FRANPLAST

SUSTAINABILITY REPORT

2025

FRANPLAST
TPE-S SPECIALISTS

Franplast S.p.A.

Via per Monterotondo 5, 25050 Provaglio d'Iseo (BS)

info@franplast.it

+39 030 9823606

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LETTER TO STAKEHOLDERS

Dear Stakeholders,

This communication is to inform you that the Company has begun the preparation of the first Corporate Sustainability Report in accordance with the European Corporate Sustainability Reporting Directive, CSRD (EU Directive 2022/2464/EU).

Sustainability and inclusive progress are the new themes for a process of sustainable change.

In this direction, the Company is actively committed to achieving the Sustainable Development Goals (SDGs) defined by the United Nations in 2015 to comply with the agreements of the 2030 Agenda.

A path of awareness that today marks a new important step, with the creation of the first Sustainability Report, through which we intend to represent the vision and approach of Franplast S.p.A. to the dimension of sustainable development, proposing in a structured form the reality and perspective to which the main indicators relating to environmental, social and governance issues, commonly known by the acronym ESG (Environmental, Social, Governance), are linked.

ESG criteria will be reported following the directives of the Global Reporting Initiative (GRI) and the ESRS indicators prepared by EFRAG, which have defined these performance indicators, which constitute a reference for organizations around the world. These indicators are used to measure and convey corporate ESG performance.

This letter is to announce that, as our stakeholders, you will actively contribute to the sustainability journey that the Company is undertaking.

The materiality analysis is the process that makes it possible to identify the priority issues for Franplast S.p.A. (material issues), identifying the most significant impacts generated by the company and its value chain on the planet, people, society and the economy.

The definition of the material issues will be developed starting from the analysis of the material issues identified as relevant for the Company, providing for each a specific framework on the most significant impacts and on the relevant information to be considered.

You will find all the necessary information in the attached document. For any clarification, additional information or similar, we are always available.

We thank you for your attention and in advance for the usual cooperation.

Best regards



HISTORY

FRANPLAST OVER TIME

QUALITY, ENVIRONMENT AND SAFETY TEAM

THE PRODUCTS

FRANPLAST OVER TIME

1966 Founded by Dr. Giacomo Franceschetti, Franplast was born in a production context undergoing profound transformation. From the beginning, the company stood out for a pioneering choice: the recovery and regeneration of polyethylene, an activity that, for the time, represented an innovative and forward-looking approach to the use of raw materials. That vocation for experimentation and the conscious use of materials is still one of the foundations of our production and our industrial vision. At the helm of the company is now Elena Franceschetti, Chief Executive Officer, who has taken up the founder's legacy by developing his values in a contemporary key, with increasing attention to technological innovation, quality and sustainability of processes.

1970- 1980: The first major turning point came a few years after the foundation, when technical curiosity and the drive towards research led to the development of thermoplastic rubber compounds. These are compounds obtained through calibrated combinations of raw materials, designed to respond promptly to the needs of the end customer. In the Marche region, which between the Sixties and Eighties represented the heart of the world production of soles for footwear, Franplast established itself as a point of reference in the development of TPE-SBS-based compounds for the molding of sports soles, helping to support an industrial supply chain of excellence.

1990 -1996 In the mid-nineties, the crisis in the footwear sector in the Marche region, triggered by the processes of globalization, marked a decisive moment. For a company that had been highly specialized until then, the challenge was profound. The answer is a strategic choice of diversification: new markets, new applications, new compounds. Thus began a transformation process that progressively expanded the product portfolio and strengthened internal skills, both on a technical and regulatory and customer service level. The ability to evolve becomes an integral part of our industrial model. The first structured range of SEBS-based CHEMITON is born. Over time, the production organization has also been transformed. The lines are now more flexible and sophisticated, characterized by processes that require high precision in the control of processing parameters – temperature, wear, maintenance – and by the constant support of quality control laboratories. Product quality is not just a result, but a process that is shared and monitored at every stage.

1997 achievement of ISO 9001 certification, which establishes the adoption of a formalized and internationally recognized quality management system.

2004 the company strengthens its innovative capacity by obtaining the Greenplay® patent, highlighting a concrete commitment to the development of sustainable and technologically advanced solutions. This patent has obtained the Intaso Prestazionale product certificate, a certificate of conformity conferred by the national amateur league.

2023 The company invests in the energy transition through the installation of photovoltaic panels, operating in compliance with the UNI EN ISO 14064-1:2019 standard, testifying to the attention paid to reducing the environmental impact.

2024 there will be a significant strengthening of company management systems, with the integrated adoption of ISO 14001, ISO 45001 and ISO 50001 certifications, which cover the environmental, occupational health and safety and energy efficiency areas respectively.

2025 the company embarks on a path of renewal of its identity through corporate restyling, accompanied by the launch of a structured approach to ESG reporting. At the same time, the opening to international markets has redefined the company's commercial presence. From a reality initially aimed exclusively at the Italian market, Franplast is now active in a balanced way between Italy and abroad, thanks to the synergistic collaboration between the Italian and foreign sales departments, engaged in the development of new applications and in the construction of lasting relationships with customers. This path has been possible thanks to the cohesion between all the company functions – commercial, technical, production and quality – which operate in constant dialogue. It is this integration of skills, together with the ability to adapt and the desire to innovate, that allows us to look to the future with solid roots.



1970-1980 First SBS-based TPE compound.

1997 ISO 9001.

2023 Photovoltaic panels and UNI EN ISO 14064 compliance.

2025 Company restyling.

1996 Founding of the company and production of regenerated PE.

1990-1996 First structured range of Chemiton® based on SEBS.

2004 Greenplay® patent.



2024 Integrated Management System ISO 14001, ISO 45001, ISO 50001

2026 60th anniversary and ESG report.

EVOLUTION AND CONSOLIDATION IN THE MARKET

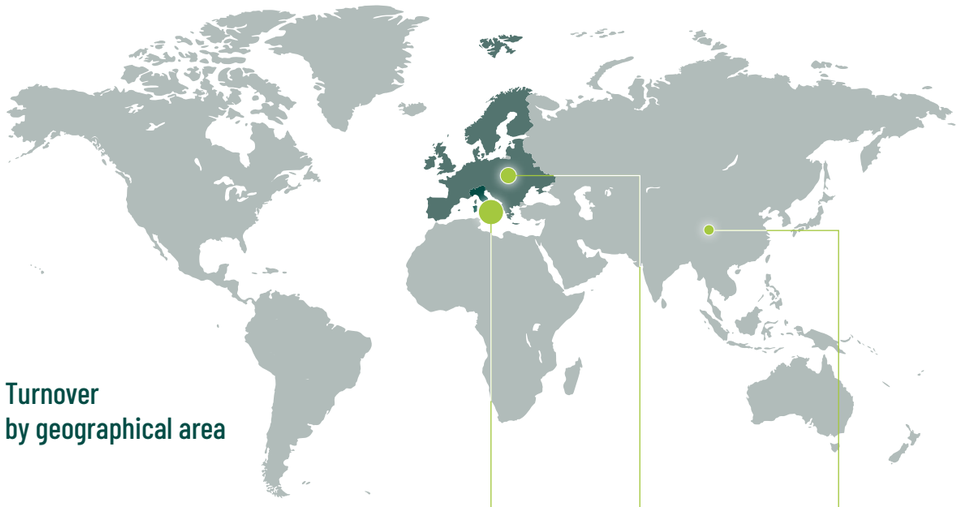
In 2025 Franplast achieved a result that is part of the path of growth and transformation built over time. The figures express the continuity of the company's activity and the ability to maintain a stable presence on the market, in line with the industrial, organizational and commercial evolution that has characterized the company's history. Turnover thus represents an indicator of the solidity of the model developed over the years and of the value generated through skills, innovation and quality of processes.

In the previous two years, the trend in revenues showed a more dynamic initial phase, followed by a subsequent adjustment, The three-year period as a whole therefore returns the image of a company capable of going through market changes while maintaining operational stability and strategic consistency.

Below is the table illustrating the trend in company turnover in the three-year period 2023-2025.

	2023	2024	2025
Turnover	9.844.110,00 €	9.092.251,00 €	9.090.552,00 €

The distribution of turnover shows a strong concentration on the Italian market, stable over time, flanked by a consolidated European presence and a residual but slightly growing share in the extra-European markets.



Turnover by geographical area



THE COMPANY'S VISION AND MISSION

VISION: Franplast's vision is to establish itself as a global leader in the thermoplastic elastomer sector, helping to guide the industry towards an increasingly sustainable and innovative development model. The company pursues an idea of progress in which advanced technology and respect for the environment can coexist in balance, generating solutions capable of improving the quality of life and responding to contemporary challenges with responsibility and foresight.

Through a highly qualified and motivated team, Franplast constantly invests in the research and development of materials capable of anticipating market needs and offering high technical performance in multiple application areas. The company's growth is based on long-term strategic choices: targeted investments, efficiency of production processes, conscious use of resources and continuous technological updating.

Sustainability is a cross-cutting pillar of the company's strategy. Franplast orients its policies and management systems towards concrete objectives in the environmental, social and governance fields, with particular attention to gender equality, health and safety in the workplace, product quality and safety, as well as efficiency in the use of water and energy resources.

The company's commitment translates into the desire to contribute to the construction of a fairer and more responsible industrial model, capable of generating value over time and promoting positive change not only within its organization, but also along the supply chain and in the territorial context of reference. In this perspective, Franplast intends to continue to operate with a long-term vision, oriented towards creating a more sustainable future for the next generations.





MISSION: Franplast's mission is based on a clear objective consistent with its industrial identity: to offer customized solutions, guaranteeing high quality standards and punctual and continuous technical assistance. Customer orientation is a central element of the company's operating model and translates into a structured and integrated approach throughout the entire product life cycle.

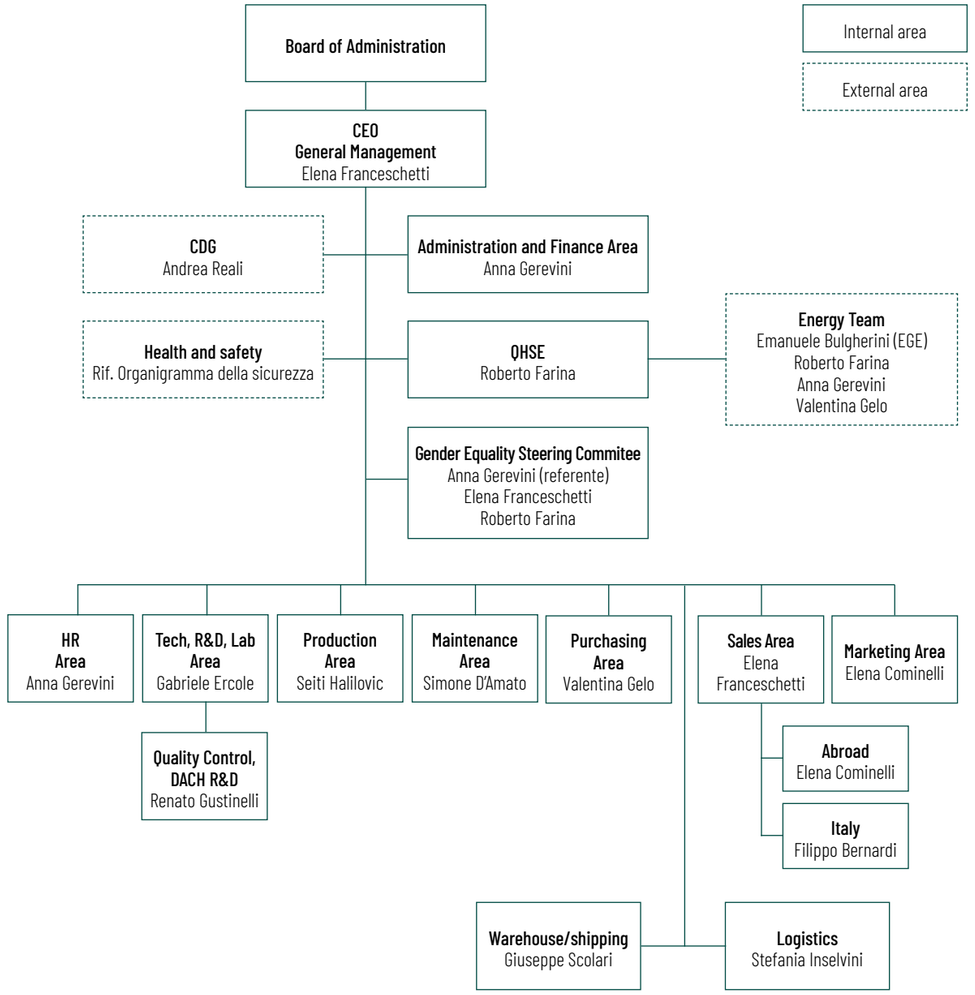
The research and formulation phase is accompanied by intense testing: the materials are subjected to tests both in internal laboratories and directly at customer plants, in order to verify safety, regulatory compliance and performance in real conditions of use.

