the competent corporate bodies.

The Group's commitments regarding the remediation of negative impacts are realised, in particular, through:
- the adoption of the Code of Ethics and corporate policies, which define the principles of behaviour and responsibilities towards people, the environment and stakeholders;
- the implementation of management systems and operational controls, particularly in the areas of occupational health and safety, environmental compliance and quality;
- the continuous monitoring of operational risks and potential impacts, with the involvement of the competent functions and governing bodies;
- risk analysis relating to processes in order to identify any risks and opportunities in advance, along with the relevant management measures

The Group has also established grievance and reporting mechanisms accessible both internally and externally, which allow employees, collaborators and other stakeholders to report any non-compliant behaviour, operational criticalities or potentially harmful situations in a safe and confidential manner. These mechanisms include the whistleblowing procedure and grievance management procedures, designed to guarantee impartiality, traceability and the absence of retaliation.

Stakeholders potentially interested in using the grievance procedures are considered central recipients of these tools, which are subject to communication, updating and integration into corporate processes, including through training and information activities. The effectiveness of the grievance mechanisms and remediation processes is monitored over time through the analysis of reports received, the outcomes of verifications and any corrective actions taken.


PALLADIO GROUP
Packaging clinic

1.2.4

2025 Results

In 2025, our company achieved significant results, both from an economic perspective and in terms of social and environmental responsibility. We successfully completed several key projects of our industrial plan for the 2023-2027 period. These successes have strengthened relationships with our employees, local communities and suppliers. Furthermore, we gave a strong boost to our sustainability objectives, focusing on reducing our environmental impact and adopting more sustainable production and consumption practices. Finally, we intensified our commitment to combating climate change, reducing CO_2 emissions and increasing the use of renewable energy sources.

1 Defeating poverty

Activity: Verification of employee salaries against the statutory contractual minimum
Activity perimeter: Entire Group
Results: Activity performed

Activity: TFR advance (see paragraph 3.2.2)
Activity perimeter: Palladio Group S.p.A., Pharma Partners
Results: 23 TFR advances paid

Activity: Granting of corporate loans (see paragraph 3.2.2)
Activity perimeter: Palladio Group S.p.A., Pharma Partners
Results: 35 company loans issued

Activity: Participation in the 'Fondo Aiutiamoci' (see paragraph 3.2.2)
Activity perimeter: Palladio Group S.p.A.
Results: 0 hours used. 570 hours remain available

Activity: Provision of Performance Bonus in welfare services (see paragraph 3.2.2)
Activity perimeter: Palladio Group S.p.A.
Results: 187 employees participating in the welfare Performance Bonus

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Activity: Provision of diaper bonus (see paragraph 3.2.2)
Activity perimeter: Palladio Group S.p.A., Pharma Partners
Results: 11,900 € paid

Activity: Provision of wedding bonus (see paragraph 3.2.2)
Activity perimeter: Palladio Group S.p.A., Pharma Partners
Results: 6,000 € paid

Activity: Verification of living wage for employees
Activity perimeter: Entire Group
Results: Verification completed, improvement actions identified

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2 Defeating hunger

Activity: Donations to the community
Activity perimeter: Entire Group
Results: Donations and sponsorships for a total of 109,250 €

3 Ensuring health and well-being

Activity: Leave for medical appointments (see paragraph 3.2.2)
Activity perimeter: Palladio Group S.p.A., Pharma Partners
Results: 387 hours of leave granted

Activity: Corporate climate analysis
Activity perimeter: Palladio Group S.p.A.
Results: Questionnaire completed by 77.7% of blue collar and 99% of white collar workers

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Activity: Internal communication on corporate welfare
Activity perimeter: Palladio Group S.p.A., Pharma Partners
Results: Internal communication via communication portal, company magazine, posters

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Activity: Maintenance of the collective agreement on Smartworking to improve the work-life balance of employees
Activity perimeter: Palladio Group S.p.A., Pharma Partners
Results: Activity performed

Activity: New Parenting Support welfare service (see paragraph 3.2.2)
Activity perimeter: Palladio Group S.p.A., Pharma Partners
Results: Service activated

Activity: New Psychological Wellbeing welfare service
Activity perimeter: Palladio Group S.p.A., Pharma Partners
Results: Service activated

4 Quality education

Activity: Palladio Academy meetings (see paragraph 3.3.4)
Activity perimeter: Palladio Group S.p.A.
Results: Activity performed

Activity: Internal professional training programmes
Activity perimeter: Palladio Group S.p.A.
Results: 16 professional growth programmes active in 2025

Activity: Provision of scholarships for employees' family members (see paragraph 3.2.2)
Activity perimeter: Palladio Group S.p.A., Pharma Partners
Results: 4 scholarships awarded for a total of 5,500 €

Activity: Training on artificial intelligence
Activity perimeter: Entire Group
Results: 180 people involved. Training sessions of 2.5 hours per person

5 Gender equality

Activity: Maintenance of the 'Trusted Advisor' for discrimination management (see paragraphs 1.1.5 and 3.1.1)
Activity perimeter: Palladio Group S.p.A., Pharma Partners
Results: Service available

Activity: Training on the Zero Tolerance Policy (see paragraph 3.3.1)
Activity perimeter: Palladio Group Spa
Results: Total training of 133 hours

Activity: Monitoring of reports for violation of the Code of Ethics, Whistleblowing and Zero Tolerance Policy
Activity perimeter: Entire Group
Results: 4 reports received and resolved in 2025

Activity: Introduced a Gender Equality Certification that promotes an inclusive culture.
Activity perimeter: Palladio Group S.p.A.
Results: Obtained UNI/PdR 125 certification in October 2025

7 Clean and affordable energy

Activity: Installation of photovoltaic system (Gossolengo Plant)
Activity perimeter: Palladio Group S.p.A.
Results: System installed for a total of 205 KWp

8 Decent work and economic growth

Activity: 2023-2027 Strategic Plan Projects (see paragraph 1.2.2)
Activity perimeter: Entire Group
Results: EBITDA = 17.1 million € REVENUE = 120 million €

Activity: Monitoring of supplier payment punctuality
Activity perimeter: Entire Group
Results: Target < 10 days - Goal reached in 7 days

Activity: Training programme for the purchasing function to ensure compliance with sustainable procurement
Activity perimeter: Palladio Group S.p.A., Palladio Ireland, Palladio East
Results: Introduction of new ESG requirements for subcontractors in the system procedure. Training carried out for the Group's purchasing, quality, sales and planning functions.

Activity: Involvement of suppliers in corporate sustainability issues.
Activity perimeter: Palladio Group S.p.A., Palladio Ireland, Palladio East
Results: Launch of the SEPP strategic project (Suppliers Engagement Program Palladio) for alignment with the decarbonisation plan.

Activity: Create a supplier measurement process that includes sustainability KPIs in addition to traditional ones.
Activity perimeter: Palladio Group S.p.A., Palladio Ireland, Palladio East
Results: Project concluded successfully

9 Enterprise, innovation and infrastructure

Activity: Plant modernisation
Activity perimeter: Entire Group
Results: € 13.0 million total investment, of which € 12.5 million for plant modernisation (95%)

10 Reducing inequalities

Activity: Analysis of male and female salary values (at the same level, role, seniority, country)
Activity perimeter: Palladio Group S.p.A., Palladio Ireland, Palladio East
Results: Analysis updated, included within the policy

Activity: Financial support to the social enterprise 'I Bambini delle Fate' (see paragraph 5.2.2)
Activity perimeter: Palladio Group S.p.A.
Results: Support for the 'Abilmente' project

Activity: Financial support to the Dynamo Camp Foundation (see paragraph 5.2.2)
Activity perimeter: Palladio Group S.p.A.
Results: Support confirmed

Activity: Corporate volunteering (see paragraph 5.2.2)
Activity perimeter: Palladio Group S.p.A., Pharma Partners
Results: 14 collaborators of Palladio Group took part in volunteering activities (two of whom completed a double session)

12 Responsible consumption and production

Activity: Application of CSR questionnaire to suppliers
Activity perimeter: Palladio Group S.p.A., Palladio Ireland, Palladio East
Results: 100% of new suppliers added to the Vendor List were evaluated using the CSR questionnaire. Amongst the already qualified suppliers, 12% responded during the reporting year. The activity continues and is still ongoing.

Activity: Development of a tool that allows calculating the GHG emissions of products in the presence of different alternative scenarios
Activity perimeter: Palladio Group S.p.A., Palladio Ireland, Palladio East
Results: Activity performed

Activity: Creation of a parametric LCA study platform for the product portfolio
Activity perimeter: Palladio Group S.p.A., Palladio Ireland, Palladio East
Results: Activity performed

13 Fighting climate change

Activity: Corporate car pooling (see paragraph 3.2.2)
Activity perimeter: Palladio Group S.p.A.
Results: 1,229 kg of CO_2 saved

Activity: Validation of the decarbonisation plan by SBTi
Activity perimeter: Entire Group
Results: Activity performed

Activity: Internal sustainability communication
Activity perimeter: Palladio Group S.p.A., Pharma Partners
Results: Communication via communication portal, company magazine, posters

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Activity: Purchase of guarantees of origin for electricity purchased from the grid
Activity perimeter: Entire Group
Results: Activity performed

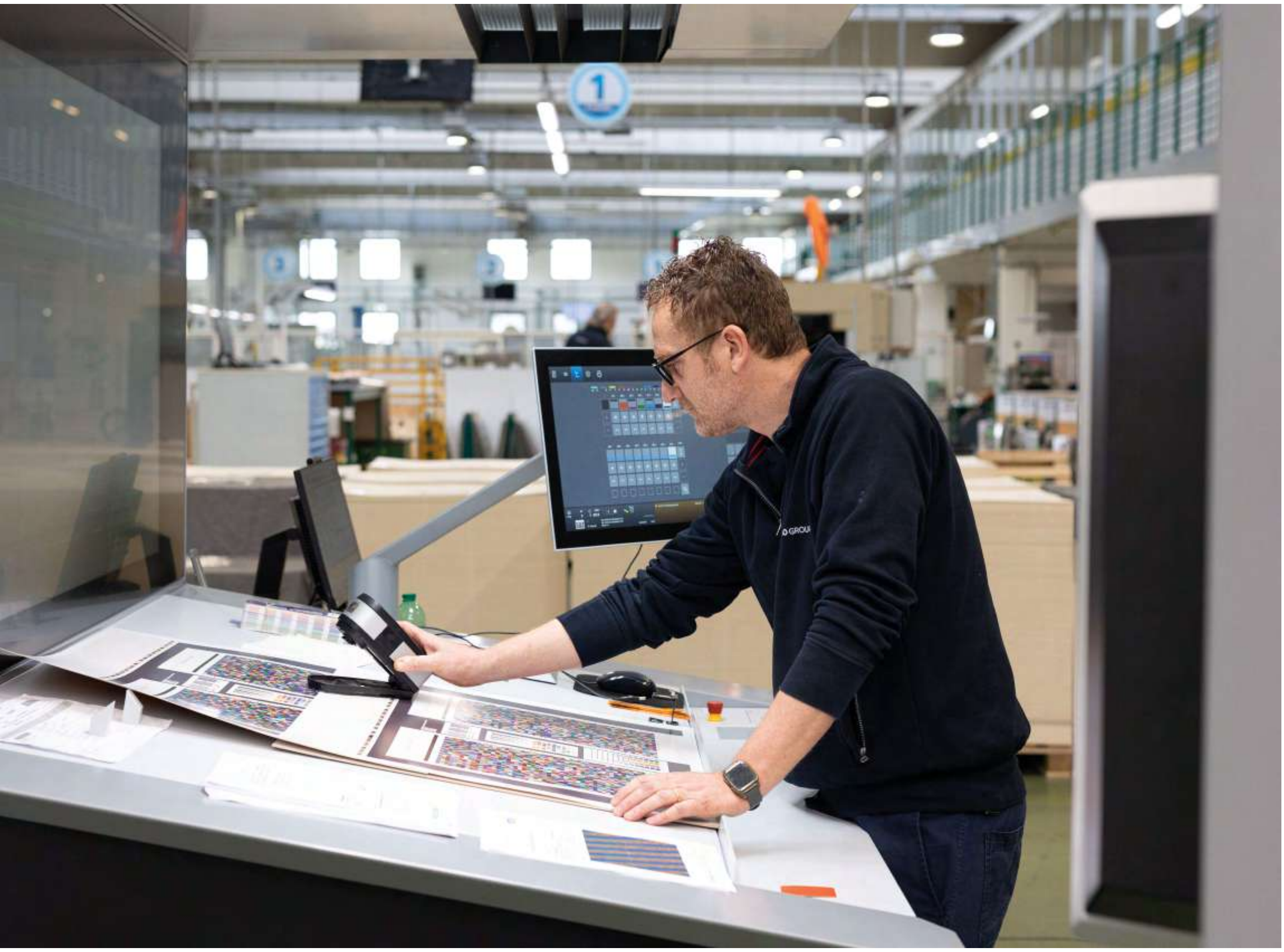
Activity: Creation of an energy procurement policy
Activity perimeter: Entire Group
Results: Activity performed

15 Life on land

Activity: Maintenance of FSC and PEFC Management Systems in already certified sites
Activity perimeter: Palladio Group S.p.A., Palladio East
Results: Activity performed

17 Partnerships for the goals

Activity: Application of credit policy to ensure compliance with payment terms by Customers
Activity perimeter: Entire Group
Results: Activity performed



1.2.5

Objectives, Commitments and Targets

2023-2027 STRATEGIC PLAN IN LINE WITH THE UN 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT

In 2025, we advanced numerous projects envisaged by the **2023-2027 Strategic Plan** for the Group. The objective of the Plan is to **guarantee our customers excellent products and services, which contribute to people's health and wel-lbeing**, through the integrity of our principles, and the sustainable innovation of our products and processes.

In line with the 2030 Global Agenda approved by the United Nations (SDG 8 and SDG 9), the Plan is structured around four pillars: **margin defence, commercial development, product innovation, process renewal.**

Aware of our role in sustainable development in the countries where we operate, we have decided to make a tangible contribution by linking our sustainability report to the objectives of the 2030 Agenda.

Therefore, each chapter is associated with one or more objectives in order to make the targets comparable with the commitments that governments have made to safeguard the future of the planet. In doing so, we have identified the objectives closest to our activities and projects, and those for which policies and strategies can be developed to contribute directly or indirectly to their achievement.

A 'TO-DO LIST' FOR OUR FUTURE

The 2030 Agenda for Sustainable Development is an action programme for people and the planet signed in September 2015 by the governments of the 193 UN member states. The Agenda sets out 17 sustainable development goals (SDGs) and 169 related targets in a major action programme that is guiding the world on the path to follow over 15 years. Everyone, both individual citizens and public, private and non-profit organisations, is called upon to contribute to achieving the development goals for our part.

1 NO POVERTY

GRI Reference:
201-1, 203-2

Objectives:
- Participation in the "Fondo Aiutiamoci"
- Provision of Performance Bonus in welfare services

Activity perimeter: Palladio Group S.p.A.

Objectives:
- TFR advance
- Granting of company loans
- Provision of diaper bonus
- Provision of wedding bonus

Activity perimeter: Palladio Group S.p.A., Pharma Partners

3 GOOD HEALTH AND WELL-BEING

GRI Reference:
403-2/3/6/7

Objectives:
- Machine safety improvement project

Activity perimeter: Palladio Group S.p.A.

Objectives:
- Leave for medical appointments
- Internal communication on corporate welfare

Activity perimeter: Palladio Group S.p.A., Pharma Partners

Objectives:
- Corporate climate analysis

Activity perimeter: Entire Group

4 QUALITY EDUCATION

GRI Reference:
2.16-26, 201-1, 203-1, 404-1/2

Objectives:
- Internal professional training programmes

Activity perimeter: Palladio Group S.p.A.

Objectives:
- Provision of scholarships for employees' family members

Activity perimeter: Palladio Group S.p.A., Pharma Partners

Objectives:
- Training on the Zero Tolerance Policy (all employees)

Activity perimeter: Palladio Ireland

GRI Reference:
2.16-25-26, 405-1

Objectives:
• Monitoring of reports for violation of the Code of Ethics, Whistleblowing and Zero Tolerance Policy
Activity perimeter: Entire Group

GRI Reference:
302-1

Objectives:
• Installation of photovoltaic system (Gossolengo plant. Target: 200 KWp)
Activity perimeter: Palladio Group S.p.A.

GRI Reference:
2.6-23, 201-1, 308-1/2, 414-1/2

Objectives:
• Organisation of CSR events aimed at suppliers
Activity perimeter: Palladio Group S.p.A.

Objectives:
• Introduce ESG requirements into the contracts of material and service suppliers
• Application of a supplier evaluation and incentive system from an ESG perspective
Activity perimeter: Palladio Group S.p.A., Palladio Ireland, Palladio East

Objectives:
• 2023-2027 Strategic Plan Projects
REVENUE 2026 = 120.5 million €
EBITDA 2026 = 17.1 million €
• Monitoring of supplier payment punctuality
Target <10 days
Activity perimeter: Entire Group

Objectives:
• Management tour in all Italian plants to update employees on the 2023-2027 Strategy projects
Activity perimeter: Palladio Group S.p.A., Pharma Partners

GRI Reference:
302-4

Objectives:
- Plant modernisation

Target >25% of total investments

Activity perimeter: Entire Group

GRI Reference:
405-2, 202-1, 404-2

Objectives:
- Support to the social enterprise "I Bambini delle Fate"
- Financial support to the Dynamo Camp Foundation
- Increase employment opportunities for people with disabilities

Activity perimeter: Palladio Group S.p.A.

Objectives:
- Maintenance of the corporate volunteering programme
- Training project for management on Inclusion, health and social awareness

Activity perimeter: Palladio Group S.p.A., Pharma Partners

Objectives:
- Maintenance of measures to guarantee non-discrimination

Activity perimeter: Entire Group

GRI Reference:
2.6, 308-1, 414-1

Objectives:
- Application of CSR questionnaire to suppliers

Activity perimeter: Palladio Group S.p.A., Palladio Ireland, Palladio East

13 CLIMATE ACTION

GRI Reference:
2.24

Objectives:
- Purchase of guarantees of origin for electricity purchased from the grid

Activity perimeter: Entire Group

Objectives:
- Efficiency improvement of heating systems

Activity perimeter: Entire Group

Objectives:
- Installation of heat pumps

Activity perimeter: Thiene and Dueville

15 LIFE ON LAND

GRI Reference:
304-2

Objectives:
- Maintenance of FSC and PEFC Management Systems in already certified sites

Activity perimeter: Palladio Group S.p.A. - Palladio East

17 PARTNERSHIPS FOR THE GOALS

GRI Reference:
308-1, 414-1

Objectives:
- Improve supplier actions in the field of sustainability
- Continuous involvement of suppliers in the Decarbonisation Plan, SEPP Project.
- Application of credit policy to ensure compliance with payment terms by Customers

Activity perimeter: Entire Group

1.3 Economic Growth

1.3.1 Economic responsibility and sustainable development

(Ref. GRI 3-3)

Palladio Group pursues long-term economic development based on industrial solidity, the ability to adapt to market changes and the integration of sustainability principles into strategic and operational choices. In recent years, the Group has embarked on a path of strengthening and rationalising its organisational structure, with the aim of responding ever more effectively to a constantly evolving competitive environment.

The investments made have been selectively directed towards improving production efficiency, enhancing the services offered to customers, developing specialist skills and consolidating the Group's positioning in markets with the greatest growth potential.

- In 2017, we inaugurated the **Russian Palladio BNM plant**.
- In 2018, we expanded our offering in labelling with the acquisition of **Poliweb Graphics** (see also section 1.1.2 ['Our history: anticipating the future of packaging']).
- In 2019, operations began in Vršac, Serbia, for **Studio The Phactory**, the spin-off of Palladio East dedicated to the **development of artwork** and graphic services, further consolidating our strategy focused on overseeing the fastest-growing markets.
- During 2021, we inaugurated the Innovation Hub, which, through an anticipatory approach to market needs, will help the Group identify new opportunities to expand our business.
- On 1 April 2022, we signed a partnership agreement with Palladio Consulting, an engineering company active in the Life Sciences sector and specialising in the design and construction of plants and environments with controlled contamination and atmospheres. The main objective was to strengthen our position in international markets and jointly define a new level of services for our customers.
- In 2024, as a result of the political and economic situation in Russia, and given the numerous difficulties in growing the local business in line with the 2023-2027 Development Plan, Palladio Group concluded the sale of the Palladio BNM company to a local investor.

In addition to creating economic value for the company, Palladio Group recognises its role in the socio-economic development of the territories in which it operates, particularly in Italy. The Group contributes indirectly to the **well-being of local communities** through employment, collaboration with the productive fabric and support for initiatives of collective interest. These interventions are aimed at generating concrete benefits in areas of social, cultural and civil relevance and are preceded by an analysis of the needs of the communities and the consistency of the projects with the Group's values. During 2025, Palladio Group allocated 109,250 euros to initiatives supporting local communities.

The Group's economic responsibility is also reflected in the attention paid to people, through compliance with the social security regulations in force in the countries where it operates and the adoption of initiatives to accompany the transition from active working life to retirement, with a view to protecting and ensuring the continuity of workers' well-being.

Aware of the importance of the **efficient use of resources**, Palladio Group integrates environmental and energy issues into its economic and industrial decisions. The Group pursues the **continuous improvement** of its environmental and energy performance by applying best practices aimed at strengthening environmental management in an economically sustainable manner. The approach adopted is based on the preventive analysis of the environmental impacts of activities, the systematic monitoring of consumption and waste, and the evaluation of sustainability performance, including through **comparison with third parties**.

This model allows for the structured identification of the main areas for improvement and the definition of targeted actions aimed at achieving the objectives of reducing emissions and increasing the efficiency of resources, in line with the Group's environmental strategy.

Finally, Palladio Group takes into account the **risks linked to climate change**, particularly with reference to extreme physical events that could compromise business continuity. To this end, the Group has adopted mitigation and protection measures, including the stipulation of adequate insurance coverage and the strengthening of the **Business Continuity and Disaster Recovery Plan**, to safeguard the resilience of activities and the protection of stakeholders.

1.3.2

Sustainable innovation, a strategic objective

With a view to continuous improvement and the constant pursuit of excellence, in 2025 the Group again pursued a strategic orientation increasingly focused on product, service and process innovation based on sustainability principles in line with the 2030 Sustainable Development Goals (SDGs) defined by the United Nations.

- On the product and service innovation side, Palladio is committed to anticipating market changes and responding ever more effectively to customer needs by designing, in collaboration with all the most relevant actors in the value chain, solutions that are new and effective.
- On the internal processes side, sustainable innovation takes shape in particular in digital transformation, which improves the fluidity of decision-making processes and organisational and production efficiency, and in the process of rationalisation and evolution of the supply chain, together with its partners.

In line with what already occurred in 2024, in 2025 more than 50 people were again dedicated to innovation and research and development activities. In addition, the company provided a training programme dedicated to sustainable and smart packaging innovation, which saw the participation of 57 people from various Group functions and plants.

This enabled us in 2025 to continue the constant activity of identifying and exploring new areas of innovation on which to concentrate resources, based on stringent sustainability criteria.

Palladio Innovation Hub

During 2025, the Palladio Innovation Hub, launched in 2021 as an open innovation platform, continued to represent a strategic element for the evolution of the business model, supporting the Group's ability to anticipate market needs and generate high-value solutions. The Hub therefore continued its research, experimentation and co-design activities, involving customers, suppliers, universities, start-ups and other relevant actors in the value chain, in full consistency with the collaborative innovation approach that characterises the programme. In 2025, a multifunctional physical space was inaugurated at the Gossolengo (PC) plant, in which to organise workshops, conferences and events dedicated to collaborative innovation.
Amongst these, the most significant was the 'Pack to the Future' event in December 2025, attended by more than 90 people, including professionals from packaging and pharmaceutical companies, innovators, sustainability experts, university professors and researchers, and start-ups.
In continuity with the 2023-2027 Strategic Plan, projects in the five priority innovation areas continued in 2025:

Clinical Trials: thanks to the development of skills focused on the clinical trials sector, we continued the consolidation of a dedicated product portfolio, such as booklet labels, tear-off labels, and tamper-evident labels, together with the creation of fully customised solutions, in line with customer needs. In 2025, we participated in the TREATMENT project - smarT foR sustainablE lAsT Mile delivEry cliNical Trials, funded by the European Union (NextGenerationEU) and the National Recovery and Resilience Plan (PNRR), to develop an innovative system for transporting drugs using drones and smart packaging, aimed at improving the efficiency, speed and accessibility of drug deliveries, whilst reducing environmental impact. The project Consortium consisted of AB Zero, DeepBlue, New Generation Sensors, and the University of Siena.

Special labels: we have strengthened our already solid capacity to produce labels with special characteristics aimed at satisfying the most diverse needs of the sector, but above all we have developed innovative solutions to be introduced to the market, including through the exploration of new technologies and new applications, such as RFID/NFC labels and the new Multipack Handle®, which was the winner of the Italian Packaging Institute's Best Packaging 2024 award in the technological innovation category, and in 2025 obtained the WorldStar Awards 2025, an international recognition that rewards design excellence and the ability to propose innovative, high value-added solutions in the packaging world.

