



# Sustainability Report 2023

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Dear Stakeholders,

In 2024, MONDO Group embarked on a path of voluntary sustainability reporting. This gave us the opportunity to analyze, organize and present all the information, commitments and progress relating to our Group's environmental impact, social responsibility and governance capacity. We are therefore pleased to share our first Sustainability Report with you.

This first report has allowed us to monitor the impacts of our activities on people, the communities in which we operate and on the environment, and to more effectively assess how sustainability requirements influence our business. The challenge of collecting and consolidating data from almost all our Group companies was significant, but the result shows that MONDO is a group aligned toward a common goal.

At a time when a focus on the well-being of people, communities and the environment is crucial, we are developing and evolving our activities with the aim of identifying how we can contribute meaningfully to this transition. Since last year, our efforts to develop sustainability-related concepts have continued in a more structured way. With the help of specialized consultants under our coordination, we launched a project that focused on our production entities, divided into four key areas: strategic sustainability, environmental sustainability, product sustainability and energy efficiency. In the area of strategic sustainability, an ESG (environmental, social, and governance) analysis was also completed for several Group companies.

In recent years, our sustainability journey has benefited from investments made to identify innovative process and product solutions to we responsibly meet increasingly demanding requirements.

From an environmental perspective,

**we recognize the importance of making investments that are both beneficial for our business and positive for the environment and nature.**

To support this strategy, investment in Research and Development remains a key priority for us. This essential element strengthens our leadership position on international markets and focuses increasingly on

the use of recycled and renewable materials, the recycling of existing materials and the implementation of cutting-edge production processes. For years, we have also been working to promote more sustainable and efficient industrial processes by implementing circular solutions that are widely and effectively practiced within our organization. Our commitment to mapping energy consumption to identify solutions for reducing greenhouse gas emissions has led our production sites to obtain the ISO 50001 energy management certification this year.

From a social perspective, we have focused part of our efforts on further improving our impact and fostering more diligent oversight throughout our supply chain, beginning to outline a clear and shared strategy across all Group companies. Additionally,

**we remain committed to providing our people with a healthy and safe environment that nurtures talent while ensuring that respect, diversity and inclusion remain central to our daily actions.**

This commitment is demonstrated by the steps we have taken toward obtaining the gender parity PdR 125:2022 certification.

This document outlines a process in progress: we are aware that there is still much to be done, and we will continue to invest and work together to improve our commitment. We firmly believe that ESG issues are enablers of growth for our Group and that they must increasingly become a key element in our strategic business decisions, supported by your ongoing collaboration and backing.

All that remains now is to wish you an enjoyable read.

**Mondo Group**

# Methodological approach

This year, MONDO Group (hereinafter also the “Group”) is publishing its first Sustainability Report (hereinafter also the “Report” or “Document”) with the aim of informing its stakeholders about the economic, social and environmental activities and projects carried out in 2023, as well as communicating the objectives it has set for the future.

This Sustainability Report has been prepared in compliance with the Global Reporting Initiative Standards (hereinafter “GRI Standards”) adopting the “in accordance with” option. This means the Document meets all nine<sup>1</sup> mandatory requirements of the standards and provides a clear and comprehensive overview of the Group’s main impacts and the methods used to manage them. All content referencing the GRI Standards is detailed in the GRI Content Index included at the end of the Document.

The performance indicators selected are those specified by the reporting standards adopted, representing the specific sustainability areas analyzed and aligned with the activities carried out by the Group and the impacts it generates. The selection of these indicators was based on a relevance analysis, as described in the “Materiality Analysis” section, in accordance with the requirements of GRI 3: Material Topics 2021.

The Sustainability Report covers the period from 1 January 2023 to 31 December 2023. Where possible, data from 2021 and 2022 have also been included to provide a reporting framework that shows the Group’s performance over time.

Our reporting includes the following companies<sup>2</sup>:

- **Mondo S.p.A.;**
- **Artigo S.p.A.;**
- **Mondo Tufting S.A.;**
- **Unice Toys S.L.;**
- **Mondo Iberica S.A.;**
- **Mondo Luxembourg S.A.;**
- **Mondo America Inc.;**
- **Mondo USA Inc.;**
- **Mondo Floorings CO. LTD;**
- **Mondo Portugal S.A.**

Any changes to the informational scope have been indicated in the Document.

The information contained in the Document was collected through specific interviews with representatives of the departments concerned, in line with best practices in non-financial reporting. Any use of estimates is appropriately noted. The Sustainability Report was approved on November 15th 2024 by Comitato Mondofin.

The Sustainability Report is published on the following websites:

- [www.mondoworldwide.com](http://www.mondoworldwide.com)
- [www.mondotoys.com](http://www.mondotoys.com)
- [www.artigo.com](http://www.artigo.com)
- [www.mondomotors.org](http://www.mondomotors.org)

Additional information or clarifications concerning the Sustainability Report can be acquired using the following address: [info@mondoita.com](mailto:info@mondoita.com).

<sup>1</sup> The compliance requirements of the GRI Standards 2021 are indicated in GRI 1: Foundation 2021, consists of the following:

1. Apply the reporting principles;
2. Report the disclosures in GRI 2: General Disclosure 2021;
3. Determine material topics;
4. Report the disclosures in GRI 3: Material Topics 2021;
5. Report disclosures from the GRI Topic Standards for each material topic;
6. Provide reasons for omission for disclosures and requirements that the organization cannot comply with;

7. Publish a GRI content index;

8. Provide a statement of use;

9. Notify GRI.

<sup>2</sup> Unlike the consolidation method used for the 2023 financial report, the entities excluded from the 2023 Sustainability Report are: Artigo Iberica S.A., Artigo France S.A.S., Mondo France S.A.S., which will be included in future editions of the report.

# Highlights

## GOVERNANCE HIGHLIGHTS

GROUP STRUCTURE FOR MANAGING SUSTAINABILITY: **8 SUSTAINABILITY EXPERTS** BETWEEN THE PARENT COMPANY AND SUBSIDIARIES

## ENVIRONMENTAL HIGHLIGHTS

POWER INSTALLED BY THE GROUP'S COMPANIES	5446 kWp
GROUP'S ENERGY DEMAND COVERED BY SELF-PRODUCED ENERGY	10%
TOTAL ENERGY CONSUMPTION FROM RENEWABLE SOURCES	60% <sup>3</sup>

## SOCIAL HIGHLIGHTS

FEMALE REPRESENTATION AT MONDO GROUP:

43% OF THE GROUP'S GOVERNING BODIES

10% OF EXECUTIVES

27% OF MANAGERS

48% OF OFFICE STAFF

22% OF MANUAL WORKERS

31% OF OTHER WORKERS

<sup>3</sup> This percentage includes the contribution from self-production and self-consumption, procurement of renewable energy with Guarantees of Origin and the contribution from renewable sources declared by suppliers in the energy mix (without Guarantees of Origin).

1.

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MONDO  
GROUP





NŐI 400M VÁLTO ELŐFUTAMOK	
1	USA
2	USA
3	USA
4	USA
5	USA
6	USA
7	USA
8	USA
9	USA
10	USA

TDK

38.9

POLSKA



## Our history

MONDO Group (officially Mondofin S.p.A.) was founded in Alba in 1948 when Edmondo Giovanni Stroppiana started a small business in the rubber sector. Thanks to the determination and vision of Edmondo's son, Fiorindo Ferruccio Stroppiana, still a minor at the

time, the simple tire repair workshop began to produce balls for pallapugno, a sport typical of the region. Fiorindo immediately involved his younger brother, Fernando Elio Stroppiana, in this initiative. Some key milestones in the Group's journey are indicated below.

■ MILESTONE CORPORATE

■ MILESTONE AMBIENTALI E CERTIFICAZIONI

→	1948	MONDO's first business entity is founded, named after its founder Edmondo Giovanni Stroppiana.
→	1950	500,000 promotional balls are produced for Ferrero S.p.A.
	1955	The first warehouse for the production of rubber flooring for residential use is built in Gallo d'Alba.
→	1961	MONDO supplies the flooring for national celebrations for the centenary of the Unification of Italy.
	1962	The "Super Santos" is created following Brazil's victory in the FIFA World Cup.
	1969	From a long journey of research and study, a revolutionary idea is born: "Sport Flex," the first prefabricated track in the world.
→	1974	The first balls with the Disney license are produced.
→	1976	Mondo America is inaugurated in Montreal and MONDO becomes a supplier for the Olympic and Paralympic Games.
→	1978	The "Tango" ball is created for the FIFA World Cup in Argentina.
→	1979	<b>Mondo Luxembourg</b> is founded.

# 1980

MONDO is a supplier for the Moscow Olympic and Paralympic Games.

# 1984

MONDO is a supplier for the Los Angeles Olympic and Paralympic Games.

# 1987

MONDO Sport&Flooring becomes the official supplier of World Athletics.

→

# 1988

**Mondo Iberica** is founded in preparation for the Olympic and Paralympic Games to be held in 1992 in Barcelona. The fourth Olympic Games on MONDO athletic tracks take place.

→

# 1992

MONDO Group acquires **Artigo S.p.A.**, a leading company in the rubber contract flooring sector, from Pirelli Group.

“Sportflex Super X Performance” becomes the official track of the Barcelona Olympic and Paralympic Games. This marks the fifth Olympic Games for MONDO, which becomes the Sole Supplier.

# 1996

“Mondoflex II” is created, a three-layer rubber indoor sports flooring. Additionally, MONDO is a supplier for its sixth Olympic Games in Atlanta.

→

# 1997

Opening of the new factory in Cairo Montenotte for Artigo; **Mondo S.p.A. (Sport&Flooring) obtains ISO 9001 certification.**

# 1999

Research begins on the production of synthetic grass surfaces; the “Kaleidos” becomes the official ball of Juventus football club.

# 2000

The Sydney Olympic Games organizing committee selects MONDO for the flooring of the Olympic Stadium.

→

# 2001

**Mondo Iberica obtains ISO 14001 certification.**

→

# 2002

**Mondo Tufting** is founded, a facility in Spain dedicated to the production of synthetic grass.

# 2004

MONDO supplies the athletics tracks, as well as flooring and equipment for volleyball and basketball events, at the Athens Olympics.

→

# 2006

**Mondo China** is founded, and the production of MONDO Motors machine models begins.

# 2007

Biomechanical studies lead to the creation of “Mondotrack FTX,” the fastest track of all time, which will be used for the Beijing 2008 Olympics.

Following a collaboration with Sottsass Associati, Artigo launches “Kayar,” a new flooring made with coconut fiber, marking a turning point.



# 2010

**A photovoltaic system is installed at the Mondo Sport&Flooring, Mondo Toys and Artigo facilities.**

MONDO further expands its product offering with seating; Juventus selects it for their brand-new stadium in Turin.



# 2012

**Mondo Iberica obtains ISO 45001 certification.**

The London 2012 Olympic Committee chooses MONDO flooring and equipment for the athletics and basketball events;

# 2013

MONDO introduces “Monofibre 4NX,” an innovative fiber developed through combined research with the Biomechanics Institute of Valencia.

# 2015

The UEFA Futsal Cup selects MONDO wooden flooring to host the tournament; “Mondotrack WS”, the track for the upcoming Rio Olympics is presented in Beijing during the World Athletics Championships. Collaboration with the World Padel Tour begins: MONDO becomes a key player in the international development of padel, with federations choosing MONDO surfaces for all major tournaments.

# 2016

As part of the renovation of sports facilities for Euro 2016 football matches, MONDO supplies over 50,000 seats at the Stade Vélodrome in Marseille. The Rio Olympics mark the eleventh Olympic Games for MONDO.



# 2018

**Mondo Iberica obtains ISO 14064 certification, Mondo China obtains ISO 45001 certification.**

# 2020

The Tokyo Olympic and Paralympic Games are postponed due to the pandemic, but MONDO supports athletes during the lockdown with track kits.



# 2021

**MONDO Toys launches two eco-friendly product ranges: “BioBall” and “ReNewToys”.**

It is the year of the Tokyo Olympics for MONDO, which refreshes the design of its sports equipment.

# 2022

The sport of padel continues its expansion, and MONDO becomes the official supplier of the International Padel Federation (FIP) and Premier Padel.

**A photovoltaic system is installed at the Mondo Tufting facility. MONDO’s production facilities obtain ISO 14064 certification.**

# 2023

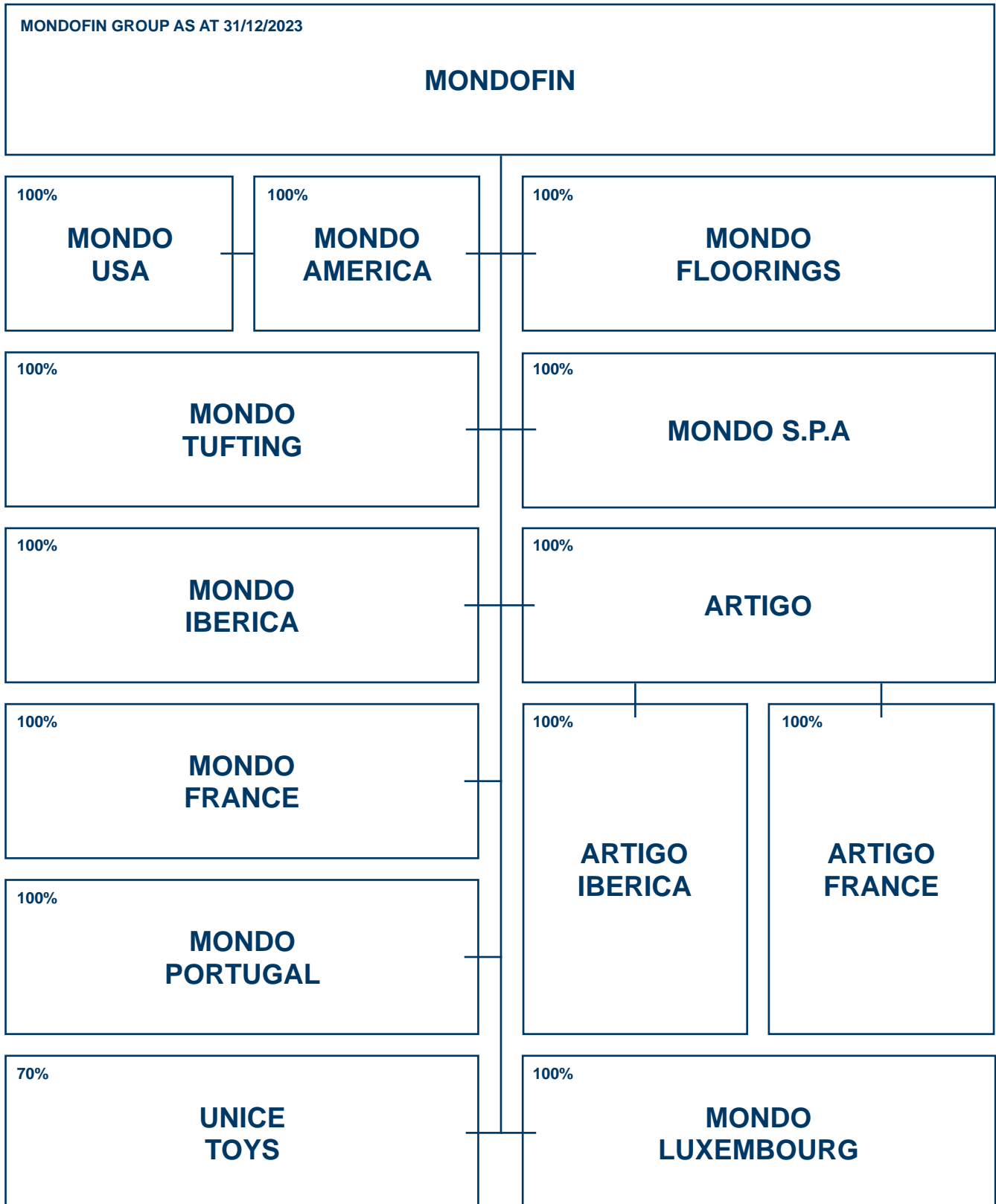
The Paris Olympic Committee selects the new athletics track “Mondotrack Ellipse Impulse” for the Stade de France.

**A photovoltaic system is installed at the Unice Toys facility. MONDO’s production facilities obtain ISO 50001 certification. Artigo demonstrates its commitment to reducing its climate impact by joining the SBTi (Science Based Targets initiative).**



# Our corporate structure

MONDO Group is controlled by the parent company, **Mondofin S.p.A.**, which holds 100% of the shares in several companies across Europe, America and China, except for Unice Toys, in which it holds 70%.





The Group is made up of six production sites and seven commercial subsidiaries in Europe, North America and Asia, divided into three business units (hereinafter BU or “division”). For more information on the BUs and the products, please refer to the “Products and Services” section.



# SPORT & FLOORING

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IS THE DIVISION DEDICATED TO THE PRODUCTION AND MARKETING OF SPORTS FLOORING AND EQUIPMENT



# CONTRACT

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artigo

IS THE DIVISION DEDICATED TO THE PRODUCTION AND MARKETING OF RUBBER FLOORING FOR THE CIVIL, INDUSTRIAL AND TRANSPORTATION SECTORS



# TOYS

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MONDO

IS THE DIVISION DEDICATED TO THE PRODUCTION AND MARKETING OF TOYS.

**PRODUCTION SITES**

- **Mondo S.p.A.**, based in Gallo D’Alba in the province of Cuneo (Italy) operates in the *Sport&Flooring* and *Toys* BUs
- **Artigo S.p.A.**, based in Cairo Montenotte in the province of Savona (Italy), operates in the *Contract* BU and combines the research inherited from Pirelli Group with the international experience of MONDO in the rubber industry
- **Mondo Tufting S.A.** based in Zaragoza (Spain), operates in the *Sport&Flooring* BU, particularly in the synthetic grass sector
- **Unice Toys S.L.** based in Villatuerta (Spain), operates in the *Toys* BU and represents the main source of ball production
- **Mondo Iberica S.A.** based in Zaragoza (Spain), operates in the *Sport&Flooring* BU, in the supply of sports equipment
- **Mondo Luxembourg S.A.**, based in Foetz (Luxembourg), operates in all MONDO’s BUs: *Sport&Flooring*, *Toys* and *Contract*. Concerning the *Contract* BU, Mondo Luxembourg’s activities are focused on the transportation sector (railway), thanks to its strategic location for the European market.



**COMMERCIAL OFFICES**

- **Mondo America Inc.**, based in Laval (Canada), and **Mondo USA Inc.**, based in Schaumburg (United States), are responsible for sales for the *Sport&Flooring* and *Contract* BUs in the US and Canada
- **Mondo Floorings CO. LTD**, based in Sanhe (China), is responsible for sales for the *Sport&Flooring* and *Contract* BUs primarily in China
- **Mondo Portugal S.A.** based in Alcochete (Portugal) and **Mondo France S.A.S.** based in Lyon (France) are responsible for sales for the *Sport&Flooring* BU, and the *Sport&Flooring* and *Toys* BUs respectively
- **Artigo France S.A.S** based in Paris (France) and **Artigo Iberica S.A.** based in Valencia (Spain) are responsible for marketing the civil flooring produced by the Italian facility

■ SPORT&FLOORING  
■ CONTRACT  
■ TOYS

1  
MONDO AMERICA INC.

2  
MONDO U.S.A. INC.





3

MONDO IBÉRICA S.A.

MONDO TUFTING S.A.

UNICE TOYS S.L.

MONDO PORTUGAL S.A.

ARTIGO IBERICA S.A.

4

MONDO FRANCE S.A.R.L.

ARTIGO FRANCE S.A.S

5

MONDO LUXEMBOURG S.A.

6

MONDO S.P.A.

ARTIGO S.P.A.

7

MONDO FLOORINGS CHINA CO, LTD.

# Philosophy and values of MONDO

The history of Mondo is rooted in the craftsmanship involved in working with materials (such as rubber glue, the plastic materials for balls, etc.), in a region that has been the birthplace of numerous entrepreneurial initiatives that capitalized on Italy's prosperous post-war economic boom, while maintaining a focus on the value of people, the contribution of the individual and the enhancement of expertise.

Alongside the development of technical skills, our ability to listen and focus on results has grown, with the aim of offering customers solutions marked by continuous technological progress, while dedicating

consistent attention to careful product design, the informed use of materials and durability.

Over time, MONDO has diversified and expanded its range of products, but the common thread across all three divisions is our drive for the best possible outcome, one that satisfies the customer, meets the needs of the end user, and serves as an expression of the skills and in-depth knowledge of materials acquired and consolidated by the Group's personnel.

A motto that originated in one of our three divisions can therefore be extended to the entire Group:

**We listen.**  
**We innovate.**  
**You win.**



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## VISION

MONDO Group's vision stems from a strong focus on product functionality, effectively placing sports, construction and entertainment performance at the center and aligning innovation and development efforts around this core objective. Alongside this focus, the Group's growing internal awareness and culture have enabled it to increasingly direct its efforts - albeit at varying paces - towards essential goals of improving the environmental, social and governance impacts for which the Group is responsible.

A prime example is the Group's sports flooring: over its 70-year history, thousands of athletes have competed on MONDO's tracks and sports surfaces, achieving extraordinary results, breaking world records and exceeding their own limits. It is thanks to their invaluable input and constant feedback that the company has redefined the standards of sports surfaces, setting benchmarks for future achievements. This approach starts from the ground up, involving athletes from the earliest stages of development to design products tailored to their real needs and specifically created to enhance their performance.

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## INNOVATION AS A TRADITION

MONDO's philosophy is to create new horizons for the performance of its products, offering unique, high caliber creations through the design and development of specialized, meticulously crafted solutions. The principles guiding this process are:

- producing durable and functional solutions ranging from mid-level to premium quality
- ensuring international sales and representation
- strictly adhering to technical and environmental specifications
- supporting all sales with world-class customer service.

MONDO is committed to offering a broad and continually evolving range that is highly specialized across its various sectors. It aims to continue to offer a business model capable of growing and adapting over time, diversifying and expanding its market reach.

