

Giordano Group – Sustainability Report 2024

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Governance Letter

Dear Readers,

We are pleased to present the fourth edition of the *Giordano Group Sustainability Report.*

This document is not merely an exercise in transparency, but a reflection of a commitment we renew every day: to build a sustainable, responsible, and inclusive future that combines economic growth with collective well-being.

In 2024, our sustainability journey continued to gain strength. We further embedded ESG principles into our corporate strategy, turning global challenges into concrete opportunities for innovation and shared value. For us, sustainability is not an abstract concept — it is part of who we are and a key driver guiding our decisions and shaping the Group's projects.

Quality, innovation, respect for people, and care for the environment remain the pillars that inspire our work. Over the past year, we launched initiatives to improve energy efficiency and reduce resource consumption, making our production processes more effective and responsible.

At the same time, we continued to invest in our people through training, inclusion, and well-being programs — because we believe human capital is our most valuable asset for facing the challenges ahead.

This Report brings together results, data, and stories that capture both the progress we've made and the ambitious goals we've set for the years to come. None of this would be possible without the contribution of our People, Clients, Partners, and the Communities where we operate. Together, we can continue to create value and pursue a shared vision of sustainable progress.

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

With gratitude and commitment,

CEO
Giordano Oscar Michele

Highlights

Energy intensity

2024	2023	Δ% 23-24
67.987,19 kWh per employee	68.504,46 kWh per employee	-0,76%

Renewable energy

2024
9,77%

GHG emission intensity

2024	2023	Δ% 23-24
150,70 tCO2e per employee	176,91 tCO2e per employee	-14,81%

Hazardous Waste

2024	2023	Δ% 23-24
34,35 ton	24,52 ton	+ 40%

% Waste Recovered

2024	2023	Δ% 23-24
94,02%	94,86%	- 0,84%

% Permanent Employees	Gender ratio – permanent employees	Training hours
2024	2024	2024
99%	33%	1.522

Sanctions in the Environmental Area	NO
Sanctions in the Economic and Social Area	NO

Identikit

Mission e Vision

The Giordano Group is founded on principles that ensure reliability, built day after day through regulatory compliance and the value placed on people.

The Group's mission focuses on customer satisfaction, offering products designed according to scientific criteria and manufactured through the rigorous selection of the finest raw materials. Giordano is committed to generating value in a safe and sustainable way, for both the environment and the community.

The Group's vision is reflected in its global reputation for competence, experience, and credibility in the field of professional plastic equipment and components.

Its goal is to achieve excellence within its market, supporting sustainable development, protecting the environment, and ensuring the safety of all people involved, while consistently upholding ethical behavior and social responsibility.

Reliability and commitment are the core principles that define the Giordano Group, which recognizes and takes responsibility for its actions. In line with the principles of its Code of Ethics, the Group aims to make a concrete contribution to sustainable development, in alignment with the United Nations 2030 Agenda.



Structure and business model

Under the leadership of its founding family, the Giordano Group brings together several companies operating in distinct yet complementary areas of industrial production.



From the manufacturing of poultry farming accessories to the supply of shopping carts and baskets for large-scale retail chains, all Group companies have grown and evolved around the first production hub and headquarters located in Caraglio, in the province of Cuneo, Northern Italy.

Excellence has always been the guiding principle of the Group. Since its inception, the continuous drive to improve — leveraging internal expertise and advanced technologies — has enabled the companies to build a strong reputation for credibility and to develop valuable, long-standing business relationships.

This success stems from a systematic focus on quality, meticulous operational planning, and an ongoing commitment to innovation, with particular attention to environmental and social considerations.

The Group's structure is characterized by the strategic location of its production facilities, designed to ensure a solid and competitive presence in global markets.

The origins of the Giordano Group date back to 1962, when the first design and production activities of plastic equipment for the professional poultry industry began. Over time, these operations evolved into what is now Giordano Poultry Plast S.p.A.

In 1995, Plastimark S.p.A. was established — a company specializing in the production of shopping trolleys and baskets, with the ambition to innovate and improve everyday shopping tools through the careful selection of high-quality materials.

In 2010, Giordano Energy S.r.l. was founded with the goal of producing energy for the Group's Italian manufacturing site, aiming to achieve a competitive edge in operating costs. This strategic choice to use non-fossil fuels, such as animal and vegetable fats, reflects the Group's long-standing environmental commitment that runs through all its activities.

The Caraglio facility is the heart of the Giordano Group's operations. It serves not only as the main production hub but also as the central point for managing and coordinating all corporate activities.
Below is an overview of the key processes that define the operations carried out at the site.

The Giordano Group's production process begins with the design phase, the core of the entire manufacturing system, followed by the procurement of raw materials from qualified suppliers.

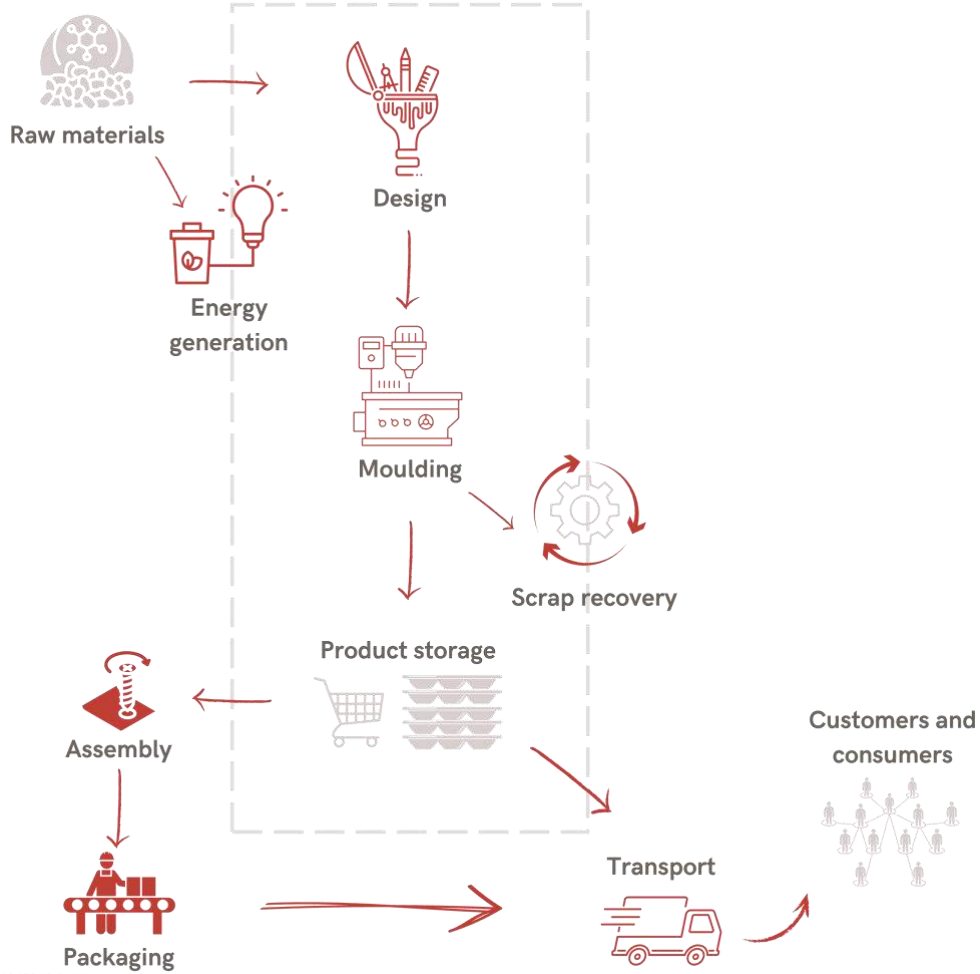
The molding system uses injection technology presses powered by electricity, part of which is self-generated from biomass sources.

After molding, most products can be stored and sold immediately, without any additional processing. Certain additional operations, such as assembling components used for feeders and drinkers, can also be performed directly by customers.

Scraps generated during the molding phase are recovered and reused in the production of accessory items. Non-compatible waste is not disposed of but is sold in part to an authorized supplier specialized in recycling and trading recycled materials, and in part to another supplier that uses the material to produce packaging bags for components, some of which are then repurchased by the Giordano Group itself.

Packaging represents a minimal component in the production chain, as many products, such as cages, baskets, and trolleys, do not require packaging for transportation to their final destinations. When packaging is used, it mainly consists of cardboard, particularly for poultry and livestock equipment.

Transport and logistics are entirely managed by external suppliers, as the Group does not operate its own vehicle fleet. All inbound and outbound movements involving suppliers, customers, and employees are recorded to ensure efficient and seamless logistical operations.



Ethics and compliance

Giordano Group is a family-owned company based in Piedmont, Italy, committed to combining entrepreneurial success with ethical responsibility.

The Group's Code of Ethics outlines the ethical principles and standards of conduct that guide behavior both within the company—governing relationships among employees—and externally, in interactions with institutions, suppliers, customers, business partners, political and trade union organizations, and the media.

These principles are inspired by Article 41 of the Italian Constitution, which states that private economic initiative must not conflict with social welfare or cause harm to human safety, freedom, or dignity.

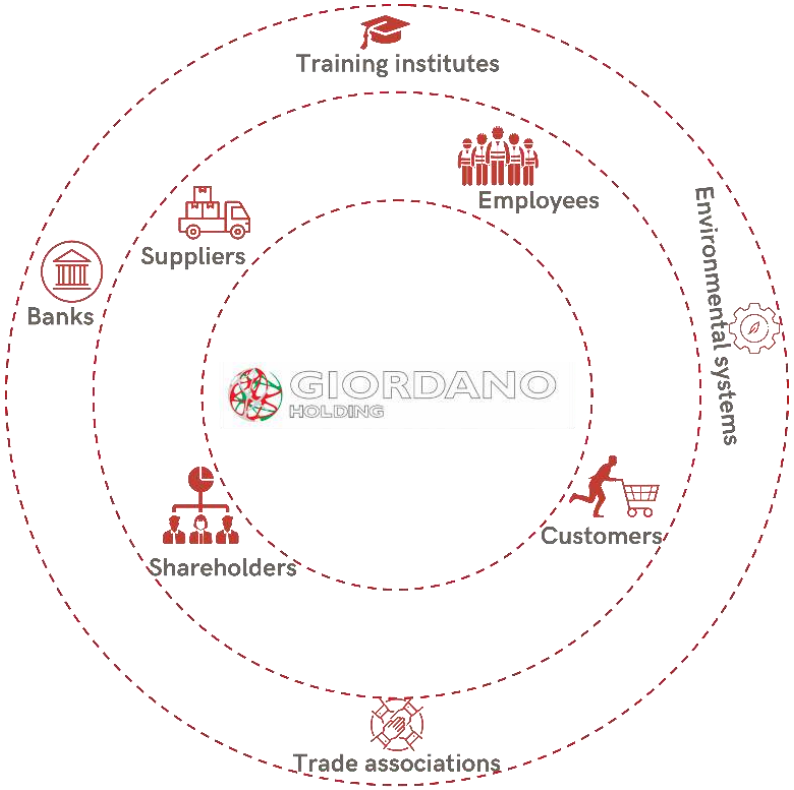
The Code of Ethics emphasizes the Group's human capital, promoting employee participation and professional growth while ensuring a respectful and engaging work environment.
Furthermore, the Group is committed to preventing and addressing harassment, bullying, psychological abuse, and any form of discrimination, by implementing measures that protect individual dignity and freedom.