Particular attention is also paid to logistical and service aspects. Franplast offers flexible packaging solutions, including polyethylene bags, paper valve bags, big bags and octabins, with the aim of ensuring efficiency, product protection and ease of handling. Batch management is also flexible: from complete deliveries to individual pallets, the company is able to adapt to different needs of its customers.

Through this combination of technical skills, quality control and operational flexibility, Franplast consolidates a relationship of trust with the market, oriented towards the creation of shared and lasting value.

COMPANY DESCRIPTION AND CORPORATE ORGANIZATION CHART

The description of the Group and its organizational structure is an essential element for understanding the corporate identity, the operating methods and the governance mechanisms that guide its activities. Through a clear representation of the corporate structure and the organization chart, it is possible to grasp the distribution of responsibilities, the relationships between the different functions and the management model adopted, fundamental elements to ensure consistency, efficiency and transparency in the development of corporate strategies.



The Board of Directors is composed of three members, two of whom are women, an aspect that represents a positive element in terms of balance and inclusion in corporate governance. The appointment of the members of the Board of Directors is based on the shares held, ensuring consistency with the ownership structure and management in line with the interests of the company.

A SOLID BOND WITH THE TERRITORY

Franplast S.p.A. operates on a total area of about 20,000 m^2 in the Municipality of Provaglio d'Iseo (BS), in the heart of Franciacorta, an area of high landscape and environmental value. The production site is located in a hilly context of great value, surrounded by vineyards, the Torbiere del Sebino Nature Reserve and the waters of Lake Iseo.

This unique environment represents not only the place where the company carries out its activities, but also a constant source of inspiration for the quality and excellence of Franplast products.

Operating in a context so rich in natural beauty reinforces awareness of the importance of environmental protection, respect for the territory and responsible industrial development.

The link with Franciacorta guides the company in pursuing innovation in a sustainable way, integrating attention to the environment, production quality and responsibility towards the territory and the local community, so that each product reflects the harmony and authenticity of the context in which it is born.

> *"Working in such an extraordinary environment reminds us of the importance of sustainability and respect for nature, values that we instill in every aspect of our business. The beauty and tranquility of Franciacorta motivate us to pursue innovation responsibly, ensuring that every Franplast product reflects the harmony and purity of our territory."*



QUALITY, ENVIRONMENT AND SAFETY TEAM

QHSE TEAM

1. What is your personal definition of sustainability, and how do you think it can be applied concretely in the business context

For me, sustainability means making choices every day that allow the company to grow without compromising the environment, people's safety and the trust of our customers.

In our daily work it means:

- Environment: reduction of energy consumption, efficient management of materials and valorization of waste, in line with ISO 14001 and ISO 50001.
- People: protection of workers' health and safety, continuous training and promotion of an inclusive work environment (ISO 45001).
- Governance: ESG risk management, transparency towards stakeholders and compliance with European requirements

I believe that even at Franplast we can make a difference: by integrating sustainability into all activities, we become more resilient, competitive and credible on the market.

2. Can you tell us about a project you are carrying out or that you intend to develop in the coming years to improve sustainability within the company?

One of the projects we are carrying out concerns the integration of energy efficiency and sustainable management of materials, designed to reduce the environmental impact of the production of our material and to strengthen the resilience of the company. The contents of the project are listed below.

Energy efficiency:

- Installation of real-time consumption monitoring systems, to identify waste and opportunities for improvement.

Material Management:

- Search for suppliers who offer materials with a carbon footprint compatible with our needs.

People involvement:

- Staff training on sustainability principles and process efficiency.
- Promoting sustainable operating practices at all levels of the company.

What are short-term and long-term goals?

- Consolidate the corporate culture of sustainability, making it an integral part of strategic and operational choices.
- Minimize the overall environmental footprint of products, with a significant reduction in indirect emissions.

3. What challenges do you think may arise in implementing sustainable policies in the company and how do you plan to address them to ensure that the project is successful over time?

Internal cultural change:

- Challenge: Engaging all staff in adopting new sustainable practices can take time, especially in established manufacturing environments.
- Strategy: Targeted training programs, constant communication of results and benefits, and enhancement of virtuous behaviors as part of the corporate culture.

Integration into production processes

- Challenge: Optimize energy efficiency and material management without interrupting production continuity.
- Strategy: Step-by-step approach based on data analysis, continuous monitoring and incremental improvement, with the adoption of specific KPIs for energy, waste and HSE performance.

Compliance with ESG regulations and standards

- Challenge: Maintain compliance with European regulations and ever-changing international standards.
- Strategy: Constant updating of the Integrated Management System and monitoring of regulatory requirements through internal audits and sector benchmarks.

Addressing these challenges requires a systems approach, in which sustainability, governance and people involvement are integrated into the corporate strategy.



ANNA GEREVINI, ADMINISTRATIVE AND HR MANAGER

1. What is your personal definition of sustainability, and how do you think it can be applied concretely in the business context?

For me, sustainability means first and foremost a sense of responsibility: that is, awareness of the impact that our activities have on the environment and society and acting accordingly with a long-term vision. It is not just a question of image, but a way of doing business (and not only) that focuses on balance, continuity and respect in the use of resources.

In a company in the rubber-plastic sector, such as the one in which we operate, this approach becomes very concrete. It means working every day to improve the efficiency of production processes, reduce waste and make the most of raw materials, for example through the recovery and reuse of materials. At the same time, it means investing in innovation to develop products that are increasingly high-performance but also more sustainable throughout their life cycle with an increasingly "prudent" use of energy sources.

The human aspect is also important to me: creating a safe, inclusive and people-friendly work environment is an integral part of sustainability, as is building transparent relationships with customers, suppliers and the local area.

In concrete terms, I believe that the real challenge is to integrate these principles into daily decisions, with clear and measurable objectives, transforming sustainability from a theoretical concept to a real lever of growth and competitiveness, even if the fruits of this activity can be seen in the medium to long term and will not be immediate.

2. Can you tell us about a project you are carrying out or that you intend to develop in the coming years to improve sustainability within the company?

One of the projects we are working on, and which I consider particularly significant, concerns the strengthening of our approach to the circular economy in the production of thermoplastic rubber granules. The aim is to further improve the efficiency of processes by reducing both waste and energy consumption.

In the short term, we are focusing on very concrete activities: optimization of production cycles, more precise monitoring of energy consumption and introduction of ESG indicators to measure our performance in a structured way. At the same time, we are working with suppliers to qualify increasingly sustainable materials and ensure high quality standards.

In the medium to long term, the goal is more ambitious: to develop products that integrate an ever-increasing share of recycled material, while maintaining the level of material characteristics and performance, making our production model increasingly circular. This also means investing in technological innovation and evaluating solutions to reduce the overall environmental footprint, for example through the more efficient use of energy resources.

On a personal level, I see this path as a natural evolution of our way of doing business (and being a person): not an isolated project, but a progressive change that involves the entire organization and that, over time, can generate value for both the company and the environment.

3. What challenges do you think may arise in implementing sustainable policies in the company and how do you plan to address them to ensure that the project is successful over time?

The implementation of sustainability policies in the company inevitably involves some challenges, especially in a technical and competitive sector such as rubber-plastics. One of the main challenges concerns the balance between sustainability/performance and resource management: integrating recycled materials or more sustainable processes (but also sourcing raw materials from companies equally sensitive to ESG issues), while maintaining the same economic/quality and reliability standards is certainly difficult, it is a process that requires time, research and investment.

Another important challenge is cultural and organizational. Sustainability, to be effective, must be shared at all company and personal levels: it cannot remain confined to a specific function or project. This implies a path of continuous involvement and training, to ensure that it becomes an integral part of daily decisions.

Then there are aspects related to the supply chain: the availability and quality of recycled raw materials, as well as the alignment of suppliers to certain standards, can represent elements of complexity.

To address these challenges, I believe it is essential to adopt a gradual but structured approach. On the one hand, defining clear and measurable objectives, monitoring the results over time; on the other, investing in innovation and collaboration, both internally and with external partners. Transparency also plays a key role: realistically communicating progress, but also difficulties help to build credibility.

In the long run, I think success depends above all on consistency: integrating sustainability into the corporate strategy and keeping it a priority even when operational complexities emerge. It is a path that requires continuity, but which can significantly strengthen the resilience and competitiveness of the company.



THE PRODUCTS

Franplast is a leading manufacturer of high-quality thermoplastic elastomers (TPEs) designed to meet the needs of a wide range of industries. Our range of products, all developed with a tailor-made approach, offers versatile, high-performance and sustainable solutions, guaranteeing the maximum in terms of reliability, safety and durability.

CHEMITON MED®

Specifically for the medical sector, Chemiton Med® has been designed to meet the highest standards of hygiene and safety. This material is ideal for applications that require high biocompatibility and durability, such as medical devices, hospital components, and personal care products. Compliance with pharmaceutical industry regulations is ensured, ensuring safe and reliable products. Chemiton Med® is the family of compounds for medical, paramedical and pharmaceutical applications. The products of the Chemiton MED® group are phthalate-free, making them even lighter than PVC and any vulcanized rubber. They are also USP CI. VI certified and therefore biocompatible, also meeting all regulations for food contact.

Thermoplastic elastomers for the medical sector are ultra-soft and sterilizable in autoclave, EtO, Beta Ray and Gamma and, for this reason, ideal for guaranteeing the highest standards of quality and efficacy.

- TRANSLUCENT TPE
- PERFORABLE GREY TPE
- TPE FOR COSMETIC USE
- LOW PERMEABILITY TPE
- TPE FOR FILMING

CHEMITON CLEAR®

Chemiton Clear® is a transparent TPE that combines aesthetics and performance. Perfect for applications where visual clarity and transparency are critical, such as luxury packaging, lighting and cosmetics, it offers a clean, modern finish while maintaining the durability and flexibility that our elastomers are known for. Chemiton Clear® represents the family of high-transparency TPE compounds. They are available in numerous versions that can be fully customized according to the application and are suitable for the creation of objects that require high mechanical resistance, scratching and aging.

These transparent thermoplastic elastomers are suitable for both injection molding and extrusion, have high compatibility with thermoplastic polyolefins and are easily sterilized.

- TPE transparent glass
- Transparent TPE
- Translucent TPE
- Ultrasoft TPE

CHEMITON 2K®

Chemiton 2K® is a two-component material, optimized for co-bonding with other polymers such as PP and PE. Perfect for applications that require a combination of rigid and flexible materials, it is used in various sectors from automotive, consumer electronics, upholstery etc. ensuring excellent adhesion between different materials. Chemiton 2K® represents the family of TPE compounds developed for injection overmolding (including rework) and coextrusion. Thanks to this technique, it is possible to produce products composed of a grooved part and a soft part without the need for adhesives, primers or other surface pre-treatments, ensuring efficiency in the production process.

Chemiton 2K® thermoplastic elastomers for overmolding are developed through the use of a bi-injection press with which specimens are produced which, subsequently, are subjected to an adhesion test that measures the necessary force to separate the rigid part from the soft one.

- TPE for adhesion to polyolefins
- TPE for adhesion to engineering plastics

CHEMITON XT®

Chemiton XT® is designed for extrusion and co-extrusion production processes. With high and low temperature resistance properties, it is ideal for the production of pipes and profiles for the building industry but also for articles in the automotive sector and complex technical applications. This material is an ideal choice for those who need superior performance in harsh operating conditions. Chemiton XT® is a SEBS/SEPS based TPE compound for extrusion. These thermoplastic elastomers make it possible to obtain extrusions with exceptional flexibility, high resistance to high and low temperatures and different levels of insulation. Transparent glass grades are also available, which are totally plasticizer-free and have high resistance to UV rays and ozone.