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## VALUES

Due to its structure, size, business activities and connection to the local area and environment, MONDO Group plays a significant role in the market, economic development, environmental protection and the well-being of the communities where it operates. It engages with a diverse range of institutional, economic and social structures.

The Group conducts its activities accordingly, based on ethical principles that include compliance with the law, safeguarding workers' health and physical and psychological integrity, environmental protection, honesty, integrity, clarity, transparency, fairness, good faith, fair competition and respect for the legitimate interests of the customers, employees, shareholders, partners and local authorities involved in service management, and the numerous communities in the areas.

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## Ethical principles

The ethical principles that guide the Group's activities and relationships, as outlined in the Group's Code of Ethics, include:

### Responsibility

Defined as compliance with laws, regulations, and applicable norms, as well as respect for the established democratic order

### Fairness

Requiring all recipients of our Code of Ethics to avoid pursuing personal or corporate gain through unethical means

### Honesty

Requiring all recipients of our Code of Ethics to avoid pursuing personal or corporate gain through unethical means

### Impartiality

Prohibiting any discrimination based on race, gender, nationality, religion, language, union membership or political beliefs in hiring, compensation, promotion, or termination, as well as any form of favoritism

### Integrity

Forbidding any acts of violence or threats

### Transparency

Ensuring truthfulness, accuracy and completeness of information both externally and within each Group company, particularly when fulfilling institutional and regulatory obligations

### Efficiency, professionalism and collaboration

Requiring the pursuit of economic efficiency in managing resources while maintaining the highest quality standards in all work activities

### Service-mindedness

Encouraging all recipients of the Code of Ethics to align their conduct with the Group's mission of delivering high-value services for society and the community, with a focus on continuous improvement

### Competition

Requiring that the Group's activities respect the principles of fairness and honest competition with respect to other market operators



## Relations with the community and environmental protection

This principle highlights the Group's commitment to improving its current and future impact on the environment through innovation, the preservation of natural resources and the sustainability of energy sources

## Rejection of terrorism and subversion of democratic order

This reflects the Group's commitment to adopting appropriate measures to prevent involvement in acts of terrorism, thus contributing to the promotion of peace among nations and the affirmation of democracy

## Relations with shareholders and asset preservation

This focuses on the obligation to provide accurate, truthful and timely information about corporate activities and performance. It also concerns the Group's commitment to enhancing management practices, continuously improving production standards, and maintaining assets in full compliance with existing regulations

## Human resources

The Group places significant emphasis on its personnel, fostering conditions for the development of each individual's potential. It ensures a fair selection process, protects personal dignity and privacy, and promotes relationships among employees at all levels based on fairness, collaboration, loyalty and mutual respect

## Health, safety and environment

This reflects the Group's commitment to safeguarding the moral and physical well-being of employees and collaborators by promoting responsible and safe behaviors. MONDO ensures the implementation of all safety measures enabled by technological advancements to maintain a secure and healthy work environment, fully complying with current prevention and protection regulations

## Customer focus

Understanding citizens' needs and fostering strong connections with local communities are the foundation of our corporate activities, aiming to satisfy customers and continuously integrate and improve service quality

## Suppliers

Involving our suppliers in upholding quality, environmental, and safety standards is essential in building productive and cooperative relationships. This approach helps prevent risks related to business activities and ensures environmental protection

## Active and full cooperation with authorities, public entities and supervisory bodies

This requires all stakeholders to maintain transparent, fair and cooperative relationships with public administrations

## Stakeholder relations

This represents the Group's commitment to fostering a positive, fair and transparent environment for all contributors to the Group's mission. It also involves protecting the interests and perceptions of those affected by the company's actions to safeguard the Group's reputation and credibility

## Separation of roles and powers

This relates to the clear distinction between execution, verification and approval, particularly in the management of critical processes and resource allocation

# Products and services

The Group's production is divided into:



## Production of flooring and equipment for sports use, managed by the *Sport&Flooring BU*

MONDO Group is a producer and supplier of sports surfaces and equipment for numerous disciplines and sports facilities.

Its **sports flooring** business includes the manufacturing of prefabricated athletic tracks, synthetic turf fields for football and padel, rubber and PVC flooring, as well as fixed and removable wooden sports parquet. Additionally, it offers a range of combined sports flooring systems featuring wooden sub-bases with surface finishes in rubber or PVC.

At the Mondo Iberica facility in Zaragoza, **equipment for track and field athletics** is designed and assembled for both competitions and training purposes.

Furthermore, MONDO's product range includes the **outfitting of sports facilities**, whether it be a stadium or a school gymnasium. It also designs and produces seating systems, grandstands, scoreboards and video screens.

The variety and quality of the products it offers have enabled MONDO Group to be selected as the supplier for all the **Olympic and Paralympic Games** for athletic surfaces and equipment, as well as for multisport arenas and basketball facilities since 1976. Looking ahead to the **Paris 2024 Games**, MONDO will not only supply a high-quality, highly sustainable<sup>4</sup>

athletic track but also provide all the necessary track and field equipment, including hurdles, mats, high jump uprights, starting blocks and lane markers.

MONDO's Sport&Flooring division, dedicated to the production and marketing of sports flooring and equipment, operates at the Italian headquarters of Mondo S.p.A. and at its Spanish locations, Mondo Tufting and Mondo Iberica, and at Mondo Luxembourg. Sales are supported by all the commercial subsidiaries in Europe, North America and Asia.

The business primarily targets large dealers or general contractors and operates globally. One of the main markets is large public tenders, which can be managed directly or in partnership with other companies, providing a component within the overall bid or through subcontracting. These are often contracts with public administrations, but there are also private clients, especially distributors, schools, universities and sports clubs.

Production focuses on the creation of vulcanized rubber athletics tracks, synthetic turf systems for football fields and padel courts, and sports flooring for both indoor and outdoor use. The athletics track, our world-renowned flagship product, is the subject of continuous research studies conducted in collaboration with national and international research institutions, as well as with athletes from Olympic and Paralympic competitions.

<sup>4</sup> For more information, please refer to the *Resource management and circularity* section

# artigo

## Production of flooring for civil use, managed by the *Contract BU*

The high-performance rubber surfaces produced by MONDO Group are intended primarily **for flooring in public and private buildings**, as well as in the **transport sector**.

The products we develop are designed to deliver high-quality performance with the lowest possible environmental impact, pursuing technical and functional solutions that eliminate PVC, heavy metals, halogens, volatile plasticizers, and minimize VOC (volatile organic compound) emissions.

An example of this is the latest innovative product from Artigo, called "GAIA," which has achieved a 60% reduction in

climate-altering gas emissions compared to the previous version of the product<sup>5</sup>.

The **Contract** division produces and markets rubber flooring for the civil sector (e.g., schools, hospitals), industrial applications, and transportation, particularly the railway sector. Production is concentrated at Artigo's Italian facility and Mondo Luxembourg in Foetz, while sales are also supported by subsidiaries in Europe, North America and Asia. In addition to the traditional European and South American markets, the Chinese market is gaining increasing importance.



**MONDO**

## Production of toys, managed by the *Toys BU*

The production and marketing of the **MONDO Toys** BU includes a wide range of toys, from balls and wheeled products to beach items, inflatable toys and models.

The **MONDO Motors** brand focuses on the development of remote-controlled scale vehicles with die-cast metal parts. Among the latest products developed are the "Ultradrone" range, which includes drones and helicopters.

Within the Toys BU, there is **MONDO Sports**, which specializes in supplying balls used in both competitive and non-competitive settings for sports clubs. PVC balls are produced by Unice Toys, while Mondo S.p.A. exclusively manufactures polyurethane foam balls.

Other types of toys marketed and distributed by MONDO are produced through supply contracts, based on Mondo S.p.A. molds and/or licenses, and are then sent to the Italian facility for subsequent sale.

The growing focus on environmental sustainability has also impacted toy production. Currently, our commitment is focused on producing balls using bio-based additives, under the "BioBall" name, and on the development of "ReNewToys<sup>6</sup>," which are made from recycled polymers.

<sup>5</sup> For more information, please refer to the *Resource management and circularity* section

<sup>6</sup> For more information, please refer to the *Resource management and circularity* section

# MONDO Group and the UN 2030 Agenda

The **2030 Agenda for Sustainable Development**, defined by the United Nations in 2015, outlines a global action plan for sustainable development. The Agenda is structured into **17 Goals** (Sustainable Development Goals - SDGs), divided into **169 targets** to be achieved by **2030**. The Goals cover the three key dimensions of sustainable development: environmental, social and economic, and address globally relevant issues such as poverty, hunger, lack of education, climate change, gender inequality and lack of access to clean water and energy.

MONDO Group is gaining greater awareness of its potential impact on the SDG targets, starting with those most relevant to the resilient flooring and toy sectors (as shown in the diagram below). It will therefore begin by mapping the actions already taken and then define its future initiatives more precisely and in line with the 2030 Agenda. The SDGs on which the Group has decided to focus its efforts are **highlighted** below.

## SUSTAINABLE DEVELOPMENT GOALS







# 2.

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MONDO GROUP  
STAKEHOLDERS

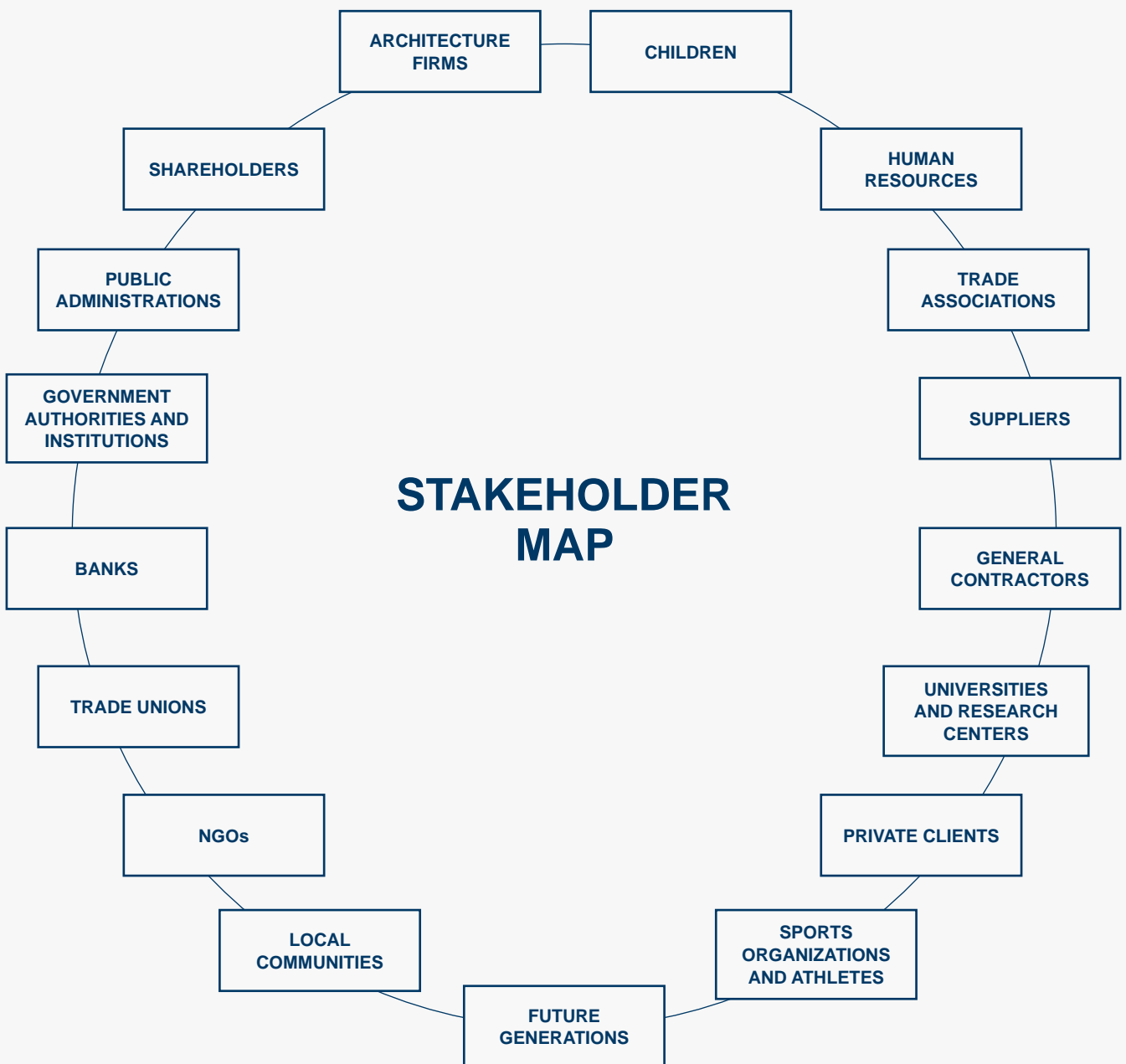




According to the updated definition in the GRI Standards 2021, stakeholders are all individuals, entities and institutions that can be significantly influenced by an organization’s activities or, conversely, have the potential to impact the organization’s ability to implement its strategies.

Through a careful identification and analysis process, the Group’s internal management has identified its stakeholders, highlighting, where possible and relevant, those with specific interests in certain areas of business.

A diagram representing the stakeholder map of MONDO Group is shown below.







Národní sportovní  
centrum  
Prostějov



18:23  
DOMÁCI  
HOSTÉ

exit

# 3.

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## MATERIALITY ANALYSIS





# Materiality analysis

The materiality analysis represents the starting point for identifying the most relevant sustainability topics for the Group and its stakeholders, and for defining the contents of the Sustainability Report according to the **GRI Standards**.

With the 2021 update of the **GRI Standards**, and in particular GRI Standard 3 – Material Topics, a process was developed to identify material topics based on the concept of the impact generated by the organization on the external context (known as “Impact materiality<sup>7</sup>”).

More specifically, “impact” refers to the effect that the organization has or could have on the economy, the environment and people, including human rights. Impacts can be negative or positive, actual or potential, based on the nature of their contribution to sustainable development.

The materiality analysis process is divided into the following phases:

## UNDERSTANDING THE CONTEXT

An analysis of the Group’s activities, business relationships, sustainability context and relevant stakeholders was conducted to gather the information necessary to identify impacts. In addition, a detailed benchmark analysis of the Group’s main industry peers was carried out.

## IDENTIFYING THE NATURE OF IMPACTS

Impacts were categorized as positive and negative, actual and potential, direct and generated through business relationships, short-term and medium to long-term.

## ASSESSING THE SIGNIFICANCE OF IMPACTS

The impacts were evaluated through a workshop involving the internal working group. The evaluation involved assigning a score from one to five, based on the following parameters: scale, scope and level of remediability (the latter only for negative impacts) of the impact. When evaluating potential impacts, the likelihood of them occurring was also considered. The combination of these factors determined the severity/extent of the impact.

The table below lists the impacts identified, highlighting their type (positive/negative) and significance level, which indicates the extent of the benefits or the severity of the effects.

<sup>7</sup> The “inside-out” perspective considers the impacts of an organization (“inside”) on the external context (“out”), that is, the significant, positive or negative, actual or potential impacts on

people and the environment, directly related to the activities, products and services of an organization, including upstream and downstream activities within its value chain.





POSITIVE IMPACT



NEGATIVE IMPACT

SUSTAINABILITY TOPIC	EXAMPLES OF ACTIONS THAT COULD GENERATE POSITIVE AND NEGATIVE IMPACTS	LEVEL OF SIGNIFICANCE (representative of the final score)
Resource management and circularity	<p>↑ Contribution to the reduction of the organization's environmental impact through the reuse of waste material across different production processes.</p>	
	<p>↑ Contribution to the reduction of the organization's environmental impact using bio-based raw materials.</p>	
	<p>↓ Negative environmental impact caused by choices that are not aligned with the concept of circularity in the use of natural resources and non-recyclable materials.</p>	
Energy management	<p>↑ Contribution to the reduction of the organization's environmental impact through the production and/or purchase of renewable energy and the adoption of solutions that ensure greater energy efficiency.</p>	
	<p>↑ Increase in employee awareness regarding energy consumption.</p>	
	<p>↓ Increase in consumption due to inefficient energy management and lack of energy efficiency measures at plant, machinery and building level.</p>	
Responsible management of water	<p>↑ Improvement in water management achieved through the implementation of solutions ensuring efficient use of water resources in production.</p>	
	<p>↓ Deterioration in water management caused by insufficient monitoring, along the supply chain, of water usage in rubber production.</p>	
Air emissions and climate change	<p>↑ Contribution to international goals through carbon footprint monitoring and the adoption of science-based decarbonization commitments.</p>	
	<p>↓ Negative contribution to climate change due to limited awareness of greenhouse gas emissions and failure to identify and implement improvement initiatives.</p>	
Waste management	<p>↑ Positive contribution to reducing the organization's environmental impact through proper management of materials and the implementation of circular economy practices that progressively reduce total waste quantities.</p>	
	<p>↑ Increased employee awareness regarding proper waste sorting practices.</p>	

Workplace well-being	↑ Improvement in employee well-being through the creation of a stimulating work environment and the implementation of welfare solutions that promote work-life balance.	
	↓ Deterioration of workforce conditions due to governance insufficiently focused on equitable and consistent personnel management across international territories, and a lack of policies and initiatives for supplementary welfare and benefits.	
Health and safety in the workplace	↑ Creation of a safe working environment through the monitoring of workplace accidents and employee training, along with the implementation of solutions and tools - beyond those required by law - that ensure a high level of safety.	
	↓ Deterioration in H&S performance caused by insufficient employee training, leading to an increase in workplace accidents, and by the failure to monitor near misses.	
Human capital development	↑ Enhancement and development of personnel through structured training plans tailored to various professional levels, making the organization attractive to new talent.	
	↓ Challenges in retention and attractiveness due to a lack of initiatives for training plans that go beyond legal obligations.	
Diversity, inclusion and equal opportunities	↑ Creation of an inclusive and welcoming environment through initiatives that promote diversity and the implementation of specific policies (e.g., initiatives aligned with UNI/PdR 125:2022 on gender equality).	
	↓ Deterioration of workplace climate due to an increase in incidents of discrimination in the workplace.	
Relations with local areas and communities	↑ Contribution to the economic and social development of local communities through partnerships governed by clear, transparent and responsible policies.	
	↑ Promotion of growth in the areas where the company operates through the development of partnerships and collaborations with schools, universities and research centers.	
Quality and safety of products and services	↑ Contribution to enhanced safety in relevant sectors (civil, sports and toy flooring) through the implementation of regulatory requirements, employee training and control activities.	
	↑ Increased customer satisfaction and loyalty by ensuring high product quality and safety standards.	
	↓ Adverse effects on end users due to insufficient attention to product compliance with sector-specific health and safety regulations.	

<p>Corporate Governance</p>	<p>↑ Strong performance in terms of corporate responsibility, stability and sustainability, with a high level of productivity ensured by proper formal and operational management of all significant ESG aspects.</p> <p>↓ Risk to business continuity due to a lack of awareness and management of the organization's ESG situation, leading to negative consequences for both personnel and production activities.</p>	
<p>Economic performance</p>	<p>↑ Creation and distribution of value to stakeholders through economic and financial management that properly considers ESG risks and ensures appropriate investments to guarantee business continuity.</p> <p>↓ Negative social and economic impact on stakeholders caused by economic and financial management that fails to ensure correct investments to sustain business continuity.</p>	
<p>Business transparency and integrity</p>	<p>↑ Contribution to creating a transparent and ethical system through conscious conduct, compliance with relevant regulations and a proactive attitude in forward-looking business management.</p> <p>↓ Increased risks due to the lack of monitoring of company procedures in terms of ethics and integrity.</p> <p>↓ Increased risks caused by the lack of uniformity among the different entities in practices and procedures that ensure the transparency and integrity of the Group.</p>	

# 4.

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**BUSINESS  
RESPONSIBILITY**



MONDO Group coordinates its governance bodies and activities in compliance with the principles of legality, transparency and fairness.

## Corporate Governance

The parent company, Mondofin S.p.A., headquartered in Gallo d'Alba, has adopted a traditional governance model, which includes:

- the **Shareholders**, who express the corporate will
- the **Board of Directors (BoD)**, consisting of seven members, including the Chairman, the CEO, and five other directors, endowed with the broadest powers of ordinary and extraordinary administration
- the **Board of Statutory Auditors**, consisting of one president, two effective auditors and two alternate auditors, which, in accordance with Article 2447 of the Italian Civil Code, is responsible for overseeing compliance with the law, the company's bylaws and the principles of correct administration.

At operational level, the governance bodies are further supported by the **Mondofin Committee**, which includes members of the BoD of Mondofin. This Committee, which meets regularly, is responsible for defining and articulating the strategic lines for the entire Group, guiding business development with a particular focus on sustainability issues.

Each **Group company** is governed by its own **Board of Directors**, which often includes members who serve on other Boards within the Group or even on the Board of the parent company. This structure allows the parent company to exercise more centralized control and direction in terms of spreading the corporate vision and making strategic and development decisions (for example, product strategies).

At the same time, each company operates with full autonomy and flexibility in managing its own business activities. With an independent management structure to fulfill corporate obligations and the specific requirements of the country in which they operate, the individual companies also have the freedom to develop and implement product strategies defined at central level.

The parent company is committed to further consolidating and centralizing management of the subsidiaries, in order to ensure greater unity in business development and consistency in decision-making.



In general, the Group's governance activity is inspired by the model initially formalized by Mondo S.p.A., which is based on the coexistence of the **Organizational Model laid down in Legislative Decree 231/01<sup>8</sup>** and the **Internal Control System**. The management structure consists of a system of delegations of authority and the assignment of powers, as well as a set of processes designed to monitor the efficiency of business operations, the reliability of financial information, compliance with laws and regulations and the protection of company assets. The consistency and sustainability of the internal control system derive from the existence and effectiveness of basic requirements (rules, defined roles, clear segregation and traceability of data).

Furthermore, the **organizational system** aims to meet the fundamental requirements of formalization and clarity, communication and separation of roles, particularly regarding the assignment of responsibilities, representation, the definition of reporting lines and operational activities. To this end, internal procedures are defined based on the following key elements:

- **segregation of functions**, meaning the separation, within each process, between the decision-maker, the executor of the decision, and the person responsible for supervising the process
- **traceability** of each relevant step in the process
- **formalization** of each process.