Key stakeholder

As part of its strengthened commitment to sustainability, the Giordano Group has re-evaluated its key stakeholder groups to ensure an up-to-date and comprehensive understanding of its stakeholder landscape.
This process considered both the degree of influence these stakeholders have on the Group's business activities and the extent to which they are affected—positively or negatively—by the Group's operations.

The Giordano Group maintains an ongoing dialogue with its stakeholders to understand their expectations, identify emerging market trends, and gather feedback on its sustainability efforts.
Interactions and communication with each stakeholder group are tailored to their specific interests, fostering constructive and long-term relationships built on trust and mutual value.
Employees, shareholders, suppliers, and customers represent the Group's core stakeholders — those most closely connected to its business activities and long-term success.
The following table outlines the key stakeholder groups and the main forms of engagement adopted by the Giordano Group.



Employees

Employees play a crucial role in the Giordano Group's continuous improvement processes and in the development of technologies that help reduce energy consumption and minimize environmental impact. The Group works closely with safety representatives, workers' councils, and trade unions to gather valuable input, continuously enhance working conditions, and minimize occupational risks.

Shareholders

Shareholders play a key role as stakeholders of the Giordano Group, influencing strategic decisions and supporting the company's sustainable growth. Through their investment, they contribute to financial stability and long-term development, enabling the Group to pursue continuous innovation and improvement. Their trust and support are essential to Giordano's success and competitiveness in the global market.

Suppliers

The Giordano Group maintains an ongoing dialogue with its suppliers, selecting and evaluating them also on the basis of ESG criteria. This approach ensures that suppliers acknowledge and take responsibility for their social and environmental impact, contributing to the creation of a sustainable and responsible supply chain.

Customers

The Giordano Group continuously monitors customer satisfaction and works to support its clients in improving their sustainability performance.
The Group actively gathers feedback and shares knowledge on emerging sustainability trends within the retail sector and among end consumers, with the aim of promoting environmentally and socially responsible practices.



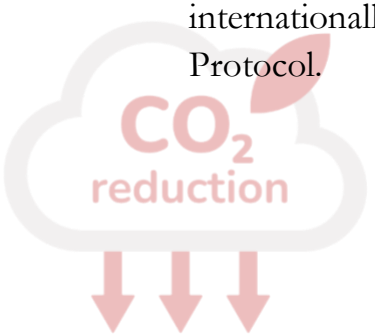
Sustainability profile

Climate change policy

The Giordano Group is taking decisive action to support carbon neutrality initiatives within the large-scale retail sector and among leading international poultry producers. These efforts include comprehensive decarbonization plans aimed at reducing CO_2 emissions, with a particular focus on Scope 3 — the indirect emissions generated across the value chain.

Within this framework, the Group is integrating awareness, clear objectives, and measurable performance indicators to assess and manage climate-related risks relevant to its business activities.

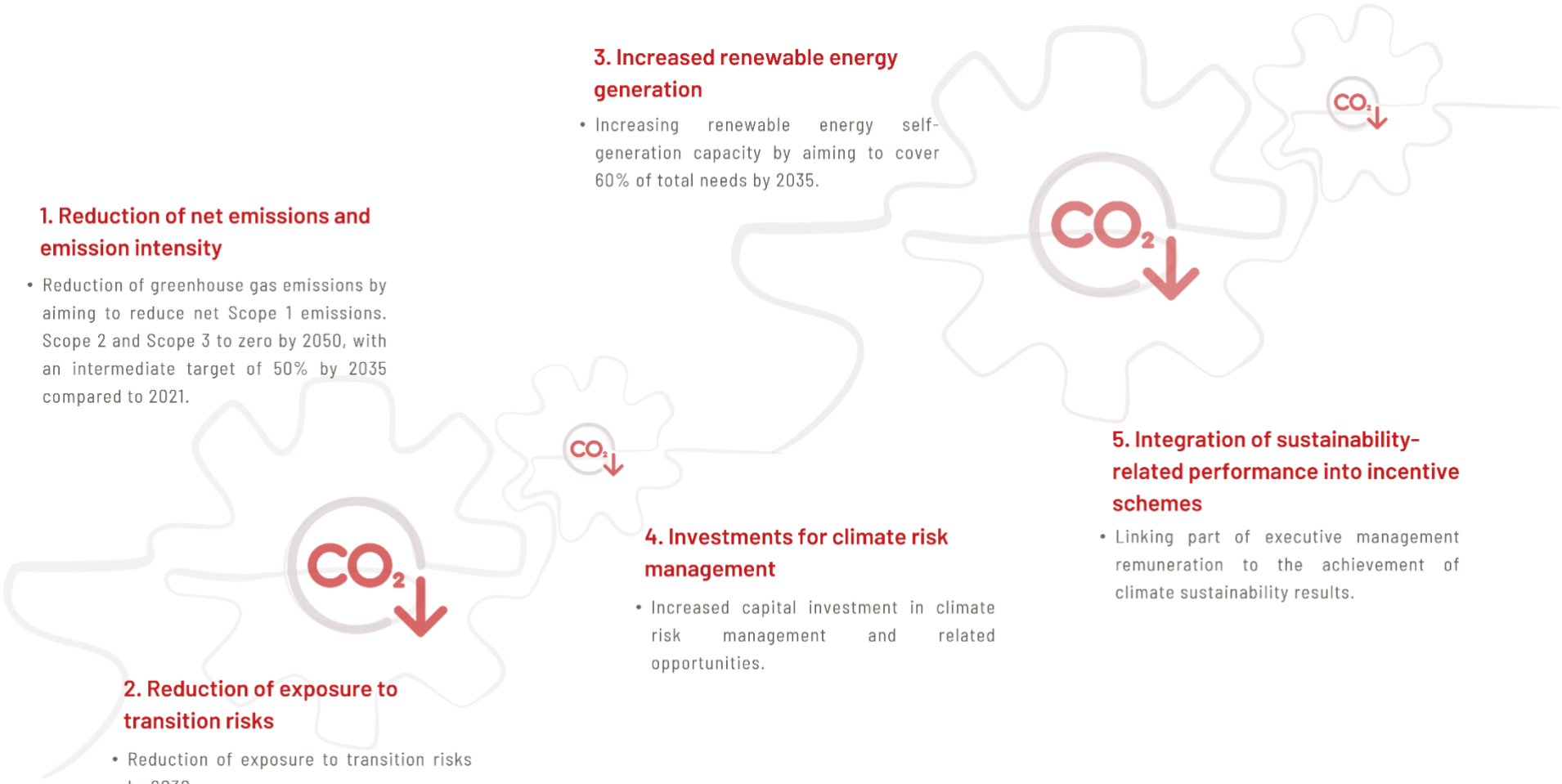
Its approach to climate action is fully aligned with internationally recognized standards, including the GHG Protocol.



In line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the Giordano Group has established a structured approach to climate governance and management, which includes:

- A dedicated governance framework focused on climate-related risks and opportunities, supported by the appointment of an ESG representative responsible for overseeing climate impacts;
- A strategic framework to evaluate both current and potential effects of climate risks and opportunities on business operations, integrated into the company's financial planning process;
- A robust risk management system defining processes for the identification, assessment, and mitigation of climate-related risks;
- Clearly defined metrics and targets to monitor and manage climate risks and opportunities over time.

The Group has embraced a decarbonization pathway underpinned by ambitious targets, supported by initiatives that demonstrate a strong commitment to sustainable, climate-responsible business practices.



1. Reduction of net emissions and emission intensity

- Reduction of greenhouse gas emissions by aiming to reduce net Scope 1 emissions. Scope 2 and Scope 3 to zero by 2050, with an intermediate target of 50% by 2035 compared to 2021.

2. Reduction of exposure to transition risks

- Reduction of exposure to transition risks by 2030.

3. Increased renewable energy generation

- Increasing renewable energy self-generation capacity by aiming to cover 60% of total needs by 2035.

4. Investments for climate risk management

- Increased capital investment in climate risk management and related opportunities.

5. Integration of sustainability-related performance into incentive schemes

- Linking part of executive management remuneration to the achievement of climate sustainability results.

Double materiality assessment

In the previous year, the Giordano Group completed its first double materiality assessment, identifying the impacts of its business activities on the environment, employees, and surrounding communities, while also evaluating how external factors may influence the company itself.
This ESG materiality analysis included a detailed review of the Group's current position against the disclosure requirements set out by the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).
The results of the analysis were evaluated and prioritized with the involvement of the Giordano Group's management.