Alternatives to Plastic: we continued to develop analysis and design skills in the ECO-design sector and established strategic partnership relationships, including with competitors, which allowed us to expand our paper-based offering of renewable and certified packaging, capable of replacing fossil-based solutions, such as paper-based tamper-evident solutions (without the use of plastic labels) or internal trays in cardboard or pressed paper, replacing plastic trays, or flexible paper pouches.

Smart Packaging: in constant collaboration with start-ups, universities, patient associations, and companies specifically selected for their high competence and experience in the sector, we continued our exploration of new electronic and digital technologies, aimed at making packaging smart and potentially useful for improving pharmaceutical logistics and the daily lives of patients and their ecosystem. In particular, we are developing solutions geared towards improving drug logistics, their correct storage, and their proper intake by patients, to guarantee correct therapeutic adherence.

Digital Expert Services: we consolidated Palladio Group's portfolio of high value-added services in the pharmaceutical packaging sector, and developed new services linked to sustainability, packaging co-design, and the digitalisation of the supply chain, capable of responding to the diverse needs of our customers. In 2025, we conducted numerous pilot projects of the new services proposed, particularly those oriented towards environmental sustainability and the use of objective data and appropriate tools for decisions related to sustainable materials (e.g. Life Cycle Assessment, LCA).
The foundations were then laid for the construction of a digital system capable of facilitating the use of some of these external services by customers in total autonomy.

Digitalisation

In the 2023–2027 period, Palladio Group is continuing its journey towards a fully 'Data Driven' organisation, with the aim of equipping the Group with robust, integrated and reliable information systems, capable of supporting increasingly rapid decision-making processes based on structured and consistent data. In 2025, this commitment translated into the further consolidation of the initiatives envisaged by the digital roadmap, with particular attention to the development of collaborative tools and the digitalisation of transversal processes.

The work started in 2021 — characterised by targeted training programmes and intense analysis of the technologies available on the market — has made it possible to build a shared digital culture and prepare the ground for the transformation which, in the current five-year period, is destined to be translated into new processes, new platforms and more efficient operating methods.

In 2025, the main project initiatives already launched in previous years continued and were further developed, and an important project called 'Lean Transformation' was launched.

- Lean Transformation: re-engineering of the processes of the Folding cartons business line. The project optimised the entire value stream — from estimating and item coding to order management (customers and production) — through to final logistics, with the aim of maximising the level of customer service and reducing operational inefficiencies.
- Collaboration Platform Palladio (CPP): collaborative low-code platform that allows for the development and management of shared document workflows.
- CRM Project (Customer Relationship Management): implementation of a shared CRM platform to unify contact management and analysis activities. The objective is to harmonise the approach to the market, improving responsiveness and the quality of customer service.
- Advanced Planning and Scheduling (APS) Project: new Production Scheduler to optimise production planning.
- Advanced Workforce Management System (AWMS): software-as-a-Service (SaaS) platform for the efficient and safe management of the workforce in the production plants, which came into effect in 2022 with excellent results in terms of flexibility at the Dueville, Thiene and Pontedera plants.
- Project Decision Agility: aims to understand what data to collect based on future strategy, and therefore to evolve the architecture of the data platform.
- Industry 4.0 / 5.0: we have seized the opportunities offered by the Industry 4.0 and 5.0 transition to vertically integrate production machines into information flows. Real-time monitoring and the interconnection of processes allow us a more rational management of resources, improving the traceability and sustainability of the entire production cycle.

Furthermore, recognising the strategic value of emerging technologies, we have launched a structured path for the integration of Artificial Intelligence (AI) into our processes. Our approach aims to combine the efficiency of digital innovation with a rigorous ethics of responsibility, ensuring that every technological evolution is overseen by solid security and transparency protocols.

- Governance and Responsibility: we have drafted and adopted the first Regulation on the Responsible Use of Artificial Intelligence. This document defines the guidelines for an ethical, safe and transparent use of AI tools, protecting data privacy, respecting intellectual property and ensuring that technology remains a support to human talent, without ever replacing its judgement and responsibility.

- Training: innovation is a collective process. For this reason, we have promoted a transversal training programme that has involved various company levels. The objective was to share not only the potential of the tools available, but also to provide the critical skills necessary to govern these systems, promoting widespread digital awareness amongst our collaborators.

- Implementations and Use Cases: the transition from theory to practice has materialised in the first operational implementations. Through targeted pilot projects, we have begun to exploit the potential of AI for the optimisation of information flows and data analysis, laying the foundations for an increasingly 'smart', efficient and future-oriented corporate model.

1.3.3

Operations and management systems

(Ref. GRI 2-28; GRI 3-3, 403-1)

During 2025, Palladio Group continued to strengthen its operating model, consolidating an approach oriented towards quality, proactive risk management and continuous improvement. Investments in technologies, processes and skills are part of an integrated strategy that aims to guarantee safer, more efficient and sustainable products and services along the entire value chain.

Palladio Group constantly invests in advanced technologies and equipment, often developed in direct collaboration with customers and suppliers. These investments generate measurable benefits in terms of logistical efficiency, increased productivity and reduced order lead times.

Operational management is supported by periodic professional refresher programmes aimed at the various Group functions. Scheduled cross-functional meetings foster coordination between departments, alignment on processes and the dissemination of a culture oriented towards continuous improvement.

The introduction of new technologies and the evolution of production processes are regulated through structured procedures, which include:
- preventive risk analysis;
- the assessment of organisational and operational impacts;
- the adoption of control and mitigation measures.

This approach allows for the orderly management of changes, ensuring regulatory compliance and business continuity.
In 2025, the process of reducing potentially hazardous substances in materials and the working environment continued. Through rigorous supplier selection

and raw material monitoring, the following have been reduced or eliminated:

1. concentrations of PVC in the plastic films of some production lines;
2. benzophenone in overprint varnishes;
3. SVHCs and heavy metals in inks;
4. mineral oils.

These measures contribute to improving the protection of workers' health and reducing emissions and hazardous waste along the production cycle.
Operations are supported by Management Systems certified according to internationally recognised standards. Certifications are a central element in ensuring the solidity of processes and transparency in impact management.
Palladio Group uses Corporate Management Systems to ensure full compliance with applicable legislative requirements and the standards required by the pharmaceutical sector. Regular audit activities, document verification and management review ensure compliance with regulations and the maintenance of the quality and safety levels expected by customers.

OUR PROACTIVE APPROACH IS CONFIRMED BY INTERNATIONALLY RECOGNISED CERTIFICATIONS

Membership of associations

OUR CERTIFICATIONS AND GOOD PRACTICES

ISO 9001:2015 - Quality Management Systems
ISO 14001:2015 - Environmental Management Systems
ISO 45001:2018 - Occupational health and safety management systems
CoC FSC - Forest Stewardship Council Chain of Custody
CoC PEFC - Chain of Custody of Forest Base Products
GMP - Good Manufacturing Practice, applicable to Pharmaceutical Packaging
ISO 13485:2016 - Medical Devices - Quality Management Systems
UNI/PdR 125:2022 - Guidelines on the gender equality management system

	ISO 9001	ISO 14001	ISO 45001	CoC FSC	CoC PEFC	ISO 13485	UNI/PdR 125	G.M.P
PALLADIO GROUP								
DUEVILLE, ITALY	●	●	●	●	●		●	●
THIENE, ITALY	●	●	●	●	●		●	●
PONTEDERA, ITALY	●	●	●	●	●		●	●
PIACENZA, ITALY	●	●	●	●	●		●	●
PALLADIO | IRELAND								
TULLAMORE, IRELAND	●							●
PALLADIO | EAST								
VRŠAC, SERBIA	●	●	●	●	●			●
PHARMA PARTNERS								
PRATO, ITALY						●		●

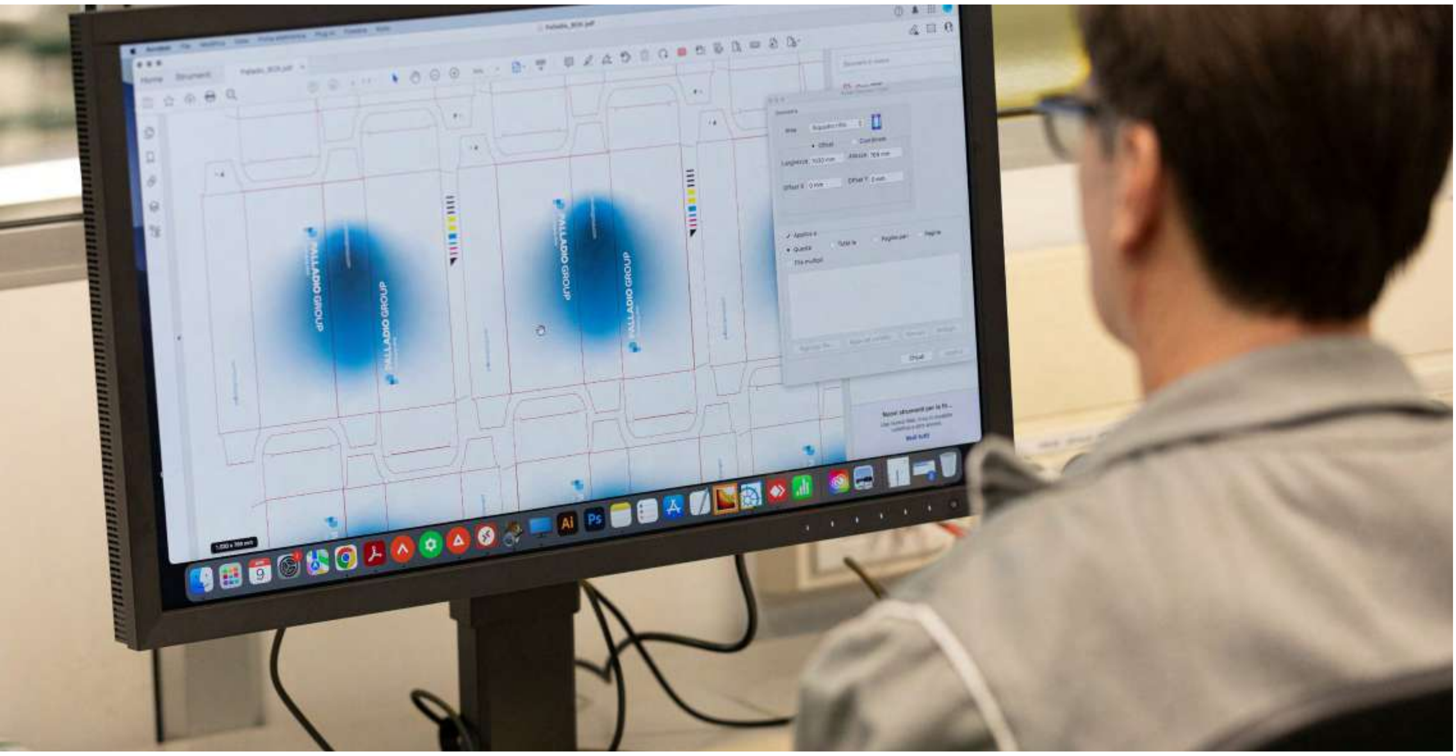
1.3.4

Compliance

(Ref. GRI 2-27; GRI 205-1; GRI 205-3; GRI 206-1; GRI 406-1)

With a view to transparency and the systematic monitoring of regulatory requirements, the main findings that emerged during the reporting year in relation to the applicable GRI standards are reported below.

- No reports or complaints were received regarding the labour practices implemented by suppliers.
- No significant environmental impacts were recorded, nor were there any complaints or administrative or criminal sanctions – pecuniary or non-pecuniary – that have become final for non-compliance or violations of environmental laws and regulations.
- There were 4 reported episodes of discrimination.
- No legal actions were initiated relating to unfair competition, anti-trust issues or monopolistic practices.
- No reports or complaints were received relating to impacts on society, nor are there any administrative or criminal sanctions – pecuniary or non-pecuniary – that have become final for failure to comply with laws and regulations applicable to the Group's plants.
- No cases of non-compliance were found with regulations or voluntary codes concerning the health and safety impacts of the products or services provided.
- No non-conformities were detected with regulations or voluntary codes relating to product or service information and labelling.
- No complaints were recorded regarding privacy violations or loss of customer data; there was only one internal data breach.
- No cases of non-compliance emerged with the principles of confidentiality and protection of information processed by the Group.



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Partnership

OUR COMMITMENT TO THE STAKEHOLDERS

A KEY PLAYER FOR SUSTAINABILITY: OUR SUPPLIERS

CUSTOMERS

2.1 Our commitment to the Stakeholders

(Ref. GRI 2-29)

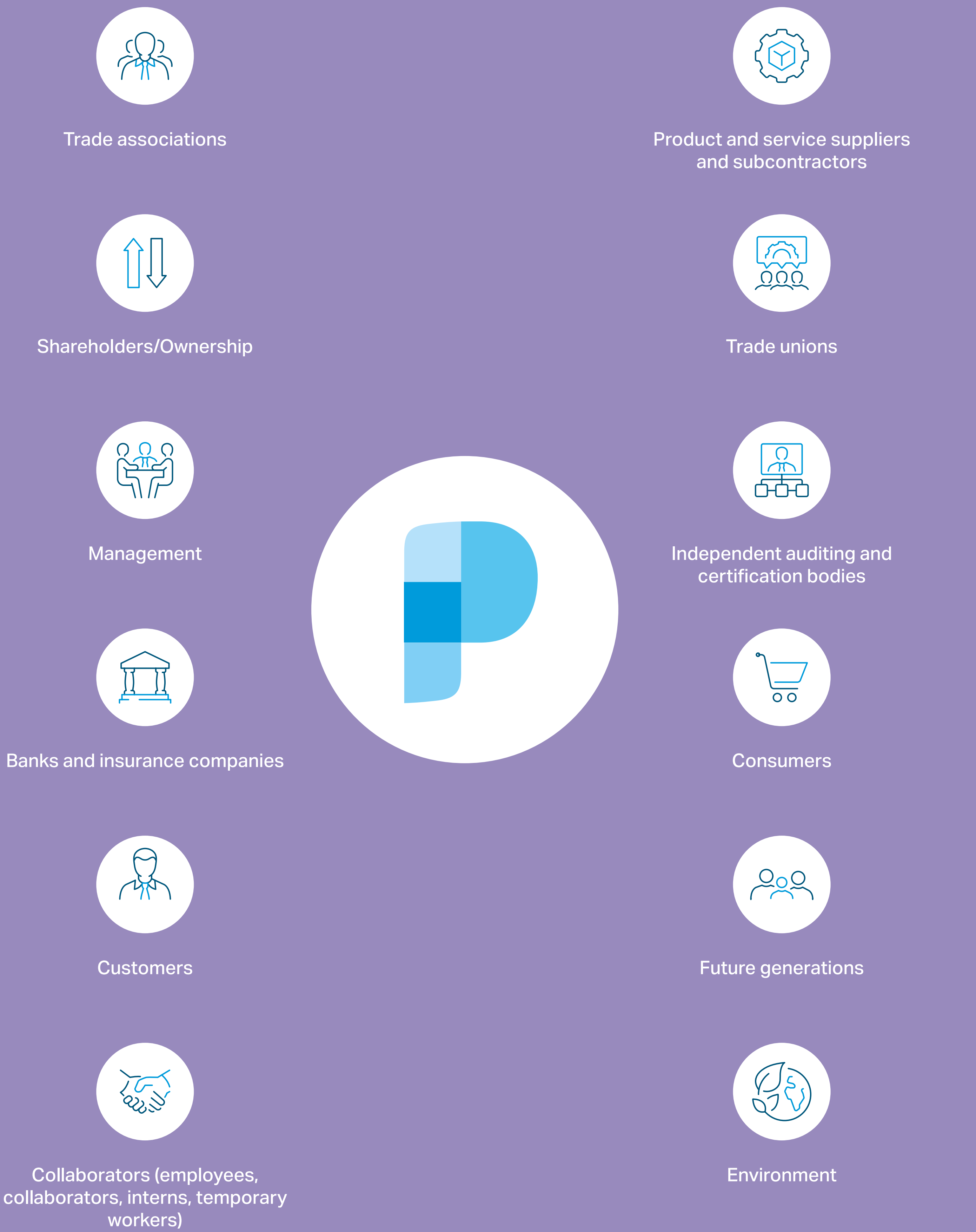
Who are our stakeholders?

Stakeholders are individuals, groups or entities that have, or expect, ownership, rights or interests in a company and its present and future activities, and whose contribution is essential for achieving a specific objective of the organisation. The analysis carried out by Palladio Group in 2022, conducted through interviews and dedicated workshops with the main corporate functions, allowed us to identify the following main stakeholders:

- Trade associations
- Shareholders/Ownership
- Management
- Banks and insurance companies
- Customers
- Collaborators (employees, collaborators, interns, temporary workers)
- Product and service suppliers and subcontractors
- Trade unions
- Independent auditing and certification bodies
- Consumers
- Future generations
- Environment

We always keep in mind that our activities are primarily aimed at **stakeholders**. This is the guiding principle we look to in order to constantly strengthen our **leadership** in the national and international market: our growth is built day by day on the priority of **satisfying the needs of all stakeholders**, starting with the rights defined by national laws and applicable international standards.

The decision to draft and publish the **Sustainability Report**, in addition to other reporting that transparently accounts for our sustainability performance (for example **EcoVadis and CDP**), was only the first step. Our journey of sharing and disclosure increasingly leads us to focus on important aspects towards which to direct our commitment, also in response to the needs and expectations of interested parties. The principles, values and sustainable development strategies of our Group are the result of both material topics, which emerged from the involvement of the various functions, and the outcomes of the various forms of **dialogue and discussion with stakeholders**.


Trade associations
Product and service suppliers and subcontractors
Shareholders/Ownership
Trade unions
Management
Independent auditing and certification bodies
Banks and insurance companies
Consumers
Customers
Future generations
Collaborators (employees, collaborators, interns, temporary workers)
Environment

OUR PRINCIPLES IN RELATIONS WITH STAKEHOLDERS

At Palladio Group:

- It is permitted to promote role development and reward corporate collaborators solely based on demonstrated merit in terms of participation, professional growth, achievement of assigned objectives and sense of belonging to the company
- It is not permitted to promise or offer objects, services, benefits or favours of value (to executives, officials or employees of the Public Administration or their relatives) to achieve an interest or advantage for the Group. The offering of gifts or other benefits of modest value is permitted only if it falls within legitimate customs or practices
- Political parties, their representatives or candidates are not funded, and we refrain from any pressure (direct or indirect) on political figures
- It is permitted to agree to requests for contributions from non-profit organisations and associations with regular statutes and articles of association, or donations for charitable purposes only; sponsorship activities may concern social, environmental, sporting, artistic and cultural themes in general.

2.1.1

Dialogue with the stakeholders

Palladio Group maintains a constant dialogue with its stakeholders through digital channels and dedicated tools. Social networks, in particular LinkedIn, are used to share updates on projects, initiatives and sustainability topics, thanks also to the growth of the community that follows the Group and the content published in the 'News' section of the website.

For internal engagement, the '**Palladio People 2.0**' portal and the '**Palladio People**' corporate magazine foster communication, information sharing and a sense of belonging. Direct contact with customers and partners is further strengthened by the Group's presence at international industry events and trade fairs, which represent opportunities for discussion and relationship-bu-ilding with the healthcare.

2.1.2

Transparency and sharing

Transparency towards interested parties represents a central principle for Palladio Group, which continues to adhere to the main international reporting standards as a tool to guarantee the reliability, comparability and quality of the information communicated. The decision to operate according to these standards constitutes a fundamental element of the corporate commitment to tackling the sustainability challenge in a structured and verifiable manner.

In 2025, Palladio Group once again participated in the **Climate Change** and **Water Security** questionnaires promoted by **CDP (Carbon Disclosure Project)**, the international non-profit organisation that assesses the environmental performance of companies, territories and institutions globally. The Group has also extended its commitment by participating in the Forests questionnaire.

The CDP assessment for the 2025 financial year awarded:

- a B rating (Management Level) for the management of risks related to climate change;
- a B- rating (Management Level) for water resource management;
- a C rating (Awareness Level) for the management of forest-related risks.

These results reflect a journey of progressive strengthening of impact monitoring, management and mitigation systems, consistent with the expectations of stakeholders, customers and international standards.

WHAT IS THE CDP

The CDP (Carbon Disclosure Project) is a UK-based organisation that supports companies, investors and territories in their commitment to disclosing the environmental impact of major corporations. Its objective is for environmental reporting and risk management to become market standards, in order to facilitate the sharing, analysis and adoption of the actions necessary to achieve a sustainable economy. Since 2002, over 9,600 companies, 810 cities and 120 states and regions worldwide have disclosed their environmentally relevant information through the CDP, representing an economic value equivalent to 130,000 billion dollars in assets and 5,500 billion in purchasing power.

CDP

On the social responsibility front, Palladio Group has participated since 2014, with varying frequency, in SMETA audits, a methodology that assesses corporate practices according to the four pillars identified by Sedex: labour standards, health and safety, environmental management and business ethics. The audit is based on a risk assessment that considers various factors, including the geographical context in which the plants operate.

SEDEX AND THE SMETA AUDIT

Sedex is a non-profit organisation committed to increasing the spread of ethical principles along global supply chains and constitutes the largest platform in Europe that collects and processes data on the ethical behaviour of supply chains. SMETA (Sedex Members Ethical Trade Audit) IV Pillar is the most widely used social audit methodology internationally to measure the social commitment of companies. It covers four macro-topics relating to human and labour rights, health and safety, environmental impact management and business ethics, in particular anti-corruption practices.

The methodology is based on a collection of good practices and proven techniques, designed to support high-quality audits that embrace all aspects of responsible business practice. Sharing is facilitated by a common reporting format and corrective action plan.

Find out more: **sedexglobal.com**

The audit represents a fundamental tool both to guarantee the alignment of the supply chain with social responsibility principles and to verify the effectiveness of internal policies.

The audit referring to 2025 had a positive outcome. The verification activities – including on-site inspections, document analysis and worker interviews – revealed only a few areas for improvement with respect to the sustainability requirements set out by the SMETA standard.

In 2025, the Group also achieved, for the thirteenth consecutive year, the assessment by EcoVadis, one of the main international systems for evaluating sustainability performance along supply chains.

The EcoVadis methodology is based on a proprietary platform that analyses the performance of organisations across four macro-areas: Environment, Human Rights and labour conditions, Responsible Procurement and Business Ethics, integrated with the main international sustainability standards, including GRI, UN Global Compact and ISO 26000.

The assessment in 2025 awarded Palladio Group an overall score of 82/100 and the 'Gold' rating, placing Palladio Group in the top 5% of companies with the highest rating amongst the thousands of companies analysed by the platform. The result reflects a constant application of the principle of continuous improvement and a structured oversight of ESG topics within the organisation.

The EcoVadis certification represents not only a recognition of the level of maturity achieved by the Group in the CSR field, but also constitutes an element of value for customers, who can rely on a supply chain aligned with the most advanced sustainability and transparency standards.

Furthermore, in 2025, the Science Based Targets initiative (SBTi) officially validated the emission reduction targets of Palladio Group, confirming that the Scope 1 and Scope 2 targets are aligned with the 1.5°C scenario, the most ambitious level set by the SBTi standards.

The company thus positions itself as a player committed to the transition towards a low-emission economy, actively contributing to the fight against climate change.
These results testify to the Group's desire to maintain a rigorous and responsible approach, and to provide its stakeholders with verified, high-quality information, in line with international best practices.

WE RANK AMONGST THE TOP 5% OF COMPANIES WITH THE HIGHEST CSR RATING

2.1.3

The health and safety of our stakeholders

(Ref. GRI 416-1)

The type of products manufactured in the Group's plants does not present significant risks to customers in terms of health and safety. However, operating in the service of the pharmaceutical sector, an area characterised by high regulatory requirements and particular sensitivity towards patient protection, every phase of the production process is carefully managed to prevent potential repercussions on the community.

- The products manufactured do not require specific conformity labelling; however, suitable documentation is issued by the Quality function for each production batch, certifying compliance with all applicable regulatory and technical requirements.
- Although direct contact with the end user is not foreseen, innovative solutions for the **medicine of the future** are developed and proposed to customers, designed to facilitate patient monitoring and therapeutic adherence.
- During 2025, **no product recalls were carried out** for safety reasons, and no critical issues were detected that could generate risks to the health or safety of the end consumer.
- The objective pursued is the maintenance of a quality system capable of preventing the need for recall operations through rigorous control of processes, materials and production phases.
- In this perspective, an approach based on **continuous improvement** is adopted, made possible by the constant monitoring of the main performance KPIs throughout the entire production cycle.

2.1.4

Respect for Privacy

(Ref. GRI 418-1)

At Palladio Group, we have developed a high awareness of the importance of generating, using and storing information correctly. We pursue and maintain over time a level of confidentiality, integrity and availability of information that complies with the requirements established not only by current legislation (in particular, the protection of privacy and intellectual property), but also by the contractual requirements of customers and other stakeholders, in addition to any further requirements established independently by our Group based on criteria of efficiency and effectiveness.

- Since 2018, we have aligned ourselves with Regulation (EU) 2016/679 (General Data Protection Regulation, GDPR) on the protection of natural persons with regard to the processing of personal data and on the free movement of such data.
- In 2020, we began an activity aimed at developing a Data Transfer Agreement for our entire Group, as a basic tool to guarantee compliance with the legislative requirements applicable to the transfer of information falling within the scope of the GDPR;
- Since 2022, we have implemented an internal training system on GDPR topics, aimed at all Group figures who find themselves having to operate on the mandatory requirements in this area.