The Group has a **Head of Innovation and Sustainability** who is responsible for coordinating and overseeing all activities related to the various ESG topics and supporting and coordinating initiatives that affect the different companies across the Group.

In addition, sustainability issues are managed by seven **Sustainability Experts** operating in various Group companies. These figures meet regularly to discuss the sustainability goals identified by the Mondofin Committee, plan their implementation and monitor the progress of ongoing activities. The

## Sustainability management

In managing sustainability topics, some companies stand out for having established procedures and set objectives aimed at improving the performance of their specific businesses. For example, Mondo Iberica has signed a Declaration of Commitment regarding its Corporate Social Responsibility (CSR). **Artigo** has an ESG Committee composed of 3 directors.

Through its environmental sustainability policy, **Unice Toys** pursues a commitment that can be summarized as follows: "Respect for nature is the message that MONDO wants to convey: a real and practical commitment to contribute to the growth and education of future generations." This represents a commitment to reducing the use of virgin raw materials, improving energy efficiency and reducing greenhouse gas emissions, following the principles of the circular economy.

operational work of all initiatives is also supported by the presence of four additional ESG representatives at some Group companies.

Finally, the Head of Innovation and Sustainability has established an internal working group with two other members from the administration department to lead, coordinate and contribute to all phases of drafting this Sustainability Report. The process of preparing the Sustainability Report also involved several other figures from the various companies.

<sup>8</sup> For more information, please refer to the chapter entitled *Transparency and business integrity*

# Business transparency and integrity

## Business integrity

MONDO Group is committed to conducting its activities and relationships with stakeholders based on values and ethical principles that focus on legality, fairness and transparency. In October 2023, the parent company adopted a **Code of Ethics**, which has since been adopted by the individual companies, sometimes with some adjustments (such as for Mondo Luxembourg, Unice Toys, etc.).

The Code of Ethics is a governance and business management tool that expresses the ethical commitments and responsibilities undertaken by employees, collaborators and members of the Group's corporate bodies when conducting business and company activities.

In addition, the adoption of the **Organizational, Management, and Control Model 231** (also known as the 231 Model) under Legislative Decree 231/2001 by the Group's Italian companies has introduced the "Liability of entities for administrative offenses resulting from crimes" for Mondo S.p.A. from 2012 and Artigo S.p.A. from 2015. The adoption of this Model is not only a way to benefit from clear rules of conduct but also a tool to improve the management and control system by defining a structured and comprehensive prevention, deterrence and control system, aimed at reducing the risk of committing crimes by identifying sensitive activities and their consequent regulation.

Application of the 231 Model takes place through periodic meetings of the Supervisory Body, which involves the relevant function heads who are responsible for the specific analysis of each activity performed.

At both Mondo S.p.A. and Artigo S.p.A., the Supervisory Body is composed of a single member, an external person responsible for monitoring, who is entirely independent and separate from each company's other corporate bodies. No observations regarding the application of the Model were made in 2023.

Finally, with the exception of the non-EU companies (Mondo Floorings, Mondo America and Mondo USA) and Mondo Luxembourg, the other

companies all have a procedure in place to regulate the process of receiving, analyzing and managing reports of workplace violence and harassment (psychological harassment, sexual harassment, discrimination, etc.), submitted by anyone through a Whistleblowing channel or similar system (accessible via the company website) for managing anonymous and protected reports. The Spanish companies, Mondo Tufting and Mondo Iberica, have established specific committees to oversee compliance activities, implementing good practices and managing the **Whistleblowing** channel. These committees are established with the aim of creating a safe and reliable environment to properly and legally manage any reports made or concerns raised.

So far, no reports have been received from active reporting channels in place at the Group's companies.

In November 2023, Mondo S.p.A. received the important **legality rating** recognition from the Competition and Market Authority<sup>9</sup>, while Artigo aims to obtain this recognition in 2024.

<sup>9</sup> The legality rating is a tool introduced for Italian companies in 2012, aimed at promoting and introducing principles of ethical behavior in businesses through the awarding of a "recognition."

Attribution of the legality rating is linked to benefits in terms of the granting of public funding and incentives for access to bank credit.



### MONDO S.P.A.

With respect to privacy and **cybersecurity** matters, in addition to complying with the GDPR (Regulation no. 2016/679) by constantly monitoring the adequacy of existing procedures against European regulations, Mondo S.p.A. initiated a comprehensive digitalization process in 2023. To improve cybersecurity performance, the company replaced its entire networking infrastructure (transitioning from a flat VLAN network to a segmented one), involving all areas and offices.

Firewalls were also upgraded and the infrastructure enabling external network access was enhanced to facilitate agile work methods (e.g., smart working), while also strengthening remote user support to ensure assistance regardless of the user's location.

Similarly, in recent years, all virtualization systems (main server machines) have been replaced, transitioning from the use of personal PCs to individual virtual PCs, and eventually to a terminal server logic. In the future, the company also plans to organize and intensify specific vulnerability tests.

From an ESG perspective, policies for the use of tools have been updated to prevent an excessive increase in emails and the sharing of documentation via email, promoting the use of cloud platforms instead.

Additionally, Mondo S.p.A. has initiated a document digitalization effort through a digital archiving initiative.

### MONDO IBERICA

The company has developed several ESG policies:

- policy on quality, environment, health and safety, and social responsibility
- energy policy
- compliance policy
- policies and protocols on workplace harassment and discrimination based on sexual orientation, gender identity and/or expression. These protocols also outline procedures for submitting complaints to a dedicated committee.

Additionally, Mondo Iberica adheres to the **Aragón Circular Institutional Declaration** (promoted by the Government of Aragón through the Departments of Economy, Labor, Agriculture, Livestock, and Environment) and the Luxembourg Declaration (on promoting health in workplaces in the European Union).

## Relationships with suppliers

The involvement of suppliers in maintaining high standards of quality, environmental responsibility and safety is fundamental for MONDO Group and focuses on building proactive and cooperative relationships. This approach helps to prevent risks associated with business activities and protects the environment by responsibly managing the value chain. The company is committed to selecting suppliers in compliance with applicable regulations and internal procedures, based on assessments of competitiveness, quality, reliability, economic conditions, and compliance with safety and environmental requirements.

The main criteria for supplier selection are economic, technical, quality-related, safety-focused, and material performance-oriented. While environmental and social criteria have not yet been formally adopted and standardized at Group level, some best practices are implemented within each division regarding **production facilities**:



Strategic suppliers of natural rubber for this division consist of a few global multinationals (based in Africa, South America and the Far East), which are already required to address issues such as deforestation, water resource usage, human exploitation and human rights. Additionally, environmental considerations regarding the final use of MONDO's flooring products are crucial, as the finished product must be free of toxic substances to comply with both sporting and civil applications. Another strategic supplier group for this division includes installers - highly skilled professionals essential for ensuring the performance of MONDO's flooring. This partnership model is built to protect and meet mutual needs.



Artigo has introduced environmental criteria into its supplier selection process. These criteria include the presence of a minimum percentage of recycled material in raw materials and parameters ensuring strong or enhanced environmental performance sufficient to meet Minimum Environmental Criteria. In the future, the company aims to map and monitor suppliers' certifications and standards.



**MONDO**

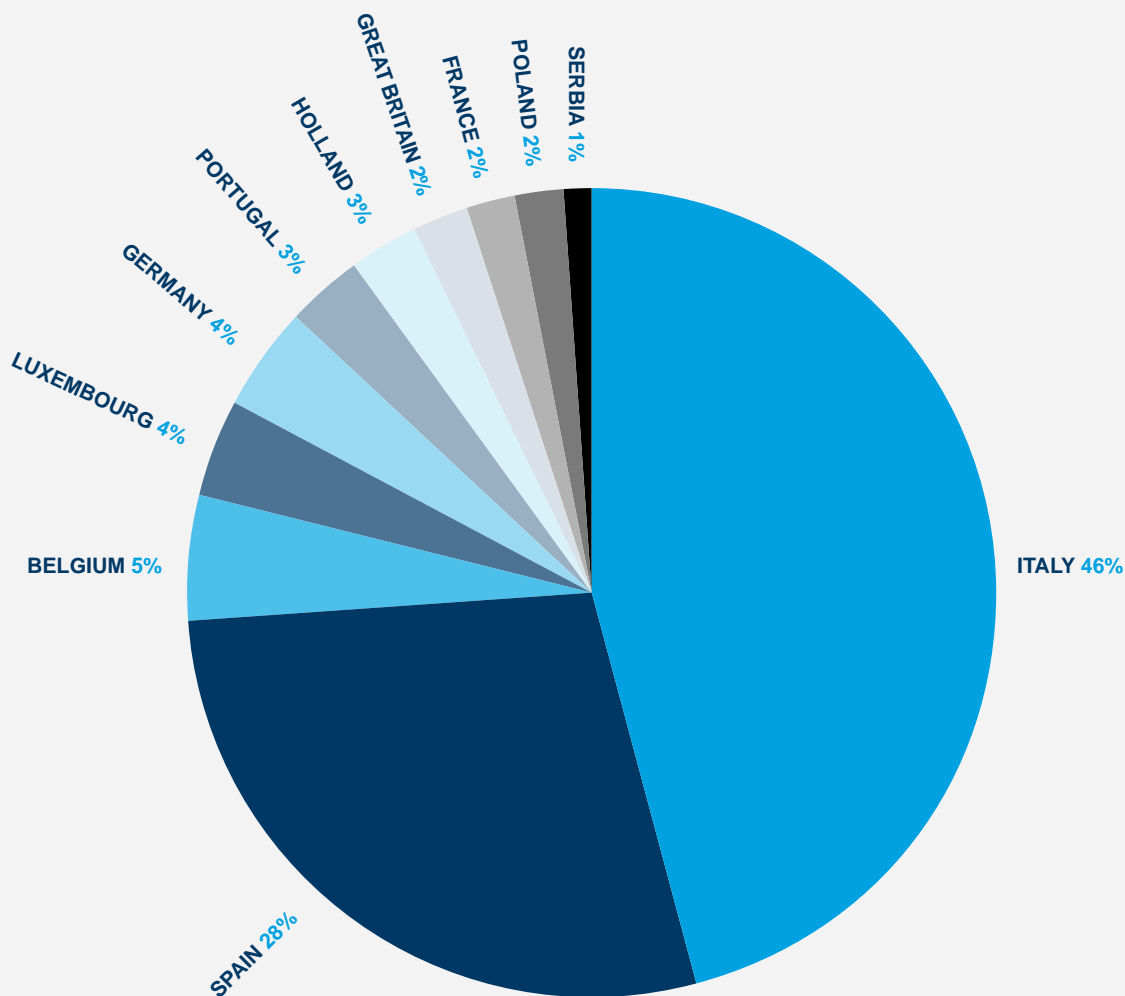
The supplier selection process is highly rigorous. The Group has been a member of the Business Social Compliance Initiative (BSCI) since 2009. This is a private, non-profit European initiative dedicated to improving working conditions in global supply chains while complying with international human rights and labor standards. Mondo S.p.A. therefore conducts stringent social audits (covering health and safety and human rights) on all potential toy suppliers in non-EU countries. Once a production facility is identified as potentially compliant, the Quality Department conducts annual evaluations of social, environmental, and safety criteria before entering into a contract.

With regard to our **commercial offices**, most supplies come from within the Group’s companies. Relationships with external suppliers are relatively limited and primarily relate to packaging, office supplies, materials for installations and other goods/services. While quality and price remain the primary selection criteria, sustainability considerations are gaining importance. For instance, Mondo Portugal has started selecting suppliers based on environmental criteria, while Mondo America is initiating an analysis of its supply chain to establish a procedure that incorporates both environmental and social criteria.

As highlighted in the chart below, the majority of the Group’s suppliers are European. At Group level, there is a noticeable trend toward selecting local suppliers, especially for packaging materials, labeling and office supplies.

**96%** (3,722) of the Group’s suppliers are European, accounting for 85% of total expenditure. The chart below represents **97%**<sup>10</sup> of the Group’s expenditure in Europe, **79%** of which is concentrated in countries where at least one MONDO facility is located. This highlights the Group’s tendency to select local suppliers relative to its facilities.

**DISTRIBUTION OF EXPENSES ACROSS EUROPE 2023 (€)**



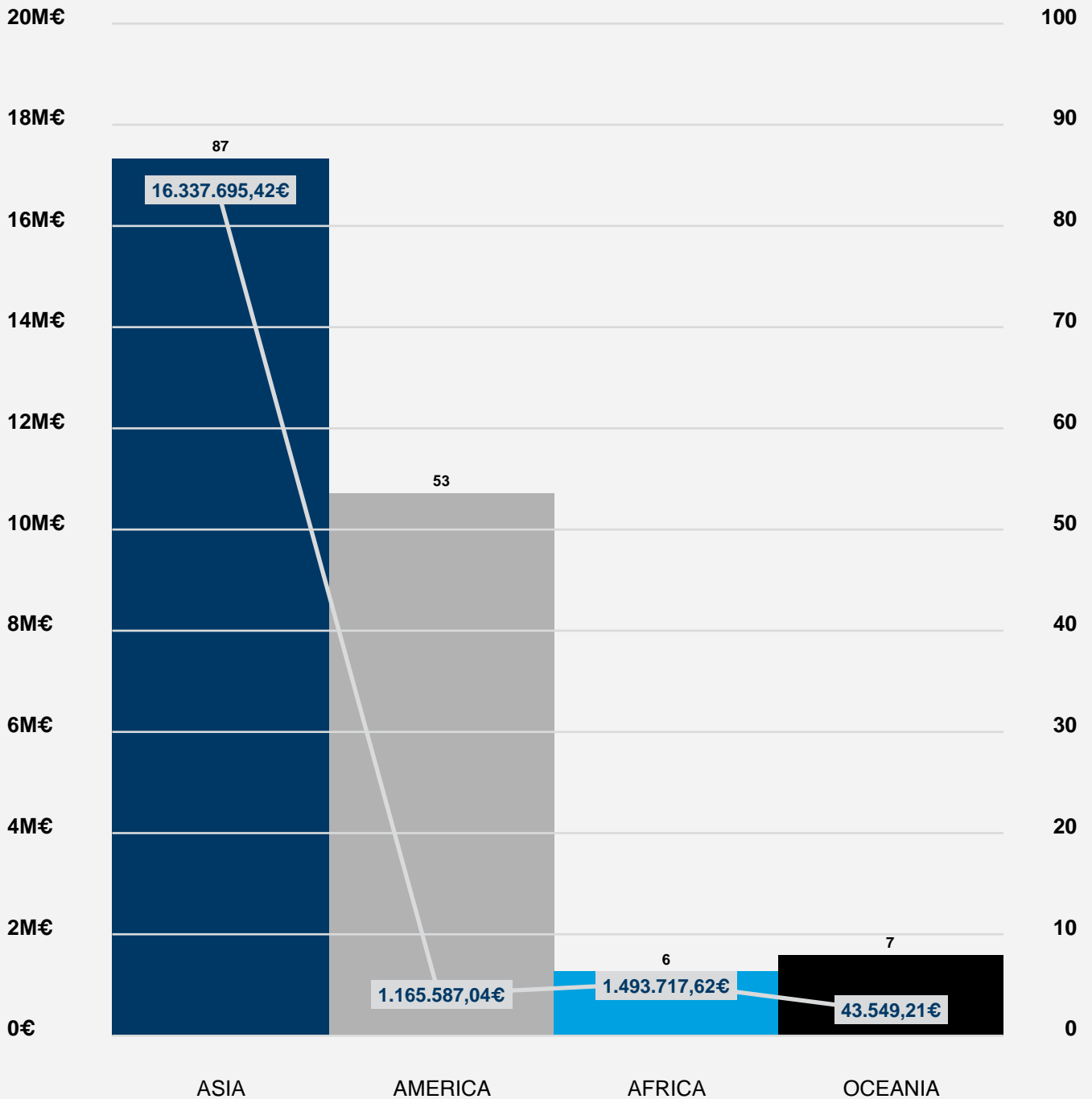
<sup>10</sup>European countries contributing less than 1% to expenses have been excluded to allow for a better graphical representation. For more information, please refer to the detailed information document.

With reference to the other continents, most suppliers and expenses are concentrated in Asia and the Americas.

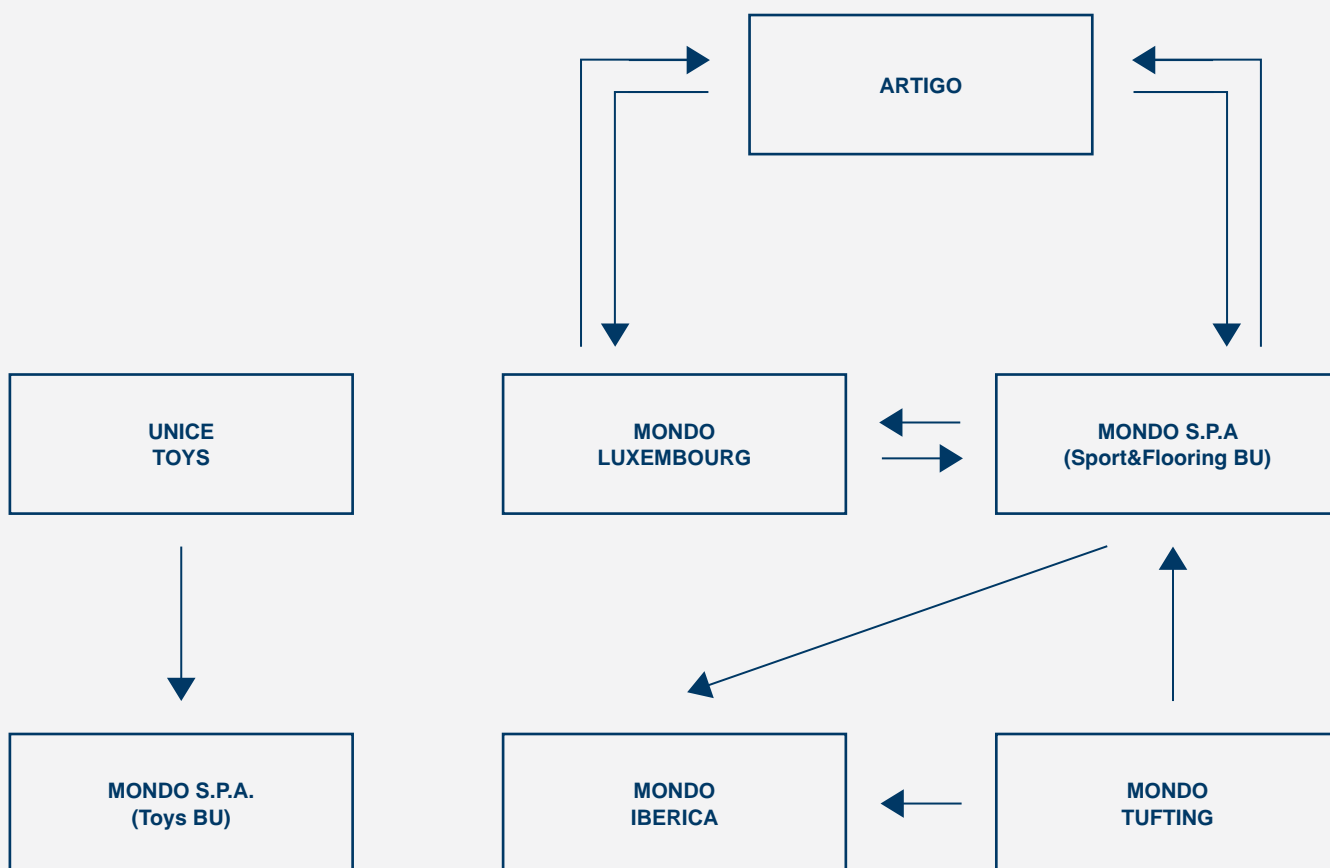
The two North American companies, Mondo America and Mondo USA, have begun to include socio-environmental criteria in their supplier selection process. Mondo Portugal, on the other hand, selects its suppliers for certain raw materials required for product installations based on environmental criteria, in addition to technical and product quality certifications.

**GEOGRAPHICAL DISTRIBUTION OF SUPPLIERS AND EXPENSES 2023 (EXCLUDING EUROPE)**

■ NO. SUPPLIERS    ■ EXPENSES



As regards the supply chain, it is worth exploring the **intercompany relationships** not only between manufacturing and commercial companies but also among the manufacturing entities themselves. In some cases, these relationships represent a significant portion, if not all, of the purchases and/or sales of certain companies. The intergroup relationships between the manufacturing companies, which are characterized by flows of raw materials and/or finished products, can be represented as follows:



At group level, activities are being promoted within the Purchasing department to pursue strategic objectives related to the selection of raw materials, negotiation, contracting and the adoption of a unified information system. Initial results of these activities are expected in 2024, with a specific focus on analyzing all existing purchasing processes, from supplier searches to contract submission, in order to assess the effectiveness of current structures and to identify

opportunities to optimize processes across all Group companies. This process will require close collaboration with the Research and Development departments, especially in relation to the procurement of strategic raw materials.

The Mondofin Committee meets periodically to discuss the most significant Group-wide purchases and investments.

## Transparency and reputation

The history of the Group, and particularly the **Sport&Flooring Business Unit**, is closely linked to international sporting events, from the Olympics and Paralympics to the World Athletics Championships.

Its participation in major global events has allowed MONDO to gain significant brand exposure, contributing to new standards of excellence in the athletics sector. For this reason, branding, communication and marketing activities have focused on the centrality of sports events as platforms for visibility and engagement, with the aim of strengthening the Group’s international presence. These efforts have captured the attention of a vast audience, highlighting MONDO’s leadership in providing innovative solutions for sporting competitions. In addition to these contexts, participation at trade fairs and seminars remains one of the most important opportunities for building relationships: MONDO has connected with over four thousand industry professionals, sports associations, coaches and facility managers at the three major fairs (CSCCa, NIRSA and USTFCCCA) in North America.