- TPE for high performance
- Transparent for food contact

CHEMITON FLEX®

Chemiton Flex® compounds, based on polyolefin elastomers, offer greater resistance to oils and greases than HSBCs. They are odour-free, have a glossy finish and are approved for food contact. Their excellent mechanical properties and impact resistance make them ideal for toys, gadgets and industrial applications (also ensuring electrical insulation). The compounds of the Chemiton Flex® family are materials based on polyolefin elastomers. They have better resistance to oils and greases than traditional HSB-based compounds, and grades approved for food contact are also available. They are characterized by the complete absence of odor and the glossy surface finish.

This family allows us to meet the demands of various sectors: the excellent mechanical properties, and the remarkable impact resistance of these TPO compounds, make them the right choice for the production of toys and gadgets with certification for food contact and able to maintain elasticity over time. In addition, Chemiton Flex® is also suitable for applications in the industrial sector, thanks to the good chemical and mechanical resistance of the materials, which also provide excellent electrical insulation.

CHEMITON LIFE®

Designed to improve the quality of life, Chemiton Life® is intended for consumer-oriented products, such as sporting goods, toys, and objects in the area of home & design. These elastomers are mainly formulated from raw materials from renewable sources or recycled raw materials from post-consumer or post-industrial sources. The Chemiton Life® family of biobased TPE compounds is made up of TPEs developed by Franplast with respect for the environment. They are inspired by the concepts of circular economy and sustainability and are mainly based on raw materials derived from renewable sources and recycled raw materials, which are a good alternative to materials derived from fossil raw materials.

- Biobased TPE
- TPE with recycled content

GREENPLAY®

Greenplay® is an eco-friendly TPE for synthetic turf carpet infill, ideal for sports facilities. Made from virgin and recyclable raw materials, it is odorless, dust-free, and available in green and brown colors. Fully customizable and resistant to UV rays and aging, it offers excellent drainage and safety properties being free from toxic substances. Greenplay® is an ecological TPE for infilling synthetic turf carpets, used for the construction of sports facilities that involve the laying of artificial turf.

It is a SEBS-based thermoplastic elastomer produced from virgin and totally recyclable raw materials, which comes in the form of a rounded, dust-free, and odorless granule. Greenplay® has been tested and certified in green and brown color, but the basic formulation is totally customizable and can therefore be developed in different colors. It is also possible to produce a "tailor-made" granule in terms of additives and properties according to the customer's needs.

AREAS OF APPLICATION

The thermoplastic elastomers (TPE) developed by the company are used in a variety of sectors, testifying to the versatility of the material and the ability to adapt it to different technical and functional needs. Its production is simpler and faster than other traditional materials, a feature that allows us to optimize processes, reduce environmental impact and allow the complete recycling of waste, contributing to a more efficient and circular production model.

In the medical sector, TPEs are used in applications that require high standards of safety, hygiene, and regulatory compliance. In the home and design fields, they contribute to the creation of products that combine functionality, tactile comfort, and aesthetics. In the toy sector, the softness and safety characteristics of the material meet stringent requirements in terms of quality and reliability.

Applications also extend to the sports and leisure world, where performance and resistance are central elements, to the automotive sector, which requires durable and high-performance technical solutions, up to the industrial sector, where reliability and adaptability of the material are crucial.

This diversification of applications reflects the company's ability to develop transversal solutions and create value in different supply chains, contributing with its materials to multiple contexts of daily life and industry, in compliance with the principles of sustainability and environmental responsibility.

SOME SUCCESS STORIES

Clementoni

Clementoni Spa, a leading company in the world of educational games, uses Franplast's TPE for its Clemmy® product line.

The non-toxic and fragrant TPE gives the Clemmy® brick a grip and soft touch effect that makes the playing experience pleasant and safe. The child, in fact, can touch, bite, stack and throw Clemmy® without any danger.

Franplast's TPE, made with raw materials approved for contact with food, compliant with the EN71.3 toy standard, is also approved by the German certification body TÜV, following the brilliant passing of rigorous chemical tests.



The collaboration between Franplast and I.P.R Spa has led to the launch of a new item on the market: the IPerR-mask filtering mask.

The mask consists of a hypoallergenic polymer facepiece, Franplast's Chemiton Med®, on which an interchangeable filter in multilayer non-woven fabric is mounted.



HSD europe srl

For over ten years, Franplast has been supplying this company with the material used to produce the famous Sanispira® medical devices.

The material supplied, translucent and very light, has been designed for this particular product that must be not very visible, weigh less than a gram, flexible, resistant and above all medically certified.



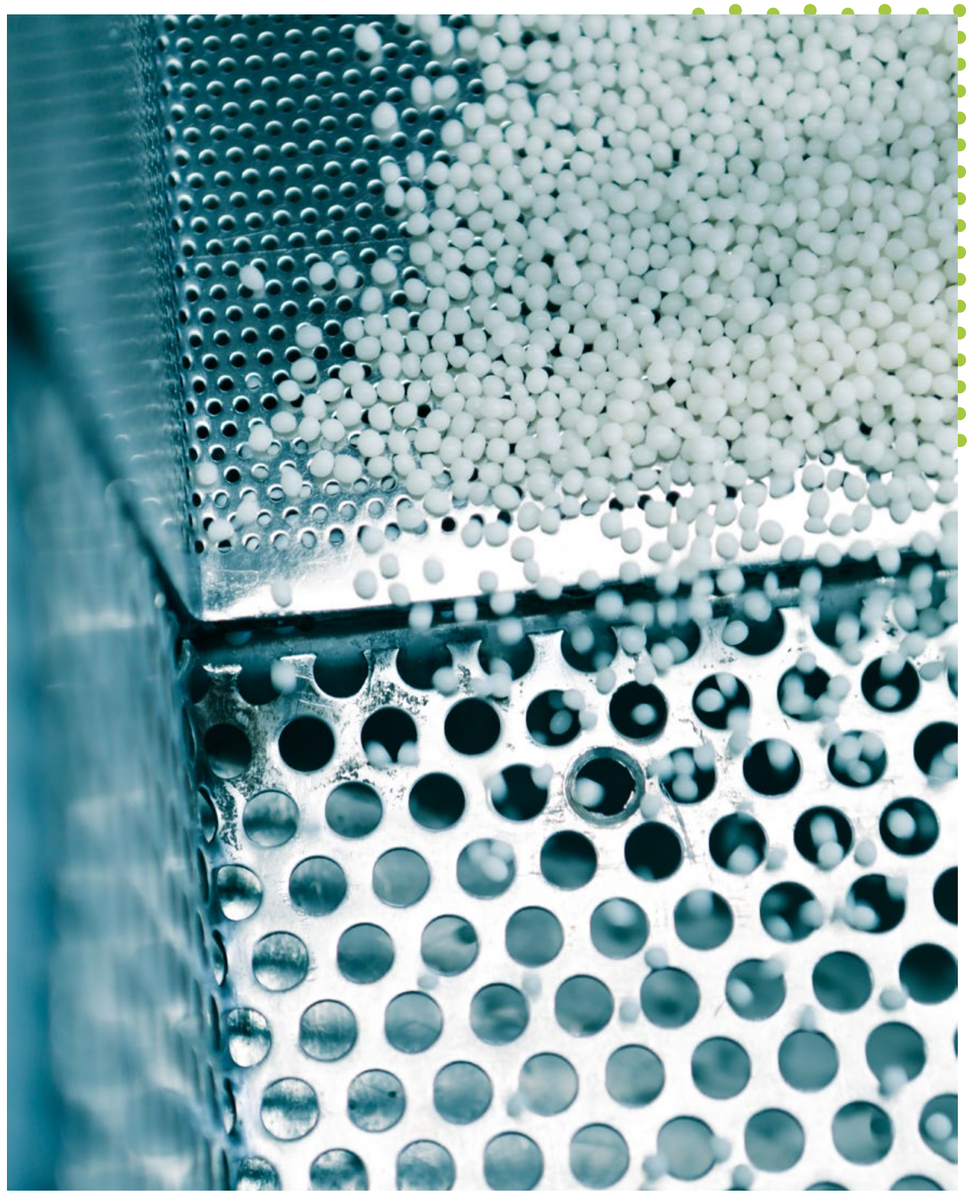
VISOTTICACOMOTEC

LThe close collaboration between Visotti-ca and Franplast in the development of the most suitable TPE for nose pads has led the Veneto-based company to register its own brand: this is how MEM® (Medical Ecofriendly material) was born, a green choice for the production of a new generation of nose pads that respect the environment and human health. The MEM® material is also medical-certified (USP class VI), therefore excellent for remaining in contact with the skin for extended time.



LOGISTICS SYSTEM AND QUALITY CONTROL

Franplast S.p.A. has two covered warehouses that guarantee efficient management of material and finished product flows, supported by a strategic position close to main roads and highways. The entire production and packaging process is fully automated, ensuring precision, speed, and reduction of errors, while quality management is integrated into all operational phases, ensuring high and constant standards for all the company's products.





MATERIALITY

MATERIALITY ANALYSIS

SURVEY SUBMITTED TO STAKEHOLDERS

MATERIALITY MATRIX

MATERIALITY ANALYSIS

For the drafting of the first Sustainability Report signed by Franplast S.p.A., it is necessary to provide for the construction of the Double Materiality Matrix in accordance with the guidelines of CSRD 2464/2022.

Materiality analysis is the process that makes it possible to identify the priority issues for Franplast (material issues), identifying the most significant impacts generated by the company and its value chain on the planet, people, society, and the economy.

Materiality analysis has been promoted on several occasions by the Global Reporting Initiative (GRI) and the International Integrated-ted Reporting Committee (IIRC) as a necessary principle to bring reporting closer to stakeholder expectations.

An organization that reports in accordance with the ESRS indicators (ESRS 1 and ESRS 2) and GRI Standards (GRI 3.1 and GRI 3.2) must determine its material topics. In doing so, the organization must also use GRI Industry Standards if any. The sector-specific ESRS indicators developed by EFRAG are still being defined.

The definition of material topics will be developed starting from the analysis of ESRS1 – General Requirements, ESRS2 – General Disclosure, GRI 3 - Material Topic 2021 and GRI 3.2 List of material topics.



SURVEY SUBMITTED TO STAKEHOLDERS

We have been kindly asked to give a score from 1 to 5 to the questions relating to the following arguments.

For each theme, the following will be listed by the standard:

- Current degree of awareness and actions taken attribute a value that is all the greater the higher the Company's awareness and commitment to the subject matter.
- Importance of the topic for the interviewed company: indicate how much the topic dealt with is a priority for the company within its decision-making processes.

ENERGY EFFICIENCY

Energy efficiency is about using energy optimally to reduce consumption without losing comfort or performance. It is crucial to reduce emissions, contain costs and limit the use of non-renewable resources. To improve it, advanced technologies, better energy management, and sustainable practices can be adopted in the home, offices, and industries.

EMISSIONS INTO THE ATMOSPHERE

Emissions into the atmosphere refer to the release of pollutants into the air from various sources, including industries, vehicles, agricultural and domestic activities. Air emissions have a significant impact on air quality, human health, and climate change. Reducing emissions is crucial to protect the environment and ensure a sustainable future.

WATER RESOURCES MANAGEMENT

Water management refers to the sustainable use and protection of freshwater resources to meet human and environmental needs. This includes optimizing water use in agriculture, industry, and domestic use, as well as protecting water sources from pollution.

WASTE MANAGEMENT AND CIRCULAR ECONOMY

Waste management involves collecting, treating, and disposing of waste to reduce negative impacts on the environment and health. This makes it possible to minimize waste through the reuse, recycling, and regeneration of materials, promoting a sustainable cycle of resource use.

PACKAGING SAFETY

Safety in packaging refers to the use of materials that protect the final product. This includes preventing contamination, physical damage, and tampering, allowing product quality to be maintained during transport and storage.

HEALTH AND SAFETY AT WORK

Health and safety in the workplace concern the prevention of occupational accidents and diseases through the identification and management of risks. This includes creating a safe work environment, adopting safe practices, using personal protective equipment, and continuing employee training.