Both actual and potential impacts — as well as associated financial effects, whether positive or negative — were identified and organized into four strategic priority areas for the future:

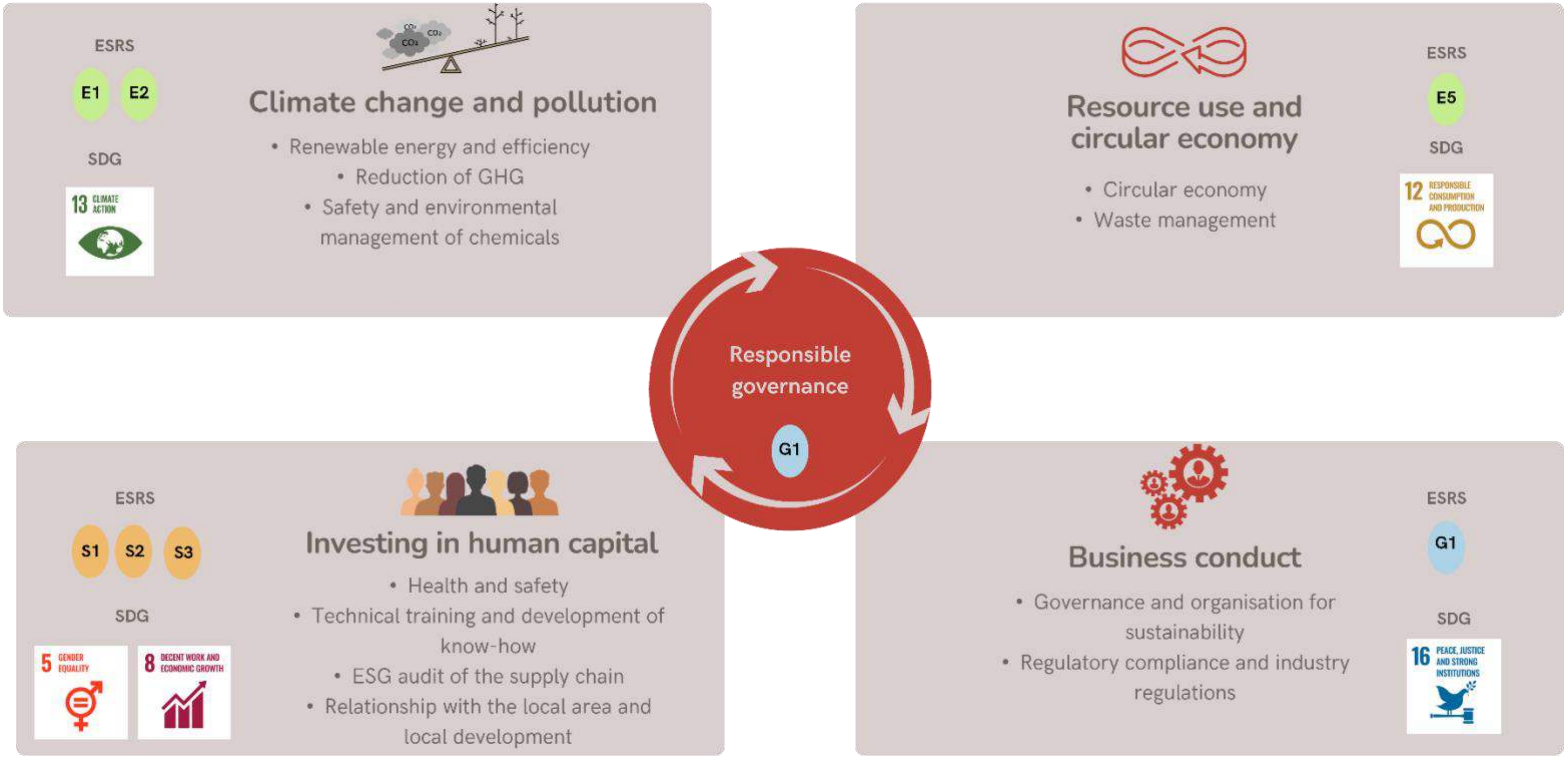
- **Climate change e pollution;**
- **Resource use and circular economy;**
- **Investing in people;**
- **Business conduct.**

Actual impacts refer to those currently monitored, measured, and managed through specific processes. Potential impacts, on the other hand, are not yet occurring but could arise under certain future conditions; these were assessed based on their likelihood of occurrence.

This integrated approach enables the Giordano Group to continuously adapt to emerging challenges and opportunities, ensuring a strategic direction that considers both outward and inward impacts.

Transparency and accountability remain core principles of the company, which is committed to continuously improving its practices and advancing its long-term sustainability performance.

Giordano Group 's Strategic Priorities



The following section outlines the positive and negative, actual and potential impacts identified by the Giordano Group. The analysis provides a detailed evaluation of the environmental, social, and economic implications of the company's activities.
It aims to offer a comprehensive understanding of both the benefits and challenges associated with the Group's operations, supporting proactive and informed impact management.
This approach reinforces Giordano's ongoing commitment to driving continuous improvement in its sustainability performance.

Topic ESRS	Material topic	Negative impact	Impact level
E1 – Climate change	**Direct emissions scope 1**	The actual negative impact relates to emissions generated during the production of electricity from biomass. However, the Giordano Group is actively engaged in the ongoing search for lower-emission technologies.	DIRECT GIORDANO GROUP
	Indirect emissions scope 3 upstream	The actual negative impact concerns indirect greenhouse gas emissions along the value chain, particularly those associated with raw materials and logistics activities. The Giordano Group recognizes this as a significant aspect and is committed to maintaining close monitoring while progressively expanding the scope of its emissions assessment.	INDIRECT VALUE CHAIN
	Indirect emissions scope 3 downstream	The actual negative impact concerns indirect greenhouse gas emissions generated during the use phase and at the end of life of sold products. The Giordano Group considers this a material issue and plans to progressively deepen monitoring as part of its overall emissions evaluation.	INDIRECT VALUE CHAIN

Topic ESRS	Material topic	Negative impact	Impact level
E2 –Pollution	**Microplastics**	The actual indirect negative impact is linked to the value chain. This impact arises from the fragmentation of plastic products (e.g., crates, slats, transport containers) during washing, wear, or handling in poultry facilities, which can generate microplastics that enter wastewater and the surrounding soil.	INDIRECT VALUE CHAIN
E4 – Biodiversity	**Indirect contribution to biodiversity loss**	While the Giordano Group's activities do not directly involve natural ecosystems, they may indirectly contribute to biodiversity loss through the plastic materials value chain and end-of-life management. The production of virgin polymers entails emissions and environmental impacts that can disrupt ecological balance, particularly in extraction and processing contexts. Moreover, the dispersion of microplastics and the limited circularity of downstream products can affect biodiversity in both agricultural and aquatic environments.	INDIRECT VALUE CHAIN
E5 – Circular economy	**Waste generation**	The actual negative impact relates to the end-of-life phase of the Group's products. Many items are sent to landfill or incinerated, increasing pollution and CO_2 emissions. This trend puts additional pressure on waste management systems and exacerbates environmental challenges. The Giordano Group is aware of these issues and is actively seeking solutions to improve the sustainability of its product end-of-life processes.	DIRECT GIORDANO GROUP

Topic ESRS	Material topic	Positive impact	Impact level
E1 – Climate change – Energy	**Renewable Energy Generation and Grid Contribution**	The renewable energy generated by the Giordano Group's power plant contributes to lowering greenhouse gas emissions and supports the broader energy transition, while also creating economic value through the sale of surplus energy to the grid.	DIRECT GIORDANO GROUP
E5 – Circular economy	**Use of Low-Emission Recycled Raw Materials**	The use of low-emission recycled raw materials — including post-consumer plastics, ocean-recovered waste, and natural fibers such as FSC®-certified wood — reduces the consumption of virgin resources and associated emissions. Through compounds developed with advanced additives and innovative materials, the Group's products maintain high mechanical strength and durability, generating tangible environmental benefits throughout their life cycle.	DIRECT GIORDANO GROUP
	Product Durability and Repairability	A potential positive impact arises from the use of durable materials and modular design — particularly in Plastimark products — which extend product lifespan, reduce waste, and limit resource use.	DIRECT GIORDANO GROUP

ESG risks

The ability to identify, assess, and manage risks and opportunities in an integrated manner is a key pillar of long-term competitiveness and sustainability.
Over the past year, the Giordano Group carried out a comprehensive ESG risk assessment based on the double materiality principle introduced by the Corporate Sustainability Reporting Directive (CSRD).
This analysis, known as IRO (Impacts, Risks and Opportunities), provided a clear picture of both actual and potential financial impacts—positive and negative—related to the topics most relevant to the Group.
Through this approach, the company identified internal and external risks and opportunities and gained a deeper understanding of how its activities both affect and are affected by the surrounding environment. This has further strengthened Giordano's sustainability strategy and its ability to generate long-term value.
During 2024, the assessment was further enhanced through the application of statistical indicators to define the materiality threshold, ensuring a more robust and objective evaluation process.
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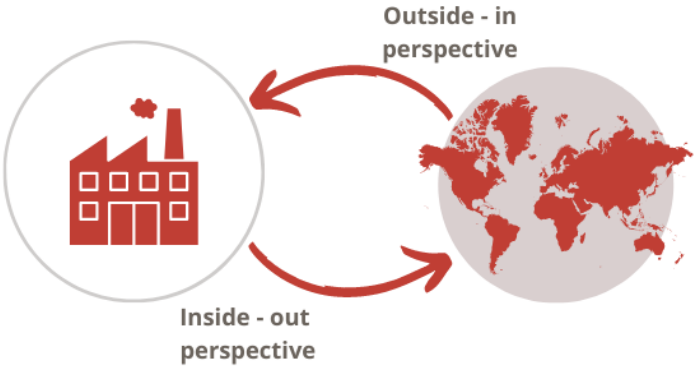
In total, 102 risks were analyzed: 95 were found not to be applicable to the Group's business context, while of the 7 applicable risks, 2 fell below the materiality threshold and 5 were classified as material.

In parallel, 37 opportunities were assessed, 33 of which were deemed not applicable. Of the 4 relevant opportunities, 2 fell below the materiality threshold and 2 were identified as material.

The following tables provide a detailed overview of the material risks and opportunities identified.



Topic ESRS	Material topic	Risks	Financial effects
E1 – Climate change	**Assets Exposed to Acute Physical Risk – Extreme Weather Events**	Extreme weather events such as floods, wildfires, and heatwaves may threaten the Giordano Group's operational continuity, potentially damaging production plants and warehouses and disrupting both supply and distribution activities.	DIRECT Possible increase in restoration and extraordinary maintenance costs. Potential revenue losses due to plant downtime and delivery delays, possibly leading to contractual penalties.
	Assets Exposed to Chronic Physical Risk – Long-Term Climate Change	The gradual rise in average temperatures and the declining availability of water resources represent an indirect risk that could, over time, affect the availability and cost of raw materials used in production processes.	INDIRECT Potential increase in procurement costs. Greater volatility in raw material prices.
E4 –Biodiversity and ecosystem	**Chronic Physical Risk – Extreme Temperatures**	The systemic rise in average temperatures and the growing frequency of heatwaves represent a chronic physical risk for the Giordano Group. These conditions increase energy demand for cooling in the workplace and may require structural and technological upgrades to	INDIRECT Potential increase in energy costs associated with workplace cooling. Possible investments in structural and equipment upgrades.

		production facilities to ensure business continuity and safeguard employee health and safety.	Temporary productivity reductions during heat peaks.
E5 – Circular economy	**Transition risk – MARKET** **Volatility and Availability of Raw Materials**	Sourcing primarily from Italian and European suppliers currently helps the Giordano Group mitigate the risk of polymer and additive shortages. However, the Group remains exposed to potential price volatility driven by global energy trends, geopolitical tensions, and new European regulatory constraints. These factors could put pressure on operating margins, intensify competition, and require investments in more sustainable alternative materials.	INDIRECT Potential increase in raw material costs. Margin compression due to the limited ability to fully pass cost increases on to customers.
G1 – Business conduct	**Compliance with Food Safety Regulations**	For the Giordano Group, which produces plastic materials and components partly intended for food contact applications, compliance with European and national MOCA regulations (Reg. EC 1935/2004, Reg. EU 10/2011, Ministerial Decree 21/03/1973) represents a critical regulatory risk. Instances of non-compliance could occur at various stages of design, production, raw material management, or within the supply chain, potentially resulting in sanctions, product recalls, litigation, or reputational harm.	DIRECT Potential extraordinary costs related to the withdrawal, disposal, or replacement of non-compliant batches, including additional laboratory testing. Possible expenses arising from administrative fines or legal proceedings related to breaches of MOCA regulations.