It is also fundamental that legal requirements find concrete application within corporate processes, especially with reference to data management by our suppliers, as well as with respect to data concerning Palladio personnel.

With a view to continuously strengthening the privacy management system, in 2021 the Group formalised the governance of data protection processes through the appointment of the Data Protection Officer and the Privacy Officer.

During the year, there was also an episode of a data breach internally, which did not generate complaints from external parties and which was managed promptly through the activation of the foreseen corporate procedures.

In the reporting year, no complaints were received regarding breaches of customer privacy.


PALLADIO GROUP

2.2 A key player for sustainability: our suppliers

(Ref. GRI 2-6-24, 308-1, 403-7, 414-1)

Palladio Group adopts an approach oriented towards the integration of sustainability along the entire supply chain, with the aim of responding to stakeholder expectations and consolidating a responsible procurement model. During **2025**, the process of integrating environmental, social and governance principles within the purchasing processes continued, in accordance with the **ISO 20400:2017 – Sustainable Procurement Guidance** guideline.
In 2025, the ESG requirements applied to the management procedure for **Subcontracting** were updated, and the application of the **Car Policy**, introduced in 2024 for the management of the corporate fleet, was continued.

ESG risk assessment of suppliers

Supplier assessment is based on a structured ESG risk analysis process, consistent with the principles of the ISO 20400 standard. The process is divided into two phases:

1. **Preliminary country risk analysis**, using specific indices relating to the environmental, social and governance context of the supplier's country of origin.
2. **ESG assessment questionnaire**, aimed at determining the residual risk and identifying any areas for improvement.

The aspects considered include:

- **Environmental impacts:** sustainable use of resources, energy efficiency, waste management and impacts of production processes.
- **Social responsibility:** protection of human rights, labour conditions, health and safety, diversity and inclusion, overall social impact of activities.
- **Governance:** regulatory stability, corruption risk, level of application of current laws.

The process allows for the selection of suppliers aligned with sustainability standards, reducing risks along the supply chain and involving, through specific improvement plans, suppliers with ESG performance that is not yet fully adequate.

In 2025, **100% of new suppliers** were assessed according to the foreseen sustainability criteria.

It should be noted that Pharma Partners Srl, which entered the reporting boundary in 2023, adopts an independent management system and, at present, does not use the Group's ESG questionnaire.

During the year, monitoring activities of the already qualified supplier base continued. The first day dedicated to suppliers was also organised, the Workshop Sustain Chain, during which a selected group of partners and Palladio's cross-functional team shared approaches, minimum requirements and future directions regarding sustainability, in line with regulatory updates and market demands.

The awareness-raising activities carried out aim to increase the level of awareness of commercial partners and to promote compliance with the Supplier Code of Conduct.

Structure of the supply chain

In 2025, we collaborated with 1,309 suppliers in total, from the following countries: Finland, France, England, Italy, Belgium, Switzerland, Germany, Romania, Sweden, Austria, Ireland, the Netherlands, the Czech Republic, Spain, Serbia, Turkey, the United States, Denmark, Russia, San Marino, Poland, Luxembourg, Greece, Lithuania, Latvia, Slovenia, Canada, Malta.

The Group's suppliers operate in different sectors, including:
- raw materials (paper, cardboard, aluminium and self-adhesive materials);
- accessory materials (glues, inks, varnishes, packaging, plastic films, pallets, reel cores, washing products);
- technical equipment (dies, plates, rubber blankets);
- services (IT, maintenance, subcontracting, transport, rentals, consulting, waste management, pest management, logistics).

With a view to logistical rationalisation, collaboration with local suppliers is preferred, in particular with companies located in the territories adjacent to the production plants. In 2025, approximately 65% of total expenditure was allocated to local suppliers, in line with previous years.

The main raw material, defined by the customer, comes predominantly from multinational paper mills integrated into the wood supply chain, an element that favours a more structured management of traceability.
The effects of the war between Russia and Ukraine continue to represent a critical factor for the wood supply chain. Since 2022, the following have become necessary:
- additional surveillance activities on the forest origin of the fibres;
- re-evaluations of PEFC certifications, in cases where the FSC® certification was not guaranteed;
- strengthened collaborations with raw material producers, particularly Finnish ones, for risk analysis, production continuity management and the definition of alternative supplies.

The redefinition of supply chains has required significant investments by producers, especially in the countries most exposed to geopolitical risk.

The supplier base involved in the new Regulation (EU) 2023/1115 – EUDR was subjected to a questionnaire and in-depth interviews. Palladio Group's action plan aimed at ensuring the compliance of raw materials with the new requirements is currently being defined and updated, awaiting the full availability of the technical requirements relating to traceability and transparency.

In terms of health and safety, suppliers and contractors are required to:
- comply with current local legislation;
- adhere to the documentation provided, including documents such as the DUVRI for Italy;
- submit documentation certifying compliance with contractual and legislative obligations, as well as alignment with the rules of the Group's Health, Safety and Environment Management System.

Any negative environmental impacts or complaints are managed through the non-conformity management process.
In the reporting period, there were no cases that led to the termination of contracts with suppliers or commercial partners for inadequate performance or violations in the social, environmental or human rights spheres.

REGULATION (EU) 2023/1115: European Deforestation-free products Regulation (EUDR)

On 9 June 2023, 'Regulation (EU) 2023/1115 on the making available on the Union market and the export from the Union of certain commodities and products associated with deforestation and forest degradation' was published in the Official Journal of the European Union, repealing Regulation (EU) 995/2010, otherwise known as the 'Timber Regulation'.

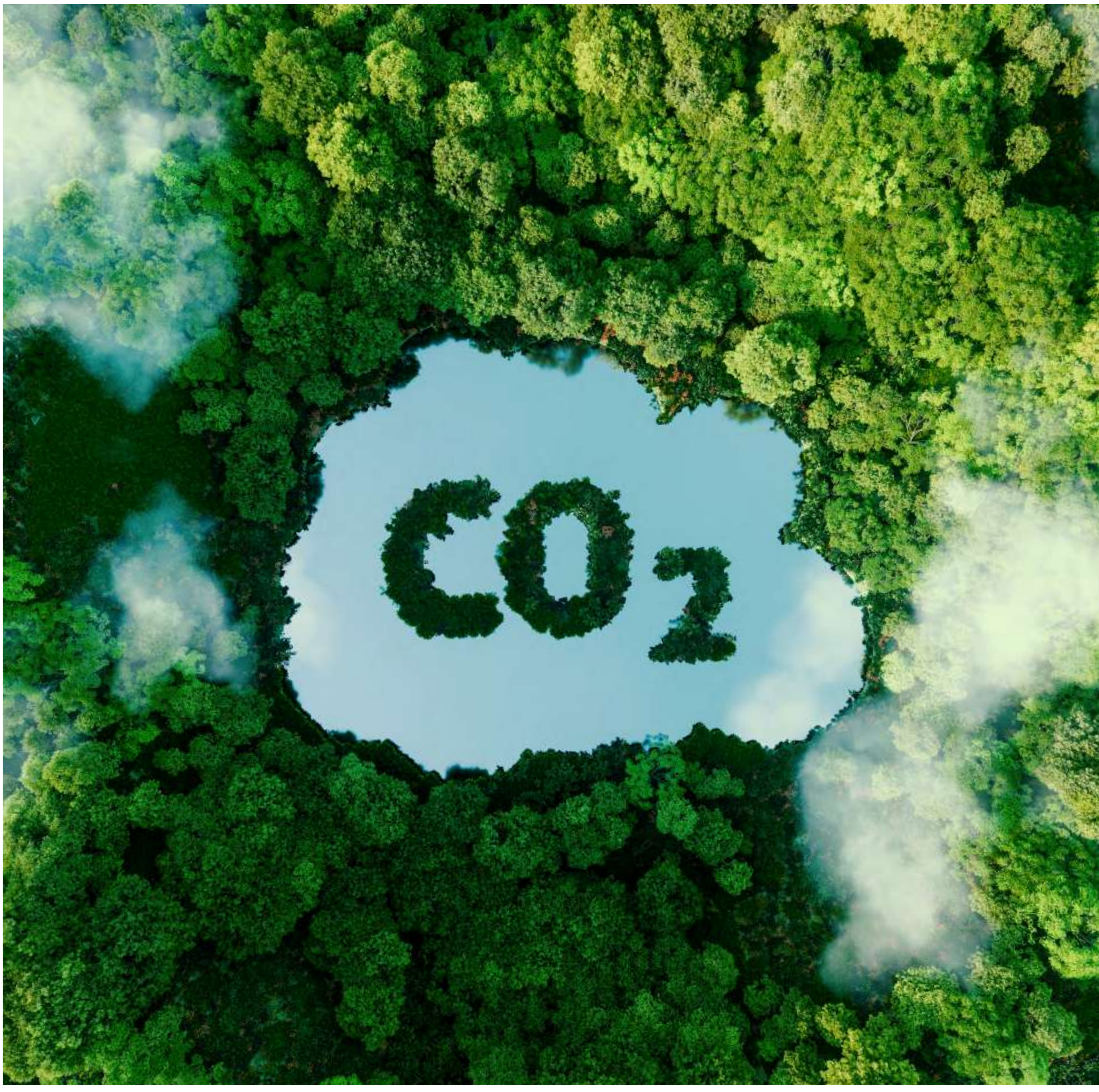
The new Regulation, otherwise known as EUDR, introduced important changes to the current regulatory framework. Deforestation and forest degradation are advancing at an alarming rate, contributing to global warming and biodiversity loss: two of the major environmental challenges of our time. The European Regulation aims to regulate the placing and making available on the Union market, as well as the export from the Union, of goods that 'contain, have been fed with or have been made using cattle, cocoa, coffee, oil palm, rubber, soya and wood' to ensure that they have not been produced contributing to deforestation and forest degradation.

Reg. (EU) 2023/1115 imposes a total ban on all relevant commodities and products, unless the three conditions are met: (a) they must be deforestation-free; (b) they must have been produced in accordance with the relevant legislation of the country of production; and (c) they must be covered by a due diligence statement.

It is therefore a further measure that fits into the European Union's strategy for the promotion of sustainable economic growth and that pushes European companies to integrate environmental and social risk assessments into their supply chain, activating adequate due diligence processes and reporting transparently.

Palladio's IT team has developed the process for collecting the data and information required by EUDR, has prepared the platform capable of interfacing with the Traces NT portal and has maintained its readiness consistent with the EUDR deadlines. The project was not released due to the further simplification granted to supply chain actors, which led to the postponement of EUDR.

As regards Palladio Group's main raw material, paper and cardboard, the new regulation will replace the current regulation, known as EUTR, introducing even more stringent requirements for all importers on due diligence, the traceability of raw materials and the transparency of the supply chain.



2.2.1

Responsible sourcing

WE HAVE IMPLEMENTED A SUSTAINABLE PURCHASING PROCESS INSPIRED BY THE 'ISO 20400:2017 - SUSTAINABLE PROCUREMENT GUIDANCE' GUIDELINE

Palladio Group adopts a responsible procurement approach inspired by the international ISO 20400:2017 guideline, integrating environmental, social and ethical criteria throughout the purchasing process. This model involves the integration of sustainability criteria in all phases of the procurement process, with the aim of reducing the environmental and social impact associated with the acquisition of goods and services.

The ISO 20400 standard provides detailed guidelines for the implementation of a sustainable purchasing process, including the identification and assessment of the environmental, social and economic impacts of products and suppliers, the promotion of the efficient use of resources, the inclusion of sustainability clauses in contracts and the promotion of ethical and responsible practices along the supply chain.

The adoption of this approach allows the Group to contribute to the reduction of environmental impacts, for example through the reduction of greenhouse gas emissions or the optimisation of the use of natural resources, and to promote respect for human rights and labour conditions along the supply chain. A sustainable purchasing process can also lead to long-term economic benefits. For example, the adoption of energy-saving practices can reduce operating costs and improve corporate efficiency. Furthermore, the purchase of sustainable products and services can be a differentiating factor for customers, increasing reputation and trust in the brand.

With a view to long-term value creation, sustainable procurement also represents a lever of efficiency and competitiveness, allowing for the optimisation of operating costs, the improvement of corporate performance and the strengthening of the Group's reputation towards its stakeholders.

In 2025, the Group continued the process of consolidating sustainable purchasing, including ESG requirements in internal procedures and promoting responsible practices through tools such as the assessment questionnaire, surveillance activities on qualified suppliers and dedicated engagement initiatives. Furthermore, in line with the VSME requirements, a specific question was introduced relating to compliance with the principles of the International Labour Organization (ILO), in particular with respect to fundamental rights, applied to suppliers considered critical with respect to processes, such as subcontractors not certified FSC or PEFC.

In parallel, the Group has defined a strategic orientation for energy procurement, consistent with the targets validated by the Science Based Targets initiative (SBTi), which foresees the progressive increase in the share of energy from renewable sources until reaching 100% by 2030.

This approach supports the reduction of environmental and social impacts and contributes to the construction of a supply chain that is more resilient and transparent.

2.2.2 Products and services: a challenge on multiple fronts

(Ref. GRI 204-1, 301-1/2/3)

The sustainable management of products and services represents a central aspect of Palladio Group's procurement model. In 2025, the development of tools and practices aimed at integrating environmental and economic considerations into decision-making processes continued, including the use of Life Cycle Costing (LCC) to assess the overall impact of purchases throughout the entire product life cycle.

Operating on a make-to-order basis, the type of raw material and the supplier to be used are defined by the customer; the possibility of using materials from controlled supply chains therefore depends on the client's specifications. This dynamic intersects with the risk of temporary unavailability of raw materials on the market, which leads customers to request the Group to play a more active role in the selection of suppliers along the supply chain.

Sustainable management objectives include the reduction of cardboard waste, the rationalisation of supplier warehouses and the introduction of greater flexibility in orders, with both environmental and economic benefits for all actors involved in the supply chain.

As regards the packaging used to support the packaging sold, when there are no external constraints, the use of recycled materials is adopted as a preferential criterion. In 2025, cardboard containing recycled material reached 1,030 tonnes, equal to 6% of the total cardboard purchased. The increase in the use of recycled material allows for the preservation of natural resources and the reduction of the overall environmental impact of activities.

Most of the materials used in the production processes can be reused or recycled at the end of their life cycle. To this end, materials are separated and collected through dedicated procedures, so as to guarantee their correct treatment and recovery.

RULES AND SUSTAINABILITY

Regarding packaging, the pharmaceutical sector must adhere to very strict standards, based mainly on GMP (Good Manufacturing Practices) rules. Criteria that, amongst other things, do not allow the disposal of packaging for subsequent reuse. Use is permitted only once, to avoid possible contamination or counterfeiting risks. However, the characteristics of the material used allow for its potential recycling in other production chains.

EUROPE FOR FORESTS

Starting from June 2023, the EUDR Regulation entered into force in Europe, prohibiting the placing or export of products on and from the EU market that do not comply with legality and sustainability requirements. The entry into force of the regulation has been postponed to 30 December 2025; the companies involved will be required to conduct due diligence to ensure that the products sold are legal and in any case not linked to deforestation or the degradation of forest areas. This means that the companies involved in the timber supply chain that market or export their products in or from the EU market will have to confirm that they do not come from land that has been deforested or degraded after 31 December 2020; furthermore, they will have to verify that these products comply with the legislation of the country of production, including respect for human rights and the rights of the indigenous populations concerned.

2.2.3

Respect for forests and attention to biodiversity and indigenous communities

(Ref. GRI 304-1/2/3/4, 411-1)

Palladio Group continues to strengthen its commitment to the protection of forest resources, guaranteeing the procurement of materials in compliance with the **CoC-PEFC** and **CoC-FSC** certification schemes, as well as the Group's **Forest Sustainability Policy**. The objective is to ensure the exclusive use of certified raw materials or those not coming from controversial sources, in compliance with the principles of responsible forest management.

In 2025, significant progress was recorded in the procurement of FSC and PEFC certified materials:

- Supplies of certified paper and cardboard reached **1,087 tonnes**, with an increase of **26%** compared to 2024, reflecting the growing demand from major customers to use exclusively certified raw materials.
- Surveillance of subcontracting operations — in particular at non-FSC certified suppliers — continued on an annual basis, paying attention to compliance with the requirements contained in the **ILO questionnaire**.

The Group's procurement policy provides for the verification of the origin and legality of forest products along the chain of custody, with particular attention to suppliers of forest raw materials. The information collected includes data on legality, traceability, third-party certifications, regulatory compliance and consistency with the requirements of the various reference markets.

Also in 2025, all suppliers of forest-based raw materials confirmed the compliant origin of the material and are in possession of valid FSC or PEFC chain of custody certifications.

Protection of biodiversity

Biodiversity represents an environmental area of particular relevance for the Group, despite the plants being located in technological-industrial areas. Attention is mainly focused on the origin of forest raw materials, considering the role of forests in climate regulation, ecosystem protection and natural resource conservation.

The prevailing raw material used by Palladio Group consists of **paper and cardboard**. For this reason, procurement is oriented towards materials coming from **sustainably managed forests**, according to environmental, social and economic criteria, as foreseen by the FSC and PEFC certifications. This approach guarantees the protection of biodiversity along the entire supply chain, contributing to the preservation of forests globally.

Rights of local communities

In relation to the Group's activities, in the reference period **no episodes were recorded** that negatively involved the rights of local communities in the areas where Palladio Group operates.

2.3 Customers

Customer centricity represents a strategic element for Palladio Group. The ability to anticipate and interpret customer needs and expectations constitutes the foundation of the Group's growth and guides the development of the products and services offered. This attention is widespread at all levels of the organisation, with the aim of guaranteeing listening, timeliness and quality throughout the entire relationship cycle. Customer satisfaction is monitored through periodic meetings, direct discussions and structured feedback collection systems.

Customer satisfaction and Customer Brand Protection

Customer satisfaction assumes a strategic value, guiding the evolution of the offering according to a **customer-oriented** approach. The ability to respond promptly to the needs of partners contributes to building lasting relationships of trust, supported by high quality standards that guarantee the functionality, safety and reliability of the products.

The **Quality Management System**, compliant with **GMP (Good Manufacturing Practice)**, ensures that processes are conducted in compliance with procedures, promoting a uniform quality culture throughout the organisation. Over the years, investments in technologies and research have allowed us to expand and improve the offering, consolidating the Group's role as a reference partner.

The results obtained demonstrate the organisation's ability to operate in compliance with the principles of protection and responsible use of natural and human resources.

Customer relationship management

The structured management of customer relations plays a central role in the implementation of the Group's business strategies. The sales force operates with a professional and homogeneous approach, supported by dedicated training, operational guidelines and periodic meetings.

Commercial activities are organised through specialised teams by account and geographical area, supported by the **Marketing & Customer Innovation area**, which analyses customer needs and develops targeted solutions, also in the field of sustainability. The **Excellence Service** structure integrates customer service, planning and logistics, guaranteeing operational continuity, delivery monitoring and efficient management of service KPIs.

Brand protection and information security

The protection of customers' brands constitutes a further key element of the Group's activities.

- The topics of anti-counterfeiting are managed through specific technical requirements and formal agreements requested by commercial partners.
- In collaboration with other market players, tamper-evident systems compliant with the new legislative requirements have been developed.

In a global context characterised by growing cyber threats, Palladio has undertaken a structured path of adaptation to the European NIS2 Directive, elevating cybersecurity to a strategic asset for business continuity and the protection of the value chain.

- Governance and Responsibility: we have integrated cyber risk management into the management's decision-making processes, establishing a dedicated hierarchical structure clearly defined in the corporate organisational chart. This approach guarantees that IT security is a shared responsibility at the leadership level, ensuring constant supervision over the protection of corporate assets of the company.
- Continuous Monitoring and Advanced Response (MDR & SOC): to strengthen our infrastructure, we have implemented a Managed Detection and Response (MDR) service supported by a Security Operations Center (SOC) active 24 hours a day, 7 days a week. This constant oversight allows for proactive monitoring of the corporate network, promptly identifying and neutralising any threats before they can generate impacts, thus guaranteeing a very high and constant standard of protection over time.
- Incident Management and Business Continuity: we have formalised the Incident Response Plan (IRP) and updated the Business Continuity and Disaster Recovery protocols. The adoption of these tools allows us a prompt response capacity to any anomalies, guaranteeing the continuity of our services and minimising any possible operational impact for our partners.
- Supply Chain Security: aware of our strategic role in the supply chain, the NIS2 path has foreseen an increase in the security standards required of our suppliers and technological partners, promoting a culture of shared protection along the entire supply chain.
- Security Culture: in parallel with technological investments, we have promoted awareness programmes for employees, so that every collaborator becomes a conscious and active safeguard in the prevention of IT risks.

Looking ahead, Palladio Group intends to further consolidate its daily collaboration with customers, with the aim of continuously improving the performance, quality, punctuality and reactivity of the services offered.

Palladio Group NIS2 Roadmap

February 2025
NIS2 Registration
Definition of the Point of Contact

April 2025
ACN includes Palladio Group as a NIS2 entity

June 2025
Tabletop Exercise with IRT

July 2025
NIS2 Gap Assessment according to the FNCS framework (National Framework for Cybersecurity and Data Protection)

September 2025
NIS2 Training for the BoD

December 2025
Approval of IRP and New Cybersecurity Organisational Chart

Appointment of CSIRT Representatives

14 January 2026
Start of the Accountability Phase

14 October 2026
Completion of the Risk Analysis and Compliance Plan

In 2024, a **survey** was conducted amongst business partners, aimed at assessing the Group's performance in the three-year period characterised by economic, geopolitical and health complexities. The results obtained were positive and confirmed the effectiveness of the strategies implemented. At the same time, this evidence has contributed to strengthening the commitment to further enhancing the service and collaboration with customers, considered distinctive and competitive elements of the Group.

Collaboration with customers

Over time, Palladio Group has developed solid and continuous partnerships with approximately 150 customers in the pharmaceutical and manufacturing sectors, located mainly in Europe and North Africa. The collaboration is based on constant dialogue and the co-design of customised solutions, in response to the growing complexity of the market and the increasingly specific technical demands of the sector.

The Group works closely with customers to guarantee continuity in supplies and operational support, developing innovative solutions that improve their competitiveness and efficiency. Amongst the technologies introduced, the adoption of **digital printing, customised warehouse management with RFID labels and printing in heptachrome** have made it possible to increase traceability, packaging quality and production flexibility, responding more quickly and precisely to market needs.

Commercial relations, often structured through multi-year contracts, are based on trust, reliability and the ability to adapt to the specific needs of each partner, strengthening the Group's role as a reference interlocutor in pharmaceutical packaging.

[3]

People

OUR PEOPLE

THE IMPORTANCE OF WORK KNOWLEDGE

3.1 Our People

Financial support for staff

WEDDING BONUS ***2025***	*"INTRODUCE US A TALENT" INITIATIVE BONUS* ***2025***
5,000 €	1,250 €
TFR ADVANCE ***2025***	*BONUS DIAPER* ***2025***
210,704 €	9,300 €
LOANS ***2025***	*SCHOLARSHIP BONUS* ***2025***
61,000 €	5,050 €

Total employees 2025

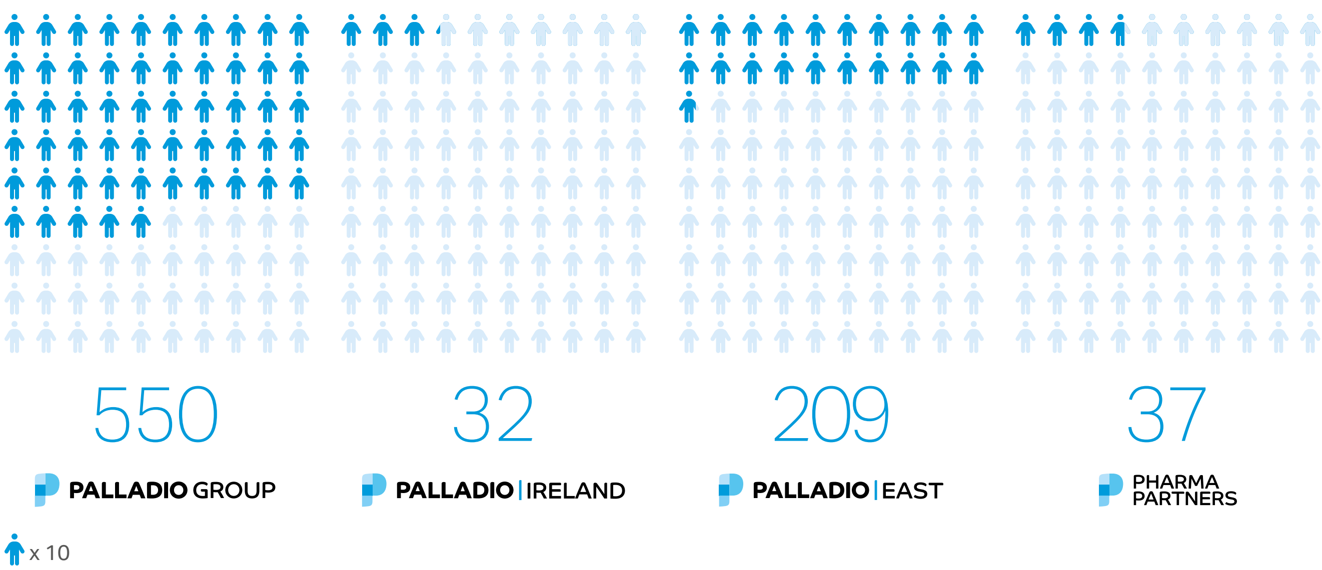
In 2025, the total number of employees amounted to **828**.