HUMAN RIGHTS, EQUAL OPPORTUNITIES AND WORKERS' WELL-BEING

These concepts concern the respect and protection of the fundamental rights of every worker, the promotion of equal opportunities regardless of gender, ethnicity, age or other characteristics, and the improvement of working conditions to ensure a healthy and supportive environment.

TRAINING AND PERSONAL GROWTH ACTIVITIES

Training and personal growth activities aim to develop individual skills, knowledge and abilities through courses, workshops, mentoring, and other educational initiatives. They are essential for professional development, career growth, and individual well-being, fostering a more motivated and productive work environment.

INTEGRITY, ETHICS AND ANTI-CORRUPTION

Integrity and ethics refer to the practice of behaving in an honest, transparent manner and in accordance with moral values. Promoting integrity, ethics, and anti-corruption is essential to building trust, sustainability, and a healthy and responsible organizational culture.

COMMUNITY INVOLVEMENT AND PARTNERSHIPS WITH LOCAL AUTHORITIES

Community involvement and partnerships with local authorities involve working with community organizations, institutions, and groups to promote local wellbeing. This includes volunteer activities, sponsorships, joint projects, and sustainable development initiatives.

RESPONSIBLE USE OF RAW MATERIALS

The responsible use of raw materials is about the efficient and sustainable management of natural resources. This includes reducing waste, optimizing recycling, using renewable materials, and adopting practices that minimize environmental impact.

SUSTAINABLE LOGISTICS

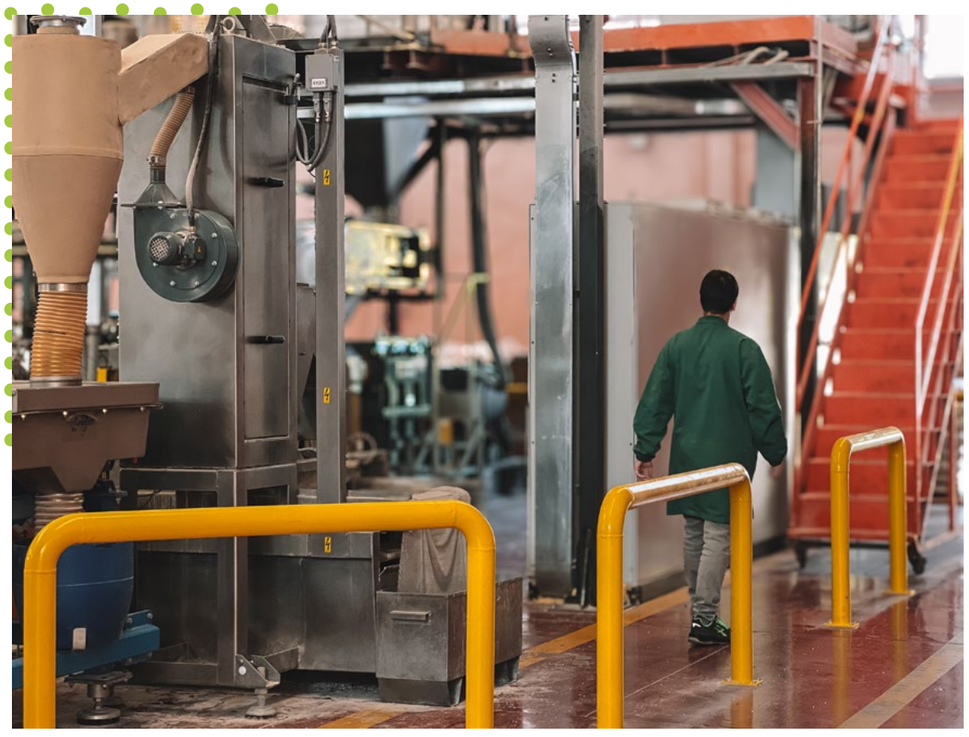
Sustainable business logistics refers to the optimization of transport, storage, and distribution activities to reduce environmental impact. Adopting such practices helps to reduce pollution, reduce operating costs and promote environmental responsibility.

ANTI-COMPETITIVE BEHAVIOUR

Anti-competitive behavior refers to business practices that restrict or distort fair competition in the market. These practices include agreements such as cartels, price fixing and market sharing that hinder competition. Countering them is essential to ensure a free, innovative, and fair market.

CYBERSECURITY AND DATA SECURITY

Cybersecurity and data security are about protecting sensitive information from unauthorized access, cyberattacks, and accidental leaks. Maintaining data security is essential to ensure the confidentiality, integrity, and availability of business and customer information, reducing the risk of breaches that could compromise business reputation and operations.



MATERIALITY MATRIX

For each material topic analyzed and illustrated above, a sum of the averages detected by the scores attributed by internal stakeholders and those assigned by external stakeholders was made. These results derive from the attribution of a score from 1 to 5 for each topic with respect to two variables which, specifically, are the awareness and importance that each subject involved has and attributes to each individual topic.

This operation made it possible to identify as "strategic material themes", those with a value greater than 8.5 on a scale of 1 to 10.

QUALITATIVE ASSESSMENT OF IMPACTS

Consequently, a critical evaluation of the results obtained following the application of the quantitative methodology described above was carried out. The issues associated with the impacts were then evaluated by considering the point of view of the stakeholders through the results of the survey activity carried out.

Below is a graphical representation of what emerged, correlating the material issues to the ESG indicators using the reference GRIs.



Among the environmental issues, the most important are the following:

- Waste management and circular economy (with a score of 9.36 for internal stakeholders and 9.07 for external stakeholders)
- Responsible use of raw materials (with a score of 9.57 for internal stakeholders and 9.29 for external stakeholders)
- Energy efficiency (with a score of 9.79 for internal stakeholders and 8.93 for external stakeholders)

Stakeholders have paid a lot of attention and concern to the material topic "Waste management and circular economy" as collection, treatment and disposal combined with reuse, recycling and regeneration policies can reduce the negative impacts of the activity on the environment and health. Another topic of particular interest is the "responsible use of raw materials" understood as the need to optimize the use of resources along production processes, reducing waste and inefficiencies and promoting a more sustainable and conscious approach.

Another material theme that emerged is that of "Energy Efficiency", i.e., the need to reduce energy and gas consumption in a functional and sustainable way to ensure a lower impact on environmental and economic aspects.

Among the social issues, the most important are the following:

- Occupational health and safety (with a score of 9.93 for internal stakeholders and 9.21 for external stakeholders)
- Human rights equal opportunities (with a score of 9.86 for internal stakeholders and 9.5 for external stakeholders)
- Training and personal growth activities (with a score of 9.36 for internal stakeholders and 9.00 for external stakeholders).

Stakeholders report particular attention and concern on the topics of "Health and safety at work", "Human Rights and equal opportunities", and "Training and personal growth activities". In the first case, therefore, an attempt is made to ensure healthy and safe environments for workers through risk management policies; in the second, on the other hand, emphasis is placed on concepts concerning the respect and protection of the fundamental rights of every worker, the promotion of equal opportunities regardless of gender, ethnicity, age or other characteristics. In addition, stakeholders highlight the need to carry out more training and personal growth activities that are linked to an improvement of the production process, and at the same time, guarantee the professional and individual development of their employees.



Among the governance issues, those that are particularly interesting are the following:

- Anti-competitive behavior (with a score of 10.07 for internal stakeholders and 7.79 for external stakeholders)
- Integrity, ethics, and anti-corruption (with a score of 9.71 for internal stakeholders and 9.07 for external stakeholders)

Stakeholders underline the importance of the theme "Integrity, ethics and anti-corruption" so that there is transparency in the implementation of the company ecosystem and to avoid corruption. The importance of respecting certain moral principles is also evident from the score assigned to the item "Anti-competitive behavior", understood as the need to ensure fair, transparent commercial practices that comply with current legislation, preventing conduct that may alter the free market or generate distortions of competition. It should be noted, by the way, that the issue is relevant for internal stakeholders; however, it does not fall within the materiality cut-off as it does not have a similar level of relevance for external stakeholders. Nevertheless, it was deemed appropriate to bring it to attention, recognizing its importance in terms of risk control, corporate culture, and correct governance practices.

IDENTIFICATION OF MATERIAL TOPICS

Following the quantitative and qualitative evaluation process described, the following topics were identified as materials:

- Energy efficiency
- Emissions into the atmosphere
- Waste management and circular economy
- Occupational health and safety
- Human rights, equal opportunities, and workers' well-being
- Training and personal growth activities
- Integrity, ethics and anti-corruption
- Responsible use of raw materials

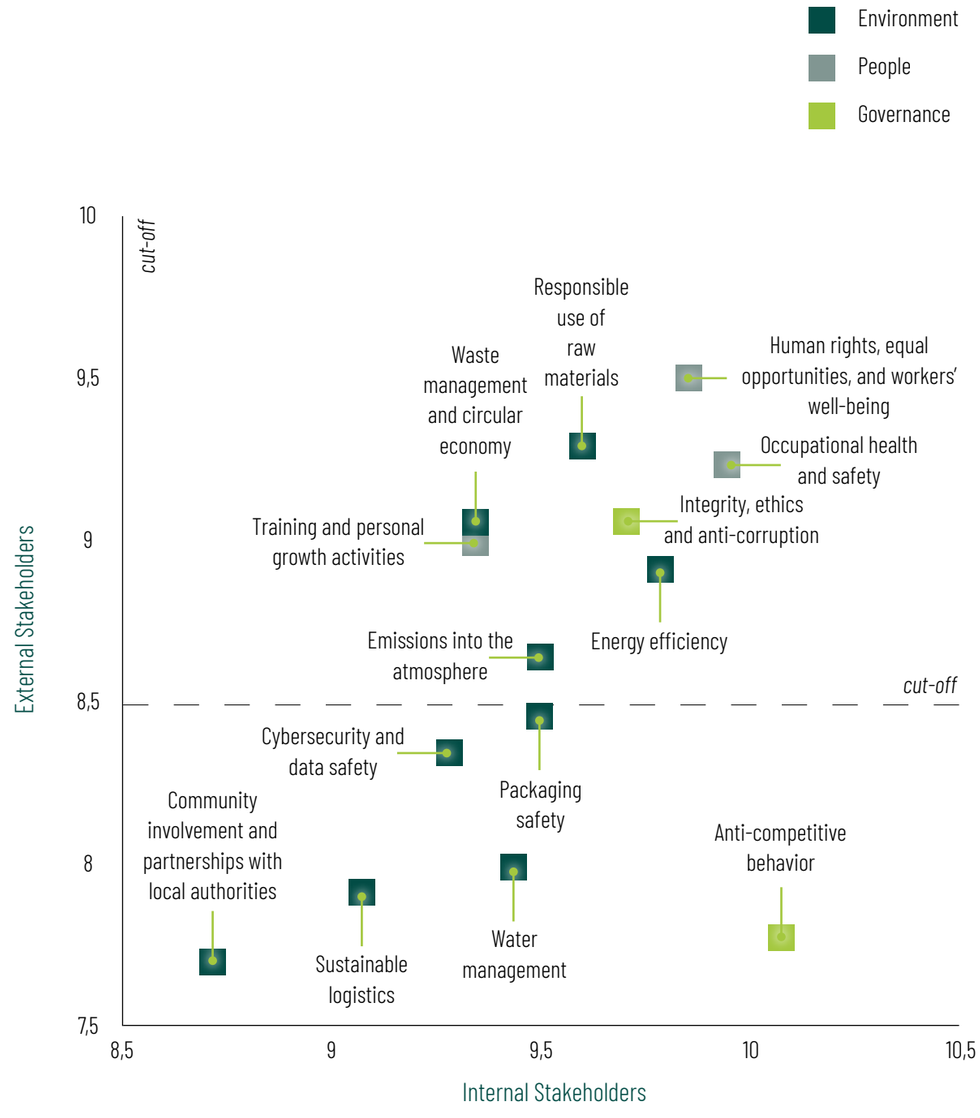
The indicators that characterize the topics described above will be dealt with in the following chapters of this document.

MATERIALITY MATRIX

A materiality analysis allows an organization to decide which sustainability issues to focus on and invest time on, and consequently to prepare an appropriate strategy and planning for sustainable investments.