Topic ESRS	Material topic	Opportunity	Financial effects
E1 – Climate change – Energy	**Investments in Renewable Energy and Self-Generation**	The Giordano Group operates a biomass plant that reduces dependence on fossil fuels and helps stabilize energy costs. Integrating additional self-generation solutions, such as photovoltaic systems, offers a tangible opportunity to increase energy autonomy and strengthen operational resilience.	DIRECT Potential long-term reduction in grid energy purchase costs Opportunity to access tax incentives and public funding
S1 – Own workforce	**Gender Equality Certification**	Implementation of pay equity policies and initiatives to promote female leadership.	DIRECT Access to fiscal, social security, and public procurement incentives, such as preferential scoring in PNRR funding programs and public tenders. Potential effects on financing costs, including a possible reduction in the cost of debt for certified companies, in line with the green and social finance policies adopted by certain banks and investment funds.


The «E» dimension

Efficient energy management

Giordano Group's energy-intensive operations make the efficient use of energy resources a strategic priority. Since 2012, the Group has been at the forefront of renewable energy generation with a biomass cogeneration plant at its Caraglio headquarters.

The facility produces electricity and heat simultaneously from a single primary source of liquid biofuel.
The process is based on an endothermic engine that converts mechanical energy into electricity through a generator, while the heat produced is recovered and reused. This cogeneration setup delivers significantly higher overall efficiency compared with separate production systems.

The plant is powered by category 3 animal fat, recognised under Italian legislation as a renewable energy source. This choice has enabled the Group to obtain IAFR (Plant Powered by Renewable Sources) certification and benefit from the incentives established by the Italian Ministerial Decree of 6 July 2012, which replaced the former Green Certificates scheme.



The electricity generated is partly used to meet internal needs and partly sold to wholesalers and the national grid. The recovered thermal energy is utilised within Giordano Poultry Plast S.p.A.'s production processes, supporting both air conditioning and additional power generation.

In 2024, the plant generated a total of **4,747,956 kWh**, **81%** of which was used for **internal consumption** at the Group's production facility, while the remaining **19%** was **sold to the energy trader Edelweiss Energia S.p.A.**

Compared to the previous year, when internal generation amounted to **3,354,888 kWh**, production increased by **42%**, resulting in a **20.3% reduction** in the volume of energy purchased from the national grid.



In 2024, the Group purchased **4,070,136 kWh** of electricity from external sources. For externally sourced energy, the Group relies on **MET Energia Italia S.p.A.**, headquartered in Milan.

The **2024 energy mix**, by type of source, is broken down as follows:

Source	%
Renewables	9,77
Coal	18,40
Natural gas	60,48
Nuclear	2,90
Oil products	1,61
Other sources	6,84

The Group's total energy demand for 2024 amounted to **7,750,740 kWh**, calculated **net of transformation losses** estimated at **169,668 kWh**.

This total includes **3,850,272 kWh** of **biomass-based self-generated electricity** and **4,070,136 kWh** purchased from external sources.

Overall, **49%** of the Group's energy needs were met through self-generation, while the remaining **51%** was supplied by the national grid.

To provide a more comprehensive view of energy performance, the Group also calculated its **energy intensity**, defined as the ratio between total energy consumption and the number of units of product sold.

For the 2024 financial year, Giordano Group reported an **energy intensity of 67,987.19 kWh per employee**.

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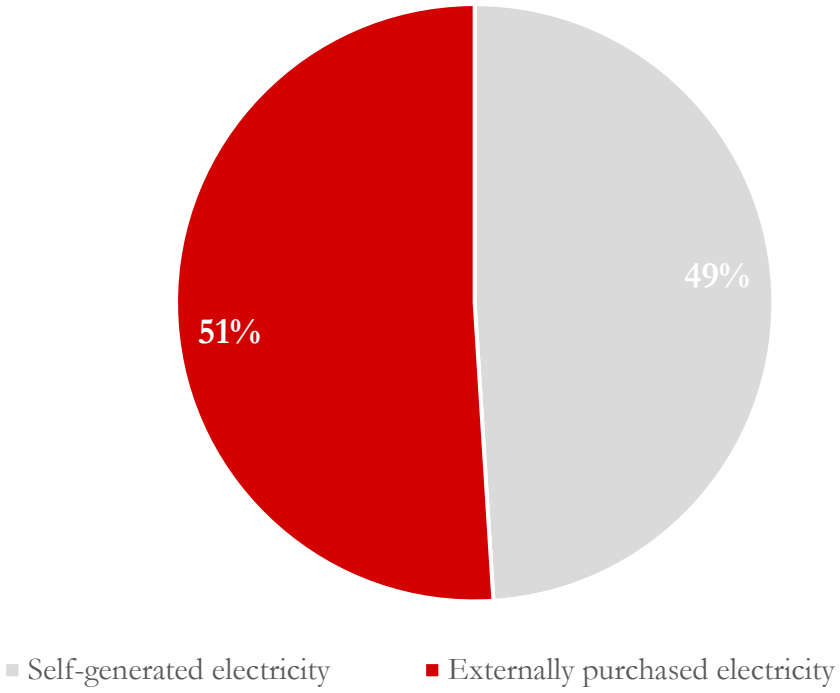
Electricity consumption 2024



GHG monitoring and reduction

Giordano Group has taken an important step towards a more conscious and sustainable management of its environmental impacts.
With the goal of monitoring and reducing its carbon footprint, the company conducted an in-depth analysis of its 2024 greenhouse gas emissions.
The assessment covers direct emissions, indirect emissions from purchased electricity, and selected categories of indirect value chain emissions.
This initiative reflects the Group's commitment to quantifying its emissions in order to gain clearer insight and take proactive action.
It is acknowledged, however, that this analysis represents only a partial coverage of the total emissions associated with Giordano Group's activities.

Direct emissions (Scope 1) include those generated by:

- fuel consumption for heating, cooling, and internal processes (such as natural gas and LPG);
- self-generation of electricity through biomass combustion;
- fuel consumption from company vehicles, primarily gasoline and diesel.

In 2024, total **Scope 1 emissions** amounted to **1,191.76 tonnes of CO_2e**, reflecting an **increase of approximately 40%** compared with the previous year.

This rise is directly linked to a corresponding increase in self-generated energy from biomass.

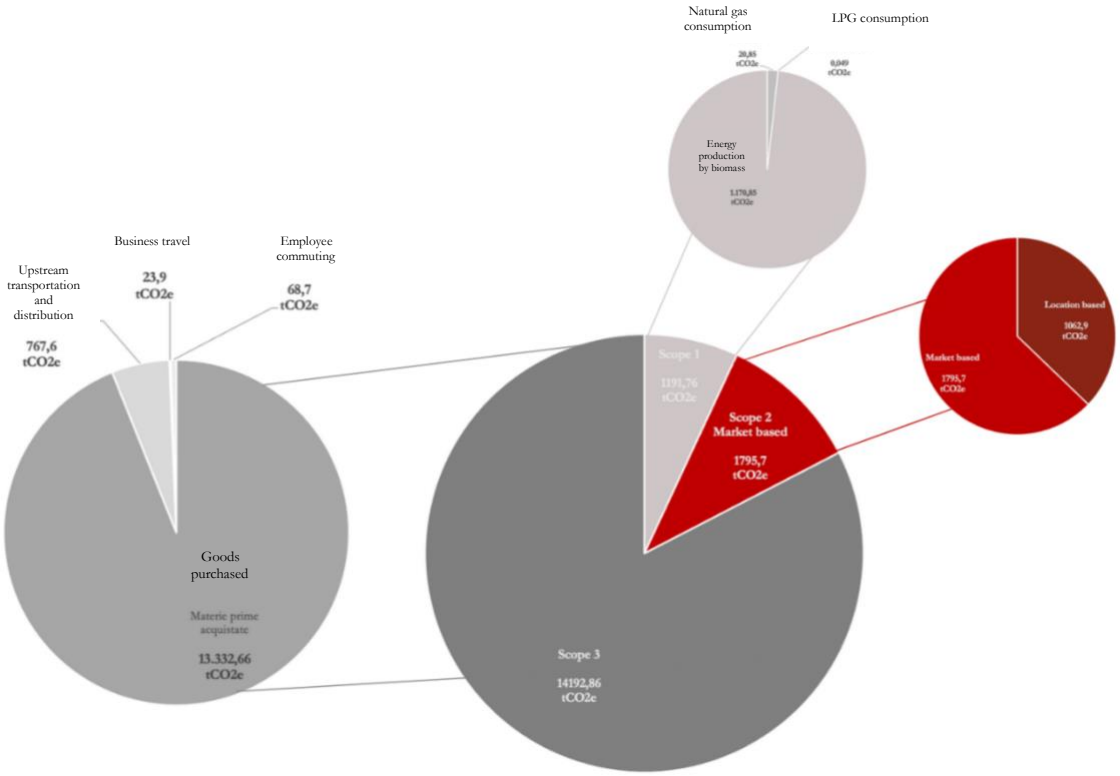
Indirect emissions from purchased electricity — Scope 2 — showed a **decrease of around 20%** in 2024 compared with the previous year, consistent with the reduction in externally purchased electricity.

Total **Scope 2 emissions** were calculated using both the **location-based** and **market-based** approaches, amounting respectively to **1,062.90 tonnes of CO_2e** and **1,795.70 tonnes of CO_2e.**

Giordano Group has progressively expanded its GHG emissions inventory, including not only Scope 1 and Scope 2 emissions but also Scope 3, which covers indirect emissions generated along the value chain.
The analysis initially focused on the main raw materials used in production processes — such as **polyethylene** and **polypropylene** — and was later extended to other relevant Scope 3 categories, including upstream transport and distribution, business travel, and employee commuting.
Monitoring across these categories revealed an **approximately 15% reduction in emissions** compared with the previous year.