The number of employees is calculated as **headcount** as of **31 December** of each financial year.

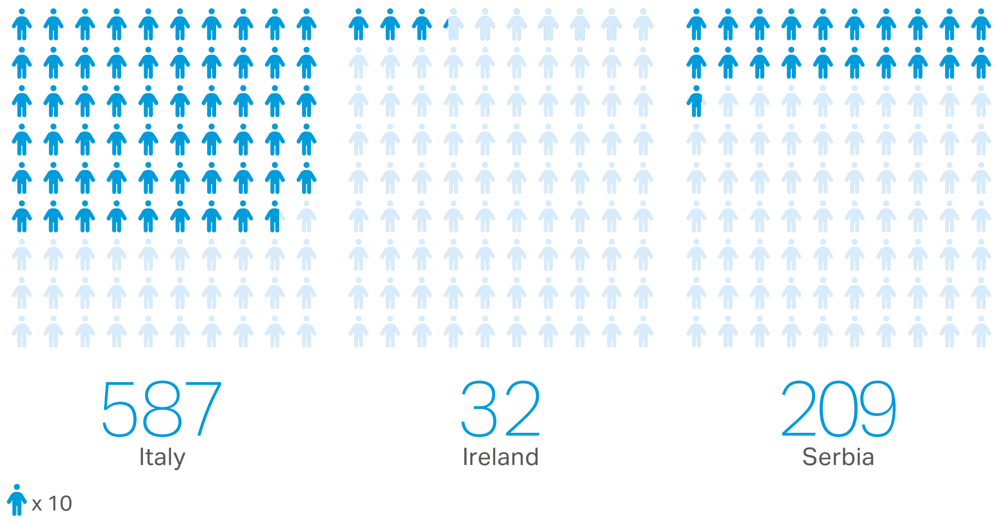
Employees are classified in the following tables by:

- contract type;
- geographical area;
- gender.

Total employees



Total employees by country



CONTRACT TYPE

	2023	2024	2025
Permanent contract	729	756	756
Fixed-term contract	51	45	36
Temporary workers	37	25	36

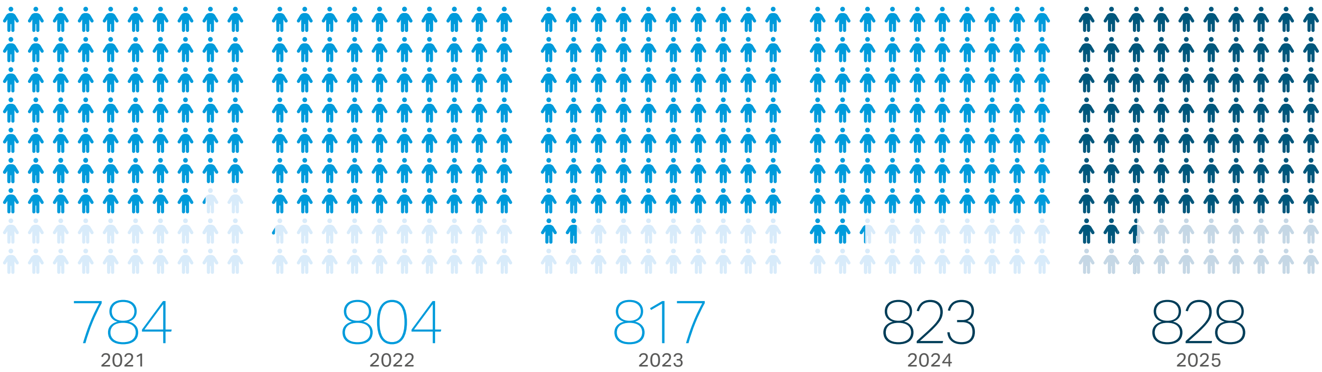
In 2025, Palladio Group did not use self-employed workers without staff operating exclusively for the company.
During the same period, the number of temporary workers provided by specialised employment agencies was 36.

GENDER

	2023	2024	2025
Men	599	597	595
Women	218	227	233
Other	0	0	0
Not specified	0	0	0

At the managerial level, management consists of 20 men and 4 women, with a male representation equal to 83%.

Total employees



Personnel data was collected and consolidated at Group level based on information provided by the individual subsidiaries, using the administrative and personnel management systems in use.
The reporting boundary includes all consolidated Group companies. The data refers to employees with an employment contract and is collected annually, with reference to the last three available financial years.
The turnover rate in 2025 was 15%.

3.1.1

The value of work, well-being, and relationships

(Ref. GRI 2-23, 201-1)

The contribution of our people represents a central element for the constant growth of Palladio Group. The value attributed to the protection of working conditions, organisational well-being, and respect for human dignity is an integral part of our corporate model and is reflected in all the internal and external dynamics of the organisation.

The adoption of fair and respectful labour practices is not only a factor that positively impacts performance, but also constitutes a concrete expression of corporate ethics and our commitment to protecting human rights. In this perspective, the Group has for several years adopted a Human Rights Policy, built on principles that combine responsibility and effectiveness (see box).

The Group's commitment is further confirmed by the adoption of the Code of Ethics, the Charter of Values and the Social Responsibility Policies, tools that define a clear framework of expected behaviours and contribute to creating a working environment based on respect, protection, and collaboration (see box).

For the Italian plants, the service of the **Trusted Advisor** is also active. This is an external, impartial figure operating in full confidentiality, available to listen, support, and guide anyone who believes they have suffered or observed incidents of violence, harassment, or discrimination. The Trusted Advisor acts as an initial filter and guide, contributing to the conscious management of reports. They are familiar with the corporate 'Zero Tolerance Policy' and the active services for harassment situations, and they guide people by listening and supporting them in understanding the situation, acting as an initial 'orientation filter'.

ACROSS-THE-BOARD RESPECT AND PROTECTION

The key factors of the Human Rights Policy:

- protection of human resources as a primary asset for corporate development;
- sharing of corporate policies and objectives;
- engagement of people to increase their skills;
- promotion of activities dedicated to staff integration;
- verification of the requirements and ethical principles of labour management, including by suppliers.

ZERO TOLERANCE POLICY

In 2023, we introduced the 'Zero Tolerance Policy', the corporate anti-harassment and anti-violence policy in the workplace, inspired by the Universal Declaration of Human Rights and developed in collaboration with Fondazione Libellula.
What is it? The policy is a tool that formalises a set of processes designed to prevent, combat, and manage incidents of harassment, violence, and discrimination at work.
Why this document?
To strengthen and formalise our commitment to ensuring a working environment that protects equal dignity for everyone.

A CLEAR REGULATORY FRAMEWORK TO GUARANTEE EVERYONE

- Application of local contractual regulations, with protection of workers and full compliance with legislative provisions;
- Guarantee of the freedom to join trade unions;
- Promotion of occupational health and safety;
- Support for professional growth through dedicated training programmes;
- Attention to balance in the composition of staff by gender, age, and protected categories;
- Guarantee of equal pay opportunities between women and men, in compliance with their respective job categories.

3.1.2

Growth opportunities for each person

(Ref. GRI 405-1)

A cornerstone of Palladio Group's people management policies is the commitment to guarantee **equal treatment and equal opportunities** to all collaborators, regardless of personal or social conditions. This commitment is supported by a documentary system, the PGS09, which clearly defines, through Job Descriptions, roles, responsibilities, and organisational criteria, facilitating the concrete application of the principles of equity and non-discrimination in daily activities. Particular attention is paid to recognising the qualifications, experience, and skills of each person. This approach allows us to assign each collaborator to the most suitable position and to guarantee **fair remuneration** for equal work, regardless of any form of discrimination.

In all Italian plants and foreign subsidiaries, the selection process generally refers to **local communities**, contributing to the enhancement of the territories and the creation of opportunities for the community in which the Group operates.

To support professional development, Palladio Group provides **performance evaluation tools and pathways**, both individual and departmental, aimed at enhancing people's contributions and incentivising growth paths. Skills are constantly strengthened through training courses, both internal and external, which allow for the continuous updating of technical and soft skills.

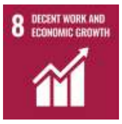
To maintain high efficiency standards even in situations of increased production volumes, the Group resorts, when necessary, to **temporary employment contracts through employment agencies**. These collaborators, employed in production and maintenance activities, are hired on annual contracts, at the end of which an evaluation is scheduled for potential direct employment.


PALLADIO GROUP

3.2 The importance of work

3.2.1 The centrality of work

(Ref. GRI 2-7,8,30, 202-1, 401-1/2/3, 402-1)



At Palladio Group, the centrality of work is expressed through a set of practices that guarantee fair conditions, protection of rights, and enhancement of skills. Where applicable, the Group adopts differentiated allocation logic. Specifically, the provision of the superminimo (merit pay above the minimum wage) is not universal and is evaluated on an individual basis for single employees.

Conversely, the performance bonus responds to criteria of collective application, although it is reserved exclusively for the staff of Palladio Group SpA, (with the sole exception of the executive category) and the employees of the subsidiary Palladio East.

100% of the Palladio Group's corporate population benefits from national collective contractual protections. Specifically, for the operating sites in Italy, remuneration and working conditions are regulated by the relevant National Collective Labour Agreements (CCNL); for the plants in Ireland and Serbia, the Group guarantees full compliance with the respective national regulatory and contractual frameworks, ensuring equivalent and dignified treatment for all staff.

Furthermore, every employee, excluding executives, of Palladio SpA and Palladio EAST is awarded an annual **performance bonus**, aimed at recognising the contribution of our people to achieving corporate objectives (see para. 3.2.2 'Corporate welfare and work-life balance: well-being beyond work').

The salaries of new hires are on average **higher than the legal minimums** in all Group locations.

In 2025, Palladio recorded an average hourly wage of 11.78 € for women and 12.89 € for men, with a gender pay gap of 8.55%.

Palladio Group guarantees all people the right to freely join trade unions, and worker representation is ensured through the anonymous election of the Workers' Safety Representatives (RLS) and the Unitary Trade Union Representation (RSU). Although there is no specific global policy on hiring staff residing near the plants, selection practices favour, where possible, candidates from local communities. Managers and employees are generally recruited in the countries where the respective plants are located.

The Human Resources function maintains an open approach to dialogue and is available to address any issue with confidentiality and in coherence with the Group's ethical principles.

Palladio adopts an approach oriented towards people's well-being: benefits, health prevention, regulated leave, and organisational flexibility are also accessible to fixed-term staff.

The mandatory maternity and paternity leave is guaranteed to all staff, in full compliance with the regulations in force in the various countries. If necessary, further needs are supported through the granting of holidays and leave.
Industrial relations are managed in full compliance with applicable legislation, including European Directive 2002/14/EC, which regulates the right to information and consultation of workers. In the event of significant organisational changes, the Group is committed to informing trade union representatives in advance.

CORPORATE CLIMATE ANALYSIS 2025

In line with previous years, we conducted a corporate climate analysis involving our plants to gain insight into how each employee evaluates their work experience. The 2025 survey focused in particular on three fundamental pillars: **Leadership, Trust, and Communication**, whilst also exploring the topic of **Gender Equality** for the Operations area.

Engagement was highly significant, testifying to the strong bond between our people and the company: a response rate of **77.7% for the Operations area** and **99% for the Office** area was recorded.

The analysis clearly highlights some consolidated strengths:

- **Relationships and Trust:** a high level of trust in direct managers, who act in the best interests of the team, is confirmed.
- **Listening Climate:** most colleagues feel free to express their opinions and concerns in an environment of open communication.
- **Operational Awareness:** the effectiveness of daily communication is solid, ensuring that the information necessary to carry out one's work is disseminated correctly.

Regarding prospects for improvement, the survey suggests focusing future efforts on two main directions:

1. **Transparency and Standardisation:** the need to make evaluation and growth processes even clearer, whilst standardising the frequency of feedback moments between managers and collaborators.
2. **Value of the Person in Decision-Making Processes:** the opportunity to further strengthen the perception of how corporate choices impact people's well-being, consolidating trust at the corporate level.

3.2.2

Corporate welfare and work-life balance: well-being beyond work

(Ref. GRI 201-1, 403-6)

For Palladio Group, attention to the person translates into a holistic approach that values the individual beyond their professional role. The well-being of our collaborators is based on a sustainable balance between work and private life: for this reason, the Group has developed a structured system of welfare initiatives, capable of evolving to respond effectively to new social challenges.

2025: What's new for Mental Well-being and the Family

During 2025, Palladio Group introduced two new strategic services aimed at strengthening psychological support and the care of family ties:

- **Parenting Support (GoG - GenitoriOnGoing):** a new service dedicated to supporting employees and their families (including partners) in the growth path of their children, from birth to adolescence. Through a dedicated platform, staff can access specialist content and benefit from **free consultations** with experts such as paediatricians, pedagogists, nutritionists, and child psychologists.
- **Psychological Well-being Programme:** aware that mental health is a fundamental pillar of quality of life, the company has launched a support initiative for anyone wishing to take care of their inner balance. The goal is to build a positive, serene, and resilient working environment, offering concrete tools to face daily challenges.

Financial Support and Education

The Group accompanies collaborators in the fundamental stages of their journey with benefits and incentives:

- **Family and study**: provision of scholarships for employees' children (from middle school to university) and financial bonuses linked to birth and marriage.
- **Flexible Welfare:** possibility to convert the Performance Bonus into welfare services with an increase on the converted value.
- **Financial Support:** facilitated access to corporate loans and TFR advances.

Personal Services and Health

The company aims to simplify daily life and promote prevention:

- **On-site Services:** access to time-saving services (mail/parcel management, laundry, car maintenance) and subsidised canteen service.
- **Health and Prevention:** free vaccination campaigns and paid leave for medical visits.
- **Sustainable Mobility:** incentivisation of corporate carpooling to reduce the environmental impact of commuting.

Work-Life Balance

Flexible organisational models favour autonomy and solidarity:

- **Agile Working:** flexible start times for office staff and consolidation of Smart Working.
- **Fund 'Aiutiamoci':** a solidarity tool that allows the voluntary donation of hours of absence amongst colleagues to support those in situations of need.

3.2.3

How we protect health and safety

(Ref. GRI 403-1/2/3/4/6/8/9/10)

The protection of health and safety represents an essential prerequisite to guarantee rights, opportunities, and adequate working conditions, creating an environment in which every person can feel involved and protected (see also para. 1.3.3 'Operations and management systems').

The entirety of the staff — direct and indirect employees — of Palladio Group S.p.A., Pharma Partners, Palladio Ireland and Palladio East operates within an **Occupational Health and Safety Management System**. At the sites of Palladio Group S.p.A. (Dueville, Thiene, Pontedera, Gossolengo) and Palladio East D.o.o. (Vršac) the system is certified according to the **ISO 45001:2018** standard.

Safety Circles

In the Dueville, Thiene, Pontedera, and Gossolengo plants, the **Safety Circles** are active, consisting of weekly departmental meetings coordinated by the Supervisor. The conclusions of the meetings are summarised in reports shared with the Safety Service (Employer's Delegate, RSPP, and ASPP).

The Circles aim to:

- share accidents and near misses in the department;
- examine applicable prevention measures;
- collect reports of potential hazards from workers.

In the event of reports deemed significant, specific corrective measures are activated. The Safety Service analyses each report and provides feedback to the workers regarding the assessment carried out.

Further added value derives from **sharing between plants**: the analysis of near misses and accidents from similar departments in other plants allows participants to recognise similar production dynamics and more easily internalise the causes and preventive measures.

The 'Azzurra' application

The implementation of the corporate application **'Azzurra'**, installed on the devices of Palladio Group S.p.A. staff, has been completed, with the aim of facilitating communication between corporate functions and workers.

The currently active features include:

1. **'Improvement proposals'** – sending suggestions in the H&S field;
2. **'PPE Management'** – requesting and recording the delivery of personal protective equipment;
3. **'Communications'** – sending structured information to homogeneous groups with read receipts.

Accident monitoring and continuous improvement

The accident trend is monitored periodically at site and Group level, carefully analysing the causes of risk situations to identify the most appropriate corrective measures.

Each plant has at least one person in charge of calculating and updating accident statistics in accordance with the **UNI 7249/2007** standard.

Continuous improvement activities include:

- adaptation of workplaces;
- improvement of operating conditions;
- increase in the safety and reliability of human-machine interactions.

An **extensive technical assessment of all machinery** (the 'Machine Safety' project) is underway, aimed at identifying the risks associated with their use and defining any corrective interventions. Given the variety of machinery present, the activity will continue in the coming years.

Near misses

The Prevention and Protection Service treats near misses with the same rigour as actual accidents.

All reports are:

- analysed
- verified
- evaluated in relation to the evidence collected

and lead to the identification of corrective actions aimed at reducing the probability of future occurrences.
A uniform approach is being implemented at the foreign sites, supported by the definition of guidelines valid for the entire Group.

Occupational medicine

In the Italian plants, health surveillance is carried out in compliance with Articles 29 and 41 of **Legislative Decree 81/2008**. The competent doctor carries out an annual inspection of the workplaces together with the Workers' Safety Representative (RLS).

In the presence of specific situations:

- dedicated interventions by the competent doctor and the RLS are requested;
- targeted training is provided to the staff involved;
- specific operating instructions are drawn up.

Similar approaches are adopted at the foreign sites, in compliance with local legislative requirements.

Accident and occupational disease trends

In 2025, the most frequent type of accident was crushing by moving parts of machinery, due to distractions and careless movements.

During the year, **2 requests for recognition of occupational diseases** were submitted, of which only one was recognised by the competent body. The number of recognised occupational diseases is decreasing compared to previous years.

In 2025, the total number of recordable occupational accidents was 16, showing a decrease compared to previous years, which corresponds to an accident rate of 11.7*, a value that is lower than in previous years.
The number of fatalities is zero.

* The figure was calculated by comparing the total number of accidents (16) with the total hours worked in the reference year by all company employees (1,362,308 hours).

3.2.4

Palladio Living Wage

(Ref. GRI 403-1/2/3/4/6/8/9/10)

Palladio Group recognises that the economic well-being of its people represents an essential element of social sustainability and contributes directly to the quality of work, professional dignity, and the stability of the territories in which the Group operates. In this perspective, the company has chosen to adopt a remuneration policy based on the principle of the **Living Wage**, going beyond simple compliance with contractual minimums and regulatory requirements.

The living wage policy is based on the objective of guaranteeing all employees a remuneration capable of covering the fundamental needs of the worker and their family, taking into account the local cost of living and the different socio-economic contexts. The approach is based on recognised benchmarks and includes periodic checks to ensure that the remuneration level remains adequate over time.

The Group's commitment translates into concrete measures that ensure equity and transparency: the policy applies to **all staff**, regardless of the contract type, is subject to **annual monitoring** by the Human Resources Function, and is updated according to the evolution of economic conditions in the countries where Palladio operates. Management also carries out a periodic review to evaluate any corrective actions and guarantee continuous alignment with international standards.

This choice strengthens a vision of responsible management that considers work not only as a productive component, but as a lever of social well-being and a key factor for sustainable growth in the long term. During 2025, Palladio Group confirmed this commitment by ensuring that the remuneration levels applied in the various locations were **higher than the expected minimums** and sufficient to guarantee dignified living conditions, in coherence with the principles of the Living Wage and with the desire to support people in a concrete way.

3.2.5

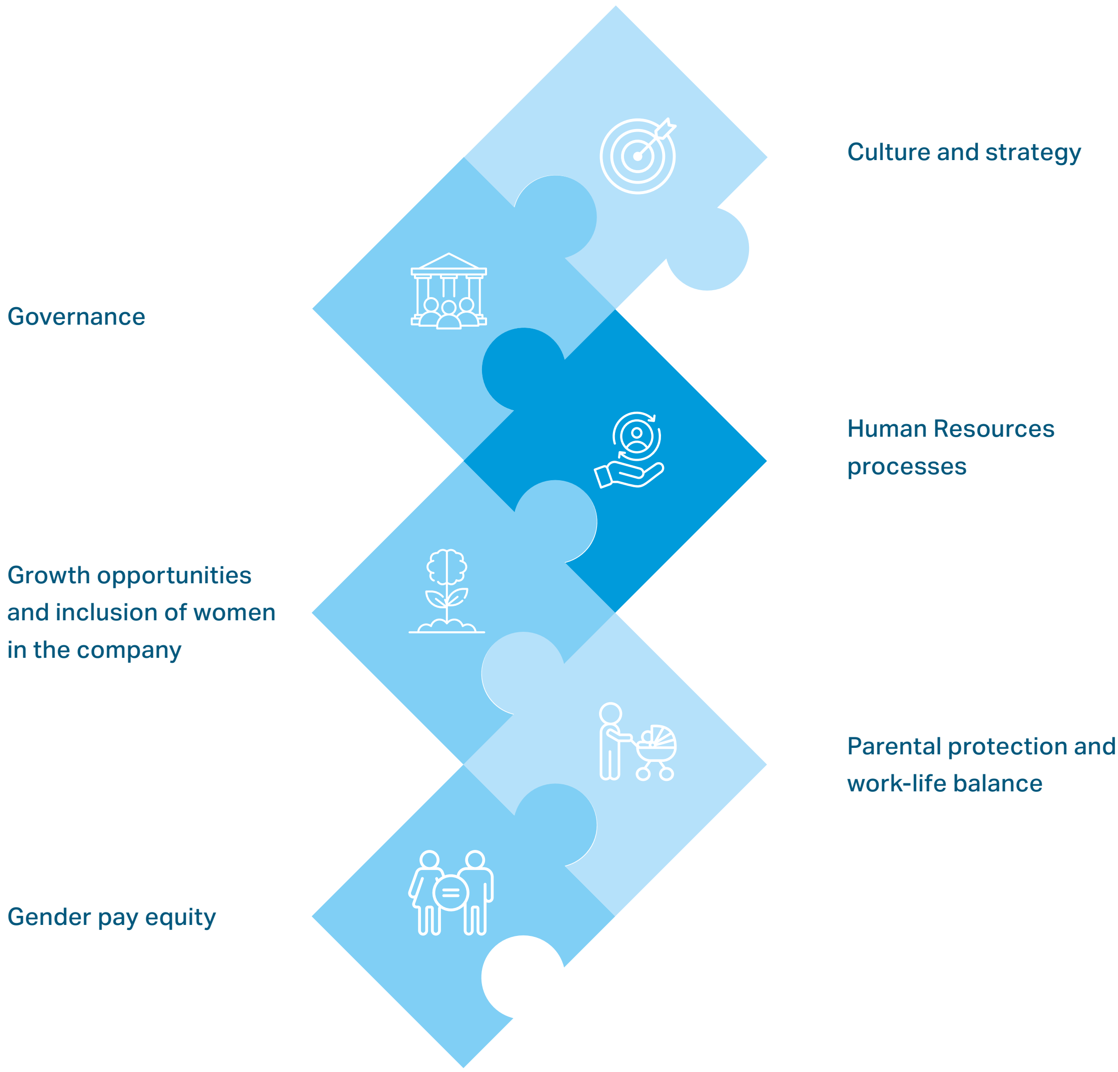
Gender Equality Certification

In 2025, Palladio Group S.p.A. achieved the **Gender Equality Certification**, issued by the accredited body Dasa-Rägister S.p.A.

This recognition represents the result of a structured path and a rigorous analysis conducted according to the Reference Practice **UNI/PdR 125:2022**, which evaluates the commitment of organisations through qualitative and quantitative indicators relating to culture and strategy, governance, human resources management processes, opportunities for growth and inclusion, pay equity, and the protection of parenting and work-life balance.

Obtaining the certification consolidates the path of social responsibility undertaken by the Group, aimed at promoting a fair, inclusive working environment oriented towards the development of people.

In a perspective of continuous improvement, this recognition also represents a strategic lever to monitor progress over time towards increasingly concrete, measurable, and lasting gender equality.




PALLADIO GROUP
Packaging clinic

3.3 Knowledge

3.3.1 A heritage of knowledge to share

(Ref. GRI 205-2, 403-5, 404-1/2, 412-2, 205-2)

Continuous training and development opportunities represent a determining factor for the professional and personal growth of the Group's people. In 2025, **14,208 hours of training** were provided, a result made possible also by the extensive use of the blended mode, which combines in-person sessions with online training courses, guaranteeing a broad and accessible offer to the entire corporate population.
Of these, **5,511 hours** were aimed at **white-collar** staff, whilst **8,686 hours** involved **blue-collar** staff.

Training programmes are defined annually in collaboration with the Corporate Managers of the various functions and include:

- training in the field of **health, safety, and environment**;
- courses dedicated to **quality**;
- initiatives aimed at the development of **soft skills** and **hard skills**.

An increasing role has been attributed to the topics of **sustainability**. The Purchasing and Sustainability teams organised training meetings with some suppliers, promoting a direct discussion on how to make the supply chain increasingly responsible, transparent, and future-oriented.