Furthermore, the Group’s digital marketing strategy has continued to grow, with a focus in 2023 on optimizing the website and intensifying communication across social media channels. Advanced SEO (Search Engine Optimization) techniques have been adopted to improve search engine rankings, with particular attention to popular keywords. To enhance the user experience, a dedicated section was introduced exclusively for the Paris 2024 Olympic and Paralympic Games.

As regards the **Toys division**, ongoing participation in major industry trade shows remains key in showcasing new products, strengthening relationships with key customers and exploring new sales opportunities.

Lastly, the **Contract division**, particularly Artigo, is recognized for the quality of its products, including their high technical and environmental performance. Throughout 2023, particular attention was given to digital communication, especially regarding certain central themes for the company, such as its growing commitment to sustainability and social responsibility. For Artigo, clearly communicating environmental, social and governance (ESG) performance is not just about transparency, but also about taking on responsibility publicly.

## Management systems and certifications

MONDO Group has chosen to manage its business processes at corporate level using the following management systems:

- energy management system for all production sites, validated through **ISO 50001** certification obtained in 2023
- organizational carbon footprint starting from 2021 for all production sites, validated by **ISO 14064** certification.

With reference to management systems, the companies in the Group have obtained:

<b>ISO 9001</b>	<b>MONDO S.P.A. (ONLY S&amp;F BU)</b> <b>MONDO TUFTING</b> <b>ARTIGO</b> <b>MONDO LUXEMBOURG</b> <b>MONDO IBERICA</b> <b>MONDO FLOORINGS CHINA</b>
<b>ISO 45001</b>	<b>MONDO IBERICA</b> <b>MONDO FLOORINGS CHINA</b>
<b>ISO 14001</b>	<b>MONDO S.P.A. (ONLY S&amp;F BU)</b> <b>MONDO TUFTING</b> <b>MONDO IBERICA</b> <b>MONDO FLOORINGS CHINA</b> <b>ARTIGO</b>

The companies have also obtained specific certifications within the individual Business Units.

Within the **Sport&Flooring BU**:

TUV OK RECYCLED	MONDO S.P.A.
ENVIRONMENTAL PRODUCT DECLARATION (EPD)	
A+	
THE FINNISH MARK M1	
UL GREENGUARD/ GREENGUARD GOLD	MONDO S.P.A. MONDO TUFTING
CRADLE TO CRADLE	MONDO TUFTING
STUDY OF COMPOSITION AND RECOVERABILITY OF A GROUP OF PRODUCTS (CSIC)	
SOCIAL RESPONSIBILITY SEAL OF ARAGÓN	MONDO IBERICA
ARAGONESE NETWORK OF HEALTHY BUSINESSES	
ARAGON CIRCULAR SEAL	

Within the **Contract BU**:

ENVIRONMENTAL PRODUCT DECLARATION (EPD)	ARTIGO <sup>11</sup>
A+	
THE FINNISH MARK M1	
CRADLE TO CRADLE	
SCIENCE BASED TARGETS INITIATIVE (SBTI)	
CAM	
UL GREENGUARD	
FDES	
CSTB	
BVB	
INDOOR AIR COMFORT GOLD	
GECA	
LEED	
BREEAM	
WELL BUILDING STANDARD	
FLOORSCORE	
HEALTH PRODUCT DECLARATION (HPD)	
BLAUE ENGEL	

**ARTIGO**

Artigo is a member of GBC Italia (a branch of USGBC), a non-profit organization dedicated to promoting sustainability in construction. It aims to foster the adoption of sustainable building practices and support the development of eco-friendly, energy-efficient and environmentally respectful buildings and infrastructure, particularly by promoting LEED certification.

<sup>11</sup> Note that the certifications listed do not apply to the entire range of products, but to one or more specific types of products.



Within the **Toys BU**:

ENVIRONMENTAL PRODUCT DECLARATION (EPD)	MONDO S.P.A.
PRODUCT BIOBASED TUV	
CERTIFIED AS OFFICIAL APPROVED SUPPLIERS OF DECATHLON	UNICE TOYS

Among the commercial companies, Mondo America and Mondo USA have obtained LEED certification for eco-friendly buildings.

**UNICE TOYS**

The company undergoes audits by Decathlon, its client, regarding quality, safety, environment and human resource management. In the context of this audit, Unice must report and communicate its control processes, traceability measures, non-conformities, training, procurement of supplies, order management, customer satisfaction and supplier evaluation. Furthermore, for products sold to Decathlon, the company must hold the **ISCC Plus12** certification for the soy contained in its PVC "BIO-Balls."

# Economic performance

The high inflation and uncertainty that characterized 2022 have persisted throughout 2023, driven by the ongoing conflict in Ukraine and the outbreak of conflict in the Middle East.

Despite this challenging context, MONDO Group managed to consolidate its revenues and improve overall margins.



Since the pandemic, the Italian market has reclaimed its prominence in the athletic track sector, highlighted by projects such as the track at the Stadio Olimpico, which will host the 2024 European Athletics Championships. The Spanish market remains the strongest for this product category, especially with synthetic turf production for soccer and padel courts. Other European markets, although not directly managed by MONDO Group subsidiaries, have also shown stability and contributed to high-level achievements, such as the three athletic tracks in Budapest, which hosted the 2023 World Athletics Championships. The American market, managed by the Group's two commercial companies, has further solidified its growth. However, the Asian markets are experiencing greater difficulties, particularly in China, where a commercial branch operates. Here, a significant economic slowdown - driven by the real estate crisis - has also affected this sector.

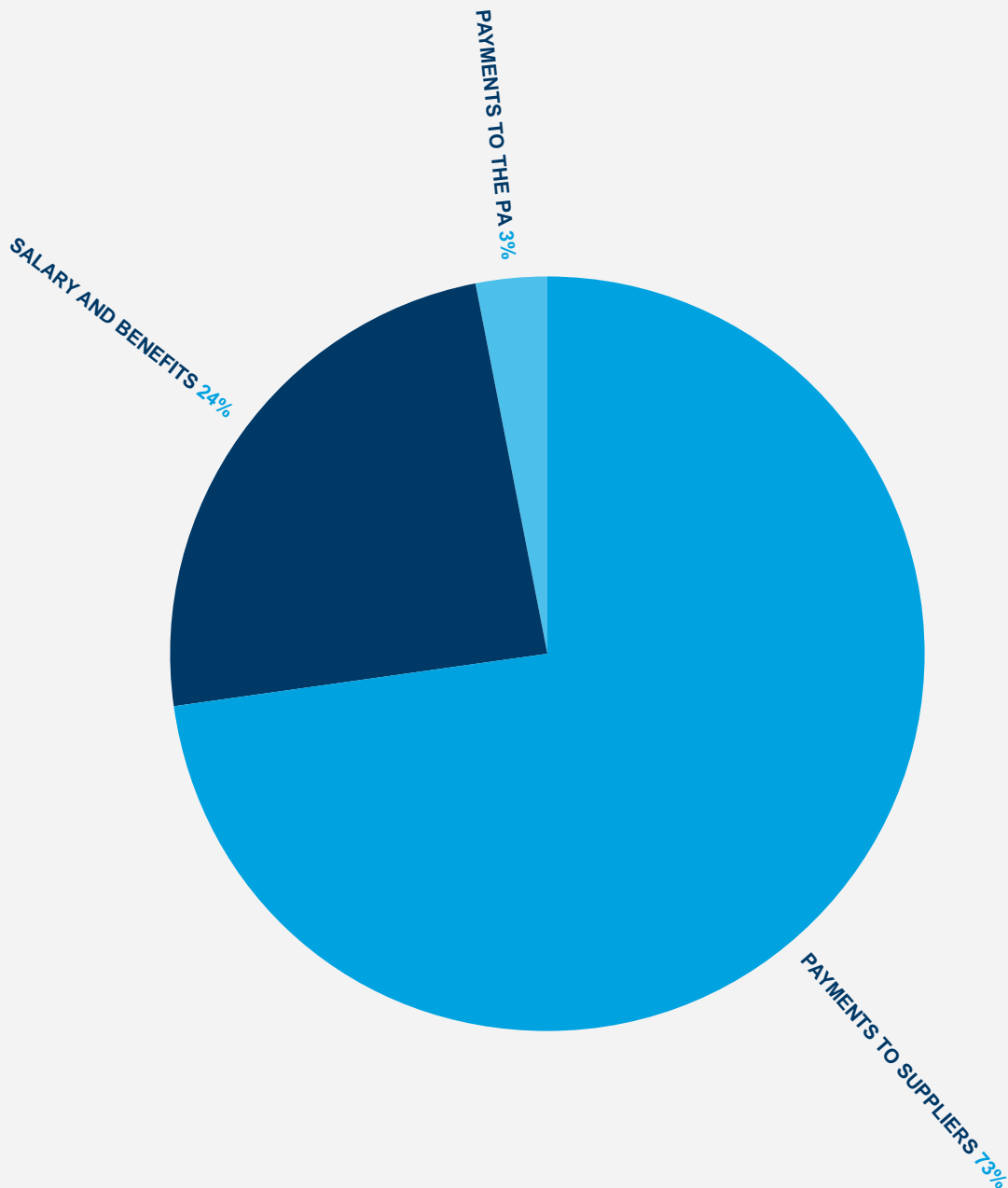
**artigo**

The Contract BU also delivered strong performance, driven by growth in the transportation sector, where MONDO's presence is increasingly widespread and well-established. The American market, which remains highly promising, produced excellent results, with a significant increase in sales.



Sales, concentrated almost entirely in Europe, were impacted by the negative macroeconomic environment and geopolitical instability. The decrease in revenue was also influenced by price repositioning actions implemented across all markets.

## ECONOMIC VALUE DISTRIBUTED



At Group level, **EBITDA** reached €41.778 million (+41.8% compared to 2022), while operating profit totaled €26.693 million (+62.7% compared to 2022). Thanks to these positive results, the treasury was able to fund strategic activities in research, development and investment. During the year, **the economic value distributed to stakeholders** amounted to €191.721

million, the majority of which, as illustrated in the chart below, was allocated to payments to suppliers and employees.

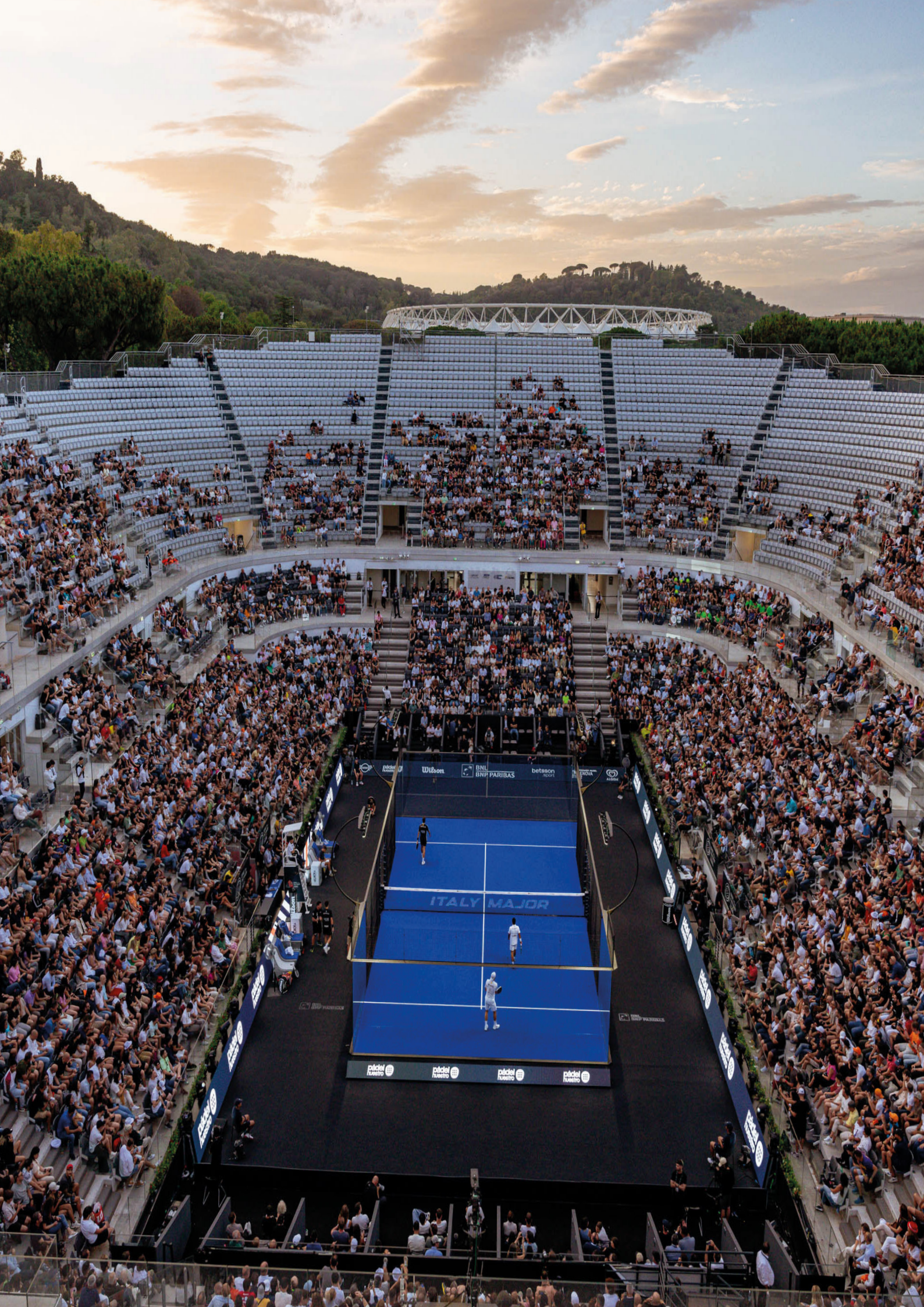
The positive results achieved enabled the Group to support strategic activities and to finance various research and development initiatives, aimed at making MONDO's products more sustainable.

# 5.

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COMMITMENT  
TO PEOPLE







# Workplace well-being

## Personnel

The competence and professionalism of its personnel have been key drivers in MONDO's success for over 70 years. For this reason, creating a **positive and stimulating work environment** for its employees is a top priority for the Group.

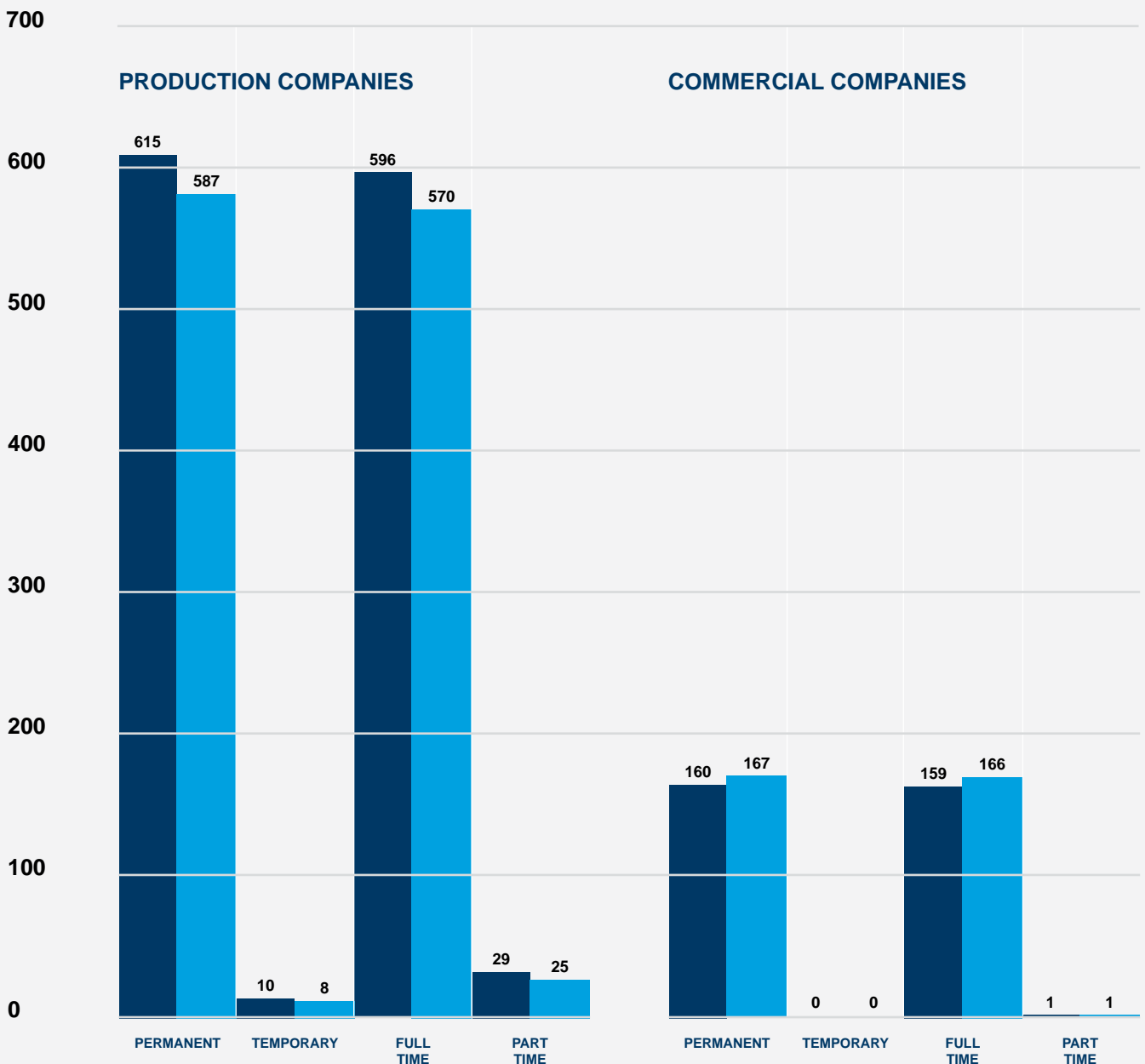
Personnel management is organized at **individual company** level, with a dedicated HR office within each entity.

In the distribution of employees by contract type (permanent/fixed-term) and work schedule (full-time/part-time), a significant distinction exists between production companies and commercial companies:

- **production companies:** 99% of employees are on permanent contracts and 96% work full-time
- **commercial companies:** 100% of employees are on permanent contracts and 99% work full-time.

### EMPLOYEES BY CONTRACT TYPE

2022 2023



In order to collect comparable data across the various entities and countries in which the Group operates, employees have been classified into the following employment categories:

- **executives:** senior-level management positions that make up the senior management team
- **managers:** mid-level management positions that form the general management team (often equivalent to the role of “quadro” under Italian labor law)
- **office staff:** administrative and clerical roles
- **blue collar:** internationally, this term refers to roles involving manual labor, corresponding to “operaia” under Italian labor law

- **Other workers:** a residual category including roles or tasks not covered by the previous categories. For production companies, this mainly includes roles such as laboratory technicians and maintenance or installation workers. For commercial companies, this category is represented by a single individual in a cleaning role.

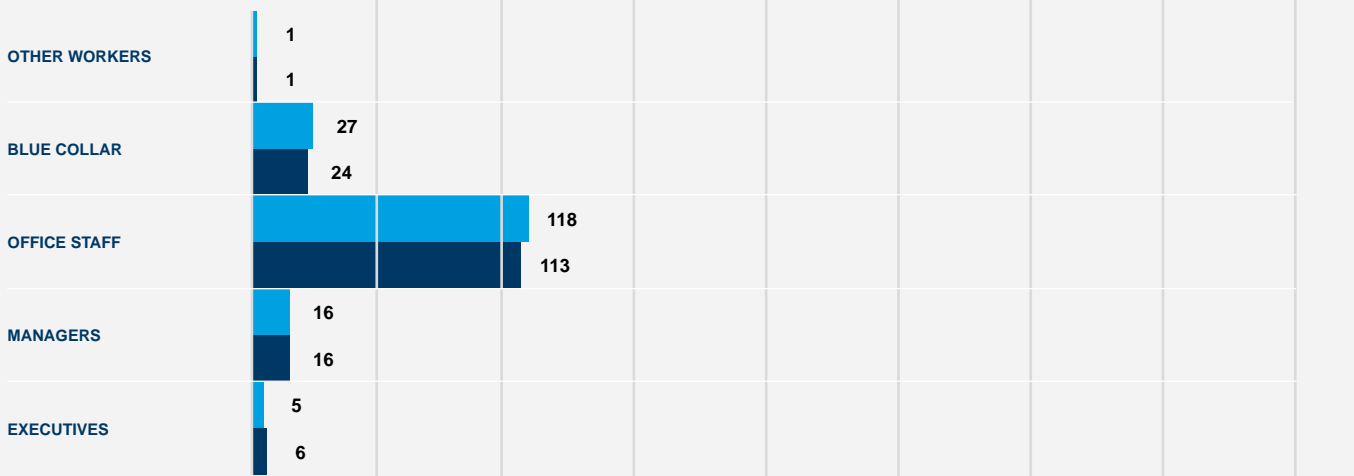
As shown in the chart below, for the commercial companies, the largest employment category is office staff, while for the production companies, the largest category is blue collar. Throughout the year, the Group also employed non-permanent workers, including:

- **interns:** 1
- **extracurricular trainees:** 1
- **temporary workers:** 31
- **collaborators:** 3
- **others (artisans):** 3

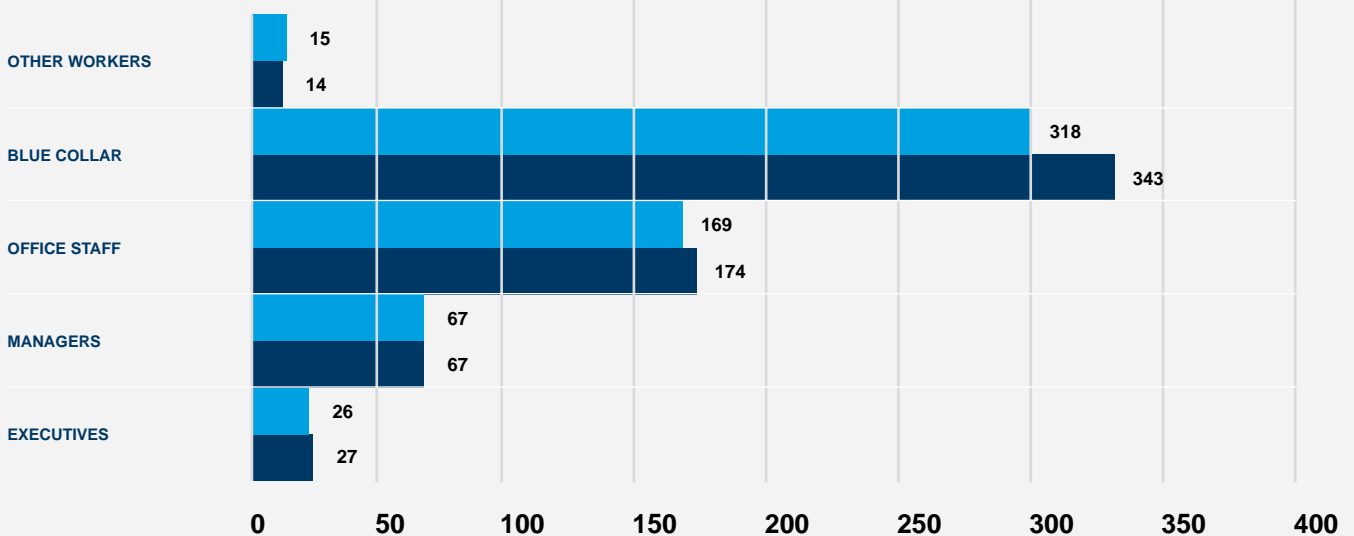
EMPLOYEES BY EMPLOYMENT CATEGORY

2022 2023

COMMERCIAL COMPANIES



PRODUCTION COMPANIES



## Recruitment process and employee turnover

The Group's **recruitment process** mainly relies on external agencies, but the company's website and online platforms, such as LinkedIn, are also used.