The following table presents the detailed results of the analysis for the year 2024.[1]

Scope 3 Emissions - 2024	
Category	**tCO_2e**
Purchased goods	13.332,66
Upstream transportation and distribution	767,6
Business travel	23,9
Employee commuting	68,70
Total	**14.192,86**



[1] For precise figures, please refer to the **Data Details** section on **page 52**

Safety and environmental management of chemicals

The Giordano Group maintains a strong focus on the management of chemical substances, ensuring full compliance with applicable regulations and protecting health and safety across all operations.
In accordance with Legislative Decree 81/2008, the Group prepares a Risk Assessment Document (DVR), which also includes the evaluation and control of major accident hazards related to the use of hazardous substances, as required by Legislative Decree 105/2015.
According to this document, most hazardous substances listed under Regulation (EC) No. 1272/2008 are **not** used in the company's production processes. A limited number of substances classified under Section E—and, to a lesser extent, Section H—are present, but in quantities well below the minimum thresholds established by current legislation.
The following table provides a detailed overview of the substances identified, broken down by category and corresponding quantity.

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

[2] Internal processing on data from the RAD.

HAZARDOUS SUBSTANCE CATEGORY [3]	MINIMUM THRESHOLD	MAXIMUM THRESHOLD	GIORDANO GROUP MAXIMUM QUANTITY
SECTION E - ENVIRONMENTAL HAZARDS			
E1 Hazardous to the aquatic environment, acute toxicity of category 1 or chronic toxicity of category 1	100	200	< 100
E2 Hazardous to the aquatic environment, chronic toxicity of category 2	200	200	< 50
HAZARDOUS SUBSTANCES			
Hydrogen	5	50	< 5
Oxygen	2.000	2.000	< 200
Acetylene	5	50	<5
Mixtures (*) of sodium hypochlorite classified as hazardous to the aquatic environment by acute toxicity of category 1 (H400) with an active chlorine content of less than 5% and not classified in any of the hazard categories in Part 1 of Annex 1 (*) Provided the mixture is not classified as dangerous to the aquatic environment by acute toxicity of category 1 (H400) in the absence of sodium hypochlorite.	200	500	< 200

[3] Internal processing on data from the RAD.

Resources use, circularity and waste management

Giordano Group adopts a structured and responsible approach to the management of raw materials and other resources used in its production processes, with the goal of maximising efficiency and optimising resource use.

The Group selects **high-quality polymers** that ensure **durability and strong technical performance**, helping extend product life and reduce the need for replacement — and therefore **limiting waste generation**. Its **procurement strategy** favours suppliers that operate in line with **documented environmental and social standards**, consistent with the Group's internal supply chain management policies.



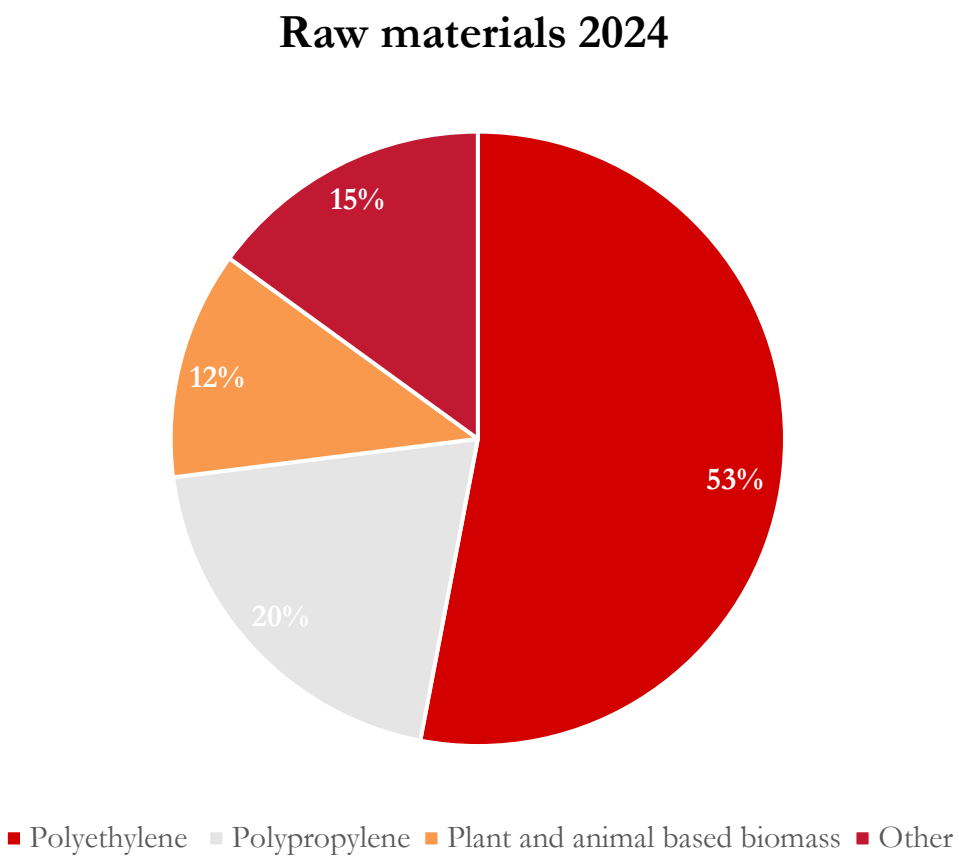
From a technological standpoint, Giordano Group applies **advanced moulding techniques** to minimise material waste and increase production efficiency.
In parallel, the company continues to invest in **research and development** aimed at **integrating recycled materials** into its products where technically feasible, reinforcing a progressive, life-cycle-based approach to resource optimisation.

The Group's main raw materials fall into two broad categories: **polymers** and **biomass of plant and animal origin**.

In 2024, the total volume of raw materials used — both for product manufacturing and energy generation — reached **10,464.25 tonnes**.

Polymers and copolymers represented the dominant share, accounting for approximately **87%** of the total. Within this category, **polyethylene** made up **53%** of total consumption, while **polypropylene** accounted for **20%**.

Plant- and animal-based biomass, primarily used for energy production, represented the remaining **12%** of total raw materials. Compared with the previous year, its use increased by **59%**, reflecting the higher volumes of self-generated energy.



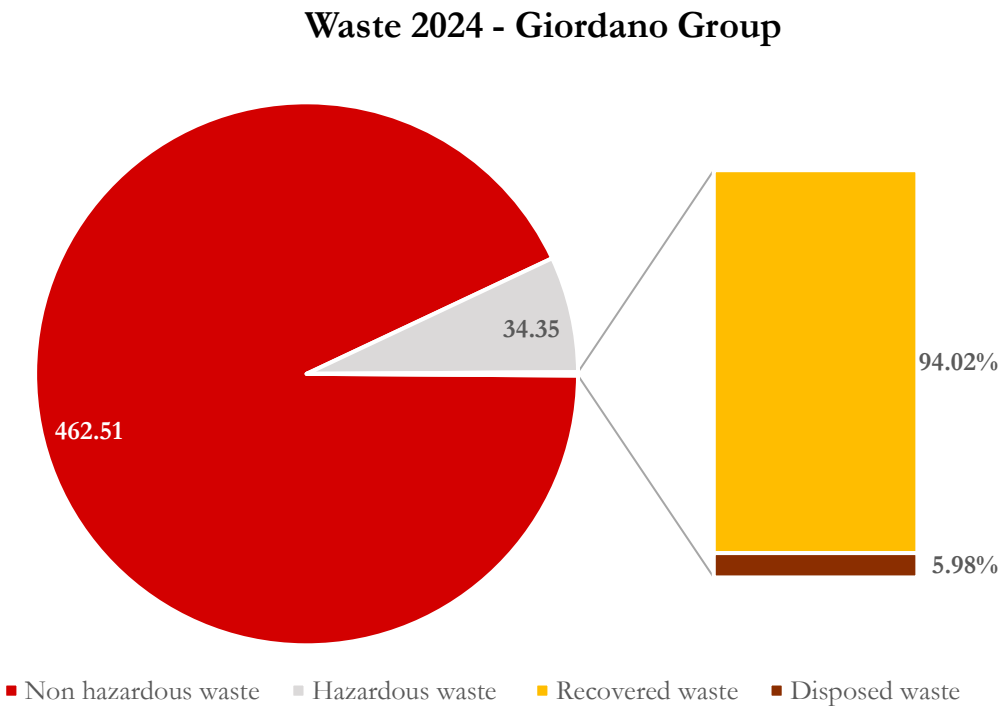
Waste management represents a material aspect for Giordano Group and is addressed in line with the approach adopted for resource use — with particular focus on recovery practices and traceability of waste streams, in collaboration with environmental service providers.

In 2024, the Group generated a total of **462.51 tonnes of waste**, including **34.35 tonnes classified as hazardous** and **428.16 tonnes as non-hazardous**. Of the total amount, **94.02 %** was sent for **recovery operations** (R13 and R15 codes), while **5.98%** — equal to **27.68 tonnes** — was sent for **disposal** (D15 code). All disposed quantities belong to the **hazardous waste** category, of which approximately **19% was recovered** and **81% disposed of**.

Compared with the previous year[4], total waste generation increased by **27%**, with a **40% rise in hazardous waste** and a **26% increase in non-hazardous waste**. The overall **recovery rate** remained broadly stable, while the **share of recovered hazardous waste** decreased from **37% to 19%**, leading to a higher proportion sent for disposal.

This trend reflects both an actual increase in waste volumes and the **implementation of stricter monitoring and control procedures**, which enabled a more comprehensive accounting of waste flows.

In this context, the analysis confirms the need to progressively reduce the share of hazardous waste sent for disposal.



[4] For detailed figures, please refer to the **Data Details** section on **page 58**

Circularity practices – Circular Raw Materials in Plastimark Compounds

Plastimark has embarked on a path of progressive integration of circular solutions within its product range, introducing innovative compounds that complement traditional raw materials while enhancing performance from a sustainability perspective.
The goal is to reduce the use of virgin resources, extend material life cycles, and generate environmental and social benefits without compromising strength, durability, or quality.

Key circular solutions already implemented include:

- **Plastimark Wood Compound**, which combines a plastic matrix with FSC®-certified wood fibers sourced from production waste. This compound delivers strong technical performance—chemical resistance, low-temperature stability, and food-contact compliance under EU Regulation No. 10/2011—while offering a natural look and a greater sense of environmental responsibility.
- **Plastimark Black Compound**, made with up to 95% recycled plastic, gives new life to end-of-life materials by reintroducing them into the production cycle and reducing environmental leakage. It offers mechanical performance comparable to virgin polymers, with a lower environmental footprint than alternative materials such as metal.





- **Plastimark Euterra – Post Consumption Compound**, developed using post-consumer household plastic, EuCertPlast-certified and compliant with the IPPR standard, this compound contains up to 99% recycled content.
  It recovers waste materials that would otherwise be sent to landfill and transforms them into new raw material, closing the loop while maintaining technical properties comparable to traditional compounds.