NUMBER OF TRAINING HOURS PER EMPLOYEE

EMPLOYEE TRAINING +14,208 hours of training, with 17 average hours of training per employee

The prevention of corruption, respect for human rights, and the protection of workers' rights constitute central areas for sustainable development. With the latest update of the Code of Ethics, informational and training content on ethical principles, integrity, and human rights was provided to all staff. The updated version strengthens the Group's commitments regarding human rights, including the express prohibition of child and forced labour, the guarantee of equal pay, the protection of trade union freedom, and the fight against all forms of discrimination.

All new hires receive the relevant mandatory training, strengthening the internal culture oriented towards the prevention of harassment, discrimination, and improper behaviour.
In September, our management team participated in a **two-day training session** dedicated to the topics of **Diversity, Equity, Inclusion & Belonging**, led by **Dynamo Academy**.

The choice of this partner was natural: Dynamo Academy is an integral part of the Dynamo Camp ecosystem, an organisation we have proudly supported for years and which knows how to translate the values of Recreational Therapy into excellent training models. At the Limestre (PT) Campus, we acquired practical tools to make our corporate culture increasingly collaborative and inclusive. The result is a renewed awareness and commitment to transforming values into daily actions, with the aim of progressively involving all our people in an open dialogue that values everyone's contribution.

3.3.2

How we evaluate and make people grow

(Ref. GRI 404-3)

The training interventions designed and coordinated by the Human Resources function, aimed at increasing and consolidating staff skills, are part of a broader strategy for career development and the enhancement of our people.

- In 2025, the training programmes launched in previous years continued, based on a **role mapping** that supports the planning of career paths and the definition of the skills expected for each position.
- The establishment of **shared functions at Group level** has contributed to reducing organisational barriers, favouring the sharing of knowledge and the dissemination of continuous training.
- A further level of intervention concerned the **standardisation of the Human Resources Policy**, initially applied at Palladio Group S.p.A. and subsequently extended to the other companies. Common classification systems, uniform position weighting schemes, and harmonised incentive systems were defined. The **transparency of the compensation process** was improved thanks to the standardisation of professional levels and titles.
- The skills evaluation process continues with the aim of enhancing strengths, identifying any training gaps, and defining dedicated development plans. The adopted model combines evaluations of **technical and soft skills**, integrated by moments of discussion between managers and collaborators, through a three-phase model, based on a top-down approach and aimed

at developing awareness and orientation towards professional growth. The application of the model is being consolidated in the Italian plants, with subsequent extension planned for the foreign sites.

- In parallel, department managers periodically manage the **evaluation of technical skills** acquired in the production departments using dedicated software. This system allows for the validation and certification of the professional growth of operators, enhancing their skills and guaranteeing coherence in development paths. The process is operational in the Group's Italian plants.

ROLE MAPPING AND CAREER PATHS

TRAINING HOURS 2025

PALLADIO GROUP SPA	PHARMA PARTNERS
11,602	683

PALLADIO IRELAND LTD	PALLADIO EAST DOO
573	1,350

3.3.3

Knowledge for protection and constant improvement

(Ref. GRI 403-5, 404-2)

The protection of people's health and safety constitutes a central priority for Palladio Group. In this context, training and communication on safety issues play a fundamental role, contributing to the dissemination of knowledge and the creation of a corporate culture oriented towards prevention.

Particular attention is dedicated to the promotion of interactive communication between operators and prevention staff, carried out through structured periodic meetings. In this context, the Safety Circles take on a significant role, representing moments of systematic discussion that favour the sharing of information and the active participation of workers.

Within the Circles, the following are analysed:
- the outcomes of updates to the risk assessment,
- reports from operators,
- identified improvement opportunities,
- recorded accidents and near misses (see also para. 3.2.3).

Continuous discussion allows us to increase people's awareness, improve knowledge of specific risks, and adopt safe behaviours, contributing to the path of constant improvement of the corporate health and safety system.

3.3.4

Palladio Academy

(Ref. GRI 404-2)

The enhancement of our people and the development of their skills constitute a fundamental pillar for Palladio Group. Continuous investment in training activities represents a strategic lever to favour professional growth, the sharing of experiences, and the consolidation of corporate know-how.

Created in 2016, Palladio Academy embodies this approach, promoting a culture of continuous learning and knowledge sharing. The initiative is built on an original training project developed internally, in collaboration with leading training actors present in the territory (see box).

The Academy carries forward continuous improvement projects with the aim of increasing people's awareness of the corporate wealth of knowledge and supporting teams in their growth, achievement of objectives, and personal satisfaction. The initiative is coordinated by a team of eight people who, with constant commitment, contribute to maintaining the Group's high training standard.

The composition of the working group is dynamic and is renewed periodically, also offering junior figures the opportunity to take on responsibility for projects of corporate relevance.

[4]

Planet

RESOURCE MANAGEMENT

4.1 Resource management

4.1.1 Our environmental responsibility

Our Group has identified the environmental aspects linked to direct and indirect activities, products and services, and the related impact factors, considering the **life cycle perspective**. With a view to **preventing risk**s of an environmental nature, we have determined the **environmental aspects that are significant** in order to monitor and manage them through:

- The definition, implementation and maintenance of **Systems for Environmental Management**, taking into consideration the applicable legal requirements and other requirements to which we subscribe.
- The annual definition of **specific improvement objectives**, in order to increase performance and reduce consumption. Various studies aimed at defining and modifying procedural methods and structural interventions have allowed us to **identify waste, reduce consumption and promote the recovery and recycling of our waste**.
- The implementation of interventions including the modernisation of plants, the home automation management of air conditioning, lighting and various utilities serving production, the use of low-consumption lighting and the development of a policy dedicated to the management of heating and air conditioning systems.

Thanks to the assessment of certain environmental indicators, we are able to monitor impacts and intervene significantly, establishing targeted objectives for the reduction of natural resource waste and our contribution to global warming.

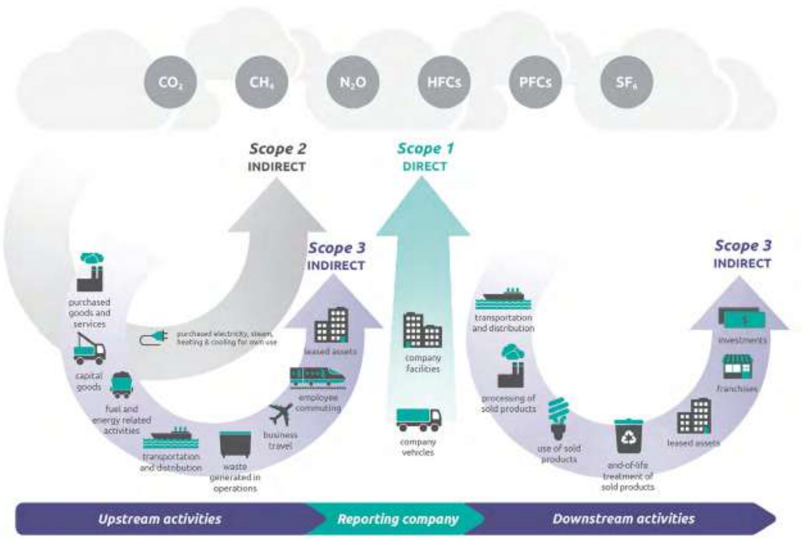
4.1.2 Our approach to climate change

(Ref. GRI 305-1/2/3/4)

CO_2 2025 total emissions:

Scope 1: **1,315 tCO_2eq** (3.5%) | Scope 2 MARKET BASED: **204 tCO_2eq** (0.7%) *
Scope 3: **36,390 tCO_2eq** (95.8%)

*Location based: 6,298 tCO_2eq



Our Group is highly aware of the need to systematically address the fight against climate change: as part of our global strategic corporate planning and corporate risk management, we are committed to promoting a cleaner energy future.
Due to the nature of our production process, some activities produce atmospheric emissions and have received prior authorisation from the competent Body, for which an analytical monitoring system is in place.

In line with a proactive sustainability philosophy, which does not wish to be limited to legal requirements, we have identified and taken into consideration the relevant environmental aspects, reporting direct and indirect GHG emissions and identifying, where possible, interventions for their reduction.

In 2024, following the methodological update of the GHG inventory, the reporting of indirect emissions (Scope 3) was extended to all 15 applicable categories provided for by the GHG Protocol (NOTE 1). This evolution has allowed us to obtain a more complete and accurate view of the impact along the entire value chain.

Direct GHG emissions (Scope 1) are due to the combustion of natural gas and kerosene for heating the premises in our plants, to the fuel consumption of company vehicles and to fugitive emissions deriving from refrigerant gases (non-process): for each plant we have reported consumption based on the invoiced values and those recorded during maintenance, relating to the last three years.

SUSTAINABLE PRINTING

Palladio Group reaffirms its commitment to sustainability, translating it into concrete actions in the printing department through the adoption of cutting-edge processes and materials.

A significant step is represented by the initiative implemented to assess the possibility of using inks based on waste oils and marginal crops that do not impact the food chain[1]. A crucial aspect of this choice is the elimination of mineral oils, contributing to further reducing the environmental impact.

The company's attention is also focused on low-migration inks and varnishes, which are essential for packaging safety. In this way, the dispersion of microparticles both outwards and inwards is minimised, guaranteeing a safer final product.

At the same time, Palladio Group is actively engaged in the search for solutions to make processing in foil more sustainable, a notoriously complex area. The objective is to introduce innovative materials, potentially bioplastics, and processes that reduce the environmental impact of these operations.

Finally, the company is experimenting with dry printing, a technique that promises to drastically reduce ink consumption and eliminate the use of dampening solutions. This innovation is currently in the testing and evaluation phase to verify its feasibility. All of these initiatives bear witness to Palladio Group's constant commitment to pursuing increasingly sustainable and responsible production.

1. Source: ReNewInk

NOTE 1
Categories 11 - Use of sold products, 13 - Downstream Leased Assets, 14 - Franchises and 15 - Investments were excluded from reporting as they are not applicable.

Indirect GHG emissions (Scope 2) are due to electricity consumption in the plants and to the recharging of electric cars: in this case too, we have reported the energy consumption of the plants, based on the invoiced values relating to the last three years. Since 2016 we have been calculating Scope 2 emissions in line with the requirements of the Greenhouse Gas Protocol, reporting according to two different methods called location-based method and market-based method.

Direct and indirect GHG emissions are shown in the table below, broken down by category, highlighting the trend in the 2023–2025 period.

INDICATOR	2019 (BASE YEAR)	2023	2024	2025
Total gross Scope 1 emissions (tCO_2eq)	1,322	1,266	1,275	1,315
Total gross Scope 2 Location-based emissions (tCO_2eq)	5,332	5,199	5,203	6,298
Total gross Scope 2 Market-based emissions (tCO_2eq)	3,451	6,402	3,929	204
Total gross Scope 3 emissions (tCO_2eq)	43,601	32,168	27,226	36,390
Cat. 1 - Purchased goods and services (tCO_2eq)		12,768	13,174	15,109
Cat. 2 - Capital goods (tCO_2eq)		2,059	928	2,845
Cat. 3 - Fuel- and energy-related activities (not included in Scope 1 or 2) (tCO_2eq)		2,192	2,195	2,224
Cat. 4 - Upstream transportation and distribution (tCO_2eq)		5,581	2,579	7,122
Cat. 5 - Waste generated in operations (tCO_2eq)		434	264	259
Cat. 6 - Business travel (tCO_2eq)		133	132	131
Cat. 7 - Employee commuting (tCO_2eq)		2,250	2,275	2,281
Cat. 8 - Upstream leased assets (tCO_2eq)		0	0	0
Cat. 9 - Downstream transportation and distribution (tCO_2eq)		1,605	2,093	1,138
Cat. 10 - Processing of sold products (tCO_2eq)		438	438	301
Cat. 11 - Use of sold products (tCO_2eq)		N/A	N/A	N/A
Cat. 12 - End-of-life treatment of sold products (tCO_2eq)		4,707	3,147	4,980

Cat. 13 - Downstream leased assets (tCO_2eq)		N/A	N/A	N/A
Cat. 14 - Franchises (tCO_2eq)		N/A	N/A	N/A
Cat. 15 - Investments (tCO_2eq)		N/A	N/A	N/A

Scope 2 emissions calculated according to the market-based method decreased compared to 2024 thanks to the purchase of guarantees of origin certificates for electricity from renewable sources and the self-production and consumption of electricity from photovoltaic plants at our sites.
In the 2023–2025 three-year period, **total gross Scope 3 emissions** show a **variable trend**.

After a significant reduction in 2024 compared to 2023, overall Scope 3 emissions recorded an increase in 2025, settling at 36,390 tCO_2eq. This trend is mainly influenced by the increase in emissions in **Category 1 – Purchased goods and services**, in **Category 4 – Upstream transportation and distribution** and in **Category 12 – End-of-life treatment of sold products**.

Emissions associated with **fuel- and energy-related activities (Category 3)** and **employee commuting (Category 7)** were instead substantially stable in the period considered, whilst a progressive reduction is observed in emissions deriving from **waste generated in operations (Category 5)** and **business travel (Category 6)**.

Scope 3 therefore continues to represent the prevailing share of the Group's overall emissions, making actions to engage the supply chain and optimise logistics activities a priority.

To mitigate the environmental impacts associated with product transport, we optimise outbound and inbound journeys by resorting to procurement and the subsequent production of the finished product in the plants closest to the customer to whom the material is to be delivered.

We account for the different types of emissions (Scope 1, Scope 2, Scope 3) by transforming them into an economic value using the latest available carbon price value. Based on this information, considering the value in the different countries in which we operate, we have identified a **specific carbon indicator** as the ratio between the calculated carbon price (NOTE 2) and turnover. This indicator has been **included amongst our key indicators**, in order to ensure its monitoring.

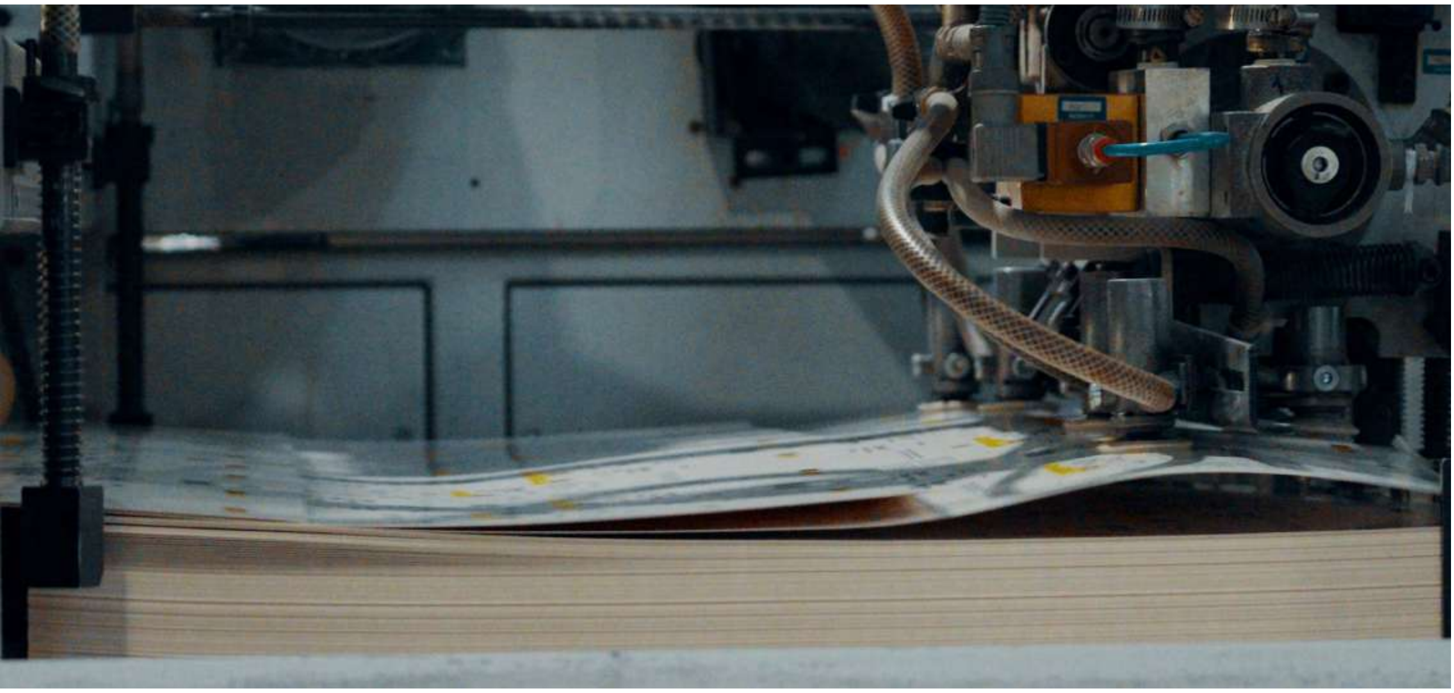
NOTE 2 Electricity consumption deriving from the recharging of electric and hybrid company cars carried out outside our plants is not reportable and therefore not counted in the consumption of purchased electricity. The same applies to the consumption of thermal vehicles. However, the emissions deriving from the use of these vehicles have been counted using a specific emission coefficient that takes into account the distance travelled.

With climate change continuing to generate significant environmental and socioeconomic impacts, Palladio Group has further strengthened its commitment to the low-emission transition. After formalising its commitment to the Science Based Targets initiative (SBTi) in June 2024, during 2025 the Group completed the submission of its reduction targets, extended to all relevant emission categories. The targets were subsequently validated by SBTi, confirming the alignment of Palladio Group's climate strategy with the 1.5°C global warming containment scenario envisaged by the Paris Agreement.

At the drafting date of this Sustainability Report, Palladio has addressed the issue of climate change from the point of view of materiality but has not yet formalised a structured process for identifying, assessing and managing sustainability risks, as an autonomous and systematic exercise referring to ESG issues.

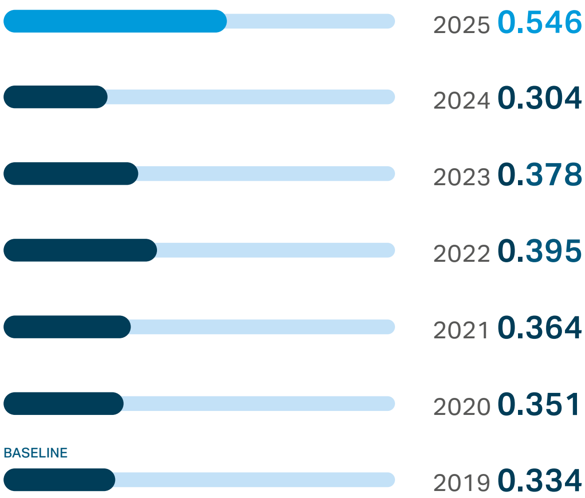
The management of risks connected to corporate activities currently takes place within the scope of ordinary operational and decision-making management processes, with particular attention to regulatory compliance, business continuity and the protection of health and safety in the workplace. Certain relevant risks from an environmental and social perspective are therefore taken into consideration indirectly through these processes.

The Company recognises the importance of a more structured approach to the management of sustainability risks and is evaluating the opportunity to progressively develop, over the next financial years, dedicated tools and processes that allow a more systematic identification and assessment of the main ESG risks and impacts, in line with the evolution of the regulatory context and stakeholder expectations.

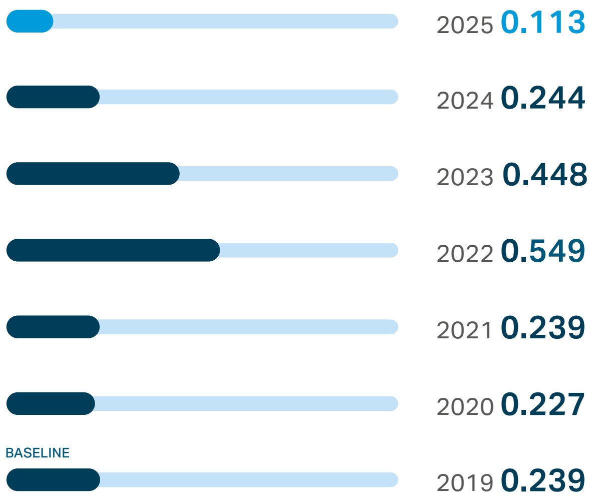


Organisation GHG inventory

Specific direct (Scope 1) and indirect (Scope 2) location-based emissions compared to the quantity of finished product, including packaging [tCO_2/t]



Specific direct (Scope 1) and indirect (Scope 2) market-based [tCO_2/t]



Emission intensity per turnover [$tCO_2eq/k€$]

EMISSION INTENSITY	[$TCO_2EQ/K€$]
Scope 1 and Scope 2 (location-based)	0.064
Scope 1 and Scope 2 (market-based)	0.013
Scope 1, Scope 2 (location-based) and Scope 3	0.367

EMISSION INTENSITY	[$TCO_2EQ/€$]
Scope 1 and Scope 2 (location-based)	0.00028
Scope 1 and Scope 2 (market-based)	0.00006
Scope 1, Scope 2 (location-based) and Scope 3	0.00160

*turnover = 119,957,951 €

CARBON PRICE*

The carbon price is a value that the organisation voluntarily sets to internalise the economic cost of its greenhouse gas emissions. It can be used as:

- a tool to support a corporate decarbonisation strategy;
- a risk management tool, aimed at enabling the company's global strategy to become more resilient to regulatory climate policies and favourable to emission reductions.

This voluntary carbon pricing tool intrinsically integrates the greenhouse gas emission reduction policies of governments to which organisations are subject.

*Data relating to the Carbon Price can be found in chapter 6 of the Report, tables 10 and 11

OUR COMMITMENT TO ACT

Below are our greenhouse gas emission reduction targets developed with respect to the reference year 2019:

- 63% reduction in absolute Scope 1 and Scope 2 emissions (tCO_2eq) by 2034 (base year value: 4,773 tCO_2eq)
- increase in annual procurement of electricity from renewable sources to 100% by 2030 (base year value: 70%)
- adoption of science-based targets by 82% of suppliers in terms of emissions, for those providing goods and services, upstream transportation and distribution, and downstream transportation and distribution (base year value: 79%)
- 66% reduction in emissions compared to the added value of Scope 3 (tCO_2eq) deriving from fuel- and energy-related activities, and upstream transportation and distribution by 2034 (base year value: 0.594791 $kgCO_2eq$/$)

These targets were developed by applying the reduction trajectories of the Science Based Targets initiative (SBTi), applying the 1.5°C scenario for Scope 1 and Scope 2 emissions, and the WB2D scenario for Scope 3 emissions.

OUR RESPONSIBILITY FOR A SUSTAINABLE FUTURE

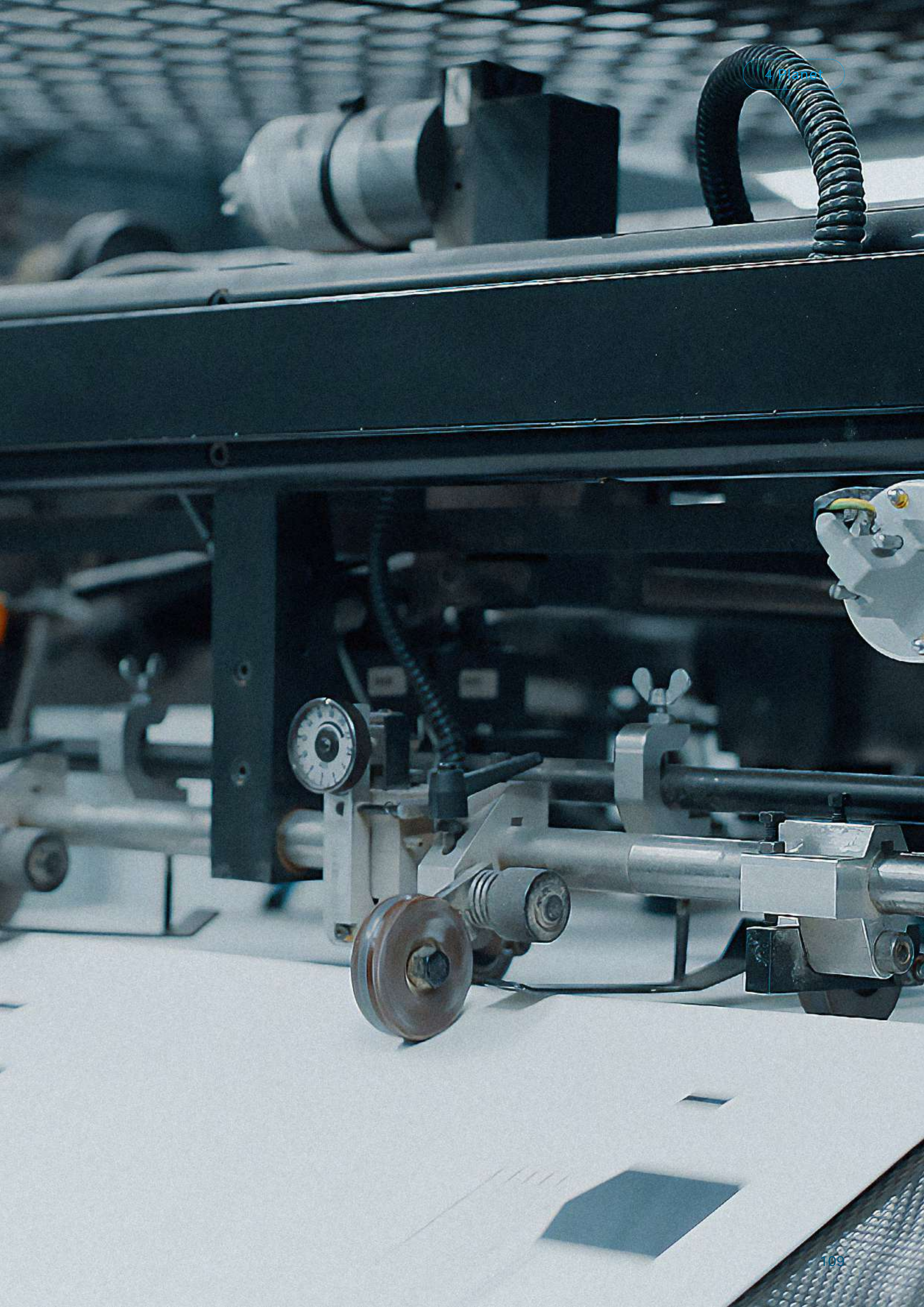
In the current context of climate change, every action contributes to mitigating the negative effects we are observing. For this reason, we are engaged in various projects, the installation of heat pumps is planned to decrease the use of gas for heating the plants, we have started a project, SEPP (Suppliers Engagement Program Palladio), which actively involves suppliers in our decarbonisation plan, we have joined two important projects carried out by Palladio East in collaboration with AIESEC, Association Internationale des Etudiants en Sciences Economiques et Commerciales, in the city of Vrsac and in Belgrade.