Additionally, for both recruitment purposes, to attract new talent, and to raise awareness of the organization among employees' families and the broader local community, some companies organize or aim to organize events such as "open days".

### COMMUNICATION, TALENT, AND PERSONALITY TESTS > MONDO AMERICA, MONDO USA

Human resource management is handled in the Americas by the HR department of Mondo America, with the cooperation of an HR manager at Mondo USA. **Communication, talent and personality tests** are often conducted during interviews to create a profile of the candidate. This approach speeds up the hiring process by considering only profiles that match the specific requirements for a given position. These tests also help facilitate internal activities such as teamwork.

In all countries where this is applicable, personnel are hired under the national collective labor agreements. Some examples include: the *CCNL Gomma e Plastica* (national collective labor agreement for the rubber and plastics sector) for Mondo S.p.A. and Artigo, the *Convenio Colectivo del sector de Industria, Tecnología y Servicios del Metal de Zaragoza* (Zaragoza collective agreement for the industry, technology, and metal services sector) for Mondo Iberica, and the *Convenio colectivo general de trabajo de la industria textil y de la confección* (general collective labor agreement for the textile and garment industry) for Mondo Tufting. In countries without collective bargaining agreements, or that follow different mechanisms from Italy, the local companies ensure that employees are provided with high quality contracts that comply with local laws.

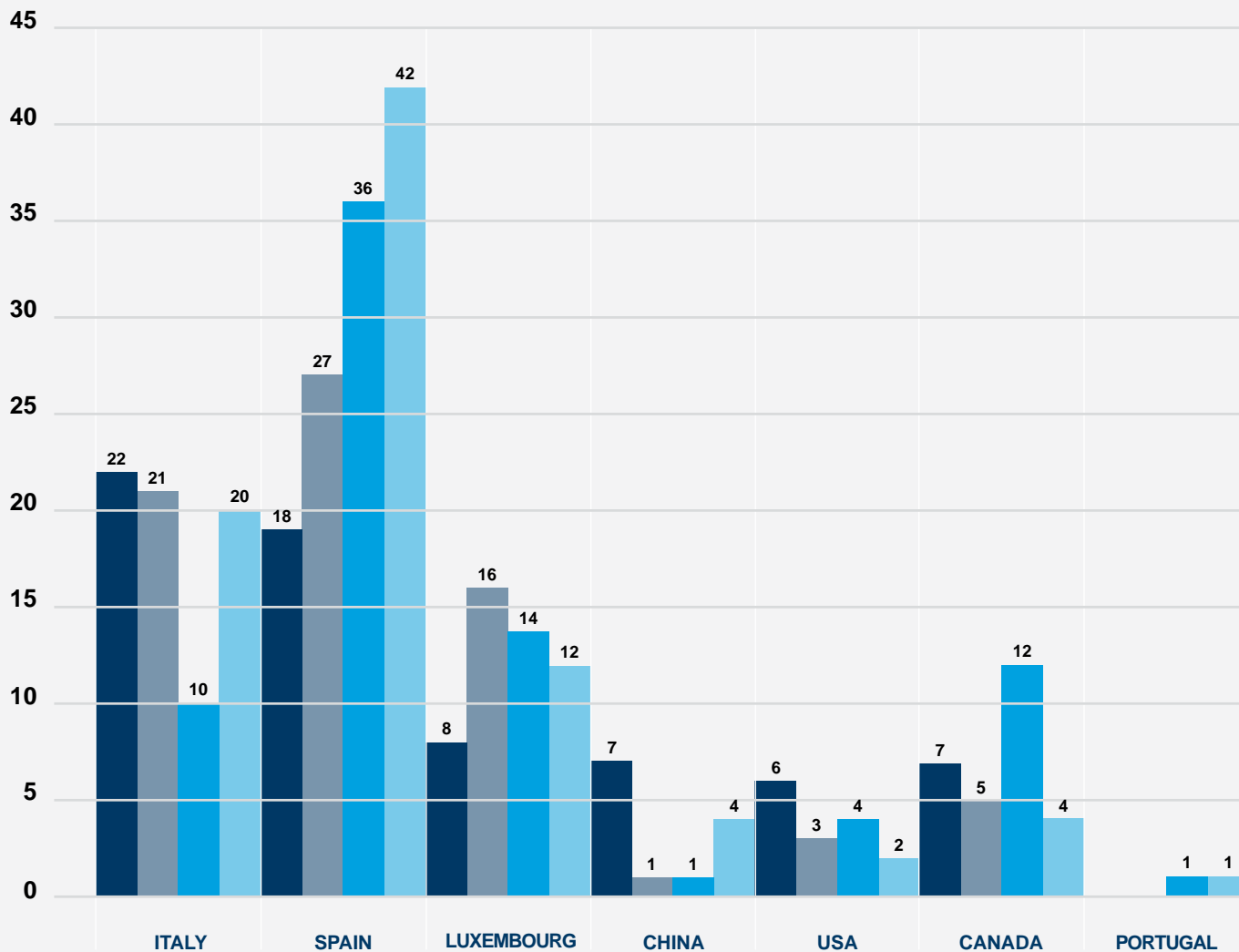
During the year, the Group recorded **78 new hires**, against **85 terminations**. The changes in staffing mainly affected the production companies, as 77% of the hires and 87% of the terminations occurred at these companies. Staffing changes were most common at the Iberian companies (46% of hires and 49% of terminations).

The graph shows the trend of entries and exits, with bars in a brighter color representing new hires and those in a more faded color representing terminations.



ENTRIES AND EXITS, BY COUNTRY

■ 2022 - NEW HIRES    ■ 2022 - TERMINATIONS  
■ 2023 - NEW HIRES    ■ 2023 - TERMINATIONS



**UNICE TOYS**

Unice Toys production activity is characterized by high seasonality due to the manufacturing of balls and other beach toys for the summer season. This situation requires an increase in workforce during peak periods, as well as greater flexibility during the rest of the year. Additionally, compensation mechanisms are in place to balance the high and low seasons.

## Workplace well-being

Ensuring a **high-quality work environment** is an area where MONDO Group is increasingly active.

To promote a better **work-life balance**, nearly all of the Group's companies have implemented flexible working hours and smart working arrangements for office staff, with some even formalizing these policies. Sales employees work primarily autonomously, organizing their schedules and commuting between home and client locations.

As regards benefits, the Group's companies make no distinction between full-time and part-time employees.



### CONCILIVI CERTIFICATION > MONDO AMERICA

Mondo America has held the Concilivi Certification for three years. This is a Quebec-based certification focused on work-family balance. The company has implemented various measures, such as enhanced leave during pregnancy, childbirth, adoption or pregnancy termination; leave for marriage or civil unions; flexible vacation policies and lunch breaks (ranging from thirty minutes to an hour); access to a fitness center (for employees and their family members) at special rates; and an on-site gym at Mondo America's premises, among other measures.

Employees working in production work primarily on a shift-based schedule. However, **full flexibility and the ability to switch shifts** to accommodate personal and family needs are guaranteed. Additionally, companies that deem it necessary due to high temperatures have implemented differentiated shifts and working hours during the summer season.

### FLEXIBLE COMPENSATION SYSTEM > MONDO IBERICA

**Mondo Iberica** offers a flexible compensation system as a welfare measure, allowing employees to freely choose benefits and other services in addition to their salary. Examples of these benefits include health insurance that covers dental care, vouchers for food products, training courses, and more. This welfare initiative is highly appreciated as it enhances employee satisfaction, fosters loyalty and attracts new talent.

#### Performance bonus

A widely adopted welfare measure used by the Group is the performance bonus, which rewards employees for achieving specific goals and results.

- **Mondo S.p.A.:** the annual company performance bonus is tied to EBITDA<sup>12</sup> and production volumes (e.g., meters of tracks produced).
- **Artigo:** the performance bonus is linked both to the production process - awarded as a cumulative bonus for the entire company - and to individual employees. The production-related component primarily depends on production efficiency, such as line speed and raw material consumption. The individual component takes into account factors such as absenteeism, excluding extended periods of illness
- **Mondo Luxembourg:** in the absence of national collective agreements similar to those in Italy, Mondo Luxembourg establishes working conditions and pay for its employees through an agreement with labor unions, which is renewed every three years. This agreement also includes a performance bonus (paid to office staff and blue-collar workers only). In 2023, the maximum bonus amount was 1.5% of the total payroll, with 30% fixed and 70% variable, based on the achievement of specific objectives.

<sup>12</sup> Earnings Before Interest, Taxes, Depreciation and Amortization represents the gross operating margin (MOL), which reflects income generated exclusively from core business operations.

Workplace well-being is also closely tied to creating engaging and stimulating moments for employees. For example, various Group companies organize structured team-building activities on an annual or semi-annual basis, such as games and sports activities, or more informal gatherings like lunches and dinners.

One noteworthy employee engagement initiative is related to the Paris 2024 **Olympic and Paralympic Games**. Through a global company-wide lottery, selected employees will have the opportunity to participate in amateur sporting events (such as the marathon and the 10-kilometer race marking the end of the Games) and to serve as torchbearers.

#### EMPLOYEE ENGAGEMENT

- **Mondo Iberica** has established a reward program that allows employees to share ideas and initiatives aligned with the company's strategy, which could bring benefits to the organization. In such cases, the company provides symbolic rewards to the employees involved.
- At **Artigo** to acknowledge the importance of staff contributions toward achieving business results, employees are awarded discretionary bonuses at the end of the year, provided that positive results have been achieved.
- Every year, **Mondo S.p.A.** and **Artigo** recognize and reward employees with 25 years of service to celebrate their loyalty.

To ensure the well-being of employees, it is important not only to provide them with adequate workspaces but also to continuously improve the quality of these spaces, while also incorporating recreational and leisure areas. To this end, several companies have started renovating their facilities with a focus on energy efficiency and comfort. For example, Artigo recently carried out renovation work on its offices, cafeteria and changing rooms. In the short term, several other companies plan to initiate similar projects. For instance, in 2024, Mondo S.p.A. will build a gym for employees on its premises, while Mondo America will create green areas for picnics.

Although all Group entities are always open and willing to engage with staff, the Group has progressively decided to implement a more formalized process for collecting employee satisfaction feedback through **employee surveys**. Mondo Iberica is currently conducting such activities. This company also periodically conducts surveys on the corporate climate and employee well-being to gauge staff perceptions and identify areas for improvement. These surveys are organized by specific departments (e.g., sales, administration, production) in order to plan actions and initiatives tailored to each area. So far, the results have always been very positive.





## Health and safety in the workplace

Health and safety in the workplace play a significant role in the sectors where the Group operates, especially due to the types of operations and chemicals used in production processes.

All work environments are properly monitored in compliance with the national regulations the Group companies are subject to. The Group also promotes a culture of safety and awareness of the risks associated with the work carried out at its facilities by requiring responsible behavior and compliance with safety procedures at all company levels.

Some companies, such as **Unice Toys**, **Mondo Iberica** and **Mondo America**, have established specific committees dedicated to health and safety in the workplace. These committees conduct investigations into accidents, receive reports from employees on potentially hazardous situations and assess the implementation of new safety measures.

### MONDO S.P.A.'S SAFETY SYSTEM > MONDO S.P.A.

Mondo S.p.A.'s safety system is structured as follows:

- safety organization chart: this outlines the individuals and roles involved in the organizational structure related to safety
- procedures: these define the methods, requirements and responsibilities for specific sensitive activities or decision-making processes
- technical specifications and operating instructions: these address the issues from a practical and operational perspective
- reports and documents: these record the safety-related activities carried out.

Mondo S.p.A. carries out risk assessments in order to prevent, reduce and monitor health and safety risks for workers. these assessments are used to draw up a Risk Assessment Document (DVR). More specifically, the DVR contains:

- an assessment of risks related to hazards that could cause accidents that harm workers
- an assessment of risks associated with hazards that may develop over time, leading to "work-related ill health."

Although the management of workplace health and safety differs between production and commercial entities, all employees are covered by a safety management system, 66% of which is certified by third parties.

The Italian companies have a **Health and Safety Management System (SGSL)** drawn up in compliance with Legislative Decree 81/2008 (Consolidated Safety Act). This system undergoes regular reviews as part of audits conducted by the Supervisory Body (OdV) or other external entities. Some Group companies operate workplace safety systems that, while not certified, comply with national regulations. For example: Mondo Tufting follows Spanish regulations and Mondo USA adheres to the guidelines of the Occupational Safety and Health Administration (OSHA) in the United States.

Prevention and training are fundamental tools for ensuring the health and safety of everyone in the workplace. All personnel are regularly involved in safety training activities during onboarding, throughout their career, or following risk events or specific accidents. **2,506 hours of health and safety training** were conducted during the year.

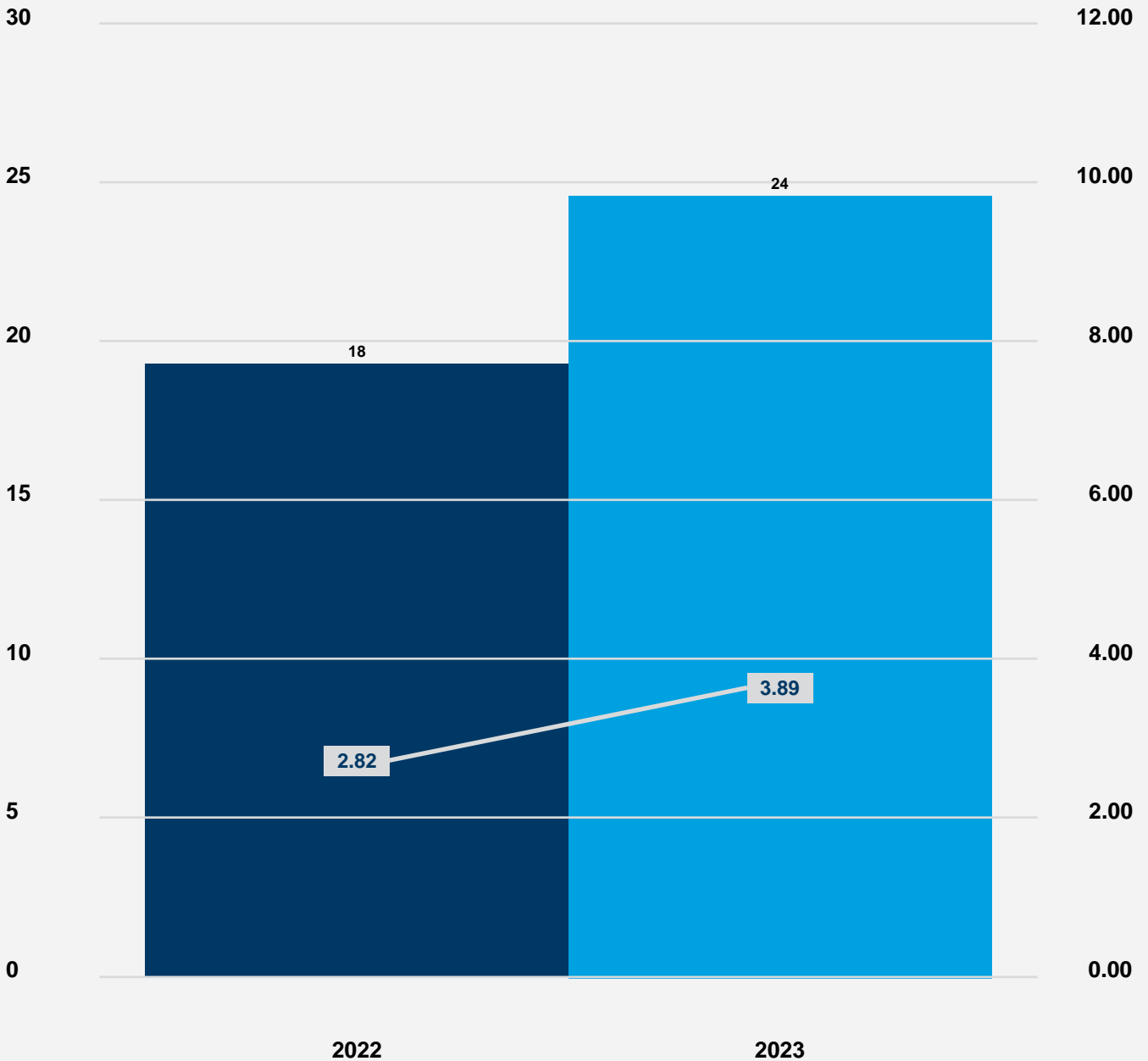


The only workplace injuries reported during the year, involving both employees and non-employees, occurred at the production companies. Among

employees, **24 injuries** were recorded, including 2 with serious consequences and 1 commuting accident. Among non-employees, **7 injuries** were reported, including 1 with serious consequences<sup>13</sup>.

**EMPLOYEE WORK-RELATED INJURIES**

■ NO. OF INJURIES    — RATE OF INJURIES



<sup>13</sup> The injury rate is calculated in accordance with the GRI standard by dividing the total number of injuries within a category - employees or non-employees - by the total number of workers

in the Group belonging to that category and multiplying the result by 200,000. This represents an injury rate on a per-200,000-hours basis.

## Human capital development

All the production companies are actively working to improve their performance in the prevention and protection of their employees' health.

In the event of an accident, whether minor or serious, a specific procedure is started to investigate the incident and identify corrective improvement actions. Several companies compile periodic reports to keep track of incidents.

As regards **work-related ill health**, four cases were reported during the year, primarily involving carpal tunnel syndrome, radial tunnel syndrome and tendonitis.

The monitoring of near misses is not currently a standardized procedure across the Group. The companies that conduct such monitoring reported three near-miss events in 2023. Employees are required to promptly report such incidents and any risks or hazards they identify, enabling the company to intervene proactively.

The use of **personal protective equipment** (PPE) plays a crucial role in ensuring a high level of health and safety for personnel, particularly when working with machinery and chemical products.

Key PPE items include protective shoes, helmets, appropriate clothing, goggles, ear protection and masks. The companies conduct frequent training and monitoring activities to ensure the correct use of PPE.

**Training** and the **development of human capital** are highly prioritized at MONDO Group, as the quality of the products and services offered is closely linked to employee education, professionalism and continuous skill enhancement.

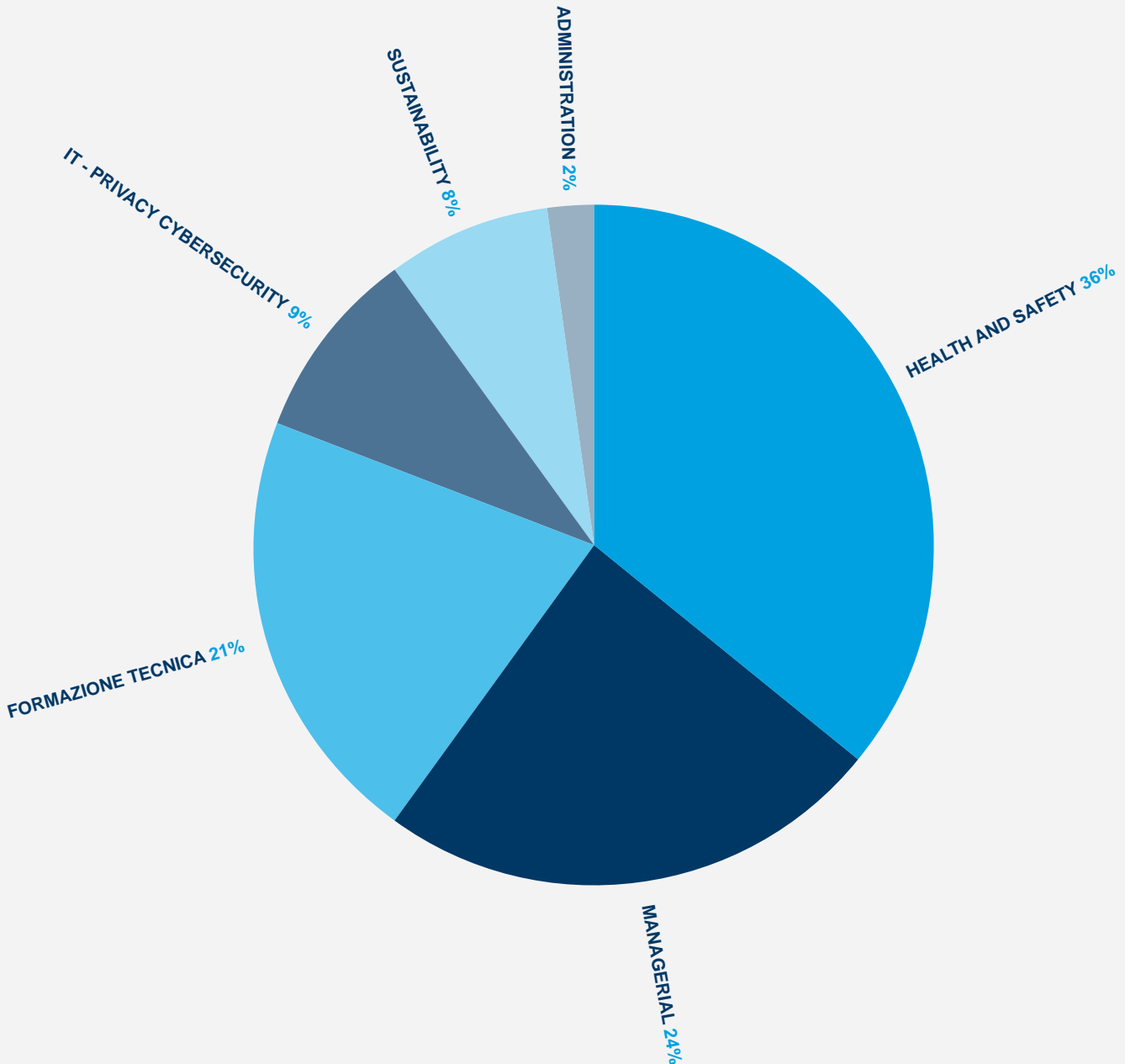
The organization of training activities varies across different entities, but training is typically provided both at the time of hiring and throughout the employment. In some cases, specific training programs are arranged for employees who have been promoted or are about to receive a promotion.