- **Plastimark Wave Compound**, formulated with plastic recovered from marine environments and certified under the Global Recycled Standard (GRS), Recycled Claim Standard (RCS), and Ocean Bound Plastic (OBP) certifications.
  Through an upcycling process, it delivers a high-purity secondary raw material free from virgin polymer additions, creating both environmental and social value by protecting marine ecosystems and reducing the overall carbon footprint.

These product lines represent a distinctive component of Plastimark's circular innovation strategy. Although they currently account for only a limited share of total raw material procurement, they mark a clear and deliberate shift towards more sustainable production models, aimed at enhancing the value of existing materials and reducing environmental impacts across the entire product life cycle.





Water resource management

Water management represents a material aspect for Giordano Group.

The company's water supply comes from a well located in Caraglio (Via Bernezzo 47), approximately 60 meters deep, and is used both in production processes and for washing aggregates at an external site.

In production, **direct water use is limited**: the water used for equipment cooling operates within a **closed-loop recirculation system**, allowing for multiple reuse cycles. Water not used internally is diverted to a nearby quarry, where it is employed for washing aggregates.

In 2024, total water consumption amounted to **384.84 megalitres (equivalent to 384,840 m³)**, confirming a **multi-year trend of gradual reduction**.

Compared with the previous year, consumption **decreased by 5%**, mainly due to more efficient water withdrawal management.

Under Regional Regulation No. 7/R of 25 June 2007, the company is not required to install flow and volume monitoring instruments.

With regard to discharges, no significant environmental impacts were recorded: water not used internally is channelled to aggregate washing, with losses limited to evaporation only.





The «S» dimension

Workforce – General Overview

The driving force of the Giordano Group lies in its people, whose loyalty and commitment stand out every day. Each employee, through their dedication and expertise, plays a crucial role in the ongoing improvement of the Group's processes, products, and services.

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

The Giordano Group values and nurtures the potential of every individual, fostering an engaging and collaborative work environment that promotes the achievement of shared goals and adaptability to the challenges of the global market.

For 2024, the workforce perimeter also includes the subsidiaries Plastimark France and Giordano B.V. in the Netherlands.

The Giordano Group employs a total of **114** people, of whom **28** are **women** and **86** are **men**.

The following section provides a detailed breakdown of the workforce by gender, geographical region, age group, job category, and contract type.

In addition, the Group relies on **24 external workers**, all of whom are men.

Employees by Gender and Country

Country	Men	Women	Total
Italy	81	19	**100**
Netherlands	2	6	**8**
France	3	3	**6**
Total	**86**	**28**	**114**

Employees by age

< 30	30-50	>50
14	67	33

Employees by gender and contract type

Contract type	Men	Women
Permanent contract	85	28
Fixed-term contract	1	0
Apprenticeship	0	0

As shown in the previous tables, nearly all employees (99%) hold a permanent contract, with only one fixed-term contract recorded at the Italian headquarters.

The entire workforce is also covered by collective bargaining agreements.

With regard to working time arrangements, approximately **96%** of employees work full-time, of whom **24%** are women and **76%** are men.

Part-time employees account for just over **5%** of the total workforce, with a gender distribution of **33%** women and **67%** men.

A closer look at the data shows that around **93%** of all female employees work full-time[5], confirming that most women within the Gruop maintain full-time employment.

This distribution reflects not only individual preferences and work–life balance needs, but also the career paths and role structures available within the organization.

The predominance of full-time contracts highlights a **corporate culture that values stability and continuity**, while the presence of part-time positions provides **flexibility** to meet diverse professional and personal needs.



[5] For a detailed breakdown of the data, please refer to the section "Data Details" on page 58

Workforce – Health and Safety

The Giordano Group is committed to ensuring a healthy, safe, and respectful working environment for all its employees. Workplace safety is guaranteed not only through the strict application of current regulations — in particular, Legislative Decree No. 81 of April 9, 2008 — but also by actively promoting a safety culture through dedicated training programmes.

The Health and Safety Management System involves all employees, with staff training representing a key component of the system in place.
In 2024, **two minor workplace injuries** were recorded.



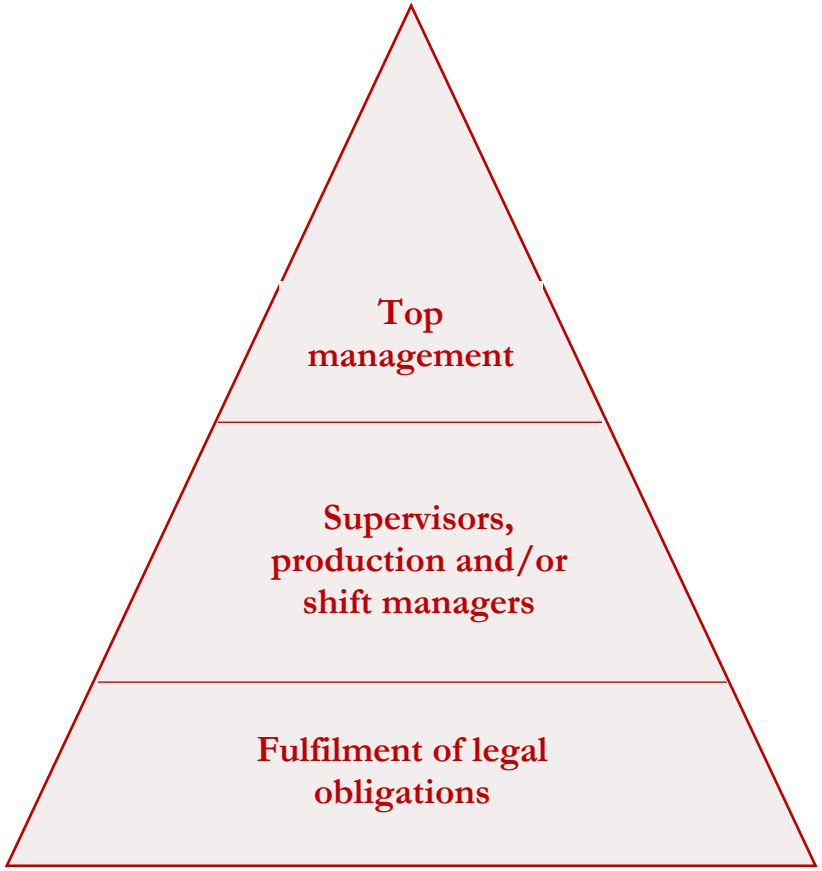
Technical training and *know how* development

The skills, capabilities, experience, and drive for innovation of its people form the cornerstone of the Giordano Group's business activities.

The company's long-standing history and evolution, as well as its success in global markets, have been guided by a clear and purposeful Research and Development (R&D) strategy. This strategy focuses on optimising the solutions offered, while maintaining a forward-looking approach — envisioning and then delivering future innovations.

The Group's continuous commitment to innovation has enabled it to anticipate market trends and adapt swiftly to customer needs, ensuring high-quality products and services. Dedication to R&D has not only strengthened the company's position on the international stage, but also fostered a dynamic corporate culture driven by continuous improvement.

In 2024, a total of **1,522 hours of employee training** were delivered at the Group's production site.



Supply chain ESG Assessment

The Giordano Group, a well-established international organisation, inevitably engages with third parties and requires them to uphold the principles set out in its Code of Ethics. In line with these principles, relationships with suppliers are based on loyalty, integrity, and transparency — fundamental values for ensuring effective and responsible collaboration.

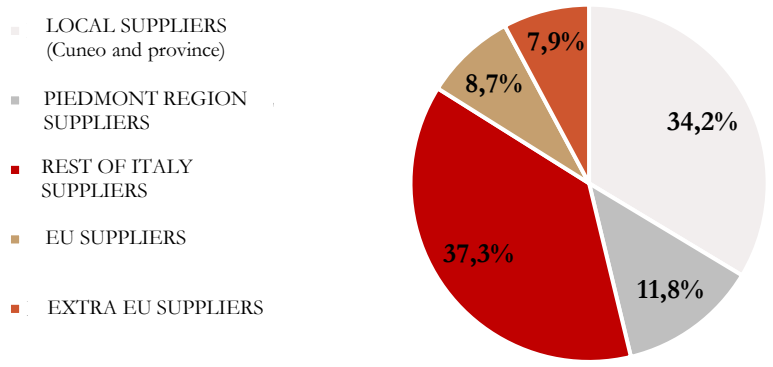
Aware of the importance of environmental and social sustainability, the Group pays particular attention to supply chain oversight. Supplier selection is never influenced by subjective or personal factors but is instead guided by criteria of cost-effectiveness, opportunity, and efficiency, ensuring a well-informed and strategic choice of business partners.

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

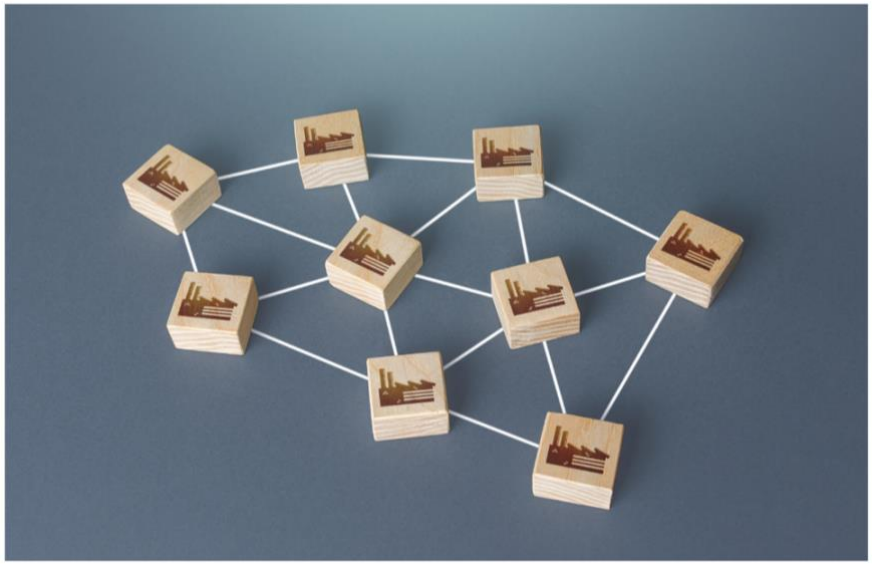
In 2024, the Group continued to map and monitor its supplier base, analysing suppliers by their registered office location.

Out of a total of **643 suppliers**, approximately **83%** are based in **Italy**. Of these, **34%** can be considered **local suppliers** (located in the Province of Cuneo), around **12%** are based in the **Piedmont Region**, while the remaining **37%** operate in **other Italian regions**. International suppliers represent a smaller share: **8.7%** are **European** and **7.9% extra-European**.