Below is the materiality matrix that shows the themes of materials by contrasting two dimensions:

- External stakeholders;
- Internal stakeholders.





STRATEGY

STRATEGIC SUSTAINABILITY PLAN

STRATEGIC GOALS

GOALS FOR THE UN 2030 AGENDA

STRATEGIC SUSTAINABILITY PLAN

In the context of a world that is increasingly aware of and committed to sustainability, Franplast S.p.A. aims to outline an ambitious and engaging strategic plan, aimed at integrating the fundamental principles of the 2030 Agenda defined through the 17 Sustainable Development Goals (SDGs).

The company recognizes its responsibility towards the environment, society, and future generations, and is firmly committed to transforming its corporate philosophy into concrete actions that contribute to a fairer, healthier and more sustainable world. This strategic plan represents Franplast S.p.A.'s tangible commitment to the creation of shared value, through the promotion of responsible production practices, the protection of natural resources, and the adoption of ethical labor policies. The Franplast S.p.A. ecosystem is ready to drive positive change in the chemical sector, demonstrating that sustainability is not just a choice, but an integral part of its corporate mission.

From the analysis of the Sustainable Development Goals and the materiality analysis described above, the cornerstones of Franplast S.p.A.'s strategic sustainability plan have been identified. These cornerstones refer to the following SDGs:



STRATEGIC GOALS

GOALS	PROJECT	TIMING
ENERGY EFFICIENCY		
Energy diagnosis	Energy Audit Report pursuant to D.L.G.S. 102/2014 and subsequent amendments and additions.	From 2026/2027
Real-time energy consumption data collection to identify inefficiencies	Installation of a system for monitoring energy consumption and evaluation of access to incentive mechanisms (TEE, etc.)	2026/2027
Improve the insulation of buildings and offices	Modernization of buildings to reduce the need for heating/cooling	As of 2027/2028
Avoid waste during non-working hours or in low-traffic environments	Implementation of presence sensors and dimmable technologies for lighting systems	From 2026
ISO 50001 certification renewal	Maintenance of ISO 50001 certification to certify the company's energy management system	From 2025
EMISSIONS INTO THE ATMOSPHERE		
GHG Inventory of Organization	Maintaining CO2 footprint reporting, following the ISO 14064-1:2019 standard	From 2025
CO_2 offsetting initiatives to reduce environmental impact	Carbon Footprint analysis of product - ISO 14067 achievement	From 2025
Installation of hybrid vehicle charging infrastructure	Sustainable mobility, self-production and self-consumption	From 2026
WASTE MANAGEMENT AND CIRCULAR ECONOMY		
ISO 14001 certification renewal	Organization's commitment to adopting an effective environmental management system	From 2027
Implement recycling and waste reduction programs in offices	Plastic-free offices, in particular on paper management	From 2026

GOALS	PROJECT	TIMING
OCCUPATIONAL HEALTH AND SAFETY		
Implementation of 10% of the hours of training/ information regarding safety at work (in addition to those provided for by the regulations ref. DL 81/08)	Drafting of an annual training plan	From 2026/2027
Encourage the reporting of possible risks/dangers. Example: near miss	Opening of a communication channel to report risks at an early stage (e.g. online form).	From 2026/2027
Compliance with the requirements for health and safety management systems	Renewal of ISO 45001 Certification	2027
HUMAN RIGHTS, EQUAL OPPORTUNITIES AND WORKERS' WELL-BEING		
WHP membership	Create a work environment that promotes health choices, improving workers' well-being, motivation and productivity	Continuing from 2023
Promotion of employees' physical activity	Offer corporate fitness programs, or incentives for physical activity, such as discounts/agreements with gyms, yoga centers, Pilates centers, swimming pools, etc.	From 2026
Online psychological support at discounted prices: psychotherapy, coaching	Agreements with medical centers specializing in the provision of remote therapies (see: SERENIS, Unobravo, etc.)	From 2026
Maintenance of the "gender equality" certification	"Gender equality" certification UNI/PdR 125:2022	2026
Raising awareness of equal opportunities	E.g. Project for the day of November 25	From 2026
TRAINING AND PERSONAL GROWTH ACTIVITIES		
Increase the number of hours of training provided to each employee/frontline	Implementation of an annual training plan dedicated to ESG topics	From 2026/2027

GOALS	PROJECT	TIMING
INTEGRITY, ETHICS AND ANTI-CORRUPTION		
Ensure compliance with local and international laws. Promote transparency in business activities	Evaluation Introduction Code of Ethics	From 2026
Strengthen transparency, ethical integrity and compliance with regulations in business processes, in line with the principles of good governance and social responsibility	Achievement of the sustainability rating	2025
Obtaining the "Model 231"	Compliance with all Model 231 procedures	From 2025/2026
Adoption of ethical and transparent behaviors	Maintenance of legality rating (art.5 Decree-Law no. 1/2012)	From 2026
RESPONSIBLE USE OF RAW MATERIALS		
Creation and management of solid relationships with suppliers in terms of quality	Maintenance of ISO 9001 certification	From 2027
Supply chain mapping, and sustainable procurement	Adoption of ISO 20400 guidelines for sustainable procurement	From 2026



GOALS FOR THE UN 2030 AGENDA

The issues described in the Strategic Plan are linked to the following SDGs:

3. Health and well-being

3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and from pollution and contamination of air, water and soil.

3.d Strengthen the capacity of all countries, especially developing countries, to prevent, reduce and manage risks to national and global health.

5. Gender Equality

5.5 Ensuring women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

6. Clean water and sanitation

6.3 Improve water quality by reducing pollution, eliminating uncontrolled discharge practices and minimizing the release of hazardous chemicals and materials, halve the proportion of untreated wastewater, and substantially increase recycling and safe reuse globally.

6.6 By 2030, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.



7. Affordable and clean energy

7.2 By 2030, significantly increase the share of renewables in the global energy mix.

7.3 By 2030, double the global rate of improvement in energy efficiency.

8. Decent work and economic growth

8.4 Progressively improve global resource efficiency in consumption and production until 2030 in an effort to decouple economic growth from environmental degradation, in accordance with the ten-year framework of sustainable consumption and production programmes, with developed countries taking the lead.

9. Business, innovation and infrastructure

9.4 By 2030, upgrade infrastructure and modernize industries to make them sustainable, with greater resource efficiency and greater adoption of clean, environmentally friendly technologies and industrial processes, so that all countries take action in accordance with their respective capacities.

10. Reducing inequalities

10.2 Empower and promote the social, economic and political inclusion of all, regardless of age, gender, disability, race, ethnicity, origin, religion, economic status or otherwise.

11. Sustainable cities and communities

11.4 Strengthen commitments to protect and safeguard the world's cultural and natural heritage.

11.a Supporting positive economic, social and environmental relations between urban, peri-urban and rural areas by strengthening national and regional development planning.

12. Responsible consumption and production

12.2 By 2030, we will achieve sustainable management and efficient use of natural resources.

12.5 Substantially reduce waste generation through prevention, reduction, recycling and reuse.

13. Fight against climate change

13.3 Improve education, awareness-raising and human and institutional capacity on climate change in mitigation, adaptation, impact reduction and early warning.

16. Peace, justice and strong institutions

16.5 Substantially reduce corruption and bribery in all their forms

16.6 Develop effective, accountable and transparent institutions at all levels.



ENVIRONMENT

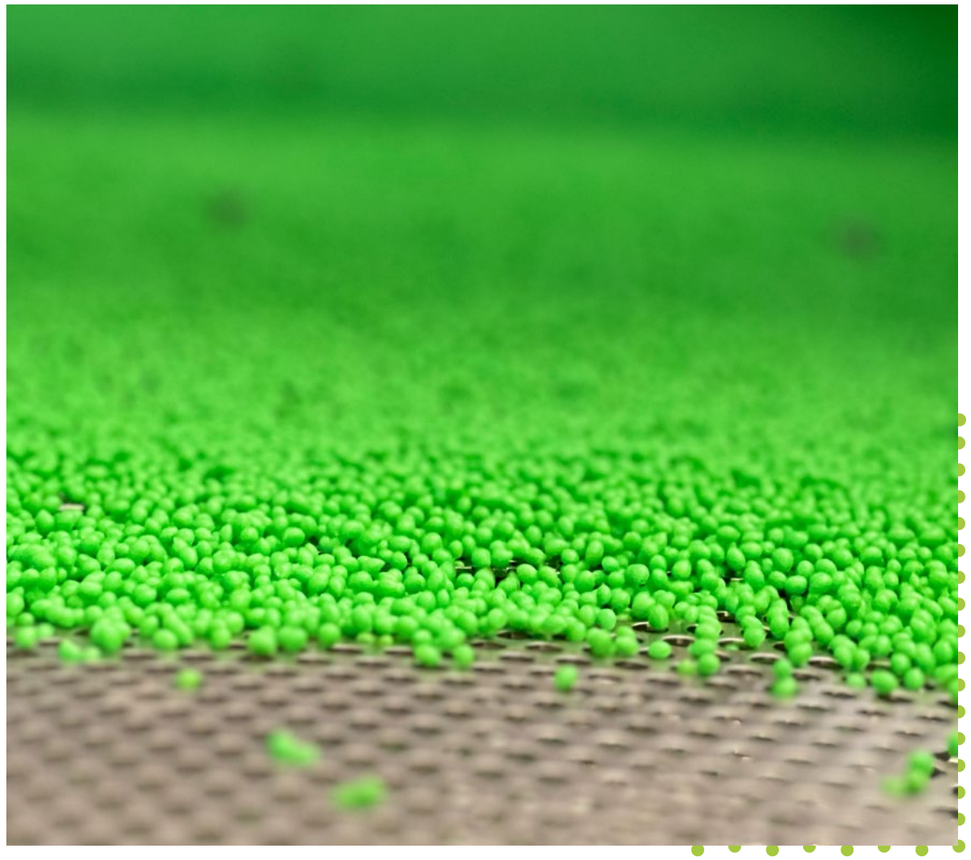
ENVIRONMENTAL RESPONSIBILITY

COMPANY POLICY FOR QUALITY AND ENVIRONMENT

ENVIRONMENTAL RESPONSIBILITY

The Company's growth and evolution path is developed through careful planning of investments, a conscious use of available human and financial resources and a constant orientation towards technological innovation. This process is based on an integrated vision, in which all the elements of the company system operate harmoniously, with the aim of responding to the needs of the present without generating negative impacts on man and the environment and without compromising the ability of future generations to meet their needs.

In this context, Franplast S.p.A.'s commitment to sustainability is divided into a number of priority issues, including the promotion of gender equality, the protection of health and safety at work, attention to product quality and responsibility, as well as the efficient management of water and energy resources.

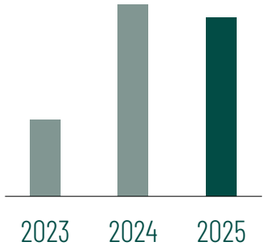


ENERGY CONSUMPTION

To carry out its production activities, the company mainly uses electricity and natural gas, flanked by fuels intended for corporate mobility. The analysis of energy data shows a significant evolution in the three-year period 2023-2025, influenced both by production trends and by energy efficiency and self-production strategies.

Natural gas consumption

Type of consumption	2023	2024	2025
Natural gas (kg)	234,63	582,36	542,37

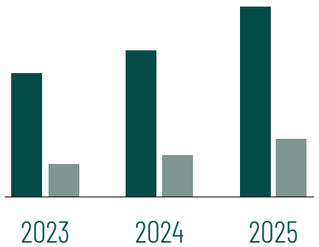


In the period 2023-2025, natural gas (methane) consumption showed a mixed trend: to an increase recorded in 2024 compared to 2023. This dynamic is part of a context of progressive normalization of the energy market following the 2022 crisis, which has led to conditions of greater stability and accessibility of the resource.

In 2025, a reduction in consumption is observed compared to the previous year, which can be interpreted as a first sign of greater attention to the use of energy resources. At the same time, the changes recorded in the period are consistent with the level of full company operations and with a more stable continuity of production activities.