The first involved the planting of 19 black pines, which not only sequester and store 274 kg of CO_2 per year, but also bring numerous benefits to the local environment such as biodiversity conservation, soil protection and the creation of healthier and more pleasant contexts.

The second project led to the decoration of a local high school by creating a mural with eco-sustainable paint capable of absorbing carbon dioxide and purifying the air of dangerous pollutants. In this way, a contribution was made to improving the environment, with positive effects on the quality of life of the community and adding environmental value to the educational, artistic and cultural value.

Furthermore, our collaboration with AIESEC has produced tangible results and a positive impact on the local community, with projects dedicated to educating high school students on the sustainable development goals and the provision of a scholarship for an international internship.

These initiatives represent our commitment to promoting sustainability and are a further way to demonstrate our commitment as an active and responsible member of the community in which we operate.



4.1.3

Conscious use of energy

(Ref. GRI 302-1/3)

Consumption of Electric Energy

(Ref. GRI 302-1)

Total energy consumed

2023 **13,842** MWH

2024 **14,093** MWH

2025 **13,983** MWH

50,000 MWh

Consumption from renewable energy sources

2023 **3,225** MWH

2024 **7,684** MWH

2025 **13,983** MWH

50,000 MWh

Consumption from non-renewable energy sources

2023 **10,617** MWH

2024 **6,408** MWH

2025 **0** MWH

50,000 MWh

Self-produced electricity from photovoltaics

2023 **1,056** MWH

2024 **1,340** MWH

2025 **1,827** MWH

50,000 MWh

Palladio Group promotes a responsible use of energy, oriented towards reducing consumption and progressively increasing procurement from renewable sources. The monitoring of energy consumption makes it possible to assess the effectiveness of the interventions adopted and to guide decisions towards more efficient solutions.

In the 2023–2025 three-year period, the Group's overall energy consumption shows a fluctuating trend.
Total energy consumed in fact went from **13,842 MWh in 2023** to **14,093 MWh in 2024**, reaching **13,983 MWh in 2025**, reflecting the evolution of the Group's operational activities.

At the same time, a progressive change in the energy mix is observed, with a significant increase in the use of renewable energy sources. Consumption from renewable sources increased from 3,225 MWh in 2023 to 7,684 MWh in 2024, up to representing the entire energy requirement reported in 2025, also thanks to the strong contribution of self-produced electricity from photovoltaic plants. Self-produced electricity from photovoltaic sources in fact grew from 1,056 MWh in 2023 to 1,340 MWh in 2024, recording a particularly significant increase in 2025, equal to 1,827 MWh, bearing witness to the investments made by the Group in the production of energy from renewable sources.
As regards energy from fossil fuels, in 2025 overall consumption amounted to 3,968 MWh, of which 3,835 MWh deriving from the use of natural gas and 133 MWh from kerosene. This consumption comes entirely from non-renewable sources and is mainly attributable to operational and production activities.
The Group constantly monitors the evolution of energy consumption and the related mix, with the aim of improving overall energy efficiency and promoting a progressive reduction in the use of non-renewable sources, in line with VSME reporting principles.

Energy consumption for winter air conditioning of the production environments and offices is exclusively attributable to the use of natural gas (Italian plants and Serbian plant) or kerosene (Irish plant). Furthermore, information material was provided to employees to raise awareness of energy saving and achieve the consumption reduction target.

The consumption of electricity is due to production plants, office activities and air conditioning, mainly in summer, of the various premises of the plants. Structural interventions were aimed at modernising production equipment, with the purchase of new plants that have allowed us to optimise processes obtaining greater efficiency, including energy efficiency.

Interventions to install highly energy-efficient lighting systems were completed across all plants.

The use of home automation equipment for the management of services serving production and air conditioning of the environments continues. Projects are being studied to replace current heating systems with others with greater efficiency. Between 2018 and 2021 we installed **voltage stabilisers** at the Pontedera, Dueville and Thiene sites.

Since 2023 the replacement of diesel vehicles with **electric or hybrid vehicles** has begun, as further confirmation of our commitment to the progressive electrification of our company fleet.

Since 2017 we have implemented projects relating to the **local production of renewable energy** through the installation of photovoltaic plants, reaching in 2025 an electricity consumption equal to 13,984 MWh:

- At the Pontedera plant there is a production capacity of 122 MWh of electricity with the aid of 280 photovoltaic solar panels.
- At the Dueville plant there is a production capacity of 172 MWh of electricity with the aid of 390 photovoltaic solar panels.
- At Palladio East there is a production capacity of 650 MWh of electricity with the aid of 2,105 photovoltaic solar panels.
- At the Thiene plant there is a production capacity of 533 MWh of electricity with the aid of 1,260 photovoltaic solar panels.

For 2026, the start-up of a new 991 MWh photovoltaic plant at the Gossolengo plant is confirmed. It is estimated that the plant will produce 220 MWh.

4.1.4

Water: a vital resource

(Ref. GRI 303-1/2/3)

Water withdrawal

(GRI 303-3)

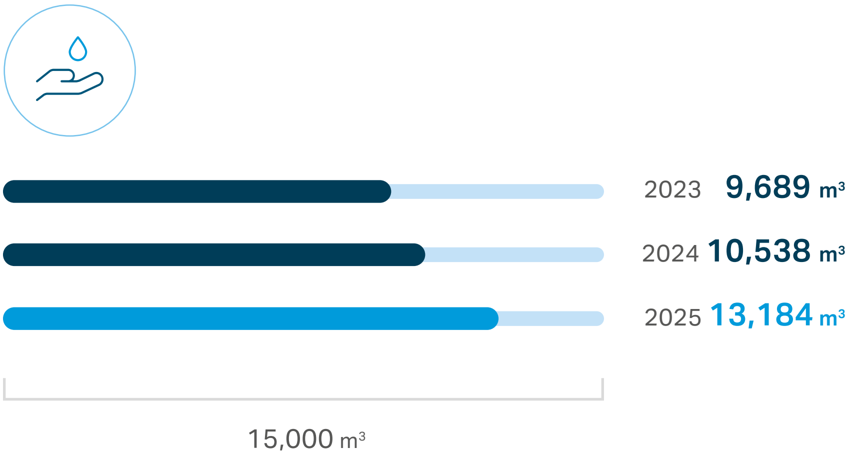
Water withdrawal
Well water

2023	2024	2025
791 m^3	**101** m^3	**43** m^3

Water withdrawal
Aqueduct water

2023	2024	2025
8,907 m^3	**10,437** m^3	**13,141** m^3

Total water withdrawal from all areas



All Group sites use water as efficiently as possible, seeking to counter the ever-increasing level of exploitation that characterises this essential resource both locally and globally. We monitor the quantities of water withdrawn from the water network on a monthly basis, to verify that there are no leaks and that consumption is aligned with average consumption, as well as compared with working hours.

The Group's plants withdraw quantities of water that do not significantly damage water sources. The only discharges envisaged are those resulting from the use of sanitary facilities and are therefore comparable to civil wastewater, which do not require recycling or reuse methods.

In the production process, the use of water is generally limited to offset printing activities for dampening printing plates and for washing printing machinery components of residual ink, and is managed as liquid waste. Given the type of washing water, the purification process cannot take place at Palladio Group plants but only at specialised and authorised plants capable of recovering and recycling part of the water through a purification process. Once used, the water is collected in differentiated and labelled tanks, then managed as waste with EWC codes 080313, 161001* (HP14), 080120, 080416 and disposed of with authorised suppliers.

In any case, to limit water consumption and minimise the waste of this resource, we have installed flow restrictors on the taps located in the sanitary facilities of the various sites, simple devices that mix air with the water coming out of the taps, as well as double buttons for flushing the toilets.

The total water withdrawn by all Group plants in 2025, equal to **13,141 m^3**, comes from municipal or state aqueducts and from wells.
In 2025, water withdrawal did not take place in water-stressed areas (Source: WRI Water Risk Atlas).
Water discharge in 2025 remained zero, in line with previous years.

Despite the reduced water impacts of our activities, over the last four years we have nonetheless wanted to provide **comprehensive disclosure** on water resource management by completing the **CDP Supply Chain Water questionnaire**.

With regard to **Sustainable Development Goal number 6**, we are committed to carrying out appropriate analyses aimed at finding innovative solutions to contain water consumption and considerably increase efficiency in water use. In particular, filtering and reuse systems for the washing water of production machines are active within the plants. Furthermore, analyses are carried out to understand whether the purification plant used during disposal is capable of recovering wastewater.

4.1.5

How we manage waste

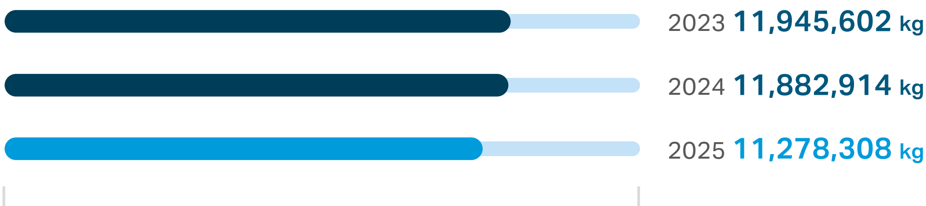
(Ref. GRI 306-1/2/3)

Waste destination

Percentage of waste **recovered/recycled** out of the total

98%

Waste recovered/recycled

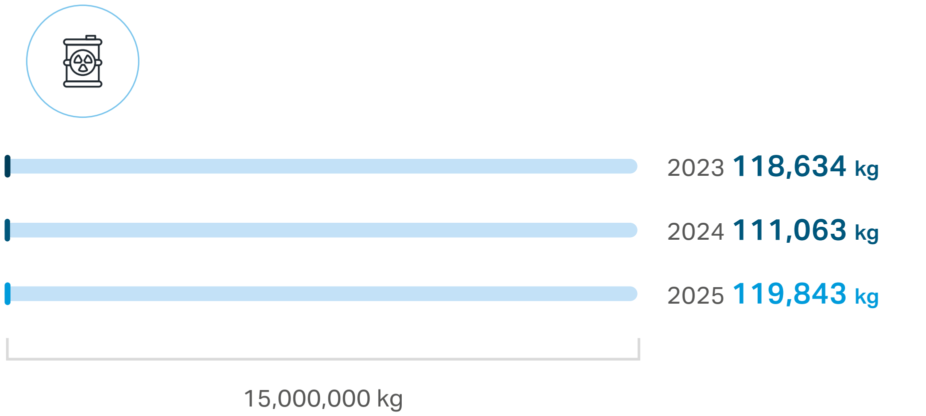


Waste not recovered/recycled

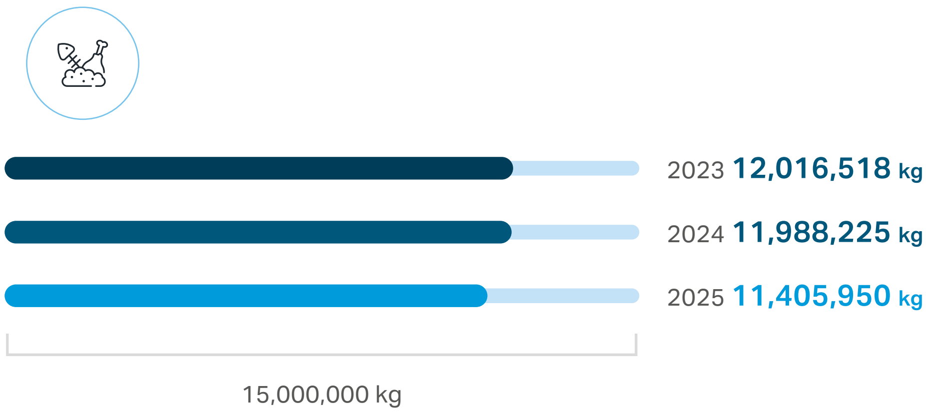
Total weight of waste generated

2023	2024	2025
12,135,152 kg	**12,099,288** kg	**11,525,793** kg

Hazardous waste



Non-hazardous waste



Our Group follows a **clear strategy** for waste management. The objective is to prevent and reduce the quantity of waste so that the related global environmental impact remains minimal.

- All the waste we produce is sent to be treated, disposed of or recycled in order to prevent and significantly reduce all forms of pollution.
- Great attention is paid to the potential recovery and recycling of waste deriving from the use of raw materials, in particular paper and cardboard waste, including poly-laminates. In 2025 the total materials used amounted to 22,719 tonnes, of which 5% was recycled material, showing a growing purchasing trend compared to the previous year (11,584 tonnes).
- We adopt separation and differentiation practices, avoiding potential contamination from non-paper materials and hazardous substances, and we deliver to plants authorised for the recovery of paper and cardboard waste, in order to promote their reuse in the paper industry or in other industries that use such waste as raw material.
- We separate the various packaging materials (such as wooden, plastic

or iron pallets) in order to make the use of materials and resources even more efficient.
- In the last three years there have been no uncontrolled spills of waste.
- The ratio of hazardous waste to total waste in 2025 was equal to 1%, remaining constant compared to the previous year, and in any case reduced compared to 2020.
- The ratio of waste sent for recycling and recovery to total waste is 98%, unchanged compared to 2024.
- The quantity of waste electrical and electronic equipment (WEEE) produced in 2025 was equal to 709 kg.
- Volatile organic compounds (VOCs) emitted into the atmosphere in 2025 amounted to 13,007 kg, whilst atmospheric pollutants amounted to 513 kg.

To limit risks and reduce their use, Palladio monitors hazardous chemicals by asking suppliers to complete a questionnaire to collect information relating to the presence of potentially hazardous substances contained within inks for printing processes and equipment cleaning products. Projects are being developed to replace current substances with alternatives with a lower environmental impact.

OUR RESPONSIBILITY FOR A SUSTAINABLE FUTURE

In the current context of climate change, every action contributes to mitigating the negative effects we are observing. For this reason, we have joined two important projects carried out by Palladio East in collaboration with AIESEC, Association Internationale des Etudiants en Sciences Economiques et Commerciales, in the city of Vrsac and in Belgrade.

The first involved the planting of 19 black pines, which not only sequester and store 274 kg of CO_2 per year, but also bring numerous benefits to the local environment such as biodiversity conservation, soil protection and the creation of healthier and more pleasant contexts.

The second project led to the decoration of a local high school by creating a mural with eco-sustainable paint capable of absorbing carbon dioxide and purifying the air of dangerous pollutants. In this way, a contribution was made to improving the environment, with positive effects on the quality of life of the community and adding environmental value to the educational, artistic and cultural value.

Furthermore, our collaboration with AIESEC has produced tangible results and a positive impact on the local community, with projects dedicated to educating high school students on the sustainable development goals and the provision of a scholarship for an international internship.

These initiatives represent our commitment to promoting sustainability and are a further way to demonstrate our commitment as an active and responsible member of the community in which we operate.

[5]

Peace

RIGHTS

FOR AN INCLUSIVE SOCIETY

Peace as the presence of rights, for a more inclusive society that combats all forms of corruption or workplace injustice.

Peace as a commitment to combat all forms of violence, both individual and collective, aimed at limiting individual freedom or weakening the social fabric in which we operate.

These are our principles and the objectives we intend to pursue in the near future in order to create a workplace dedicated to protecting individual freedom and capable of valuing the individual within society.

5.1 Rights

5.1.1 Work as a place of rights

(Ref. GRI 412-1/3)

8 DECENT WORK AND ECONOMIC GROWTH

PROACTIVE INTEGRATION OF PEOPLE WITH DISABILITIES

At Palladio Group, the utmost attention to fundamental human rights stems from our values and corporate ethics and is strengthened by our commitment to respecting international conventions on the matter and the legislation in force in the countries where we operate, putting these rights into practice in our daily activities.

Thanks to clear and precise corporate policies, this commitment is implemented at all levels of the organisation and in all the countries where we operate: indeed, they are communicated to our employees (via the intranet and the Group portal) and are also publicly available to external stakeholders (via our website*).

- Palladio Group rejects and prevents all forms of human trafficking and forced labour; in fact, in 2025, at the Group's production plants, no reports were made regarding human rights violations or concerning the conduct of Group employees, nor from internal or external stakeholders.
- There is no form of child, forced or compulsory labour, and any work request falling outside normal working hours is regulated by national and supplementary contracts in agreement with workers' representatives and trade unions, providing for compensation based on the overtime hours worked.
- Mechanisms are in place to report to the Ethics Committee any discriminatory behaviour based on race, colour, sex, religion, political opinion, nationality or social origin.
- In all the countries where we operate, we guarantee the economic conditions required by law.
- We have adhered to the forest protection standards FSC and PEFC (see section 2.2.2 ['Products and services: a challenge on multiple fronts']), through which we also indirectly guarantee respect for indigenous populations and their territorial assets.

*https://palladiogroup.com/downloads/

- Aware that the commitment to respecting human rights must be sustained over time, we **periodically monitor and verify** the human rights aspects of all our activities. This operation takes place through a **formal assessment process** based on information provided by the Ethics Committees and the various Managers for all activities at the Group's plants.
- This activity helps us to **guide our decisions** more correctly and prevent our company from being associated with or considered complicit in activities undertaken by other entities with which it has or may have relationships.

A COMPREHENSIVE ETHICAL 'TOOLBOX'

Our commitment to ethics and social responsibility is expressed in a set of documents that define the behaviour of every member of the organisation:

- Code of Ethics
- Charter of Values
- Zero Tolerance Policy
- Supplier Code of Conduct
- Social Responsibility Policy
- Human Rights Policy
- Occupational Health and Safety Policy
- Sustainable Procurement Policy
- Anti-Corruption Policy
- Living Wage Policy
- Diversity and Gender Equality Protection Policy

5.1.2

Non-discrimination

(Ref. GRI 406-1)

The right to equal opportunities and the condemnation of social, racial and religious discrimination, in favour of integration amongst individuals and cultural exchange, are a key objective of our corporate policies.

Palladio Group **proactively supports the integration** of people with special needs within the company, ensuring the assignment of dignified and appropriate tasks for them. Working conditions and workplaces are designed and maintained in such a way as to **facilitate accessibility and mobility** for people with disabilities, fostering their full participation in corporate life.

In 2025, **the Group received 4 reports** regarding discriminatory practices. All cases were promptly investigated and successfully resolved, following the adoption of appropriate corrective actions.

5.1.3

Freedom of association and collective bargaining

(Ref. GRI 407-1)

All employees are free, of their own volition, to join trade unions or similar organisations without this resulting in any advantageous or disadvantageous behaviour towards them:

- Trade union organisations have the freedom to carry out their activities free from conditioning or interference by the company.
- Paid trade union meetings, open to all employees, are held periodically at the plants of our Group companies to support workers' right to freedom of association.
- The percentage of Italian employees who are members of trade unions is 21.09%. In our foreign entities, this data is not available as it is protected by privacy laws based on current local legislation.
- During 2025, in Italy, there were 456 hours of strike action by employees, due to participation in national events linked to the renewal of the National Collective Labour Agreement (CCNL).
- The hours spent on paid trade union assemblies were 55 hours.
- Suppliers are monitored through appropriate control activities (codes of conduct and questionnaires), which make specific reference to freedom of association and collective bargaining.

5.1.4

Child labour and forced labour

(Ref. GRI 408-1, 409-1)

We do not permit the use of child labour at any plant of our Group companies.

- In 2025, the minimum age of our employees was 18 years, whilst the average age was 44.12 years.
- In line with the provisions of our Policies, our partners are required to adhere to codes of conduct.
- The main raw material suppliers are also monitored through specific questionnaires, whilst all service providers (contractors) are checked via specific declarations certifying the company's fulfilment of legislative and contractual obligations, including those regarding child labour.
- At Palladio Group, there have never been any cases of forced, compulsory, child labour or involving human trafficking.
- Employees are guaranteed appropriate working hours as stipulated by the national contract: overtime work is regularly remunerated and workers participate in any overtime work initiatives on a voluntary basis.
- Working hours at Palladio Group are determined so as not to prejudice the right of every worker to enjoy daily rest periods suitable for the restoration of psychophysical and intellectual energy.
- Every worker enjoys, without any abuse, their rightful entitlement to annual leave and sick leave. In this case too, suppliers are monitored and controlled through specific activities.

5.2 For an inclusive society

5.2.1 We support the community

As a Group, we contribute to development by creating greater economic opportunities for local communities, and we intend to be an active and participatory presence also in the social and cultural growth of the territories in which we operate.

To make our intervention more effective, we identify in each territory priority themes for which we develop numerous initiatives in the fields of solidarity, environmental education (see chapter 4 'Planet') and sustainability (see section 5.2.2 'Participate in local communities').

In Italy, our social commitment is reflected in a series of initiatives aimed at mitigating the potential and actual impacts of our activities, thanks to a constant dialogue with local institutions and organisations.

- We have developed and implemented prevention programmes to ensure compliance with laws and safeguard the physical and economic well-being, as well as the natural resources, of the territories in which we operate.
- Ethics and meritocracy are the values that guide us in our choices regarding employees, suppliers, customers and any organisation with which we maintain relationships. In particular, we do not tolerate corruption in any way (see section 5.2.4 ['The fight against corruption and relations with institutions']).
- Commercial relations with customers are based on relationships of trust, and our goal is to always be chosen for the intrinsic qualities of the products and services we provide.
- For this reason, with a view to responsible marketing, we send customers and suppliers a notice detailing our commitment to social responsibility, raising their awareness to operate in line with these same principles.
- We select and qualify our suppliers according to precise rules and formalised procedures, and we do not reserve favouritism or agreements for any of them in which possible conflicts of interest could be perceived.

Those who collaborate with our Group must be able to find in us a valid commercial partner, but also be aware that our business model is based on principles and values of social ethics, far from monopolistic practices that could lead to unfair competition or in any way conflict with the principles of the free market.

5.2.2

Participate in local communities

(Ref. GRI 413-1/2)

Our proactive participation in the socioeconomic development of the communities in which we operate translates into **support for numerous associations** at local, national and international levels. In consideration of their **solidarity-based nature**, we have not currently envisaged a measurement system for the percentage of activities in which the local community has been involved.

Some initiatives concerning the Italian perimeter:

- Also in 2025, we supported the **'Abilmente' project** of the association **'I Bambini delle Fate'**, in collaboration with ENGIM Veneto, which aims to bridge the 'gap' between the educational path and the workplace integration of young people with autism and disabilities. This is achieved through an environment where they can experience educational and recreational activities that enhance their skills, increasing their sense of self-efficacy to achieve personal and social autonomy. (www.ibambinidellefate.it/progetto-abil-mente/).
- In 2025, we confirmed our support for **Dynamo Camp**, the first **Recreational Therapy** camp in Italy, which hosts children and young people aged 6 to 17 suffering from serious or chronic illnesses free of charge. Here, the guest children can develop their abilities by experiencing a large number of activities, both recreational-sporting and expressive. In 2025, 14 employees participated in the volunteering project at Dynamo Camp.
- In April, some colleagues ran 42.2km in under four hours at the Relay Marathon in Milan, to support the project of Dynamo.
- In 2025, for the third consecutive year, Palladio Group supported with a donation the **Associazione Oncologica San Bassiano**, a local voluntary organisation that since 2004 has supported patients and their families, in terms of assistance and training, through counselling, rehabilitation, training services and much more.
- On the occasion of the Christmas holidays, we purchased a pandoro as a gift for every employee of Palladio Group SpA and Pharma Partners from the association **Team For Children**, a voluntary association that collaborates with the General Management of ULSS 8 Berica and supports children of all ages and with any type of problem, hospitalised at the San Bortolo hospital in Vicenza.
- We also purchased from the association **Amici della Zizzi**, at the forefront alongside families welcoming minors in difficulty reported by social services, courts and the families themselves, mini pandoros and Easter eggs for the employees' children.