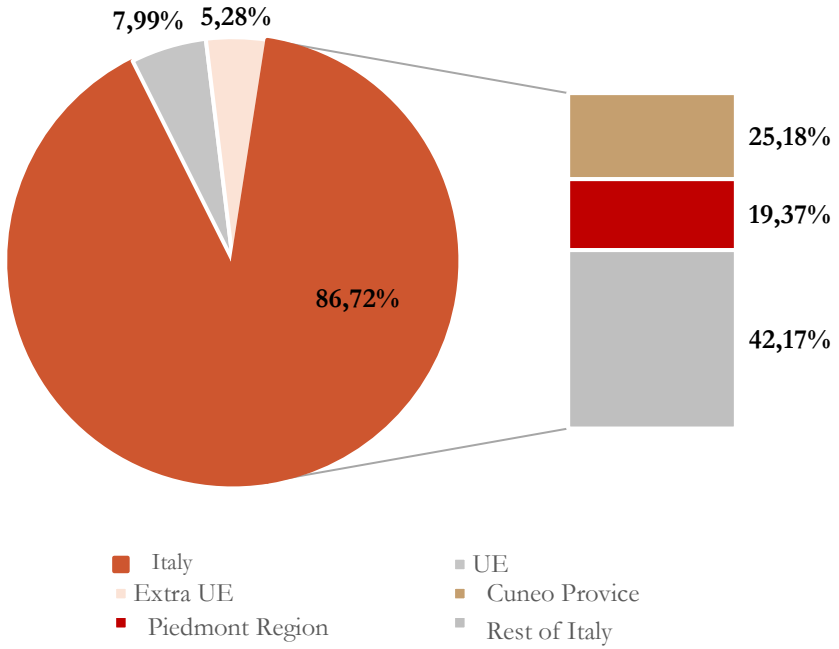
Breakdown of Suppliers by Registered Office



In terms of the geographical distribution of supplier spending, approximately **87%** is allocated to **Italy**. Specifically, around **25%** is directed to suppliers located in the **Province of Cuneo**, **19%** to those in the **Piedmont Region**, and **42%** to suppliers in **other Italian regions**.
The remaining **5.28%** and **7.99%** of total spending are allocated to **European** and **extra-European suppliers**, respectively.



Breakdown of expenditure to suppliers



The Giordano Group is also actively engaged in monitoring working conditions throughout its supply chain. Through careful oversight and evaluation of its core suppliers, the company is committed to ensuring high standards of quality and responsibility, thereby contributing to the creation of an ethical and sustainable working environmentacross the entire value chain.

Community engagement and Local development

The Giordano Group's deepest roots are firmly anchored in its local context.
The Group's history is a clear example of how a small, family-run business can grow into a successful global enterprise, thanks in part to the strong bonds it has built with its local community.
The local dimension of relationships plays a strategic role in the company's success and sustainable growth, as the Group aims not only to increase its value but also to contribute to collective well-being.
The Group's local impact is significant both in terms of employment and economic value generated: approximately **25%** of total procurement comes from local suppliers, and all employees at the Caraglio production site live within 20 km of the Group's headquarters.
The strong connection with the territory is also reflected in the Group's collaboration with local institutions, particularly the Municipality of Caraglio, and with organisations in the third sector, such as local sports associations, which benefit from regular donations.
In addition, the Giordano Group is a member of industry associations including Confapi and the Industrial Union of Cuneo.




The «G» dimension

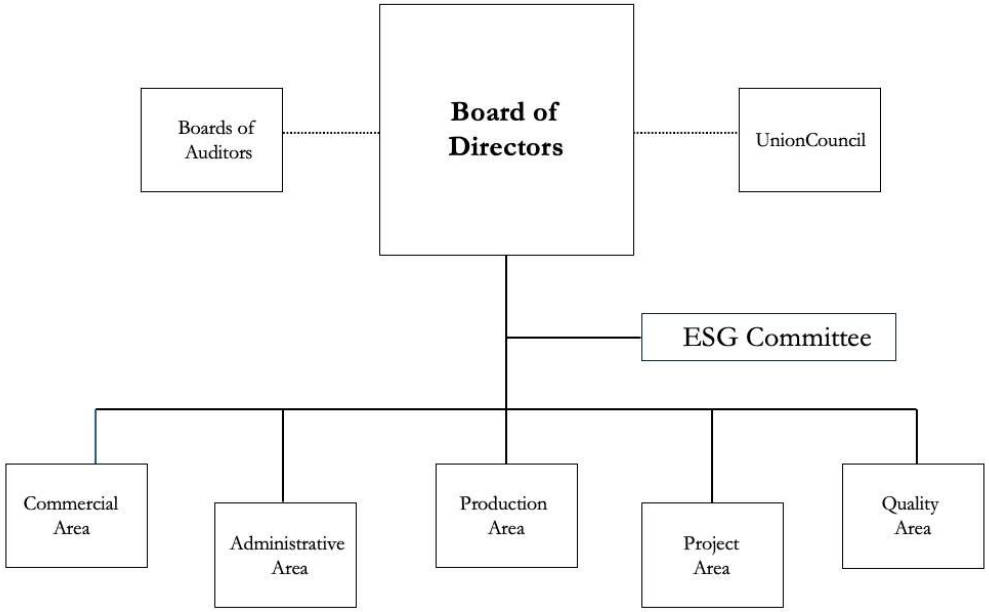
Sustainability Governance

The Giordano Group considers sustainability a strategic and operational priority, fully integrated into its corporate governance framework.
The Board of Directors has appointed a dedicated ESG representative, thereby acknowledging the importance of active engagement at the managerial level.

Active governance is regarded as crucial, as the Group recognises the direct and indirect link between ESG matters and future economic performance.

To support a sustainable management approach, the Giordano Group has established specific responsibility roles and planning and control mechanisms aligned with its long-term objectives.
The Group's sustainability strategy also extends across the supply chain, assessing risks arising from the interaction between business operations and the environment, with particular attention to climate-related risks.
To ensure that the members of the Board of Directors possess the necessary qualifications, the Group has developed a Sustainability Competence Matrix.

At the organisational level, a Sustainability Function has been established, comprising internal representatives with cross-functional expertise in quality management, production planning, logistics, finance and administration, and human resources management.



Methodological note

This document represents the fourth Sustainability Report of the Giordano Group, prepared on a voluntary basis. The reporting process was developed with reference to the Voluntary Standards for non-listed SMEs (VSME), published by EFRAG as a framework dedicated to small and medium-sized non-listed enterprises, and is consistent with the provisions of the Corporate Sustainability Reporting Directive (CSRD), which entered into force at the European level on 5 January 2023.

The VSMEs provide a voluntary and proportionate reporting model designed for SMEs that are not subject to CSRD obligations, with the aim of promoting transparency, reliability, and comparability of ESG information in line with the European sustainability reporting framework.
In parallel, the GRI Standards (Global Reporting Initiative, 2023 update) were also taken into consideration to ensure alignment with the most widely adopted international metrics and to further strengthen the comparability of the reported information.

The Report aims to illustrate the Giordano Group's contribution to sustainable development, disclosing its main economic, environmental, and social impacts based on a reasoned selection of indicators from both the VSME and GRI frameworks, in accordance with the company's operational and governance characteristics.

The preparation of the Report follows the Reporting Principles for content (Stakeholder Inclusiveness, Sustainability Context, Materiality, Completeness) as well as those relating to information quality (Balance, Comparability, Accuracy, Timeliness, Clarity, and Reliability).
The reporting perimeter includes Giordano Poultry Plast S.p.A., Plastimark S.p.A., and Giordano Energy S.r.l. With regard to human resources data, the reporting scope for 2024 was extended to include the subsidiaries in the Netherlands and France.
The Sustainability Report is prepared annually, and all qualitative and quantitative data and information refer to the 2024 financial year.

The Summary Table ("Data Details"), included in the final pages of this Report, forms an integral part of the document and links the topics discussed in the text to the corresponding performance indicators.

The Group's GHG Inventory (also referred to as the Corporate Carbon Footprint) was prepared for the year 2024 using a dedicated Toolkit developed by the Center 4 Shared Value of the Department of Management at the University of Turin.

The inventory has been compiled in accordance with the following internationally recognised standards and guidelines for Carbon Footprint Organization assessment:

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

In line with the above standards, the GHG inventory includes the following categories of emissions:

- *Scope 1 emissions*: Direct greenhouse gas emissions from sources owned or controlled by the Giordano Group, i.e., emissions generated within the organisation's boundaries.
- *Scope 2 emissions:* Indirect greenhouse gas emissions from the generation of purchased electricity consumed by the Giordano Group.

Emissions from purchased electricity are calculated using two approaches:

- **Location-based method:** Reflects the average emission intensity of national electricity grids, considering both renewable and non-renewable sources. GHG emissions are calculated using an average emission factor ("location-based factor") that represents the national energy mix — the higher the share of renewable energy in a country, the lower its emission factor.
- **Market-based method:** Reflects the average emission intensity of the specific electricity supplier's energy mix. If the purchased electricity is not covered by Guarantees of Origin (GO), GHG emissions are calculated using the residual mix emission factor, which represents the average national energy mix excluding energy covered by contractual instruments. If electricity is fully or partially covered by GO certificates, the corresponding share is considered zero-emission, while the remaining portion is multiplied by the residual mix factor.

- Scope 3 emissions: Other indirect greenhouse gas emissions associated with the Giordano Group's activities but occurring from sources not owned or directly controlled by the organisation.

The table below describes all categories and sources of greenhouse gas emissions included in the Giordano Group's GHG Inventory, along with the emission factors applied for each category:

Scope	Category and sources	Emission factor	Notes
Scope 1 Direct GHG emissions	**Stationary combustion**: Combustion of fuels in stationary equipment (e.g. natural gas in heating systems) related to assets owned or controlled by the company (production and logistics sites, shops, etc.)	DEFRA, 2024	CO_2 equivalent emissions were considered
	Self-generation of energy: Combustion of fuels in stationary equipment (e.g. biomass plants) for energy production, owned or controlled by the company	ISPRA, 2023	CO_2 equivalent emissions were considered

	Mobile combustion: Combustion of fuel from the fleet of owned vehicles.	DEFRA, 2024	CO_2 equivalent emissions were considered
Scope 2 **Indirect GHG emissions**	**Electricity consumption**: Electricity purchased from the national grid relating to assets owned or controlled by the company (headquarters, offices, production and logistics sites, shops, etc.).	ISPRA, 2023 (location-based) AIB, 2024 (market-based)	CO_2 equivalent emissions were considered
Scope 3 **Other indirect GHG emissions**	**Purchase of goods and services:** Production of goods and services purchased and used for internal production processes (The raw materials taken into account are those defined as core for production, i.e. polyethylene and polypropylene, which account for approximately 87% of the raw materials used by the Group).	ECOINVENT, 2025	CO_2 equivalent emissions were considered
	Upstream transport and distribution: The transports considered include those made by van from the port of Genoa to the Caraglio plant.	DEFRA, 2024	CO_2 equivalent emissions were considered
	Business trips: Transport of employees for business-related activities (Transports included in the calculation are those made by air)	DEFRA, 2024	CO_2 equivalent emissions were considered
	Employee commuting: Transport of employees by car for the daily home-work commute	DEFRA, 2024	CO_2 equivalent emissions were considered

The preparation of this Sustainability Report was made possible through the contribution and commitment of the working group: Oscar Giordano, Enrico Giordano, Massimo Delfino, Gianluca Bordiga, Maurizio Cisi, Milena Gambardella, and Fabio Sansalvadore.