Fuel consumption

Type of consumption (l)	2023	2024	2025
Diesel	5.459,49	6.332,41	8.184,61
Gasoline	1.587,36	1.954,87	2.602,81

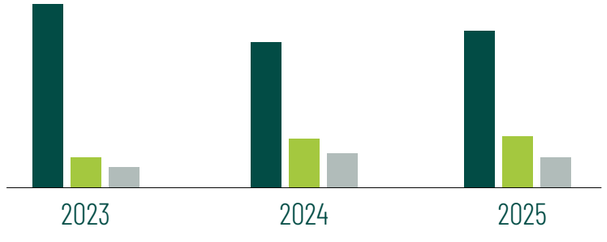


In the three-year period considered, an increasing trend in fuel consumption was observed, both for diesel and petrol. After lower levels recorded in 2023, consumption shows a progressive increase in the following year, with further growth in 2025.

This dynamic reflects an intensification of operational activities and corporate mobility, consistent with the evolution of production and commercial activities. Trend analysis is a fundamental monitoring tool for the company in the field of environmental management, as it allows it to assess the impact related to travel and transport and to identify possible efficiency and optimization actions, in line with the objectives of reducing emissions and continuously improving environmental performance.

Electricity consumption

Type of consumption (kWh)	2023	2024	2025
Electricity purchased	2.283.595	1.831.701,08	1.980.789,6
Self-consumed electricity from photovoltaic systems	348.650	605.740	630.190
Self-produced electricity from renewable sources and sold to the grid	232.980	419.030,46	386.307,89



In the three-year period analyzed, and in particular in comparison between 2023 and 2025, the trend in energy consumption shows a significant evolution in electricity management. There was a reduction in the energy purchased from the grid, equal to about 13%, testifying to a progressive decrease in dependence on external supply and a rebalancing of the company's energy mix.

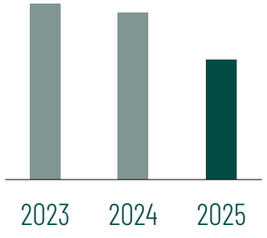
At the same time, the contribution of self-produced and self-consumed energy from photovoltaic plants is growing significantly, with an overall increase of more than 60% and an increase in self-consumption of close to 80%. This trend confirms the strengthening of internal generation capacity from renewable sources and the growing enhancement of investments made in the energy sector. The energy produced and, in part, fed into the grid also highlights a system capable not only of satisfying a significant share of the company's needs, but also of contributing to the overall energy system.

As a demonstration of the results achieved, it is highlighted that: the company's photovoltaic system generates an average annual production of more than one million kWh, with an estimated saving of almost 600,000 kg of CO2 each year. A result that is equivalent, in environmental terms, to the absorption capacity of over 22,000 trees in a year and which concretely testifies to the value of the path taken towards greater energy autonomy and a structural reduction in emissions, in line with the strategy of continuous improvement of environmental performance.

In addition, the company has adopted plant engineering solutions with a refrigeration system for the production lines that integrates cooling partially deriving from an evaporative tower, helping to optimize energy consumption. Finally, Franplast has activated a heat recovery system from process fluids, which makes it possible to enhance residual energy, improving the overall efficiency of the plant.

WATER RESOURCES MANAGEMENT

Type of consumption	2023	2024	2025
Groundwater	5.447.000	5.169.000	3.686.480



In the three-year period 2023-2025, the trend in groundwater water consumption shows a constant and significant reduction. After the highest level recorded in 2023, 2024 shows a first significant contraction, followed in 2025 by a further decrease that consolidates the downward trend.

In the overall comparison between the first and last year of the period considered, the reduction is particularly marked, about 32%, outlining a structural improvement in the management of water resources. The figure shows a progressively more efficient use of water thanks to the installation of a new closed-cycle production water air cooling system and greater attention to the control of withdrawals, with positive effects in terms of groundwater protection and reduction of environmental impact.

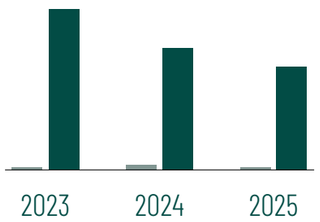
The continuity of the decrease over the three years suggests a systematic approach to consumption management, consistent with a path of continuous improvement and with the company's commitment to responsible use of natural resources.

In continuity with this strategy, the company uses a natural aquifer that allows to limit the consumption of drinking water, promoting a more responsible use of water resources. The management of the company's green area is also based on sustainability criteria, thanks to the use of robotic lawnmowers that ensure continuous and efficient maintenance with reduced consumption.



WASTE MANAGEMENT

Type of consumption (kg)	2023	2024	2025
Dangerous	1.490	2.760	880
Non-hazardous	96.560	73.126	61.761



In 2025, the total waste produced by the company amounted to 62,641.00, a figure that represents the total volume of materials managed as part of production activities and is a relevant indicator for monitoring environmental performance.

Below is an analysis of waste produced by the company in the three-year period 2023-2025 with a distinction between hazardous and non-hazardous waste.

In the three-year period analyzed, the trend in waste produced shows an overall reduction, with different dynamics between hazardous and non-hazardous waste.

As regards non-hazardous waste, a progressive and significant decrease was observed over the three years, with a constant decline in 2025 bringing the quantities to significantly lower levels than in 2023.

Hazardous waste also shows a contraction in 2025 compared to the highest values recorded in the previous year, settling at lower quantities than in 2023. Overall, the trend highlights a path oriented towards reducing environmental impact and more efficient management of waste materials, in line with the company's commitment to an increasingly responsible production model that is attentive to the principles of sustainability.



COMPANY POLICY FOR QUALITY AND ENVIRONMENT

Quality and sustainability represent closely integrated and complementary dimensions for the company. The guarantee of reliability in production processes is not limited to compliance with high technical standards, but extends to the responsible management of environmental, social and safety impacts.

The organization operates with a structured and systemic approach, aimed at overseeing every phase of the production cycle through controls, procedures and continuous improvement and the implementation of the operating instructions of the operating machines with the aim of ensuring products that comply with market expectations and at the same time are consistent with the principles of corporate responsibility.

In this context, quality, environmental protection, attention to people and safety at work are not separate areas, but integrated elements of a single management system oriented towards the creation of sustainable value over time.



CERTIFICATIONS

ISO 9001: 2015: a form issued by the International Organization for Standardization that defines the requirements for the implementation of a quality management system within an organization, in order to lead all business processes to obtain and increase customer satisfaction.

ISO 14001:2015: International Organization for Standardization technical standard on environmental management systems that sets out the requirements of an environmental management system of any organization.

In 2023, Franplast obtained the declaration of verification of the **UNI EN ISO 14064-1:2019** standard for the calculation of the carbon footprint.

Franplast has quantified the emissions associated with the entire life cycle of its products in accordance with the **ISO 14067:2018** standard. Looking ahead, the company intends to pursue a path of continuous improvement aimed, on the one hand, at optimizing production processes to contain polluting emissions and, on the other, at the progressive reduction of CO2 equivalent emissions generated at an organizational level.

ISO 45001:2018: International Organization for Standardization technical standard on management systems that provides guidance to enable organizations to provide safe and healthy workplaces while preventing occupational injuries and health problems.

ISO 50001:2018: International Organization for Standardization technical standard on management systems that provides the requirements for creating, starting, maintaining and improving an energy management system by continuously improving its energy performance by including energy efficiency as well as energy consumption and use.

Following the achievement of the certifications, Franplast annually subjects its integrated management system to a monitoring activity in collaboration with **IMQ**. This verification concerns all the certifications achieved and makes it possible to assess the correct application and effectiveness of the systems adopted over time.

The favorable outcome of the periodic checks confirms the solidity of the organizational model and reinforces the path of continuous improvement undertaken by the company in the main areas of sustainability.















PEOPLE

SOCIAL RESPONSIBILITY

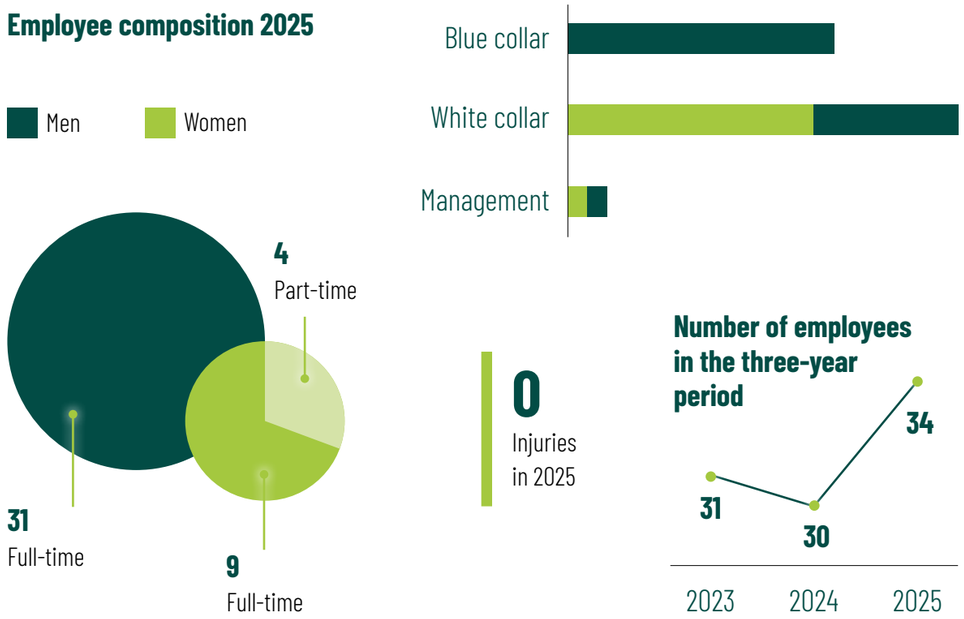
SOCIAL RESPONSIBILITY

The Social dimension of the Sustainability Report explores how the organization creates value for the people and communities with which it interacts. This chapter analyzes the policies, practices and results related to human resource management, health and safety protection, skills development, as well as relations with the territory and stakeholders, highlighting the central role of human capital as a key factor for responsible and lasting growth.

THE STAFF

Within an organization, it is essential to understand the composition of employees, both in terms of numbers and in relation to gender equality. This analysis provides a clear view of diversity within the work context and represents an important step towards equity and inclusion.





Specifically, the organization has 34 employees, divided into 21 male employees and 13 female employees.

In the period considered, there was a slight change in the workforce of Franplast S.p.A., which in 2023 had 31 employees, compared to 30 recorded in 2024.

In addition, there is significant staff stability; out of 34 workers, only 4 are hired part-time.

Gender	Full-time	Part-time	Total
Men	21	0	21
Women	9	4	13
Total	30	4	34

Almost all workers are employed on a permanent basis (33), while it appears that one employee is hired on a fixed-term basis.

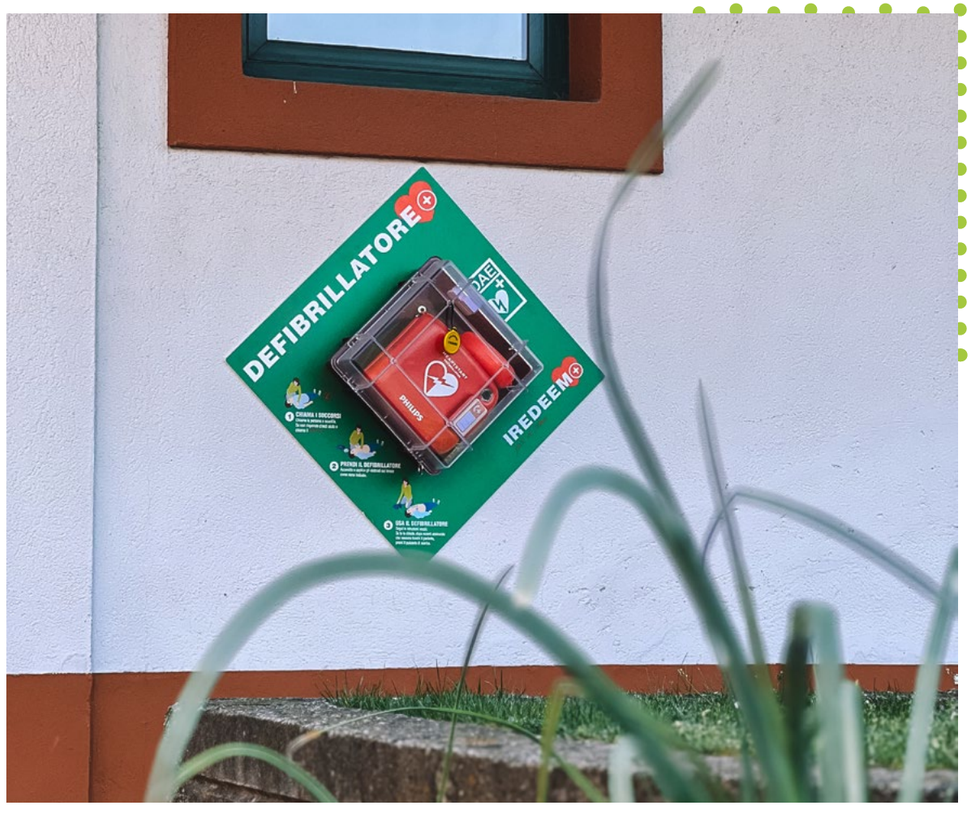
A more in-depth analysis of the composition of the staff shows that about 40% of employees are classified with INPS qualification as blue-collar workers, a category made up exclusively of male staff. Among the 19 employees with clerical qualifications, 12 are women, equal to about 60% of the total in the category. At the highest organizational levels, there is full gender equality, with a balanced presence of a male and a female cadre.