Training for new hires focuses primarily on the tasks they will perform, while ongoing training is often outlined in annual training plans or provided as specific needs arise. Most companies allocate an annual budget for these training programs.

A total of **6,942 hours of training** were delivered over the course of the year. These training activities focused primarily on workplace health and safety, managerial training and development of technical skills. The largest share of training (82%) was provided by the

manufacturing companies, but Mondo America deserves a special mention. Although Mondo America is a commercial company, it delivered 1,225 hours of training to its employees (18% of the Group's total), with 67% directed at blue-collar workers.

**TRAINING BY TYPE OF COURSE (2023)<sup>14</sup>**



<sup>14</sup> Technical training primarily includes language courses, job-specific skills training, and research and development training. Training in the administrative area mainly focuses on topics

such as human resource management, anti-corruption practices and procedures, as well as payments and VAT.

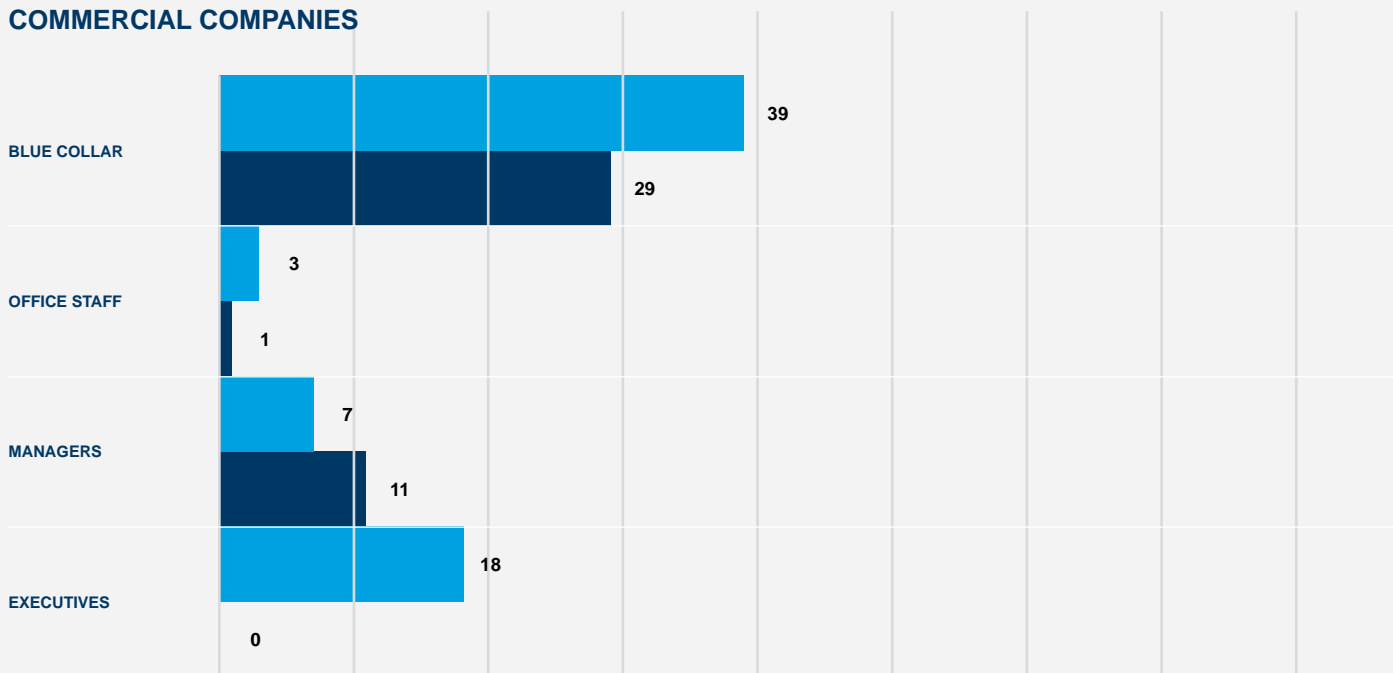
The chart below illustrates the average training hours per employee by professional category and gender. It shows that in the manufacturing companies, training was mainly targeted at managers and

executives. Conversely, in the commercial companies, training activities primarily focused on blue-collar workers (due to Mondo America’s initiatives), followed by managers and executives.

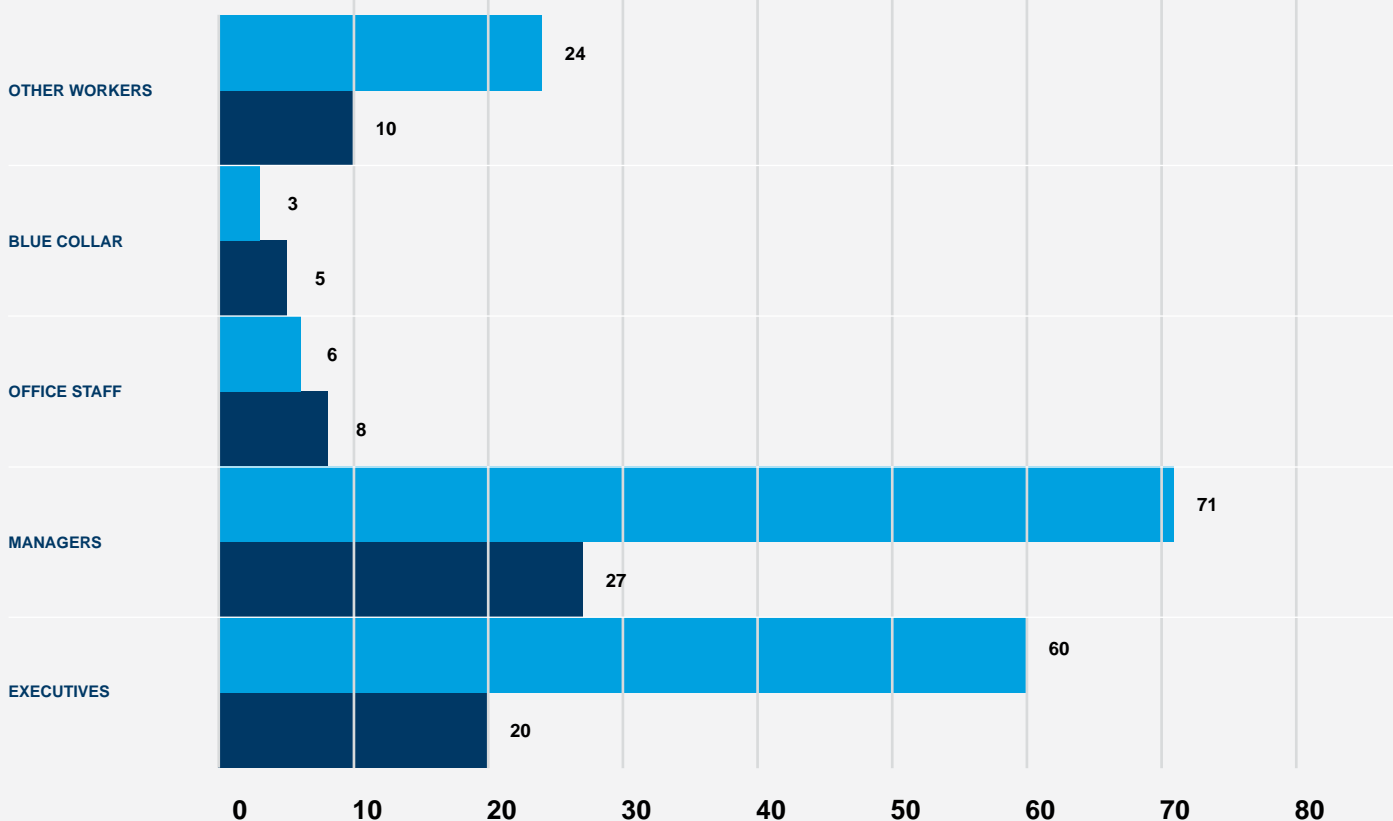
**AVERAGE HOURS OF TRAINING PER EMPLOYEE BY PROFESSIONAL CATEGORY AND GENDER**

■ MEN ■ WOMEN

**COMMERCIAL COMPANIES**



**PRODUCTION COMPANIES**





### ESG TRAINING

In recent years, almost all the Group's companies have initiated training programs on sustainability topics. More specifically, 178.5 hours of training were provided on this subject in 2022. This increased to 560.65 hours in 2023.

Among the various sustainability-focused training initiatives, a standout project launched in 2023 by **Mondo S.p.A.** involved multiple corporate roles. A total of 225 training hours were provided, involving 75 employees. The initial participants included Sustainability Experts, followed by other business functions such as sales and research and development. The project is set to continue in 2024.

Employees are always encouraged to provide suggestions on training activities that could facilitate or enhance their performance. The Group's companies are committed to listening to these inputs and fulfilling requests, prioritizing those most aligned with corporate objectives, as well as opportunities offered by industry associations and sector organizations.

Alongside training initiatives, some of the Group's companies have implemented performance evaluation mechanisms aimed at supporting the professional growth of their workforce.

### EXAMPLES OF PERFORMANCE EVALUATIONS

**Mondo S.p.A.** utilizes a performance evaluation mechanism that is also linked to professional advancement. The factors analyzed include aspects such as the behavior of the employee and feedback from the area manager. However, seniority is currently the most influential factor in the evaluation process. Looking ahead, the company aims to better structure the performance evaluation system to make it more comprehensive and effective.

**Mondo Iberica**, on the other hand, has implemented a performance evaluation system based on annual objectives set by both managers and employees. An overall assessment of employee performance is conducted annually, while an intermediate evaluation is performed during the year to track progress towards achieving the goals set.

# Diversity, inclusion and equal opportunities

Given the Group’s international presence and its continuous interactions with other companies, institutions and organizations worldwide, **diversity** and **inclusion** are intrinsic characteristics of MONDO’s vision and business model.

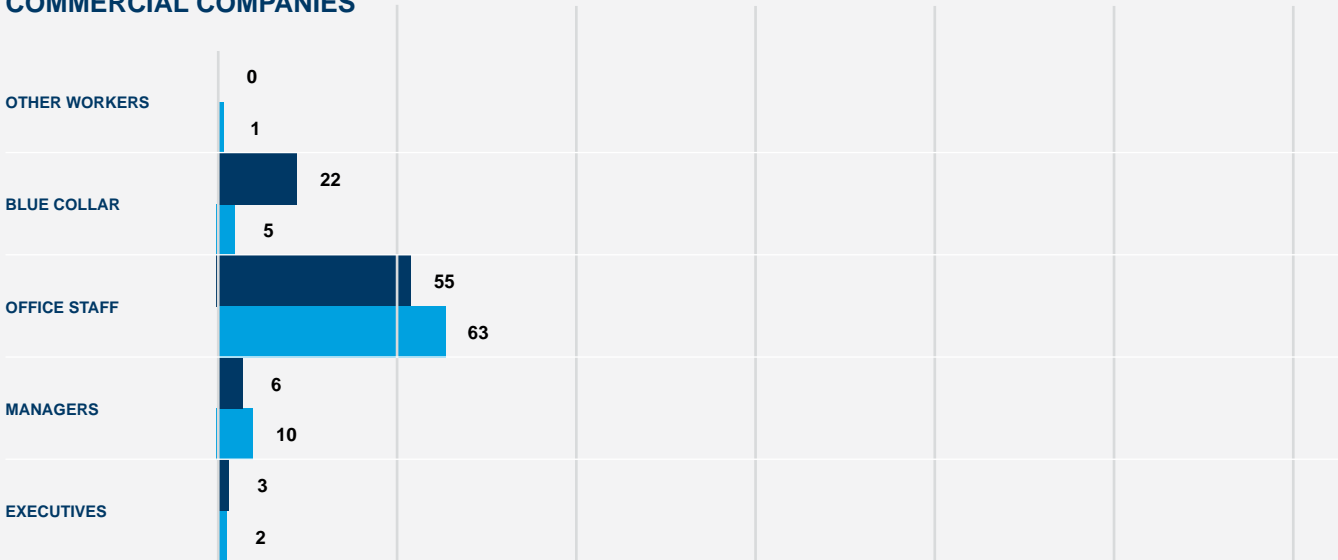
In 2023, the Group began developing a **diversity and inclusion policy** to promote inclusion and mitigate the risk of discrimination. The policy is expected to be finalized, communicated and approved in 2024. Mondo America independently drafted its own diversity and inclusion policy in 2023.

The production companies are characterized by **gender polarization**, particularly within the blue-collar category, where there is a significant male majority (78% men and 22% women), and within the managerial category (82% men and 18% women). Gender disparity is less pronounced in the commercial companies, where gender distribution is nearly equal in the blue-collar category (47% men and 53% women). However, there is a notable female majority in the white-collar category (38% men and 63% women).

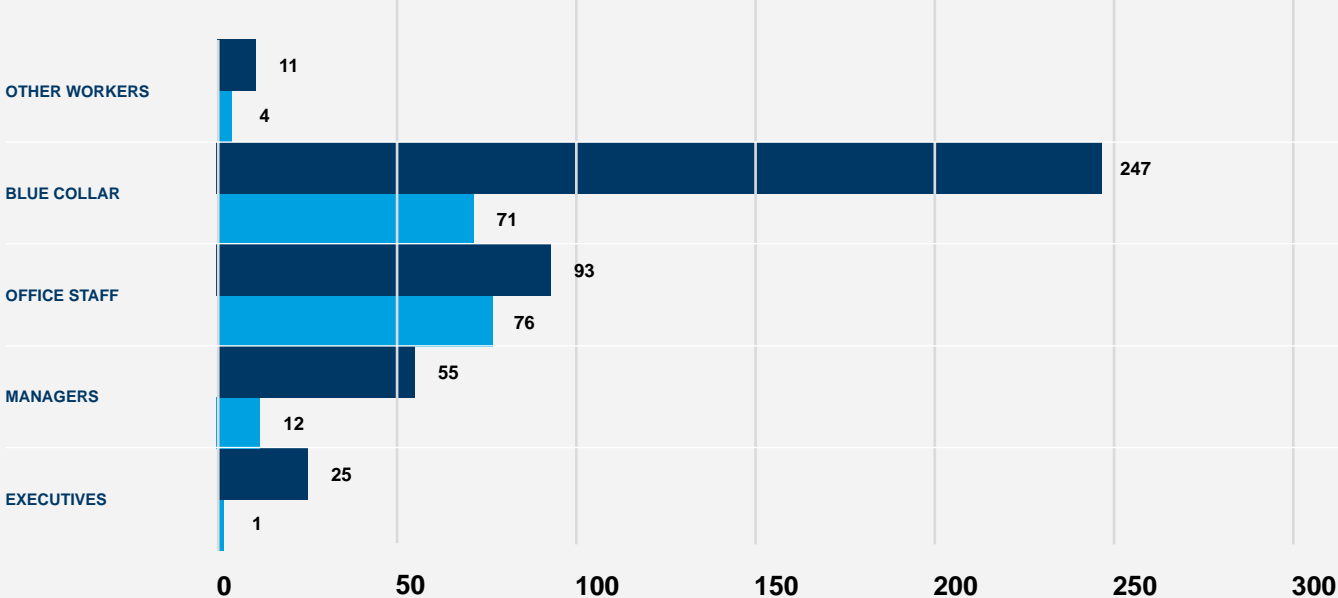
## EMPLOYEES BY WORK CATEGORY AND GENDER (2023)

■ MEN ■ WOMEN

### COMMERCIAL COMPANIES



### PRODUCTION COMPANIES



## Vulnerable categories

Vulnerable categories are not managed uniformly within the Group, given the absence of legal obligations in most of the countries in which the Group operates. As a result, it is not easy to implement a unified policy on this matter.

In the Italian companies, 13 individuals from “**protected categories**” have been hired, in accordance with Law no. 68 of 1999<sup>15</sup>, mainly in the over-50 age group. The Spanish companies, Mondo Tufting and Mondo Iberica, which are subject to Royal Legislative Decree 1/2013<sup>16</sup>, have hired 3 vulnerable individuals in the 30-50 age range. This decree allows Spanish companies, who are legally obliged to hire vulnerable individuals, to choose an alternative option: purchasing from companies that hire vulnerable individuals. Unice Toys opted for the second option.

Given the lack of specific national legislation, one notable example of a virtuous initiative concerning vulnerable individuals comes from **Mondo Luxembourg**, which has employed one person belonging to a vulnerable category, aged between 30 and 50.

## Relations with local areas and communities

The Group’s international dimension enables it, through its individual companies, to actively participate in initiatives and activities in various countries around the world, and to establish relationships with local communities and institutions.

Group companies provide full support to local organizations and initiatives, particularly with regard to sports-related causes. Rather than financial donations, they prefer to provide and/or install materials, products and components free of charge, such as balls and tracks, aiming to make high-quality equipment available to as many people as possible to promote good sports practices.

Some of the Group’s most long-standing and consolidated relationships with external stakeholders are with schools and universities in the regions surrounding the companies. These relationships are fulfilled through:

- internship agreements
- participation in specific projects and initiatives. Some examples include:
  - **Mondo S.p.A.** and **Artigo** have engaged in a collaboration with the University of Genoa (Department of Civil, Chemical and Environmental Engineering - DICCA) and Tetis S.r.l. to accurately determine the CO<sub>2</sub> contribution of their products and to conduct evaluations on eco-design matters.
  - **Mondo S.p.A.** collaborates with the Department of Materials Engineering at the Politecnico di Milano for FEM modeling of the interactions between track and athlete’s shoe.
  - **Mondo Floorings China** has launched a research and development project with Beijing Sport University using specific software to conduct tests on the landing and running phases on MONDO flooring.
- participation at university conferences and seminars, for example, **Mondo S.p.A.** has provided lectures at the Department of Engineering at the University of Florence and the Polytechnic of Turin on eco-design and life cycle assessment (LCA).

<sup>15</sup> Law 68/1999 promotes the employment of individuals with disabilities, psycho-physical impairments and serious health conditions (known as “protected categories”). Companies are required to employ a certain number of individuals from these protected categories based on their total number of employees.

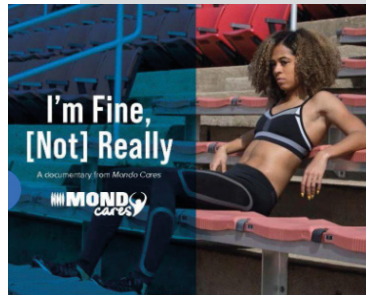
<sup>16</sup> Royal Decree Law 1/2013 requires companies with more than 50 employees to hire a quota of vulnerable individuals, equal to at least 2% of their workforce.

Frequent participation in cultural events and activities, including those related to sustainability, is also common. For example, **Mondo S.p.A.** participated in a conference on bioeconomy organized by the National Research Council (CNR), presenting an article on the use of non-fossil-based fillers<sup>17</sup>. **Mondo Iberica** also participated at an event entitled *¿Somos capaces de frenar el cambio climático?* (Are we capable of stopping climate change?) organized by Zaragoza Deporte Sostenible.

## MONDO CARES

Another initiative worth mentioning is **MONDO Cares**, which is active in Canada and the USA. MONDO Cares is a Corporate Social Responsibility initiative based on three key pillars:

- **Community:** promoting inclusion, mental health and the value of community
- **Achievement:** supporting athletes in their efforts to reach their goals
- **Mental health:** raising awareness about mental health and the challenges athletes may face.



In 2022, MONDO Cares produced a documentary entitled **I'm Fine, (Not) Really**, which highlights the mental health challenges faced by athletes due to pressure from social media and fans.



In 2023, **Stay on Track** was launched, a campaign aimed at raising awareness about mental health and managing stress, pressure and anxiety caused by school, work and sports.

MONDO Cares is also involved in various volunteering initiatives and collaborations, for example with the Laval Alzheimer Society and the Québec Cancer Society.

<sup>17</sup> For more information, please refer to the *Resource management and circularity* section

# Quality and safety of products

The high level of **quality and safety of its products** is one of MONDO Group's strengths and is an area that is constantly monitored and recognized

internationally. Indeed, MONDO's tracks and balls have been used in major sporting competitions for decades.