For any questions, clarifications, or feedback regarding this Report, please contact the Group at **mde@giordanoglobal.com** .

Data details

Environmental

ENERGY

Internal energy consumption within the organisation					
Fuel consumption for heating & cooling and processes	**Unit**	**2021**	**2022**	**2023**	**2024**
Natural Gas	SMC	12.696,00	11.167,85	9.433,00	10.197,00
LPG	m3	39,92	0	34,77	31,2
Total electricity consumption	kWh	7.779.362	7.181.230	7.672.500	7.750.540
Electricity purchased and consumed for facilities	kWh	2.568.450	2.717.586	5.107.308	4.070.136
Self-generated energy	**Unit**	**2021**	**2022**	**2023**	**2024**
Total energy generated	kWh	6.656.450	5.935.324	3.354.888	4.747.956
Self-generated and consumed energy	kWh	5.211.128	4.463.644	2.702.586	3.850.272
Energy generated and sold	kWh	1.445.322	1.471.680	652.422	897.684

EMISSIONS

Emissioni					
Scopes	**Unità**	**2021**	**2022**	**2023***	**2024**
Natural gas consumption	tCO2e	Nd	22,80	19,29	20,85
LPG consumption	tCO2e	Nd	0,00	0,054	0,049
Energy generation from biomass	tCO2e	Nd	1.707,90	827,32	1.170,85
Petrol consumption for company car	tCO2e	Nd	0,00	1,87	0,00
Total Scope 1	**tCO2e**	**1.941,30***	**1.730,70**	**848,54**	**1.191,76**
Energy purchased for facilities (kWh)	tCO2e	2.568.450*	2.717.586	5.107.308	4.070.136
Total Scope 2 – Location based	**tCO2e**	**656,5***	**694,60***	**1.333,70**	**1.062,90**
Total Scope 2 - Market based	**tCO2e**	**1.174,00***	**1.242,20**	**2.253,30**	**2.795,70**
Scope 3 - Raw materials	tCO2e	Nd	12.468,48	15.814,21	13.332,66
Scope 3 - Inbound logistics raw materials	tCO2e	Nd	Nd	805,1	767,6
Scope 3 - Business travel	tCO2e	Nd	Nd	24,1	23,9
Scope 3- Commuting	tCO2e	Nd	Nd	68,7	68,7
Totale scope 3	**tCO2e**	Nd	**12.468,48**	**16.712,11***	**14.192,86**

***Restated Value**

RAW MATERIALS

Raw material	2022		2023		2024	
	Kg	ton	Kg	ton	Kg	ton
Polyethylene	5.468.615	5.469	7.037.125	7.037	5.496.720	5.496,72
Polypropylene	1.105.377	1.105	1.930.905	1.931	2.109.549,0	2109,55
Nylon	3.895	4	438.332	438	378.655,0	378,66
Hostaform	17.400	17	14.387	14	21.125,0	21,13
ABS	2.000	2	5.000	5	0,00	0,00
VIPLA	300	0	3.318	3	5.563,0	5,56
Dyes	49.590	50	79.514	80	90.789,9	90,79
Animal Fat	1.481.500,0	1.481,5	783.840,0	783,84	1.245.260,0	1.245,26
Vegetable Oil	12.070,0	12,1	8.180,0	8,18	13.280,0	13,28
Recycled Material	184.239,0	184,2	0	0	93.803,00	93,803
Virgin Material	634.834,3	634,8	0	0	1.033.441,20	1009,507
Total raw materials for the Group	**8.959.820,00**	**8.960,00**	**10.300.601,00**	**10.301,00**	**10.488.186,10**	**10.488,19**

WATER

Water consumption	Unit	2021	2022	2023	2024
	m^3	421.420,00	430.520,00	403.880,00	384.840,00

WASTE

Giordano Group Waste	2021		2022		2023			2024		
Total Group waste	kg	ton	kg	ton	kg	ton	%	kg	ton	%
	364.798,00	**364,80**	**331.669,00**	**331,669**	**363.733,00**	**363,73**	**100%**	**462.514,00**	**462,51**	**100%**
of which hazardous	21.731,00	21,73	23.045,00	23,045	24.523,00	24,52	7%	34.351,00	34,35	7,43%
of which non-hazardous	343.067,00	343,07	308.624,00	308,624	339.210,00	339,21	93%	428.163,00	428,16	92,57%
Total waste recovered	-	-	-	-	**348.263,00**	**348,26**	**96%**	**434.839,00**	**434,84**	**94,02%**
Total waste disposed of	-	-	-	-	**15.470,00**	**15,47**	**4%**	**27.675,00**	**27,68**	**5,98%**

Social – Employees

Employees by gender and country									
Country	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	66	11	**77**	79	18	**97**	81	19	**100**
Netherlands	Nd	Nd	Nd	2	6	**8**	2	6	**8**
France	Nd	Nd	Nd	4	3	**7**	3	3	**6**
Total	**66**	**11**	**77**	**85**	**27**	**112**	**86**	**28**	**114**

Employees by gender and contract type				
Tipologia contrattuale	2023		2024	
	Men	Women	Men	Women
Permanent	85	26	85	28
Fixed term	0	0	1	0
Appreticeship	0	1	0	0
Full time	79	23	82	26
Part time	6	4	4	2

Employees by age									
	2022			2023			2024		
	< 30 anni	30-50	>50	< 30 anni	30-50	>50	< 30 anni	30-50	>50
Totale	**18**	**40**	**19**	**14**	**72**	**26**	**14**	**67**	**33**

Social – Suppliers

Geographical breakdown of suppliers						
Suppliers by geographical origin	**2022**		**2023**		**2024**	
	Number	**%**	**Number**	**%**	**Number**	**%**
Local suppliers (Cuneo and province)	271	40%	232	33,6%	220	34,2%
Piedmont Region Suppliers	74	11%	87	12,6%	76	11,8%
Rest of Italy Suppliers	238	35%	260	37,7%	240	37,3%
EU Suppliers	54	8%	57	8,3%	56	8,7%
Extra EU Suppliers	42	6%	54	7,8%	51	7,9%
Total suppliers	**679**	**100%**	**690**	**100%**	**643**	**100%**

% of expenditure to suppliers			
Geographical origin of suppliers	**2022**	**2023**	**2024**
Italy of which	87,01%	**82,44%**	**86,72%**
Province of Cuneo	24%	21,14%	25,18%
Piedmont Region	22%	17,44%	18,37%
Rest of Italy	42%	43,85%	42,17%
EU	6%	**9,52%**	**5,28%**
Extra UE	7,07%	**8,04%**	**7,99%**

GRI and VSMEs index

The Giordano Group has reported the information listed in this GRI and VSME Content Index for the period from 1 January 2024 to 31 December 2024, with reference to the GRI and VSMEs Standards.

VSMEs	GRI	Page
GENERAL INFORMATIONS	**GENERAL INFORMATIONS**	
B 1 – Basis for preparation	GRI 2: General Disclosures 2021	48
C1 – Strategy: Business Model and Sustainability – Related initiative		7-8
C2 - Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	GRI 3: Material topics 2021	15-23
C4 – Climate risks		20-23
ENVIRONMENT METRICS	**ENVIRONMENT METRICS**	
B 3 – Energy and greenhouse gases	GRI 302: Energy 2016	25-27
C3 – GHG reduction targets and climate transition	GRI 305: Emissions 2016	13-14; 28-29
B 6 – Water	GRI 303: Water and effluents 2018	37
B 5 - Biodiversity	GRI 101: Biodiversity 2024	18;21
B 7 – Resource use, circular economy and waste management	GRI 301: Materials 2016	32-33; 35-36
	GRI 306: Waste 2020	34

SOCIAL METRICS	**SOCIAL METRICS**	
B8 – Workforce – General characteristics	GRI 401: Occupation 2016	39-40
C5 - Additional (general) workforce characteristics	GRI 403: Occupational Health and Safety 2018	41
B9 - Workforce – Health and safety	GRI 404: Training and Education 2016	42
B 10 - Workforce – Remuneration, collective bargaining and training	GRI 405: Diversity and Equal Opportunity 2016	39-40
	GRI 406: No discrimination 2016	
C6 - Additional own workforce information - Human rights policies and processes	GRI 407: Freedom of Association and Collective Bargaining 2016	40
C7 – Severe negative human rights incidents	GRI 414: Supplier social assessment 2016	43-44
GOVERNANCE METRICS	**GOVERNANCE METRICS**	
B 11 – Convinctions and fines for corruption and bribery	GRI 205: Anticorruption 2016	47

SASB - Chemicals Content Index

TOPIC ACCOUNTING METRIC CATEGORY UNIT OF CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF CODE MEASURE	CHAPTER
Energy Management	(1) Total energy consumed, (2) percentage of grid electricity, (3) renewable percentage, (4) total self-generated energy	Quantity	Gigajoules (GJ), Percentage (%)	Efficient energy management
Greenhouse Gas Emissions	Overall gross Scope 1 emissions, percentage covered by emission limitation regulations	Quantity	Metric tonnes (t) CO2-e, Percentage (%)	Monitoring and reducing GHG emissions
	Discussion of the long-term and short-term strategy or plan to manage Scope 1 emissions, emission reduction targets and an analysis of performance against these targets	Discussion and analysis	n/a	n/a
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	Quantity	Thousand cubic metres (m3), Percentage (%)	Interaction with water as a shared resource
	Description of water management risks and discussion of strategies and practices to mitigate these risks	Discussion and analysis	n/a	not applicable

Hazardous Waste Management	Quantity of hazardous waste generated, percentage recycled	Quantity	Metric tonnes (t), Percentage (%)	Use of resources and waste management
Safety & Environmental Stewardship of Chemicals	Discussion of the strategy to (1) manage problematic chemicals and (2) develop alternatives with reduced human and/or environmental impact	Discussion and analysis	n/a	Safety and environmental management of chemicals