INPS qualification	Donne	Uomini	Totale
Blue collar	0	13	13
White collar	12	7	19
Management	1	1	2

In the period analyzed, the number of accidents remained at low levels, testifying to the company's constant attention to occupational health and safety issues. The trend has been stable over the years, with values that are always limited and under control, until the absence of accidents is recorded in 2025.

	2023	2024	2025
Number of accidents	1	1	0

As further confirmation of its commitment to safety, in 2025 the company also installed a defibrillator, strengthening the first aid equipment and the protection of the health of the people present in the company.





TRAINING AND PERSONAL DEVELOPMENT

Training is one of the fundamental tools through which the company promotes growth, innovation and organizational responsibility. Investing in skills development means strengthening human capital, enhancing people's potential and ensuring constant alignment between technological evolution, regulatory requirements and strategic objectives.

In the comparison between 2023 and 2025, a significant strengthening of the company's commitment to training emerges. The total number of training hours recorded a significant increase, accompanied by an increase in the overall number of courses provided and, in particular, in the activities carried out in presence. This trend highlights a growing focus on the development of internal skills and the dissemination of a shared organizational culture.

The contents of the courses confirm the centrality of transversal and strategic issues such as languages, corporate communication, safety, waste management, quality control and paths dedicated to ESG issues, already present in 2023 and further consolidated in 2025. This confirms the constant attention to technical, regulatory and sustainability-related skills.

EVENTS AND SPONSORSHIPS

Events and sponsorships represent an important lever for the company to relate to the territory and its stakeholders, as tools through which to strengthen dialogue with local communities and contribute to the development of the context in which it operates. In this perspective, support for initiatives is not limited to a promotional dimension but is part of a broader vision of social responsibility, oriented towards the creation of shared values and the dissemination of principles such as inclusion, participation and cohesion.

The most relevant initiatives for Franplast S.p.A. are listed below:

- The company has been supporting **AIRNO** – Altalian Association for Neuro-Oncological Research for years, committed to the support for patients suffering from brain neoplasms and their families, as well as in the promotion of scientific research in the field of neuro-oncology. Through collaboration with local health facilities, the association offers psychological support and neuro-motor rehabilitation services, as well as funding scholarships in partnership with the University of Brescia. AIRNO's activities are also developed through awareness-raising initiatives and events in the area in which the company actively participates, contributing to the dissemination of knowledge and support for research.
- **SKODA TITAN DESERT MOROCCO 2025**: The company has supported two sportsmen from the Brescia area who in May they participated in the race in the heart of Morocco celebrating the twentieth anniversary in a competition "which is not only sport, but also an endurance challenge".
- **CHARITY ACTIVITIES FOR ASD LV7 EXPERIENCE** a reality created to promote the inclusion of people with intellectual disabilities, in particular young people with Down syndrome, through concrete training and professional paths.
- **PROJECTS WITH ISTITUTO MARZOLI AND JOBSACADEMY** in 2025 Franplast has strengthened their commitment to the create a dialogue between school and business, hosting students from local institutes. The company considers support for scientific education a strategic lever to enhance the new generations. In this context, the collaboration with the Marzoli Institute of Palazzolo sull'Oglio is inserted: in June, the third classes of the chemistry course were welcomed, at the end of a course developed during the school year, encouraging a concrete exchange between training and business reality.



COMPANY BENEFITS

The enhancement of people's well-being is a central element in the company's sustainability strategy, in the awareness that the quality of the work environment directly affects the motivation, productivity and sense of belonging of employees. In this context, the company promotes an articulated system of benefits and services designed to improve the quality of working life and promote healthy and sustainable habits.

Among the initiatives activated is participation in the WHP (Workplace Health Promotion) program, which translates into concrete actions such as the weekly distribution of fresh fruit and awareness campaigns for the fight against smoking.

These are accompanied by support services for everyday life, such as the availability of a room equipped for refreshments, the possibility of receiving personal deliveries by couriers directly to the company, as well as ancillary services such as laundry and car washing.

A set of measures that contributes to creating a work environment that is attentive to people's needs, oriented towards overall well-being and the reconciliation of professional and private life.





GOVERNANCE

ADMINISTRATIVE RESPONSIBILITY

ADMINISTRATIVE RESPONSIBILITY

Governance is a central element for the development of the company, guiding the choices and processes that guide its evolution over time. This also includes issues related to sustainability, which are increasingly relevant in defining the positioning and future prospects of the organization.

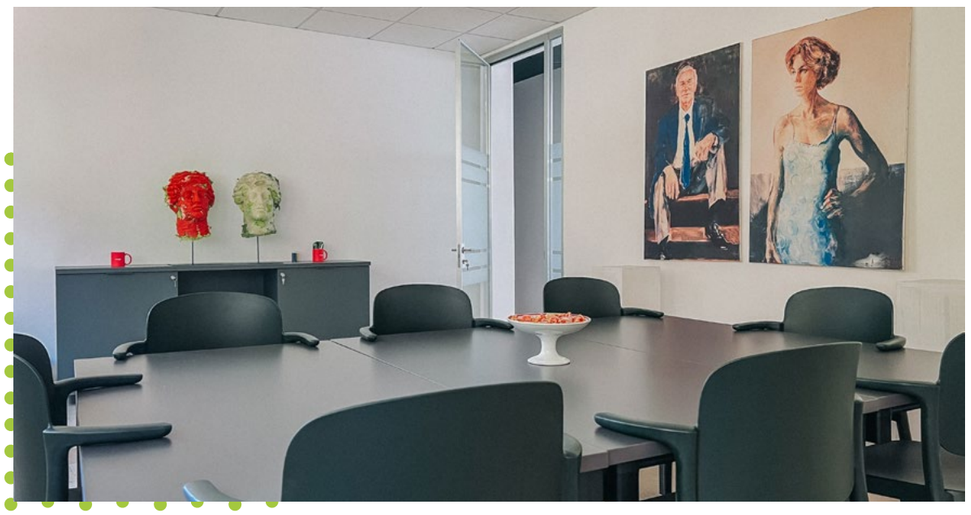
SUSTAINABILITY RATING

The sustainability rating is a useful tool for analyzing the company's performance from an environmental, social and governance point of view in a structured way, through shared indicators and recognized criteria that make it possible to understand the company's positioning and identify possible areas for improvement, while promoting greater transparency towards stakeholders and a conscious evolution of management models.

The UNI/PdR 134:2022 Reference Practice allows for a concrete and operational assessment of the level of sustainability, supporting both internal self-assessment and external communication. It also helps to strengthen business resilience and competitiveness, as well as relationships along the value chain.

The Practice is based on a structured set of questions covering the main areas of sustainability – general, environmental, social and governance aspects – and provides for a scoring system divided into five levels, from "insufficient" to "excellent".

In this context, Franplast obtained an overall score of 41 out of 52, corresponding to a "good" level, highlighting the start of a structured and conscious path in the definition of policies, objectives and monitoring tools in the sustainable field.



GENDER EQUALITY

In January 2025, Franplast S.p.A. successfully renewed its certification for gender equality according to UNI/PdR 125:2022, obtaining a positive outcome for the second consecutive year. This result confirms the continuity of the company's commitment to promoting a fair, inclusive work environment that is attentive to people's well-being.

The human resources management model integrates policies aimed at enhancing skills, safety and work-life balance. Discussions with the staff reveal a positive corporate climate, based on listening, trust and collaboration, in line with the values promoted by the company.

In this perspective, also on the occasion of 8 March, International Women's Day, the company reiterated the value of this path, underlining how the UNI/PdR 125 certification represents the expression of a structured and continuous commitment to gender equality and inclusion.

> *"Celebrating March 8 for Franplast means looking forward: to the women who are already part of the team, to future collaborators, and to all those who contribute to the success of the company every day in a fair and respectful context. Integration and respect for diversity are not slogans, but guiding principles that are reflected in daily business choices. An inclusive working environment generates concrete value: greater creativity, better internal climate, ability to attract talent and retain people."*





ANNEXES

METHODOLOGICAL NOTE

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METHODOLOGICAL NOTE

This Sustainability Report has been prepared with reference to the financial year ended 31 December 2025 and is the main tool through which the Company transparently communicates its commitment to environmental, social and governance (ESG) issues to stakeholders.

The document has been prepared according to national and international reporting standards applicable to sustainability issues, with particular reference to the principles introduced by the European Sustainability Re-porting Standards (ESRS), issued pursuant to the CSRD Directive (Corporate Sustainability Reporting Directive – EU Directive 2022/2464), and to the guidelines of the GRI Standards (Global Reporting Initiative), used as a reference to the methodological reference for the definition of the information content and the indicators reported.

The reporting has been developed according to the principles of materiality, transparency, accuracy, comparability, completeness and reliability of information, with the aim of providing stakeholders with a clear representation of the company's ESG performance, impacts and strategies.

In order to facilitate an evolutionary reading of company performance and ensure greater comparability with data, the Report includes, where available, comparative information referring to the three-year period 2023-2025. The historical data reported were collected through internal processes of monitoring, consolidation and documentary verification, involving the various competent company functions.

This Sustainability Report has been prepared with the aim of monitoring and enhancing the path taken by the Company towards increasingly sustainable development models, promoting a progressive integration of ESG factors within corporate strategies, operating processes and relations with stakeholders.