PALLADIO GROUP AND DYNAMO CAMP: THE CORPORATE VOLUNTEERING PROJECT

Corporate volunteering is an extraordinary opportunity to make a difference in other people's lives. At Palladio Group, we deeply believe in the value of solidarity, which is why the company has decided to allow colleagues to participate in the volunteering project with Dynamo Camp, with the aim of strengthening our concrete commitment to the community and highlighting the importance of volunteering for one's personal and professional growth.
To further support this social mission, Palladio Group has chosen to combine human commitment with direct financial support: for every employee who chooses to carry out volunteering activities within a Recreational Therapy session in Limestre, the company makes a charitable donation to Dynamo Camp. In this way, each participant not only donates their time, but activates a concrete contribution to guarantee the continuity of the facility's free activities. Fourteen colleagues embarked on this path in 2025, donating energy and skills to the young guests and their families, testifying to the invaluable worth of this experience.

5.2.3

Socialising activities

We have always believed that there is a close connection between personal well-being and work performance, an indicator that in the past was measured solely in terms of productivity.
Today, productivity is confronted with new ideas and the desire to continuously improve, which can only arise if people are motivated and interested in the work they do.

Over the years, we have also organised cultural, artistic and sporting activities for employees with the aim of increasing integration and strengthening the team spirit that distinguishes our Group.

- On 24 May 2025, the fourth edition of the PalladiOlimpiadi was held in Modena, where numerous colleagues from the Italian plants spent a day dedicated to sport together with their families. The guest of the event was Omar Mohamed Alì, a multidisciplinary explorer and ultra-endurance athlete, who shared his extraordinary experience as a living example of resilience, courage and adventure. His story provided an inspiring example of overcoming challenges and pushing beyond perceived limits.

- In July, colleagues from the Palladio East plant participated in Gravelijada, an initiative created to promote a healthy lifestyle, sustainability and respect for the environment. It was not just a sporting event, but a two-day event dedicated to discovering the territory through cycling and trekking in protected natural areas.

- On the occasion of the International Day for the Elimination of Violence against Women, Palladio Group organised the webinar ‘Men who change: from privilege to responsibility’. The meeting, organised with Fondazione Libellula and Osservatorio Maschile, offered all collaborators an interactive moment of reflection to overcome gender stereotypes. The initiative aimed to promote a culture of shared responsibility, providing concrete tools to prevent violence and foster a work environment based on respect and mutual care.

Attention to our people is not limited to those who currently have an active role in the company, but extends to all those who have helped our Group to grow in previous years as well.

Transitioning from working life to retirement represents, in fact, one of the most delicate moments in everyone's life, and we are committed on several fronts to assisting employees in this transition.

In social aspects, we are careful to preserve a community spirit. For some years now, the 'Palladio Pensioners Group' has become a corporate institution that takes charge of organising trips, convivial meetings, visits to the plants, theatrical performances and other initiatives involving former colleagues, giving them the opportunity to meet and refresh the bond of the long period of working life spent in the company.

- Our former colleagues are also always invited to participate in the exchange of Christmas greetings, the Christmas lottery and the delivery of the Christmas gift parcel together with all current employees.

5.2.4

The fight against corruption and relations with institutions

(Ref. GRI 201-4, 205-1/3, 415-1)

We are strongly committed to preventing any possibility of corruption in our plants: for this reason, and to make our initiatives even more effective, in 2018 we asked an external body to carry out an assessment and an audit relating to prevention, in compliance with the ISO 37001 standard. The data that emerged highlighted that the areas in which our Group operates cannot be classified as at high risk of corruption.

Currently, to combat corruption, safeguards are active such as: the Code of Ethics, the Anti-Corruption Policy and the Reporting of Violations ('whistleblowing'), introduced in accordance with Directive 2019/1937.

The financial statements are subject to annual examination by the firm Reconta Ernst & Young to determine and certify their compliance with the regulations governing their drafting criteria. With this in mind, any accounting operation or transaction is based on the accuracy, completeness and authorisation of the basic information for the relative recordings.

- All corporate payments to be made are commensurate with the performance and contractual rules and cannot be made to a party other than the contractual counterparty.
- Any type of omission or falsification of which employees become aware is immediately reported to the Ethics Committee.
- In the period 2019 - 2025, no incidents of corruption or extortion were reported involving employees or suppliers, and no legal actions regarding corruption practices occurred against our Group companies.

Finally, it should be noted that our Group maintains relations with public institutions essentially through national trade associations (see section 1.2.5 ['Objectives, Commitments and Targets']) and consequently does not take positions on public policy, nor does it participate in the development of public policies.

[6]

Tables and contents

6 Tables and contents

Table 1

(Data expressed in Euro and covering the reporting scope only)

FINANCIAL AND ECONOMIC RESULTS	MEAS. UNIT	TOTAL			2025 BREAKDOWN			
REF. 201-1		**2023**	**2024**	**2025**	**PG SPA**	**PP**	**PI**	**PE**
Economic value generated	€	126,622,634	121,120,745	**119,957,951**	92,427,125	2,859,031	3,524,071	21,147,724
Economic value distributed	€	119,703,148	115,749,917	**116,579,847**	88,244,036	2,856,382	4,504,052	20,975,376
a) Operating costs	€	87,623,123	81,898,666	**83,012,218**	62,164,366	1,245,024	2,928,256	16,674,573
b) Salaries and benefits	€	27,848,479	30,869,503	**46,016,042**	25,168,190	1,579,225	1,498,425	3,873,159
c) Payments to providers of capital	€	2,371,630	1,718,730	**6,918,703**	-32,106	32,133	76,837	102,131
d) Payments to public administration	€	1,748,931	1,172,849	**1,018,483**	807,382	0	535	294,393
e) Community investments (1)	€	98,790	90,168	**167,324**	136,204	0	0	31,120
Economic value retained	€	6,919,486	5,370,828	**3,378,104**	4,183,089	2,648	-979,981	172,347

(1) Donations and financial contributions

Table 2

PRODUCTION	MEAS. UNIT	TOTAL			2025 BREAKDOWN			
		2023	2024	2025	PG SPA	PP	PI	PE
Total material discarded	kg	9,738,757	9,698,325	**9,478,708**	6,451,855	33,175	142,518	2,851,160
Economic value generated	€	126,622,634	121,120,745	**119,957,951**	92,427,125	2,859,031	3,524,071	21,147,724
Finished product (1)	t	17,097	21,322	**14,085**	8,824	528	787	3,946
Material recovered	%	57%	45%	**67%**	73%	6%	18%	72%

(1) For Pharma Partners the value is a supplied figure, whilst for all other plants it has been calculated as the difference between the total raw materials used and the total materials discarded

Table 3

MATERIALS PURCHASED BY WEIGHT	MEAS. UNIT	TOTAL			2025 BREAKDOWN			
REF. 301-1		2023	2024	2025	PG SPA	PP	PI	PE
Cardboard	kg	20,231,731	8,358,840	**20,199,854**	13,169,789	9,857	1,091,715	5,928,493
Paper	kg	3,818,759	3,744,033	5,661,058	4,446,194	0	20,861	1,194,003
Pallets	kg	612,772	646,453	**645,409**	1,500,458	8,726	92,655	544,028
Backing for self-adhesive products	kg	135,317	181,527	**176,430**	160,540	4,876	0	11,014
Aluminium for blister packs	kg	254,833	184,233	**279,401**	279,401	0	0	0
Packaging	kg	1,360,039	1,324,016	**1,317,375**	876,951	9,857	55,058	375,509
Total materials used	kg	**25,053,412**	**13,115,086**	**26,962,152**	**18,055,924**	**23,459**	**1,205,231**	**7,677,538**

Table 4

RECYCLED INPUT MATERIALS USED	MEAS. UNIT	TOTAL			2025 BREAKDOWN			
REF. 301-2		2023	2024	2025	PG SPA	PP	PI	PE
Total materials used	**t**	**25,053**	**13,115**	**26,962**	**18,056**	**23**	**1,205**	**7,678**
Recycled materials used	kg	1,153,829	1,080,347	**1,080,459**	662,870	6,245	35,835	375,509
Percentage of recycled materials used	%	5%	8%	**4%**	4%	27%	3%	5%
Non-recycled materials used	kg	4,418,738	4,357,405	**6,358,255**	5,103,678	8,488	40,596	1,205,494

Table 5

ENERGY CONSUMPTION WITHIN THE ORGANISATION	MEAS. UNIT	TOTAL			2025 BREAKDOWN			
REF. 302-1		2023	2024	2025	PG SPA	PP	PI	PE
Total energy consumed	GJ	49,831	50,733	**50,340**	36,372	866	1,211	11,891
Total purchased electricity	GJ	46,031	45,908	**43,765**	32,093	866	1,211	9,595
Electricity purchased from renewable sources	kWh	2,169,000	6,344,000	**12,156,806**	8,914,679	240,571	336,379	2,665,177
Electricity purchased from non-renewable sources	kWh	10,617,297	6,408,156	**0**	0	0	0	0
Self-generated electricity from photovoltaics	kWh	1,118,822	1,493,583	**2,247,119**	1,608,641	0	0	638,478
Self-generated and consumed electricity from photovoltaics	GJ	3,800	4,826	**6,576**	4,280	0	0	2,296
Total renewable electricity	kWh	3,224,644	7,684,461	**13,983,459**	10,103,455	240,571	336,379	3,303,054
Natural gas consumption	GJ	12,459	12,701	**14,412**	11,318	0	0	3,094
Kerosene consumption	GJ	545	575	**515**	0	0	515	0

Table 6

ENERGY INTENSITY	MEAS. UNIT	TOTAL			2025 BREAKDOWN			
REF. 302-3		2023	2024	2025	PG SPA	PP	PI	PE
Total energy consumed per finished product	GJ/t	3	2	**4**	4	2	2	2

Table 7

WATER WITHDRAWAL	MEAS. UNIT	TOTAL			2025 BREAKDOWN			
REF. 303-3		2023	2024	2025	PG SPA	PP	PI	PE
Total water withdrawal	**m³**	**9,698**	**10,538**	**13,184**	**9,480**	**301**	**212**	**3,191**
Well water	Ml	1	0	**0**	0	0	0	0
Mains water	Ml	9	10	**12**	8	0	0	3
Water withdrawal from areas with water stress	Ml	3	3	**0**	0	0	0	0
Total water discharged	m³	0	0	**0**	0	0	0	0
Total water consumed	m³	9,698	10,538	**13,184**	9,480	301	212	3,191
Total water consumed	Ml	10	11	**13**	9	0	0	3

Table 8

GHG EMISSIONS REF. 305-1 – 305-2 – 305-3	MEAS. UNIT	TOTAL 2023	2024	2025	2025 BREAKDOWN PG SPA	PP	PI	PE
Total GHG emissions (Scope 1, Scope 2, Scope 3) market-based	**tCO_2eq**	**39,836**	**32,430**	**37,909**	**27,097**	**308**	**1,431**	**6,792**
Total GHG emissions (Scope 1, Scope 2, Scope 3) location-based	**tCO_2eq**	**38,633**	**33,704**	**44,003**	**30,342**	**398**	**1,541**	**9,351**
Direct GHG emissions (Scope 1)	tCO_2eq	1,266	1,275	**1,315**	1,049	28	42	196
Indirect GHG emissions from energy consumption (Scope 2) market-based	tCO_2eq	6,402	3,929	**204**	148	0	0	55
Indirect GHG emissions from energy consumption (Scope 2) location-based	tCO_2eq	5,199	5,203	**6,298**	3,484	90	110	2,614
Other indirect GHG emissions (Scope 3)	tCO_2eq	32,168	27,226	**36,390**	25,899	280	1,389	6,541
Purchased goods and services	tCO_2eq	12,768	13,174	**15,109**	11,422	8	589	3,090
Capital goods	tCO_2eq	2,059	928	**2,845**	2,175	80	293	298
Fuel- and energy-related activities	tCO_2eq	2,192	2,195	**2,224**	1,776	40	36	372
Upstream transportation and distribution	tCO_2eq	5,581	2,579	**7,122**	5,766	1	195	1,160
Waste generated in operations	tCO_2eq	434	264	**259**	224	0	16	19
Business travel	tCO_2eq	133	132	**131**	122	1	5	2
Employee commuting	tCO_2eq	2,250	2,275	**2,281**	-	-	-	-
Upstream leased assets	tCO_2eq	0	0	**0**	0	0	0	0

Downstream transportation and distribution	tCO_2eq	1,605	2,093	**1,138**	643	62	73	361
Processing of sold products	tCO_2eq	438	438	**301**	236	1	11	53
End-of-life treatment of sold products	tCO_2eq	4,707	3,147	**4,980**	3,535	89	171	1,185

Notes:
(1) For plug-in vehicles, it is not possible to separate fuel consumption from electricity consumption. For this reason, the same emission factor as a hybrid car was used, and the related CO_2 emissions have been included in Scope 1.
(2) Emissions from full electric vehicles are included in Scope 2 and estimated based on kilometres travelled. Since it is not possible to distinguish between internal and external charging, partial double counting with company electricity may occur.
(3) Categories 11 - Use of sold products, 13 - Downstream Leased Assets, 14 - Franchises and 15 - Investments have been excluded from reporting as they are not applicable.
(4) Data for emissions from category 3 - Fuel- and energy-related activities for the year 2022 are not available.

Table 9

GHG EMISSIONS INTENSITY	**MEAS. UNIT**	**TOTAL**			**2025 BREAKDOWN**			
REF. 305-4		**2023**	**2024**	**2025**	**PG SPA**	**PP**	**PI**	**PE**
Total GHG emissions (Scope 1, Scope 2, Scope 3) market-based	**tCO_2eq/t**	**2.33**	**1.52**	**2.69**	**3.07**	**0.58**	**1.82**	**1.72**
Total GHG emissions (Scope 1, Scope 2, Scope 3) location-based	**tCO_2eq/t**	**2.26**	**1.58**	**3.12**	**3.46**	**0.75**	**1.96**	**2.37**
Direct GHG emissions intensity (Scope 1)	tCO_2eq/t	0.07	0.06	**0.09**	0.12	0.05	0.05	0.05
Indirect GHG emissions intensity from energy consumption (Scope 2) market-based	tCO_2eq/t	0.37	0.18	**0.01**	0.02	0	0	0.01
Specific indirect GHG emissions from energy consumption (Scope 2) location-based	tCO_2eq/t	0.30	0.24	**0.45**	0.40	0.17	0.14	0.66
Specific indirect GHG emissions (Scope 3)	tCO_2eq/t	1.88	1.28	**2.58**	2.94	0.53	1.76	1.66

NOTE: in the calculation of tonnes of finished product, the weight of pallets and packaging has been included from 2024 onwards.

Table 10

CARBON PRICE	MEAS. UNIT	TOTAL			2025 BREAKDOWN			
		2023	2024	2025	PG SPA	PP	PI	PE
Carbon price total GHG emissions (Scope 1, Scope 2, Scope 3) market-based	**€**	**3,326,266.0**	**2,117,337.6**	**2,803,399.8**	**2,003,834**	**22,765**	**105,854**	**502,291**
Carbon price direct GHG emissions (Scope 1)	€	105,735	83,225	**97,266**	77,587	2,040	3,140	14,499
Carbon price indirect GHG emissions from energy consumption (Scope 2) market-based	€	534,533	256,551	**15,067**	10,979	2,040	0	14,499
Carbon price other indirect GHG emissions (Scope 3)	€	2,685,998	1,777,561	**2,691,066**	1,915,268	20,725	102,715	483,703

Table 11

GHG EMISSIONS INTENSITY	MEAS. UNIT	TOTAL			2025 BREAKDOWN			
REF. 305-4		2023	2024	2025	PG SPA	PP	PI	PE
Total GHG emissions indicator (Scope 1, Scope 2, Scope 3) market-based	**$tCO_2eq/k€$**	0.315	**0.268**	**0.316**	**0.293**	**0.108**	**0.406**	**0.321**
Direct GHG emissions indicator (Scope 1)	**$tCO_2eq/k€$**	0.010	0.011	**0.011**	0.011	0.010	0.012	0.009
Indirect GHG emissions from energy consumption indicator (Scope 2) market-based	**$tCO_2eq/k€$**	0.051	0.032	**0.002**	0.002	0.000	0.000	0.003
Other indirect GHG emissions indicator (Scope 3)	**$tCO_2eq/k€$**	0.254	0.225	**0.303**	0.280	0.098	0.394	0.309

NOTE: in the calculation of tonnes of finished product, the weight of pallets and packaging has been included from 2024 onwards.

Table 12

WASTE GENERATED	MEAS. UNIT	TOTAL			2025 BREAKDOWN			
REF. 306-3		**2023**	**2024**	**2025**	**PG SPA**	**PP**	**PI**	**PE**
Total weight of waste generated	**t**	**12,135**	**12,099**	**11,526**	**7,991**	**33**	**436**	**3,066**
Hazardous waste	t	119	111	**119,843**	87	0	11	22
Non-hazardous waste	t	12,017	11,988	**11,406**	7,904	33	425	3,044
Percentage of hazardous waste of total	t	1%	1%	**1%**	1%	0%	2%	1%
Percentage of non-hazardous waste of total	t	99%	99%	**99%**	99%	100%	98%	99%
Total WEEE	kg	0	0	**709**	709	0	0	0
Total VOCs emitted	kg	0	0	**13,007**	12,494	0	0	513
Total atmospheric pollutants emitted	kg	0	0	**513**	0	0	0	513

NOTE: the total for WEEE, VOCs and atmospheric pollutants has been reported from 2025 onwards.

Table 13

WASTE DESTINATION	MEAS. UNIT	TOTAL			2025 BREAKDOWN			
REF. 306-4 - 306-5		**2023**	**2024**	**2025**	**PG SPA**	**PP**	**PI**	**PE**
Total weight of waste produced	**t**	**12,135**	**12,099**	**11,526**	**7,991**	**33**	**436**	**3,066**
Waste not destined for disposal	t	11,946	11,884	**8,213**	7,757	33	423	0
Waste destined for disposal	t	190	215	**247**	234	0	13	0

Table 14

RESPONSIBLE SOURCING	TOTAL			2025 BREAKDOWN			
REF. GRI 2.6, 308-1, 414-1	**2023**	**2024**	**2025**	**PG SPA**	**PP**	**PI**	**PE**
Total new suppliers	14	12	**13**	9	0	2	2
Procurement from local markets (%)	69%	69%	**65%**	67%	99%	47%	47%
Total new suppliers selected and qualified based on environmental criteria	13	11	**13**	9	0	2	2
Percentage of new suppliers selected and qualified based on environmental criteria	93%	92%	**100%**	100%	100%	100%	100%
Total new suppliers selected and qualified based on social criteria	13	11	**13**	9	0	2	2
Percentage of new suppliers selected and qualified based on social criteria	93%	92%	**100%**	100%	100%	100%	100%
Total number of incidents of violations involving rights of indigenous peoples	0	0	**0**	0	0	0	0
Total new suppliers who have signed the Supplier Code of Conduct	13	11	**13**	9	0	2	2
Percentage of new suppliers who have signed the Supplier Code of Conduct	100%	100%	**100%**	1	100%	1	1
Number of suppliers audited during the reporting period (including any extraordinary audits)	17	18	**14**	14	0	0	0
Total number of suppliers to be audited (according to procedure PGS08) during the reporting period	21	22	**22**	22	0	0	0
Percentage of suppliers audited during the reporting period	20%	45%	**64%**	64%	100%	100%	100%

(1) Pharma Partners excluded from the calculation as it does not purchase paper and cardboard
* Not applicable to the supplier as there are no new suppliers for these companies

Table 15

WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM REF. 403-8	PALLADIO GROUP SPA	PALLADIO PHARMA PARTNERS	PALLADIO IRELAND LTD	PALLADIO EAST DOO
The percentage of all employees and non-employee workers, but whose work and/or workplace is controlled by the organisation, covered by an occupational health and safety management system based on recognised requirements and/or standards/guidelines.	100%	0%	0%	100%

Table 16

NUMBER OF FATALITIES	TOTAL			2025 BREAKDOWN			
REF. 403-9	2023	2024	2025	PALLADIO GROUP SPA	PALLADIO PHARMA PARTNERS	PALLADIO IRELAND LTD	PALLADIO EAST DOO
For all employees, the number of fatalities as a result of work-related injuries	0	0	**0**	0	0	0	0
For all workers who are not employees, but whose work and/or workplace is under the control of the organisation, the number of fatalities as a result of work-related injuries	0	0	**0**	0	0	0	0
Total number and rate of fatalities as a result of work-related injuries	0	0	**0**	0	0	0	0

Table 17

NUMBER AND RATE OF INJURIES	TOTAL			2025 BREAKDOWN				
REF. 403-9	2023	2024	2025	PALLADIO GROUP SPA	PALLADIO PHARMA PARTNERS	PALLADIO IRELAND LTD	PALLADIO EAST DOO	NOTE
For all employees, the total number of recordable work-related injuries	21	26	**16**	9	0	3	4	
For all employees, the rate of recordable work-related injuries	24%	26%	**25%**	12%	0%	10%	2%	Note: calculated as follows: (no. of incidents/ employee hours worked)*1,000,000
For all workers who are not employees, but whose work and/ or workplace is under the control of the organisation, the total number of recordable work-related injuries	0	1	**1**	1	0	0	0	
For all workers who are not employees, but whose work and/ or workplace is under the control of the organisation, the rate of recordable work-related injuries	0%	11%	**11%**	11%	0%	0%	0%	Note: calculated as follows: (no. of incidents/ non-employee staff hours worked)*1,000,000
For all employees, the number of work-related injuries with high-consequence (excluding fatalities)	1	1	**1**	1	0	0	1	
For all employees, rate of work-related injuries with high-consequence (excluding fatalities)	47%	49%	**57%**	57%	0%	0%	0%	Note: calculated as follows: (no. of incidents/ employee hours worked)*200,000
For all workers who are not employees but whose work and/or workplace is controlled by the organisation, the number of work-related injuries with high-consequence (excluding fatalities)	0	0	**0**	0	0	0	0	
For all workers who are not employees but whose work and/or workplace is controlled by the organisation, the rate of work-related injuries with high-consequence (excluding fatalities)	0%	0%	**0%**	0%	0%	0%	0%	Note: calculated as follows: (no. of incidents/ hours worked by non-employees)*1,000,000

Table 18

OCCUPATIONAL DISEASES	TOTAL			2025 BREAKDOWN			
REF. 403-10	**2023**	**2024**	**2025**	**PALLADIO GROUP SPA**	**PALLADIO PHARMA PARTNERS**	**PALLADIO IRELAND LTD**	**PALLADIO EAST DOO**
For all employees, the number of fatalities resulting from occupational diseases	0	0	**0**	0	0	0	0
For all workers who are not employees but whose work and/or workplace is controlled by the organisation, the number of fatalities resulting from occupational diseases	0	0	**0**	0	0	0	0
For all employees, the number of recordable cases of occupational diseases	17	17	**2**	0	0	0	0
For all workers who are not employees but whose work and/or workplace is controlled by the organisation, the number of recordable cases of occupational diseases	0	0	**0**	0	0	0	0

Table 19

H&S OTHER INFORMATION	TOTAL			2025 BREAKDOWN				
REF. —	**2023**	**2024**	**2025**	**PALLADIO GROUP SPA**	**PALLADIO PHARMA PARTNERS**	**PALLADIO IRELAND LTD**	**PALLADIO EAST DOO**	**NOTE**
Days of absence due to injury (non-commuting)	486	515	**551**	353	0	6	192	
Total number of hours worked	1,380,852	1,394,909	**1,362,308**	888,971	63,345	57,362	352,630	
Hours of absence due to injury (non-commuting)	3,888	4,120	**4,408**	2,824	0	48	1,536	

Hours of absence due to injury/hours worked	1%	2%	**2%**	2%	0%	0%	0%	Formula: hours of absence due to injury (non-commuting)/ total hours worked

Table 20

DETAILED ANALYSIS OF EMPLOYEES - DIVERSITY	TOTAL			2025 BREAKDOWN			
REF. 2.7–405.1	**2023**	**2024**	**2025**	**PALLADIO GROUP SPA**	**PALLADIO PHARMA PARTNERS**	**PALLADIO IRELAND LTD**	**PALLADIO EAST DOO**
EMPLOYEES UNDER 30 YEARS OLD							
Men	103	98	**91**	61	3	3	24
Women	36	39	**40**	27	7	1	5
Other	0	0	**0**	0	0	0	0
Not reported	0	0	**0**	0	0	0	0
Male white-collar workers	7	5	**8**	5	0	0	3
Female white-collar workers	13	12	**14**	9	3	0	2
White-collar workers - other	0	0	**0**	0	0	0	0
White-collar workers - not reported	0	0	**0**	0	0	0	0
Male blue-collar workers	96	93	**83**	56	3	3	21
Female blue-collar workers	23	27	**26**	18	4	1	3
Blue-collar workers - other	0	0	**0**	0	0	0	0
Blue-collar workers - not reported	0	0	**0**	0	0	0	0
Male managers	0	0	**0**	0	0	0	0
Female managers	0	0	**0**	0	0	0	0
Manager - other	0	0	**0**	0	0	0	0
Manager - not reported	0	0	**0**	0	0	0	0
Male executives	0	0	**0**	0	0	0	0
Female executives	0	0	**0**	0	0	0	0
Executives - other	0	0	**0**	0	0	0	0
Executives - not reported	0	0	**0**	0	0	0	0