## Sport&Flooring BU

When developing a new sports product, it is essential to involve and listen to the needs of those who will use the tracks. The Group has therefore been **collaborating closely with athletes and international sports federations** for years, allowing MONDO's laboratories to gather crucial information that is used to create high-quality products suitable for all sporting disciplines. **MONDO's Research Centers** in Gallo d'Alba (Italy), Foetz (Luxembourg) and Borja (Spain) play a crucial role in supporting the production plants in the development of technologically advanced products that can enhance performance and safeguard the physical integrity of athletes. To achieve this, quality control is conducted daily in the laboratories at all stages of production, from raw materials to finished flooring.

The **design of athletic tracks** for competitions involves the use of materials that ensure consistent performance under all conditions of use and that can maintain their properties over time. The formulations of MONDO tracks are specifically engineered to provide the right level of resistance to slipperiness (both on dry and wet tracks) and to maintain consistent elastic behavior across a wide temperature range. This ensures a stable elastic response, regardless of the season or the climate zone in which the track is installed.

Since the 1970s, MONDO's laboratories have been dedicated to research focused on **maintaining long-term**

**performance.** In particular, the research aims to find solutions and methodologies that allow the material to withstand permanent exposure to weather conditions. Although it is impossible to completely prevent the aging of materials exposed to the elements, it is possible to slow this process and extend the lifespan of sports surfaces by carefully balancing the polymer system and additives.

To ensure greater safety, MONDO has studied the correlation between air pollution and athlete health, especially for outdoor facilities where the impact of sunlight and heat can increase material emissions. During physical activity, athletes breathe up to 20 times more frequently than normal, thus exposing themselves 20 times more to the risks of pollution. In the design and construction of sports flooring, MONDO ensures minimal emissions of VOCs (volatile organic compounds). The company has also obtained certifications such as GREENGUARD GOLD and A+.

Furthermore, the BU's research is focused on designing products that are increasingly sustainable, while still maintaining high levels of quality and safety. Among the key projects in 2023, it is worth mentioning the track that will be constructed for the Paris 2024 Olympics<sup>18</sup>. Alongside the performance of the athletes, the environmental impact of this project has been given the utmost attention.

<sup>18</sup> For more information, please refer to the *Resource management and circularity* section



# artigo

## Contract BU

MONDO's presence on the civil flooring market has been firmly established, earning a reputation through numerous prestigious projects completed worldwide. These achievements serve as tangible proof of the high quality of its products and the dedication of the companies involved.

To maintain our ongoing objective of delivering top-tier flooring, the Contract BU companies are deeply committed to researching innovative solutions with a strong focus on sustainability.

The safety of Artigo flooring is ensured by its compliance with international fire reaction regulations, guaranteeing low smoke opacity and toxicity in case of fire. Furthermore, the application of "PRO" and "TXL" surface treatments enhances product durability, significantly reducing maintenance costs.

Moreover, a new technology has enabled a significant improvement in surface finish and increased resistance to soiling. Finally, the development of a new coating technology has continued, with a view to the launch of a new product line in 2024 with enhanced resistance and aesthetic features.



**MONDO**

## Toys BU

Quality and safety are fundamental requirements for all MONDO products, but they play an even more critical role when it comes to **toys**. Since these products are intended for children, both consumers and regulatory authorities demand and enforce high standards of quality and safety.

The use of chemicals in production can pose risks if there is no responsible risk analysis and management process in place. Similarly, design defects could harm consumers' health. For these reasons, companies operating in the toy sector are required to maintain heightened quality and safety controls, including in the supply chain for raw materials and chemicals.

At European level, toy safety requirements are highly stringent and are laid down in **Directive 2009/48/EC**, which applies to toys placed on the market from 20 July 2011. Specific regulations regarding chemicals have been in force since 20 July 2013.

Depending on the specific product and activity performed, the companies in the Toys BU may fall under the definition of manufacturer<sup>19</sup> as outlined in Directive 2009/48/EC and are therefore subject to the corresponding obligations.

Both toys produced in-house and those outsourced and subsequently marketed must comply with safety requirements regarding their physical and mechanical properties, chemical composition, electrical components, flammability, hygiene and

radioactivity. To be placed on the European market, a toy must also be accompanied by an **EC Declaration of Conformity**, through which the manufacturer certifies that the product meets the applicable safety requirements.

The manufacturer is required to affix various markings, such as the EC symbol. The toy's packaging must also include instructions for use, safety information and any necessary warnings.

External companies (typically those outside the EU) entrusted with the production of certain MONDO toys are carefully selected. Quality department personnel conduct regular audits at supplier sites to verify the safety of raw materials and carry out social audits on working conditions and worker treatment. These social audits are conducted following the Business Social Compliance Initiative (BSCI) protocol. Additionally, in response to the requirements of some major brands with which MONDO collaborates, such as Disney and Mattel, BSCI audits are repeated at least annually.

In addition to Directive 2009/48/EC, the Toys BU is subject to the following regulations: Directive 2011/65/EU (RoHS), UNI EN 71-1:2014+A1:2018 (Safety of Toys - Mechanical and Physical Properties), Directive 2014/53/EU (Radio Equipment Directive - RED), Regulation (EU) 2023/1542 (Environmental Sustainability), Regulation (EU) 2016/425 (Personal Protective Equipment), Regulation (EU) 2006/1907 (REACH - Registration, Evaluation, Authorization, and Restriction of Chemicals).

<sup>19</sup> Directive 2009/48/EC defines the manufacturer as the natural or legal person who manufactures a toy, or has it designed or manufactured, and markets it under their own name or trademark.

# 6.

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COMMITMENT  
TO THE  
ENVIRONMENT







## Commitment to the environment

Environmental sustainability is at the heart of the Group's commitments.

In recent years, MONDO has devoted increasing time and resources to this cause, achieving significant milestones, exemplified by three key achievements.

In 2021, the Group began a process of measurement and analysis, leading to attainment of the **ISO 14064** certification. This certification enabled all production companies to precisely identify direct emissions (from sources owned or controlled by the organization) and indirect emissions (related to the purchase of energy, raw materials, water and waste). This served as the starting point in conducting a critical analysis of the Group's carbon footprint, which remains a focal point through the ongoing renewal of the certification.

In 2023, the Group achieved the **ISO 50001** certification concerning energy performance. This milestone was the culmination of a comprehensive process that involved mapping, analyzing and monitoring energy usage and consumption across our facilities. It also involved raising awareness and developing tools to manage energy efficiently.

Another significant commitment to environmental sustainability was undertaken by **Artigo** at the end of 2023 when it submitted its decarbonization targets to the Science Based Targets initiative (SBTi). This global corporate climate action organization enables companies and financial institutions to contribute to combating the climate crisis by aligning their emissions reduction goals with the Paris Agreement.

The SBTi has confirmed that the greenhouse gas emission reduction targets submitted by Artigo meet their criteria and recommendations. The formal validation of Artigo's commitment to the SBT initiative is scheduled for 2024. **Artigo** currently uses 100% renewable electricity, which is partly self-produced and partly sourced through Guarantee of Origin Certificates.

## Air emissions and climate change

### GHG emissions

MONDO Group has acquired and continues to strengthen a marked awareness of its greenhouse gas emissions impacts, thanks to the monitoring and calculation processes initiated under the ISO 14064 certification process, which some group companies have pursued since 2021. This year, the group continued the ISO 14064 certification process and collected impact data for Scope 1 and Scope 2 categories (as defined by the GHG Protocol). These assessments have enabled the group to evaluate its progress and set further improvement objectives<sup>20</sup>.

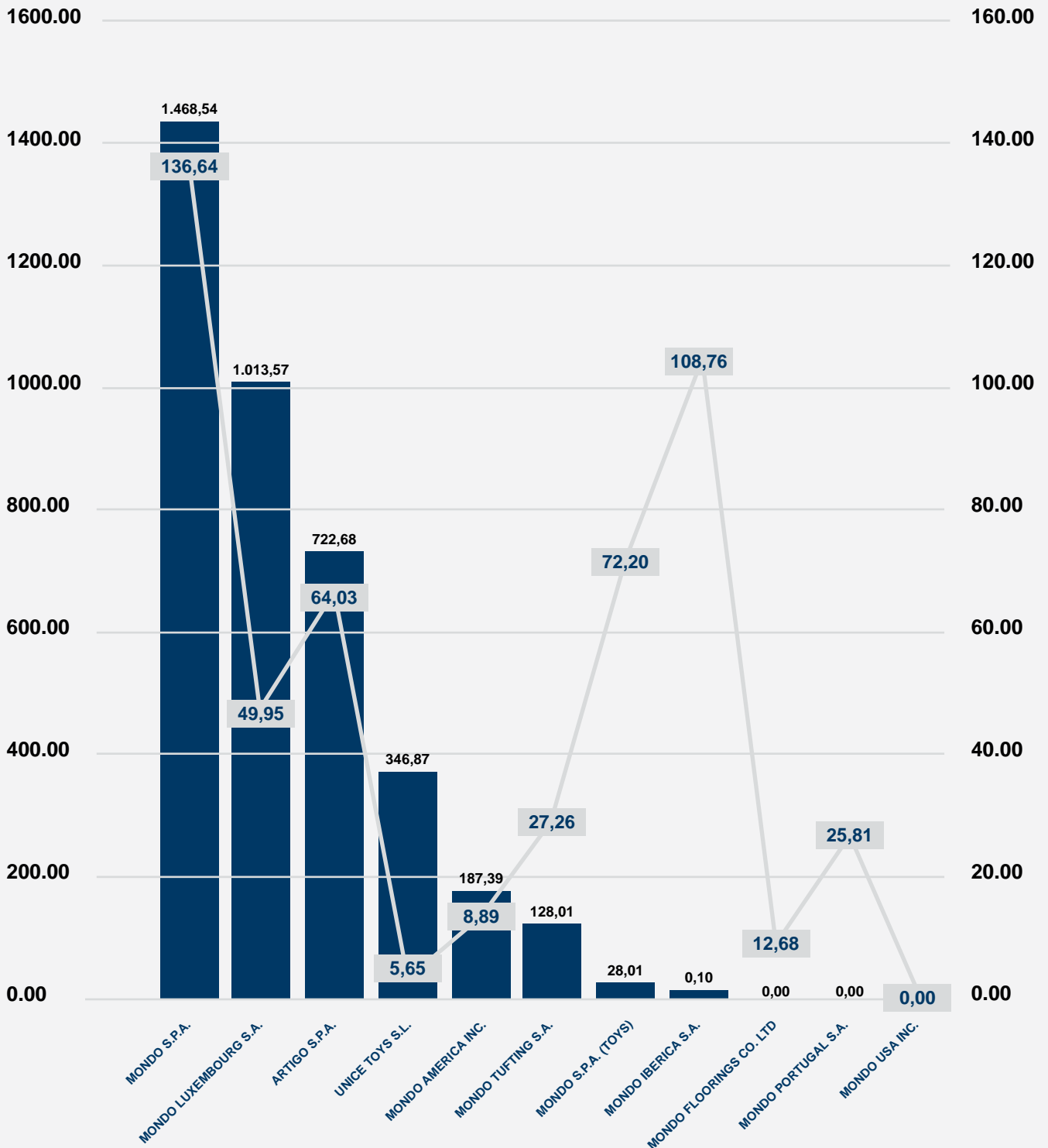
The most significant changes and developments the Group has implemented in the past two years include numerous initiatives for the self-production of electricity (with photovoltaic systems installed at the Mondo S.p.A., Artigo and Tufting facilities, plans for revamping/repowering at Artigo and a new installation at the Luxembourg site). Additionally, Artigo and Unice Toys have undertaken initiatives to purchase 100% renewable energy.

The data on direct emissions show a predominant use of fuels for heating and material processing by the production entities. Emissions related to vehicle movements (for the transport of people and goods) are shown in the graph below and apply to all entities except Mondo USA. This is because the commercial personnel there use multipurpose vehicles, and a separate accounting procedure to model their consumption for Group activities has not yet been implemented.

<sup>20</sup> At the time of drafting this sustainability report, the data collected is still undergoing ISO 14064 certification. The data is considered reliable and accurate and will be updated if necessary.

SCOPE 1 MONDO GROUP

■ STATIONARY COMBUSTION (tCO<sub>2</sub>e)    — MOBILE COMBUSTION (tCO<sub>2</sub>e)





The direct emissions (Scope 1) of Group companies are detailed in the table below, with a total amount quantified at 4,432.10 tCO<sub>2</sub>e.

COMPANY	SCOPE 1 (tCO <sub>2</sub> e)
MONDO S.P.A.	1.630,24
ARTIGO S.P.A.	786,71
MONDO LUXEMBOURG S.A.	1.063,52
UNICE TOYS S.L.	352,52
MONDO TOYS	100,21
MONDO TUFTING	155,27
OTHER	343,63
<b>TOTAL</b>	<b>4.432,10</b>

As regards indirect emissions resulting from energy purchases (Scope 2), the results achieved in terms of associated emission impacts are illustrated in the table below and amount to a total of 9,432.13 tons of carbon dioxide equivalent for the entire Group. The Scope 2 emission intensity corresponds to 40.8 tCO<sub>2</sub>e per million Euros of revenue.

SOCIETÀ	SCOPE 2 (tCO <sub>2</sub> e)
MONDO S.P.A.	4.330,14
ARTIGO S.P.A.	25,10
MONDO LUXEMBOURG S.A.	2.931,13
UNICE TOYS S.L.	514,37
MONDO TOYS	227,65
MONDO TUFTING	1.216,31
OTHER	187,43
<b>TOTAL</b>	<b>9.432,13</b>

The emission intensity of the entire Group, including Scope 1 and 2 emissions (13,864.23 tCO<sub>2</sub>e), calculated in relation to 2023 revenue, amounts to 59.97 tCO<sub>2</sub>e per million Euros generated.

**Artigo** achieved a 99% reduction in its Scope 2 impacts through self-production using photovoltaic panels and the purchase of 100% certified renewable energy. This approach has allowed it to nearly eliminate its impacts in this category.

### Other polluting emissions

All production companies, except Mondo Iberica, generate **emissions from industrial processes** that are subject to specific monitoring and oversight by regional and national agencies. The main pollutants identified include carbon monoxide (CO), nitrogen oxide (NO<sub>x</sub>), sulfur dioxide (SO<sub>2</sub>) and volatile organic compounds (VOCs).

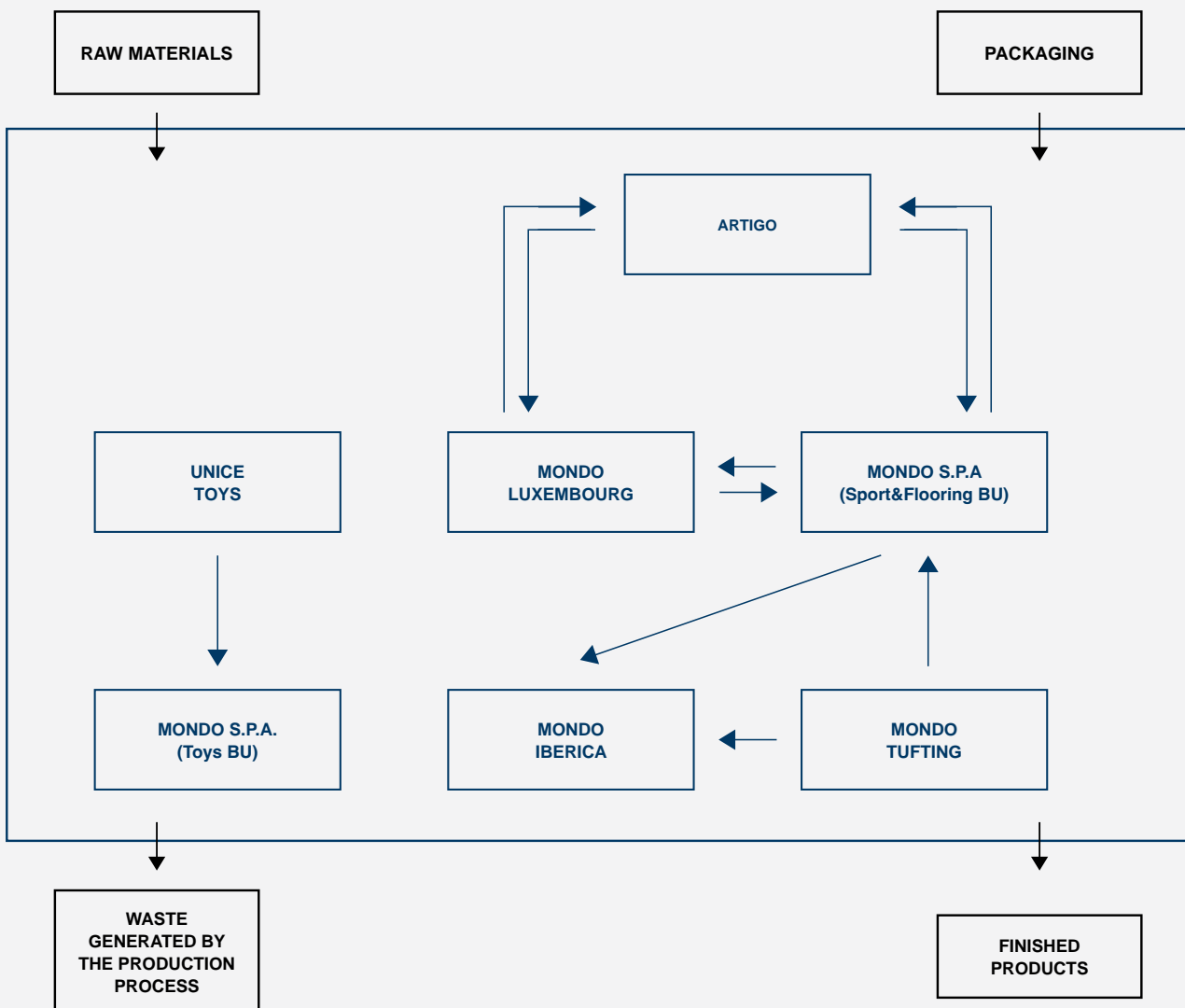
The companies affected regularly undergo inspections as part of monitoring and control plans, with periodic evaluations conducted by regulatory bodies in accordance with applicable regulations. These include chemical-physical analyses of the emissions produced. All inspections have confirmed that emission levels are below the authorized limits. The controls also covered dust and oil mist emissions, which were similarly found to be below the permitted thresholds.

## Resource management and circularity

The Group pays great attention to sourcing raw materials with the aim of producing products that maintain and enhance MONDO's quality while consistently seeking low-environmental-impact solutions.

Thanks to the distinctive characteristics of its business model, MONDO Group has been able to structure and progressively implement highly virtuous circularity initiatives. For this reason, even before analyzing the materials acquired as input by individual companies, it is worth focusing on the significant exchange of materials that occurs within the Group. The mass balances of the individual production companies are closely interconnected, generating a transfer of resources (virgin raw materials, by-products and production scraps) that have always been repurposed with the aim of minimizing reliance on natural resources.

The diagram below illustrates the mass balance of Mondofin's production entities, including raw materials, packaging for finished products, finished products and waste generated by production sites.

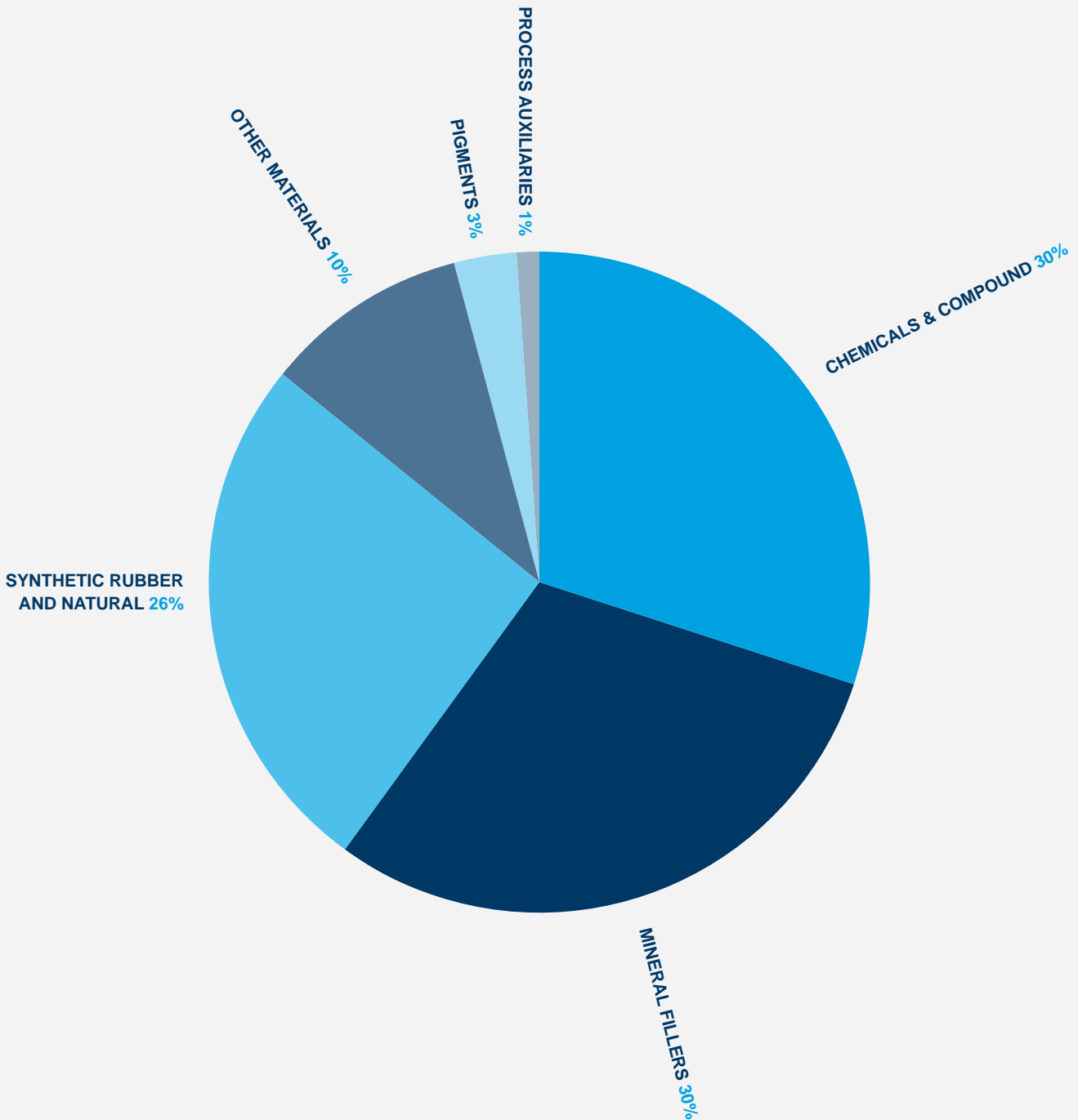


The types of materials purchased in 2023 by the Group’s various production plants and certain commercial branches (Mondo America and Mondo Portugal) are shown in the chart below. Purchases made by Mondo Iberica and the remaining commercial branches are not included. Packaging purchases are also excluded and will be disclosed in the 2023 Organization Carbon Footprint, which is currently being finalized.<sup>21</sup>

Special attention is given to raw materials that make up the final products, such as rubber (e.g., SBS,

EPDM, SBR and natural rubber), mineral fillers (e.g., calcium carbonate and silica), chemicals and compounds (e.g., adhesives, solvents, polypropylene, etc.). Of the materials used by the Group, it is worth highlighting the presence of certain renewable materials, such as natural rubber (accounting for 10% of all rubber used in the production process), wood, mussel shells and some natural pigments and plasticizers. Additionally, over 12% of the materials purchased contain recycled content, notably mineral fillers (8.4%) and synthetic rubber (4%).