TABLE OF CONTENTS GRI/ESRS

Statement of Use	Franplast S.p.A. has submitted a report in accordance with the GRI/ESRS standards for the period [2025]
Usage GRI	GRI 1 – Fundamental Principles – 2021 version
Usage ESRS	ESRS 1 – ESRS 2

GRI standard	Information	Location	Reference ESRS	Notes/ Omissions
GRI 2 – general information 2021 version	2-1 Organization Details	Page 15	ESRS 1 ESRS 2	
	2-2 Entities included in the organisation's sustainability report	Page 15	ESRS 1 ESRS 2	
	2-3 Reporting period, frequency and point of contact	2025	ESRS 1	
	2-4 Restatements of information		ESRS 2	N.A.
	2-5 External Assurance		ESRS 2 ESRS 3	N.A.
	2-6 Activities, Value Chain and Other Business Relationships	Page 21	ESRS 2	
	2-7 Employees	Page 59	ESRS 2 ESRS S1 (ESRS S1-6)	
	2-8 non-employees		ESRS S1 (ESRS S1-7)	N.A.
	2-9 Structure and composition of governance	Page 15	ESRS 2 (GOV 1) ESRS G1	
	2-10 Appointment and selection of the highest governing body	Page 15	ESRS 1	
	2-11 Chairman of the highest governing body	Page 15	ESRS 1	
	2-12 Role of the highest governance body in overseeing impact management	Page 15	ESRS 2 (GOV 1, GOV 2) ESRS G1	
	2-13 Delegation of responsibility for the management of impacts		ESRS 2 (GOV 1, GOV 2) ESRS G1 (ESRS G1-3)	N.A
	2-14 Role of the highest governance body in sustainability reporting	Page 15	ESRS 2 (GOV 5)	

GRI standard	Information	Location	Reference ESRS	Notes/ Omissions
	2-15 Conflicts of interest		ESRS 1	N.A.
	2-16 Communication of critical issues		ESRS 1 ESRS 2 (GOV 2) ESRS G1 (ESRS G1-1, G1-3)	N.A
	2-17 Collective competences of the highest governance body	Page 15	ESRS 2 (GOV 1)	
	2-18 Evaluation of the performance of the highest governance body		ESRS 1	N.A.
	2-19 Remuneration policies		ESRS 2 (GOV 3) ESRS E1	N.A
	2-20 Compensation Determination Process		ESRS 2 (GOV 3)	N.A
	2-21 Annual Total Compensation Report		ESRS S1 (ESRS S1-16)	N.A
	2-22 Sustainable Development Strategy Statement	Page 41	ESRS 2	
	2-23 Policy commitments	Page 40	ESRS 2 (GOV 4) ESRS S1 (S1-1) ESRS S2 (S2 -1) ESRS S3 (S3-1) ESRS S4 (S4-1) ESRS G1 (G1-1)	
	2-24 Integration of policy commitments		ESRS 2 (GOV 2) ESRS S1 (S1-4) ESRS S2 (S2-4) ESRS S3 (S3-4) ESRS S4 (S4-4) ESRS G1 (G1-1)	N.A
	2-25 Processes to remediate negative impacts		ESRS S1 (S1-1) ESRS S2 (S2-1) ESRS S3 (S3-1) ESRS S4 (S4-1)	N.A
	2-26 Compliance with Laws and Regulations	Page 30	ESRS S1 (S1-3) ESRS S2 (S2-3) ESRS S3 (S3-3) ESRS S4 (S4-3) ESRS G1 (G1-1)	

GRI standard	Information	Location	Reference ESRS	Notes/ Omissions
	2-29 Stakeholder Engagement Approach	Page 62	ESRS 1	
	2-30 Collective bargaining agreements	Page 31	ESRS 2 ESRS S1 (S1-1, S1-2) ESRS S2 (S2-1. S2-2) ESRS S3 (S3-1, S3-2) ESRS S4 (S4-1, S4-2)	
GRI 3 - Material Topics – 2021	3-1 Material Theme Determination Process		ESRS S1 (S1-8)	N.A.
	3-2 List of material topics	Page 31	ESRS 2	
	3-3 Management of material topics	Page 31	ESRS 2	
GRI 201: Performance	3-3 Gestione dei temi materiali	Page 34	ESRS 2 ESRS S1 (S1-2, S1-4, S1-5) ESRS S2 (S2-2, S2-4, S2-5) ESRS S3 (S3-2, S3-4, S4-5) ESRS S4 (S4-2, S4-4, S4-5)	
2016	201 – 1 Direct economic value generated and distributed	Page 12	ESRS 1	
GRI 202: Market Presence 2016	201 – 1 Ratio of the standard starting wage by gender to the local minimum wage		ESRS S1 (S1-10)	N.A
	202 – 2 Percentage of senior management hired by the local community		ESRS 1	N.A.
GRI 205: Anti-corruption	205 – 1 Transactions examined for risks related to corruption		ESRS G1 (G1-3)	N.A
	205 – 2 Communication and training on anti-corruption policies and procedures		ESRS G1 (G1-3)	N.A.
	205 – 3 Confirmed cases of corruption and actions taken		ESRS G1 (G1-4)	N.A.
GRI 206: Anti-competitive behaviour 2016	206 – 1 Lawsuits for anti-competitive conduct, anti-trust violations and monopolistic practices		ESRS 1	N.A.
GRI 207: Tax 2019	207 – 1 Approach to taxation		ESRS 1	N.A.
	207 – 2 Tax governance, control and tax risk management		ESRS 1	N.A.

GRI standard	Information	Location	Reference ESRS	Notes/ Omissions
	207 – 4 Country by country reporting		ESRS 1	N.A.
GRI 301: Materials	301 – 1 Materials used by weight and volume		ESRS 1	N.A
	301 – 2 Recycled materials used as inputs	Page 52	ESRS E5 (E5-4)	
	301 – 3 Recovered products and related packaging	Page 52	ESRS E5 (E5-4)	
GRI 302: Energy 2016	302 – 1 Energy consumption within the organisation	Page 52	ESRS 1	
	302 – 2 Energy consumed outside the organization	Page 49	ESRS E1 (E1-5)	
	302 – 3 Energy Intensity	Page 50	ESRS 1	
	302 – 4 Reducing Energy Consumption	Page 49	ESRS E1 (E1-5)	
	302 – 5 Reduction of energy requirements to produce products/ services	Page 49	ESRS 1	
GRI 303: Waters and tributaries 2018	303 – 1 Interactions with water as a shared resource	Page 49	ESRS 1	
	303 – 2 Management of impacts related to water discharge	Page 51	ESRS 2 ESRS E3 (E3-2)	
	303 – 3 Water withdrawal	Page 51	ESRS E2 (E2-3)	
	303 – 4 Water Drain	Page 51	ESRS 1	
	303 – 5 Water Consumption	Page 51	ESRS 1	
GRI 304: Biodiversity	303 – 5 Consumo di acqua	Page 51	ESRS E3 (E3-4)	
2016	304 – 1 Operational site owned, leased or located near protected areas or areas of high biodiversity value (outside protected areas)		ESRS E4	N.A.
	304 – 2 Significant impacts of activities, products, services on biodiversity		ESRS E4 (E4-5)	N.A.
	304 – 3 Protected or restored habitats		ESRS E4 (E4-3. E4-4)	N.A.
	304 – 4 IUCN Red List species and species included in National Conservation Lists with habitats located in areas covered by operations		ESRS E4 (E4-5)	N.A

GRI standard	Information	Location	Reference ESRS	Notes/ Omissions
GRI 305: Emissions 2016	05 – 1 Direct GHG emissions (scope 1)		ESRS E1 (E1-4, E1-6)	N.A.
	305 – 2 Indirect GHG emissions (scope 2)		ESRS E1 (E1-4, E1-6)	N.A.
	305 – 3 Other indirect emissions (scope 3)		ESRS E1 (E1-4, E1-6)	N.A.
	305 – 4 Emission intensity		ESRS E1 (E1-6)	N.A.
	305– 5 GHG Emission Reduction		ESRS E1 (E1-3, E1-4, E1-7)	N.A.
	305-6 Emissions (ODS)		ESRS 1	N.A.
	305-7 Emissions of oxides of nitrogen (NOx), oxides of sulphur (SOx) and other significant emissions		ESRS E2 (E2-4)	N.A.
GRI 306: Waste 2020	306 – 1 Waste generation and significant waste-related impacts	Page 52	ESRS 2 ESRS E5 (E5-4)	
	306 – 2 Management of significant waste-related impacts	Page 52	ESRS E5 (E5-2, E5-5)	
	306 – 3 Waste generated	Page 52	ESRS E5 (E5-5)	
	306 – 4 Waste derived from disposal	Page 52	ESRS E5 (E5-5)	
	306 – 5 Waste destined for disposal	Page 52	ESRS E5 (E5-5)	
GRI 308: Environmental Assessment of Suppliers 2016	308 – 1 New supplier who have been selected environmental criteria		ESRS G1 (G1-2)	N.A.
	308 – 2 Negative environmental impacts in the value chain and actions taken		ESRS 2	N.A.
GRI 401 Employment 2016	401 – 1 New hires and staff turnover	Page 59	ESRS S1 (S1-6)	
	401 – 2 Benefits granted to full-time employees that are not provided for temporary or part-time employees		ESRS S1 (S1-11)	N.A.
	401 – 3 Parental leave		ESRS S1 (S1-15)	N.A
GRI 402: Relationship between workers and management	402 -1 Minimum notice periods relating to operational changes		ESRS 1	N.A
GRI 403: Health and Safety at Work 2018	403 -1 Occupational Health and Safety Management System	Page 54	ESRS S1 (S1-1)	

GRI standard	Information	Location	Reference ESRS	Notes/ Omissions
	403-2 Hazard Identification, Risk Assessment and Accident Investigation		ESRS S1 (S1-3)	N.A.
	403-3 Occupational health services	Page 54	ESRS 1	
	403-4 Worker participation, consultation and communication on health and safety at work	Page 61	ESRS 1	
	403-5 Training of workers in occupational health and safety	Page 61	ESRS 1	
	403-6 Promotion of workers' health	Page 61	ESRS 1	
	403-7 Prevention and mitigation of impacts on health and safety at work directly related to commercial relations	Page 61	ESRS S2 (S2-4)	
	403-8 Workers covered by an occupational health and safety management system	Page 54	ESRS S1 (S1-14)	
	403-9 Accidents at work	Page 60	ESRS S1 (S1-4, S1-14)	
	403-10 Work-related diseases		ESRS S1 (S1-4. S1-14)	N.A.
GRI 404: Training and Education 2016	404 – 1 Average hours of training per year per employee	Page 61	ESRS S1 (S1-13)	
	404 – 2 Employee Skills Development Programs	Page 61	ESRS S1 (S1-1)	
	404 – 3 Percentage of employees who regularly receive performance and professional development evaluations		ESRS S1 (S1-13)	N.A.
GRI 405 Diversity and Equal Opportunities 2016	405 - 1 Diversity of Governing Bodies and Employees		ESRS 2 (GOV 1) ESRS S1 (S1-6, S1-9, S1-12)	N.A.
	405 - 2 Ratio of basic salary to women's earnings compared to men		ESRS S1 (S1-16)	N.A
GRI 406: Non-discrimination 2016	406 – 1 Cases of discrimination and corrective actions taken		ESRS S1 (S1-17)	N.A
GRI 407: Freedom of Association and Collective Bargaining	407 – 1 Transactions and suppliers whose right to freedom of association and collective bargaining may be at risk		ESRS 1	N.A

GRI standard	Information	Location	Reference ESRS	Notes/ Omissions
GRI 408: Child Labour 2016	408 – 1 Operations and suppliers where there is a high risk of child labour cases		ESRS S1 (S1-1) ESRS S2 (S2-1)	N.A
GRI 409: Forced Labour 2016	409 – 1 Operations and suppliers where there is a high risk of forced labor cases		ESRS S1 (S1-1) ESRS S2 (S2-1)	N.A
GRI 410: Safety Procedures 2016	410 – 1 Human Rights Training	Page 61	ESRS 1	
GRI 411: Rights of Indigenous Peoples 2016	411 – 1 Incidents or violations affecting the rights of indigenous peoples		ESRS S3 (S3-1)	N.A.
GRI 413: Local Communities 2016	413 – 1 Operations involving local communities, impact assessment and development programmes	Page 62	ESRS S3 (S3-2, S3-3, S3-4)	
	413 – 2 Transactions with actual or potential significant negative impacts on local communities		ESRS 2 ESRS S3	N.A.
GRI 414: Social Evaluation of Suppliers 2016	414 – 1 New supplier who have been evaluated on the basis of social criteria		ESRS G1 (G1-2)	N.A.
	414 – 2 Negative social impacts in the value chain and actions taken		ESRS 2	N.A.
GRI 416: Employee Health and Safety 2016	416 – 1 Assessment of the impacts on the degree of health and safety of the types of products and services offered		ESRS 1	N.A.
	416 – 2 Cases of non-compliance relating to the health and safety impacts of the products and services offered		ESRS S4 (S4-4)	N.A.
GRI 417: Marketing and Labeling 2016	417 – 1 Requirements for information on products and services and for labelling		ESRS 1	N.A.
	417 – 2 Cases of non-compliance relating to the information/labelling of products and services		ESRS S4 (S4-4)	N.A
	417 – 3 Cases of non-compliance relating to marketing communication		ESRS S4 (S4-4)	N.A.
GRI 418: Customer Privacy 2016	418 – 1 Justified complaint regarding violations of the customer's privacy and loss of customer data		ESRS S4 (S4-3, S4-4)	N.A

Franplast S.p.A.

Via per Monterotondo 5, 25050 Provaglio d'Iseo (BS)

info@franplast.it

+39 030 9823606

Franplast sustainability team

Roberto Farina, Elena Franceschetti, Anna Gerevini

Leyton Editorial Team

Andrea Elifani, Lara Ghidelli, Sara Iseppi, Gian Piero Sferrazza, Emanuele Valli

Photos

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