EMPLOYEES AGED 30 TO 50							
Men	313	315	**306**	178	4	13	111
Women	134	129	**127**	74	15	7	31
Other	0	0	**0**	0	0	0	0
Not reported	0	0	**0**	0	0	0	0
Male white-collar employees	30	30	**32**	21	0	1	10
Female white-collar employees	45	45	**43**	18	8	3	14
White-collar employees - other	0	0	**0**	0	0	0	0
White-collar employees - not reported	0	0	**0**	0	0	0	0
Male blue-collar employees	274	275	**267**	152	4	12	99
Female blue-collar employees	87	84	**82**	54	7	4	17
Blue-collar employees - other	0	0	**0**	0	0	0	0
Blue-collar employees - not reported	0	0	**0**	0	0	0	0
Male managers	4	8	**4**	2	0	0	2
Female managers	2	0	**2**	2	0	0	0
Manager - other	0	0	**0**	0	0	0	0
Manager - not reported	0	0	**0**	0	0	0	0
Male executives	5	2	**3**	3	0	0	0
Female executives	0	0	**0**	0	0	0	0
Executives - other	0	0	**0**	0	0	0	0
Executives - not reported	0	0	**0**	0	0	0	0
EMPLOYEES OVER 50							
Men	183	188	**198**	163	3	6	26
Women	48	57	**66**	47	5	2	12
Other	0	0	**0**	0	0	0	0
Not reported	0	0	**0**	0	0	0	0
Male white-collar employees	29	28	**28**	24	2	0	2
Female white-collar employees	15	15	**20**	16	0	0	4
White-collar employees - other	0	0	**0**	0	0	0	0
White-collar employees - not reported	0	0	**0**	0	0	0	0
Male blue-collar employees	144	147	**157**	128	1	5	23
Female blue-collar employees	32	40	**44**	31	4	2	7
Blue-collar employees - other	0	0	**0**	0	0	0	0
Blue-collar employees - not reported	0	0	**0**	0	0	0	0
Male managers	10	11	**10**	8	0	1	1
Female managers	1	2	**2**	0	1	0	1

Managers - other	0	0	**0**	0	0	0	0
Managers - not reported	0	0	**0**	0	0	0	0
Male executives	0	2	**3**	3	0	0	0
Female executives	0	0	**0**	0	0	0	0
Executives - other	0	0	**0**	0	0	0	0
Executives - not reported	0	0	**0**	0	0	0	0

Table 21

DETAILED ANALYSIS OF EMPLOYEES - GENDER AND ROLE	TOTAL			2025 BREAKDOWN			
REF. 2.7–405.1	**2023**	**2024**	**2025**	**PALLADIO GROUP SPA**	**PALLADIO PHARMA PARTNERS**	**PALLADIO IRELAND LTD**	**PALLADIO EAST DOO**
Total number of employees	817	826	**828**	550	37	32	209
Total number of employees - male	599	601	**595**	402	10	22	161
Total number of employees - female	218	225	**233**	148	27	10	48
Total number of employees - other	0	0	**0**	0	0	0	0
Total number of employees - not reported	0	0	**0**	0	0	0	0
Total number of employees - male white-collar	66	63	**68**	50	2	1	15
Total number of employees - female white-collar	73	72	**77**	43	11	3	20
Total number of employees - white-collar other	0	0	**0**	0	0	0	0
Total number of employees - white-collar not reported	0	0	**0**	0	0	0	0
Total number of employees - male blue-collar	514	515	**507**	336	8	20	143

Total number of employees - female blue-collar	142	151	**152**	103	15	7	27
Total number of employees - blue-collar other	0	0	**0**	0	0	0	0
Total number of employees - blue-collar not reported	0	0	**0**	0	0	0	0
Total number of employees - male managers	14	19	**14**	10	0	1	3
Total number of employees - female managers	3	2	**4**	2	1	0	1
Total number of employees - other managers	0	0	**0**	0	0	0	0
Total number of employees - managers not reported	0	0	**0**	0	0	0	0
Total number of employees - male executives	5	4	**6**	6	0	0	0
Total number of employees - female executives	0	0	**0**	0	0	0	0
Total number of employees - other executives	0	0	**0**	0	0	0	0
Total number of employees - executives not reported	0	0	**0**	0	0	0	0
Female-to-male ratio at managerial level	84%	91%	**80%**	95%	-	100%	67%

Table 22

DETAILED ANALYSIS OF EMPLOYEES - BY CONTRACT TYPE*	TOTAL			2025 BREAKDOWN			
REF. 2.7	2023	2024	2025	PALLADIO GROUP SPA	PALLADIO PHARMA PARTNERS	PALLADIO IRELAND LTD	PALLADIO EAST DOO
Total permanent contracts - men	543	549	**553**	378	10	15	150
→ FULL TIME	539	545	**548**	373	10	15	150
→ PART TIME	4	4	**5**	5	0	0	0
Total permanent contracts - women	185	204	**203**	126	25	7	45
→ FULL TIME	175	197	**192**	115	25	7	45
→ PART TIME	10	7	**11**	11	0	0	0
Total fixed-term contracts - men	35	34	**21**	3	0	7	11
→ FULL TIME	35	33	**21**	3	0	7	11
→ PART TIME	0	1	**0**	0	0	0	0
Total fixed-term contracts - women	17	14	**15**	7	2	3	3
→ FULL TIME	16	12	**13**	5	2	3	3
→ PART TIME	1	2	**2**	2	0	0	0
Male agency workers	20	16	**21**	21	0	0	0
→ FULL TIME	20	16	**21**	21	0	0	0
→ PART TIME	0	0	**0**	0	0	0	0
Female agency workers	17	9	**15**	15	0	0	0
→ FULL TIME	17	9	**15**	15	0	0	0
→ PART TIME	0	0	**0**	0	0	0	0
Solidarity contract - men	0	0	**0**	0	0	0	0
→ FULL TIME	0	0	**0**	0	0	0	0
→ PART TIME	0	0	**0**	0	0	0	0
Solidarity contract - women	0	0	**0**	0	0	0	0
→ FULL TIME	0	0	**0**	0	0	0	0
→ PART TIME	0	0	**0**	0	0	0	0

Total self-employed workers working exclusively for the company	0	0	**0**	0	0	0	0
Total number of temporary workers supplied by temporary work agencies	35	25	**36**	36	0	0	0
Number of employees with disabilities	26	32	**37**	32	1	0	4
Number of employees covered by the CBA	570	583	**587**	550	37	0	0
Percentage of employees covered by the CBA	71%	71%	**71%**	100%	100%	0%	0%
Number of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation	0	0	**0**	0	0	0	0

* Palladio Group does not hire hourly employees

Table 23

NEW HIRES AND TURNOVER	**TOTAL**			**2025 BREAKDOWN**				
REF. 401-1	**2023**	**2024**	**2025**	**PALLADIO GROUP SPA**	**PALLADIO PHARMA PARTNERS**	**PALLADIO IRELAND LTD**	**PALLADIO EAST DOO**	**NOTES**
Total new hires	89	80	**67**	35	3	24	5	
New male hires < 30	29	27	**19**	10	0	6	3	
New female hires < 30	**22**	**13**	**17**	**12**	**2**	**3**	**0**	
Total new hires < 30	**51**	**40**	**36**	**22**	**2**	**9**	**3**	
New male hires between 30 and 50	20	25	**18**	8	0	8	2	
New female hires between 30 and 50	13	11	**8**	3	0	5	0	
Total new hires between 30 and 50	**33**	**36**	**26**	**11**	**0**	**13**	**2**	
New male hires > 50	**5**	**3**	**3**	**1**	**0**	**2**	**0**	
New female hires > 50	0	1	**2**	1	1	0	0	

Total new hires > 50	5	4	**5**	2	1	2	0	
Total terminations	**74**	**65**	**81**	**42**	**4**	**17**	**18**	
Employees at start of period	**276**	**817**	**826**	**545**	**38**	**25**	**218**	
Turnover	29%	12%	**15%**	13%	17%	103%	14%	Formula: ((terminations) / average number of employees)
Employees at year-end	291	832	**816**	538	37	32	209	

Table 24

OTHER RELEVANT EMPLOYEE INFORMATION	**TOTAL**			**2025 BREAKDOWN**				
REF. 202-1, 405-2	**2023**	**2024**	**2025**	**PALLADIO GROUP SPA**	**PALLADIO PHARMA PARTNERS**	**PALLADIO IRELAND LTD**	**PALLADIO EAST DOO**	**NOTE**
Gender pay gap	-	-	**5%**	10%	8%	11%	-8%	
Gender pay gap - white-collar workers	-	-	**75%**	67%	79%	77%	100%	
Gender pay gap - blue-collar workers	-	-	**87%**	84%	95%	88%	89%	
Gender pay gap - managers	-	-	**38%**	30%	98%	0%	47%	
Gender pay gap - executives	-	-	**13%**	0%	0%	0%	92%	
Ratio of standard entry-level wage for men to local minimum wage	1	1	**1**	1	0	1	1	
Ratio of standard entry-level wage for women to local minimum wage	1	1	**1**	1	0	1	1	

All Palladio Group employees receive remuneration that meets or exceeds the applicable minimum wage levels, determined by national legislation and/or the collective labour agreements in force in the countries where the Group operates.

Table 25

TRAINING	TOTAL			2025 BREAKDOWN				
REF. 404-1/2, 412-2	**2023**	**2024**	**2025**	**PALLADIO GROUP SPA**	**PALLADIO PHARMA PARTNERS**	**PALLADIO IRELAND LTD**	**PALLADIO EAST DOO**	**NOTE**
Average training hours per employee	28	21	**17**	83	18	18	6	Formula: (total training hours / total number of employees)
Total training hours	23,211	17,056	**14,208**	11,602	683	573	1,350	
Total training hours - men	15,036	11,858	**9,866**	8,340	147	350	1,029	
Total training hours - women	8,175	5,198	**4,342**	3,262	536	223	321	Formula: (total training hours for men / number of male employees)
Total training hours - other	0	0	**0**	0	0	0	0	
Total training hours - not specified	0	0	**0**	0	0	0	0	
Total training hours - white-collar employees	5,000	6,162	**5,511**	4,646	304	216	345	
Total training hours - blue-collar employees	18,212	10,894	**8,686**	6,956	379	346	1,006	

Table 26

PERCENTAGE OF EMPLOYEES RECEIVING A REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEW	TOTAL			2025 BREAKDOWN				
REF. 404-3	**2023**	**2024**	**2025**	**PALLADIO GROUP SPA**	**PALLADIO PHARMA PARTNERS**	**PALLADIO IRELAND LTD**	**PALLADIO EAST DOO**	**NOTE**
Number of male white-collar employees who received a performance and career development review	45	50	**54**	49	0	1	4	

Percentage of male white-collar employees who received a performance and career development review	42	47	**42**	9	0	3	2	Formula: (Number of male white-collar employees who received a performance and career development review / number of male white-collar employees)
Number of female white-collar employees who received a performance and career development review	44	45	**58**	37	6	1	14	
Percentage of female white-collar employees who received a performance and career development review	53	57	**58**	7	16	3	7	Formula: (Number of female white-collar employees who received a performance and career development review / number of female white-collar employees)
Number of male blue-collar employees who received a performance and career development review	17	16	**349**	348	0	1	0	
Percentage of male blue-collar employees who received a performance and career development review	14	11	**234**	63	0	3	0	Formula: (Number of male blue-collar employees who received a performance and career development review / number of male blue-collar employees)
Number of female blue-collar employees who received a performance and career development review	3	2	**107**	105	1	1	0	
Percentage of female blue-collar employees who received a performance and career development review	4	1	**93**	19	3	3	0	Formula: (Number of female blue-collar employees who received a performance and career development review / number of female blue-collar employees)

Table 27

DIVERSITY OF GOVERNANCE BODIES - PALLADIO GROUP SPA BOARD OF DIRECTORS	TOTAL		
REF. 405-1	**2023**	**2024**	**2025**
Total members of governance bodies	9	9	**9**
Men under 30	0	0	**0**
Men between 30 and 50	2	2	**2**
Men over 50	6	6	**6**
Women under 30	0	0	**0**
Women between 30 and 50	1	1	**1**
Women over 50	0	0	**0**

7 Attachments:

Annex 1: Methodological note

(Ref. GRI 2-4,29; 3-1,2,3)

Stakeholders

To understand and manage the needs of our partners and stakeholders, and to explore sustainability issues with them in depth, we have established a constant and open channel of dialogue with them, ensuring that mutual expectations are met.

Below is the list of Palladio Group's stakeholders:

- Trade associations
- Public administration, governing and regulatory bodies
- Shareholders/Ownership
- Management
- Banks and insurance companies
- Customers
- Collaborators (employees, collaborators, interns, temporary workers)
- Product and service suppliers and subcontractors
- Schools and Universities
- Trade unions
- Independent auditing and certification bodies
- Third sector (Foundations, associations and NGOs)
- Citizens in the vicinity of company sites
- Consumers
- Future generations
- Environment

Methodology

This **Sustainability Report** has been prepared on a voluntary basis by Palladio Group with the aim of providing a transparent, complete and structured representation of its economic, environmental and social performance, as well as the impacts generated along the value chain.

Starting from this edition, the document has been prepared in accordance with the **VSME (Voluntary Sustainability Reporting Standard for non-listed SMEs)** developed by EFRAG, adopting the option: "Basic and Comprehensive Module". This choice allows us to provide a more advanced level of information, meeting the information needs of financial stakeholders, customers and industrial partners.

Scope

The Sustainability Report has been prepared on a consolidated basis, including information relating to:

- Palladio Group S.p.A.
- Pharma Partners S.r.l.
- Palladio Ireland Ltd
- Palladio East d.o.o.

The reporting scope is consistent with that of previous years, unless otherwise indicated. Following the materiality assessment conducted in the previous financial year, and recognising that no areas within our reporting scope are located near biodiversity-sensitive areas, we have decided to continue not reporting on this topic.
The information contained in this document refers to the period **2023–2025**, with a focus on the 2025 financial year, and includes comparative data where available.
The Group has not omitted any information relevant for reporting purposes, with the exception of any data considered **sensitive or confidential**, the disclosure of which could cause competitive prejudice or violate confidentiality obligations.
Palladio Group has the following characteristics:

- Legal form: Joint-stock company
- Sector of activity: Pharmaceutical packaging
- NACE code: 21.1
- Turnover: 119,957,951 euro
- Total assets: 27,530,826 euro
- Countries of operation: Italy, Ireland, Serbia
- Location of main assets: production plants and operational headquarters in the aforementioned countries

The preparation of the Report is based on the principles of relevance, completeness, comparability, transparency and reliability.
The information has been collected through internal reporting systems and validated by the competent functions.

Calculation methodologies

- Environmental data (energy, emissions, water) are calculated according to internationally recognised methodologies (e.g. GHG Protocol for emissions).
- Social KPIs are collected at Group level and consolidated on an annual basis.
- Economic data are derived from the Financial Statements.

Annex 2:
Table of coefficients used for environmental calculations

DESCRIPTION		SOURCE
KEROSENE	Density	https://www.seai.ie/data-and-insights/seai-statistics/conversion-factors/
	Net calorific value (NCV)	https://www.seai.ie/data-and-insights/seai-statistics/conver-ion-factors/
	Emission factor	Ecoinvent [2023] v3.10
NATURAL GAS (ITALY)	Net calorific value (NCV)	National standard parameters table
	Emission factor	Ecoinvent [2023] v3.10
NATURAL GAS (SERBIA)	Net calorific value (NCV)	https://ec.europa.eu/eurostat/databrowser/view/NRG_BAL_CV__custom_2045814/default/table?lang=en
	Emission factor	Ecoinvent [2023] v3.10
ELECTRICITY (ITALY)	Location-based emission factor	Ecoinvent [2023] v3.10
	Market-based emission factor	Ecoinvent [2023] v3.10
ELECTRICITY (IRELAND)	Location-based emission factor	Ecoinvent [2023] v3.10
	Market-based emission factor	AIB, 2025
ELECTRICITY (SERBIA)	Location-based emission factor	Ecoinvent [2023] v3.10
	Market-based emission factor	Ecoinvent [2023] v3.10
VIRGIN/RECYCLED CARDBOARD - INTEGRATED CYCLE	Emission factor	EPD - MetsaBoard Prime FBB EB (registration number S-P-09340)
VIRGIN/RECYCLED CARDBOARD - NON-INTEGRATED CYCLE	Emission factor	Ecoinvent [2023] v3.10
PAPER	Emission factor	Ecoinvent [2023] v3.10
ADHESIVE MATERIAL	Emission factor	Linerless label – Environmental Product Declaration, Beontag, S-P-10728, published on 2023-11-07, EPD International - Programme Operator, compliant with ISO 14025:2006, Available at: https://www.environdec.com

ALUMINIUM	Emission factor	Ecoinvent [2023] v3.10
PACKAGING: TRANSPORT BOXES/ TRAYS/INTERLEAF	Emission factor	Ecoinvent [2023] v3.10
PALLETS	Emission factor	Ecoinvent [2023] v3.10
CAPITAL GOODS	Emission factor	Ecoinvent [2023] v3.10
IN-OUT TRANSPORT	Emission factor	Ecoinvent [2023] v3.10
WASTE GENERATED	Emission factor	UK Government GHG Conversion Factors for Company Reporting 2024
BUSINESS TRAVEL	Emission factor	Ecoinvent [2023] v3.10
EMPLOYEE COMMUTING	Emission factor	Ecoinvent [2023] v3.10
PROCESSING OF SOLD PRODUCTS	Emission factor	Ecoinvent [2023] v3.10
END-OF-LIFE TREATMENT OF SOLD PRODUCTS	Emission factor	EUROSTAT, 2020
CARBON PRICE	Conversion factor	https://www.sendeco2.com/it/prezzi-CO2

8 Assurance Statement

Assurance statement on third-party verification of sustainability information

No. of statement: IT-VER-0123 From TÜV ITALIA SRL

TÜV ITALIA SRL *(hereinafter "TÜV SÜD" "we", "us", "our")* has been engaged by PALLADIO GROUP S.P.A. to perform a limited assurance verification of sustainability information in the Sustainability Report "REPORT DI SOSTENIBILITÀ 2026"[1] of PALLADIO GROUP S.P.A. (*hereinafter "Company"*) for the period from 01.01.2025 to 31.12.2025.

The verification was carried out according to the steps and methods described below.

Scope of the verification

The third-party verification was conducted to obtain limited assurance whether the sustainability information is prepared in accordance with the reporting criteria of the VSME, December 2024 (*hereinafter "Reporting Criteria").*

The following selected sustainability disclosures are included in the scope of the assurance engagement:

- Qualitative and quantitative disclosures on sustainability published in the Sustainability Report "REPORT DI SOSTENIBILITÀ 2026."

Disclosures not part of our engagement are listed in the section "Limitations" below.

Responsibility of the Company

The legal representatives of the Company are responsible for the preparation of the sustainability information following the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for sustainability reporting, the collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the legal representatives are responsible for necessary internal controls to enable the preparation of sustainability information that is free of material - intentional or unintentional - erroneous information.

Verification methodology and level of assurance

The verification engagement has been planned and performed following the verification methodology developed by TÜV SÜD which is based upon the ISO 17029, ISO 14019, ISAE 3000/5000 and AA1000 Assurance Standard. The applied level of assurance was "limited assurance". Because the level of assurance obtained is a limited assurance, the engagement is lower than in a reasonable assurance engagement. The procedures the verification team performs in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. A limited assurance engagement consists of making inquiries, primarily of persons responsible for the preparation of the sustainability information and applying analytical and other limited assurance procedures.

Verification procedures performed

The verification was based on a systematic and evidence-based assurance process limited as stated above. The selection of assurance procedures is subject to the auditor's own judgment.

Detailed observations are raised in a separate report to the Company's management. These observations do not affect our conclusion reported below.

The procedures included amongst others:

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[1] This assurance statement is formalised based on the information obtained during the verification activities focused on the Italian version of the "REPORT DI SOSTENIBILITÀ 2026".

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- Inquiries of personnel who are responsible for the stakeholder engagement and materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls
- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations
- Assessment of local data collection and management procedures and control mechanisms through a sample evaluation at VIA CRESOLE, 8 – 36031 DUEVILLE (VICENZA) - ITALY

Verification details

The verification focused on sampling of data, information and processes following the requirements necessary for a reporting in accordance with the Reporting Criteria:

VSME:

- Basic Module – General Information
- Basic Module – Environmental metrics
- Basic Module – Social metrics
- Basic Module – Governance metrics
- Comprehensive Module – General Information
- Comprehensive Module – Environmental metrics
- Comprehensive Module – Social metrics
- Comprehensive Module – Governance metrics

Our Opinion

On the basis of the verification procedures carried out from 19.05.2026 to 25.05.2026, TÜV ITALIA SRL has not become aware of any facts that lead to the conclusion that the selected sustainability information has not been prepared, in all material aspects, in accordance with the Reporting Criteria defined by the VSME, December 2024.

Limitations

The assurance process was subject to the following limitations:

- The subject matter information covered by the engagement are described in the "scope of the engagement". Assurance of further information included in the sustainability reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.
- Financial data was only considered to the extent to check the alignment with the economic indicators provided by the reporting criteria. The review of financial data or accounts is not within the scope of our work.
- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.
- The review of data referring to previous years was not within the scope of work.

Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments in full and without omissions, changes, or additions.

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This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated engagement. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or in this statement provides third parties with any rights or claims whatsoever.

Independence and competence of the verifier

TÜV ITALIA SRL is member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection.

For the present assurance engagement TÜV ITALIA SRL is operating in line with TÜV SÜD Group procedures. The decision was taken by the Verification Body TÜV ITALIA SRL, part of TÜV SÜD Group.

The verification team was selected based on the knowledge, experience and qualification of the verifiers. TÜV ITALIA SRL hereby declares that there is no conflict of interest with the Company.

Francesco
Paolo Scarlata
29.05.2026
11:27:30
GMT+02:00

Date of issuance 29.05.2026

Primiano De Rosa-Giglio	Francesco Scarlata
Lead Assessor	Managing Director of Verification Body
TÜV ITALIA SRL	TÜV ITALIA SRL

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9 VSME Content Index

VSME	DESCRIPTION	POSITION IN THE REPORT	RELATED GRIS (IF APPLICABLE)
B1 – Basis for preparation	General information, basis of preparation, governance of reporting	Introduction, Ch. 1, Ch. 7 Annex 1	GRI 2-1, 2-2, 2-3, 2-5, 2-14, 2-28, 201-1
B2 – Practices, policies and future initiatives	ESG practices, policies and initiatives	Ch. 1, Ch. 5, 1.2.5	GRI 2-23, 2-24, 205-2
B3 – Energy and greenhouse gas emissions	Energy consumption and GHG emissions	4.1.2, 4.1.3, 6 (tables 5 and 6)	GRI 302-1, 305-1, 305-2, 305-3, 305-4
B4 – Pollution of air, water and soil	Polluting emissions	4.1.5, 6 (table 12)	GRI 305-7
B5 – Biodiversity	Impacts and location with respect to sensitive areas	Ch. 7	GRI 304-2
B6 – Water	Water withdrawal and consumption	4.1.4, 6 (table 7)	GRI 303-1, 303-3, 303-5
B7 – Resource use, circular economy and waste management	Materials, circular economy and waste	4.1.5, 6 (tables 12 and 13)	GRI 301-1, 301-2, 301-3, 306-3, 306-4, 306-5
B8 – Workforce – General characteristics	Basic data on the workforce	3.1, 6 (tables 21, 22, 23, 24)	GRI 2-7, 401-1
B9 – Workforce – Health and safety	Workers' health and safety	3.2.3, 6 (tables 15, 16, 17, 18)	GRI 403-8, 403-9, 403-10

B10 – Workforce – Remuneration, collective bargaining and training	Remuneration, collective bargaining and training	3.2.1, 3.3, 6 (tables 25, 26)	GRI 2-30, 202-1, 404-1, 405-2
B11 – Convictions and fines for corruption and bribery	Sanctions and convictions for corruption	5.2.4	GRI 2-27, 205-3
C1 – Strategy: Business model and sustainability	Business model, markets and value chain	Introduction, 1.1, 1.2.2, 1.3, 2.2, 2.3	GRI 2-6, 2-22, 2-29, 204-1
C2 – Practices, policies and initiatives (implementation)	Implementation of ESG practices, risk management and supply chain	1.2.1, 1.2.5, 1.2.2, 1.1, Ch. 5, 5.2.4, 2.2, Ch. 2, Ch. 3	GRI 2-12, 205-1, 205-2, 308-1, 308-2, 414-1, 414-2, 403-7
C3 – GHG reduction and climate transition	Climate targets and decarbonisation	4.1.2	GRI 305-5
C4 – Climate risks	Risks related to climate change	4.1.2	GRI 2-25
C5 – Additional workforce characteristics	Advanced workforce characteristics	3.1	GRI 2-8, 405-1
C6 – Human rights policies and processes	Human rights policies and processes	5.1	GRI 2-26, 406-1, 408-1, 409-1, 412-1
C7 – Severe negative human rights incidents	Incidents related to human rights violations	5.1.2, 5.1.4, 2.2	GRI 406-1, 408-1, 409-1, 411-1
C8 – Revenues from certain sectors	Exposure to sensitive sectors	1.1.4	GRI 201-1
C9 – Gender diversity in governance	Diversity in governance	1.2.1, 6 (table 27)	GRI 2-9, 405-1

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