**MATERIALS PURCHASED IN 2023 (%)**



<sup>21</sup> The source of the data are the ISO 14064 studies the Group is conducting, with the support of a third-party consultant, for 2023. Further information is available in the detailed disclosure.

The type of materials used and their versatility in terms of potential reuse and reintegration into the production process have enabled the introduction and stabilization of intercompany exchanges over time. These exchanges involve rubber scraps that can be reused by incorporating them into other products with higher density or by creating functional semi-finished products for technical layers that form the final product. These products can include sports, civil or railway flooring.

For the two production sites in the Toys division (Unice Toys and Mondo Toys), the sourcing of materials is structured as follows: raw materials and packaging for finished products are procured from companies outside the Group's organizational boundaries. In some cases, the incoming materials undergo transformation

at the production sites (e.g., the production of bio PVC balls at the Unice Toys facility), while in others, they are not transformed and are sold directly (such as the Mondo Toys "trading products"). Finally, finished products are delivered to customers (finished products plus packaging) while waste from the production facility is sent to treatment plants.

The Group's current and future investments in materials are aimed at supporting research and development activities focused on identifying alternative materials and/or production methods that enable the creation of products with increasingly lower environmental impacts. In the context of product sustainability, efforts have been directed toward acquiring the necessary know-how to develop Life Cycle Assessment (LCA) models, with the aim of applying eco-design principles to product design.



## Sport&Flooring BU

This BU has long focused its research on non-fossil-based raw materials. Particular attention is given to "infills" (materials dispersed on synthetic turf surfaces), which are also of natural origin and designed for rapid biodegradation without releasing microplastics. One example is the **Ecofill@Rebound** performance infill, made from thermoplastic granules selected from virgin raw materials. Furthermore, the absence of heavy metals and potentially toxic chemicals makes it safe for athletes' health, as demonstrated by its compliance with the REACH regulation.

The sustainability of MONDO's sports solutions begins with the research, selection and verification of raw materials, which include approximately **38% recycled materials** free of contaminants and about **10% of materials** derived from rapidly renewable sources, such as rubber. This commitment has enabled certain product ranges to achieve a composition **exceeding 50%** in recycled and renewable materials.

Of the various circularity initiatives pursued over the years, the collaboration between MONDO and Nike deserves a particular mention. This collaboration focuses on **Nike Grind granules**, which are derived from recovered sports shoes that cannot be sold. These granules, combined with other raw materials, are used to create running tracks and performance infills for synthetic turf systems.

One of Mondo S.p.A.'s most significant projects in recent years is undoubtedly the design and production of the new track for the **Paris 2024 Olympics and Paralympics**, a real example of cutting-edge **eco-design**. Through a partnership with **Nieddittas**, a Sardinian cooperative specializing in mussel farming and fishing, Mondo S.p.A. developed a

revolutionary track compound incorporating bivalve shell fragments, such as mussels and clams, which are rich in calcium carbonate. This innovative approach not only repurposes a resource that would otherwise end up in landfills but also offers an opportunity to replace traditional components widely used in resilient flooring. Following the initial supply of samples in 2021, a rigorous technical evaluation was conducted to refine the processing needed for integration into the products. This collaboration has resulted in a **sustainable supply chain** that promotes environmental sustainability while stimulating the local economy by involving various local businesses.

Several other noteworthy circularity practices have been adopted in the BU. Mondo Tufting has installed a **system to recover production scraps**, allowing the material to be reintroduced into production extruders, thereby reducing the use of virgin raw materials. The company reuses approximately **15%** of the waste it generates. Additionally, Mondo Tufting filters the polyol used for cleaning filters and reintegrates it into the production process.

Mondo Iberica has earned the **Aragón Circular** seal in recognition of its implementation of circular economy practices. To obtain this distinction, the company prepared a detailed report addressing various topics, such as the application of consistent design criteria, the origin of raw materials, waste and by-product management from production processes, water consumption and treatment, economic criteria for material and service procurement, life cycle analysis, circularity throughout the value chain, and more. The recognition is renewed every two years and serves as a valuable asset, particularly for participating in public tenders. One of the circularity initiatives implemented by Mondo Iberica includes the extraction of infill materials from old football fields for reuse in other installations where possible. If the material cannot be repurposed in new installations, the company seeks partners who can reuse it in other ways. Additionally, packaging is reused wherever feasible.

# artigo

## Contract BU

During the year, research efforts focused on developing innovative formulations and technologies for the use of recycled or renewable materials.

Through meticulous monitoring, Artigo has successfully reintegrated a significant portion of production waste and by-products into its manufacturing processes. More specifically, by utilizing recycled materials and reusing internal production scraps, Artigo achieved recycling and reuse rates ranging from 29.5% to 46.5%, depending on the type of standard flooring. Additionally, a program for recovering installation waste will be launched in 2024.

At Artigo, significant progress has also been made in implementing eco-design tools. One notable example is the development of the “GAIA” flooring, set to launch in

2024. This project involved replacing certain components with more sustainable alternatives. The eco-design innovations that characterize GAIA include:

- use of bio-attributed rubber<sup>22</sup>, produced with a high content of bio-based oils derived from plants or seeds
- use of silica obtained from rice husks, a by-product of rice cultivation
- use of recycled calcium carbonate sourced from waste powders produced during the processing of Carrara white marble
- incorporation of scraps and waste materials, both pre- and post-vulcanization
- a lower layer free of added pigments, which are responsible for significant emissions.



MONDO

## Toys BU

The toy division has been committed to product sustainability since 2021, when it began producing “BioBall” and “ReNewToys.”

Production of MONDO's PVC BioBall uses a new formula that replaces some fossil-based substances with plant-derived alternatives.

Similarly, rigid plastic products are manufactured using a new formula that includes standard material and pre-consumer recycled material suitable for food contact. Food-grade plastic, which cannot contain dyes or harmful additives, also makes the toys safer. Recycled material from the food industry is sourced exclusively from a leading company in the sector. Procuring from a single supplier ensures a controlled and high-quality raw material source.

The commercial companies also undertake virtuous circularity initiatives, particularly concerning packaging. For example, these companies sometimes manage packaging directly or, as in the case of Mondo

America, re-packaging for Mondo USA. Wherever possible, packaging is reused or recycled by being sent to third-party recyclers.

<sup>22</sup> The term “bio-attributed” indicates that the use of bio-based raw materials has been accounted for using the mass balance methodology. This method measures the quantity of fossil fuel-derived raw materials that have been replaced with renewable or bio-based raw materials.



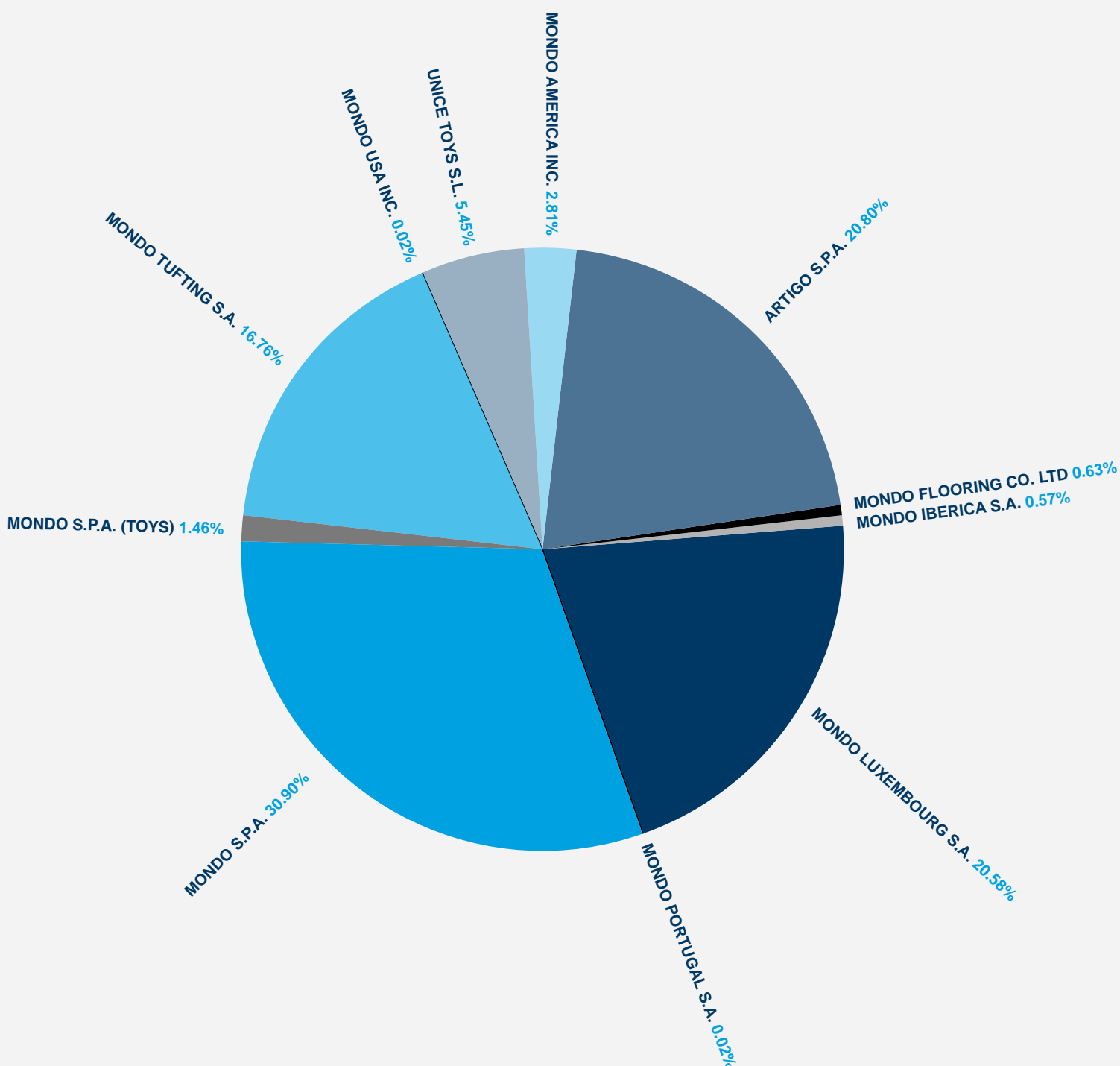
## Energy management

To improve its energy performance, reduce its environmental impact and control costs, MONDO Group has been implementing a program to track and monitor energy consumption at its production facilities for several years. This effort resulted in the Group obtaining **ISO 50001** certification at corporate level during the year.

The Group's production processes, particularly those related to flooring, require significant energy resources, making it essential to make responsible decisions regarding the procurement and/or use of alternative energy sources to replace fossil fuels.

The Group's energy consumption is distributed among its various companies as follows:

### % BREAKDOWN OF MONDO GROUP'S ENERGY REQUIREMENTS

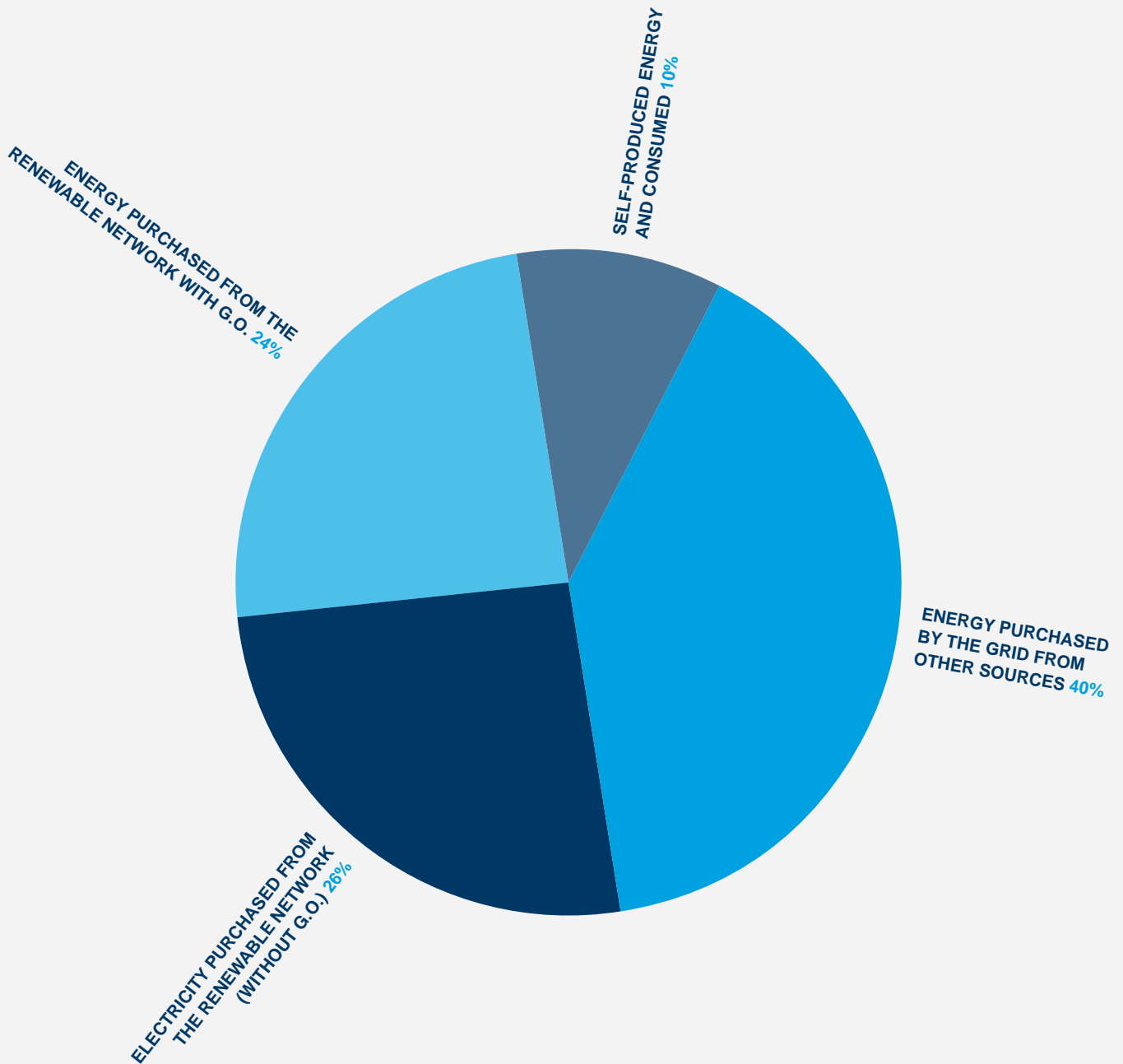


The primary energy procurement needs of MONDO Group are concentrated within its production companies, with the highest demands coming from Mondo S.p.A., Artigo and Mondo Luxembourg. The transition to renewable energy sources began with Mondo S.p.A. and Artigo in 2010, with the installation of the Group's first photovoltaic system. This was followed by the photovoltaic system installed at Mondo Tufting in 2022 and another at Unice Toys in 2023.

Plans for 2024 include installing a system at Mondo Luxembourg, as well as revamping/repowering efforts at Artigo. Solar panel installations are also planned for Mondo Floorings in 2024.

In 2022, the Italian companies, Mondo S.p.A. and Artigo, established an energy committee that meets monthly to discuss strategic decisions on energy matters, including procurement, renewable energy sources, exploration of alternative technologies, and more. The Group's energy needs are currently met as follows:

**GROUP ENERGY REQUIREMENTS  
BROKEN DOWN BY ENERGY SUPPLY SOURCE**



The decisions made by MONDO Group, both in terms of self-production and renewable procurement (through guarantees of origin contracts and supply

contracts with an energy mix rich in renewable contributions), allow the Group to achieve approximately 60% reliance on renewable energy sources.

## Waste management

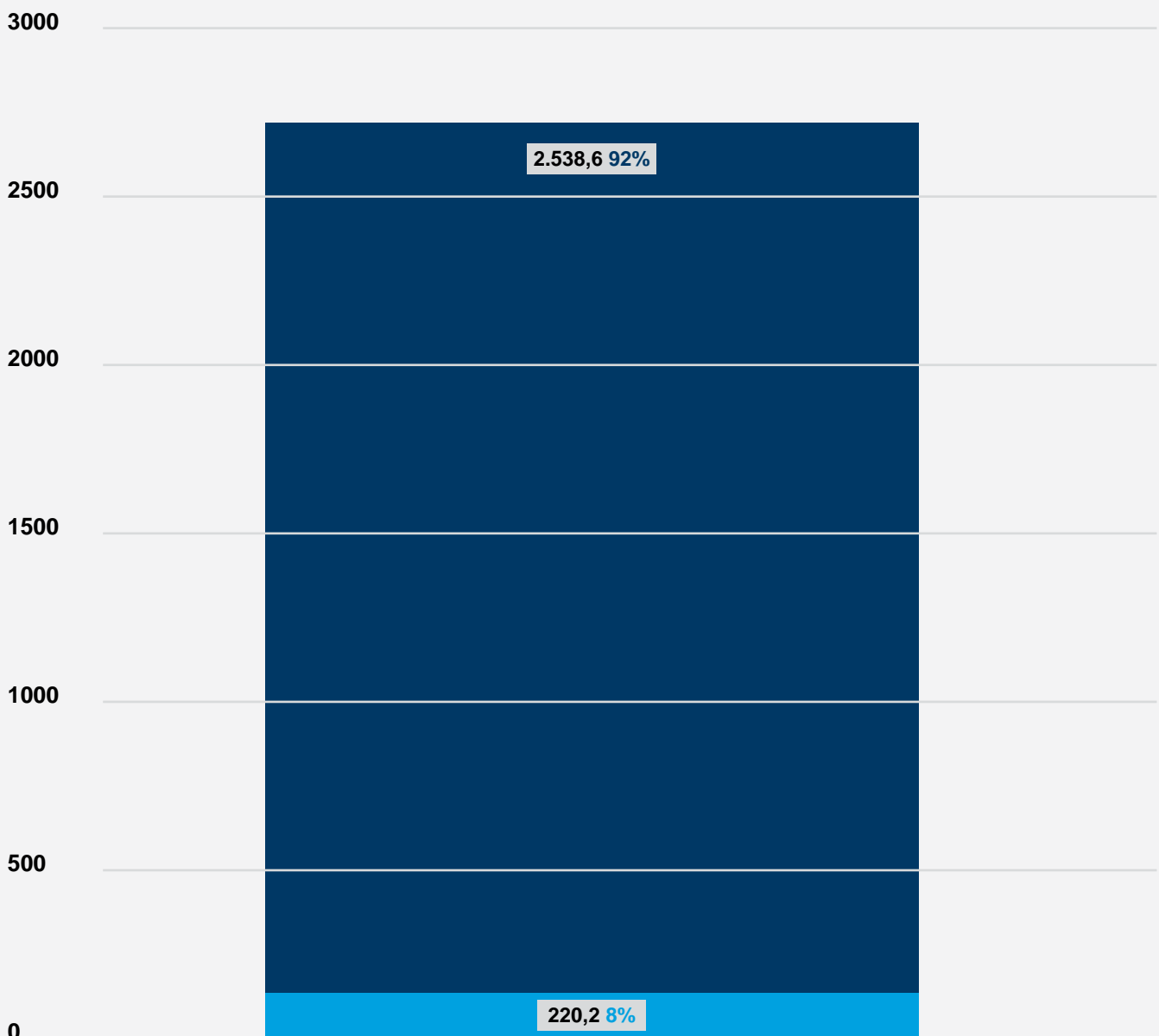
The Group pays close attention to issues of circularity and responsible waste management, implementing recycling and recovery initiatives to minimize the amount of waste generated and ensure it is properly disposed of, particularly with regard to hazardous substances and materials.

In 2023, the waste produced by the Group (including the following companies: Mondo S.p.A., Artigo, Mondo Tufting, Mondo Luxembourg and Unice Toys) amounted to 2,758.77 tons, of which 92% was classified

as non-hazardous and 8% as hazardous. The hazardous waste includes, for example: waste from the processing of plastics, synthetic rubbers and artificial fibers (CER 0702, including additives, solvents and sludge) amounting to nearly 3%; waste from the processing of metals and plastics (CER 1201) of nearly 1%; waste from the use of adhesives and sealants (CER 0804) of about 1%, while the remaining 3% consists of discarded equipment, aqueous washing solutions, oils, packaging containing hazardous substances, batteries, etc.

### WASTE GENERATED AND HAZARDOUSNESS (t)

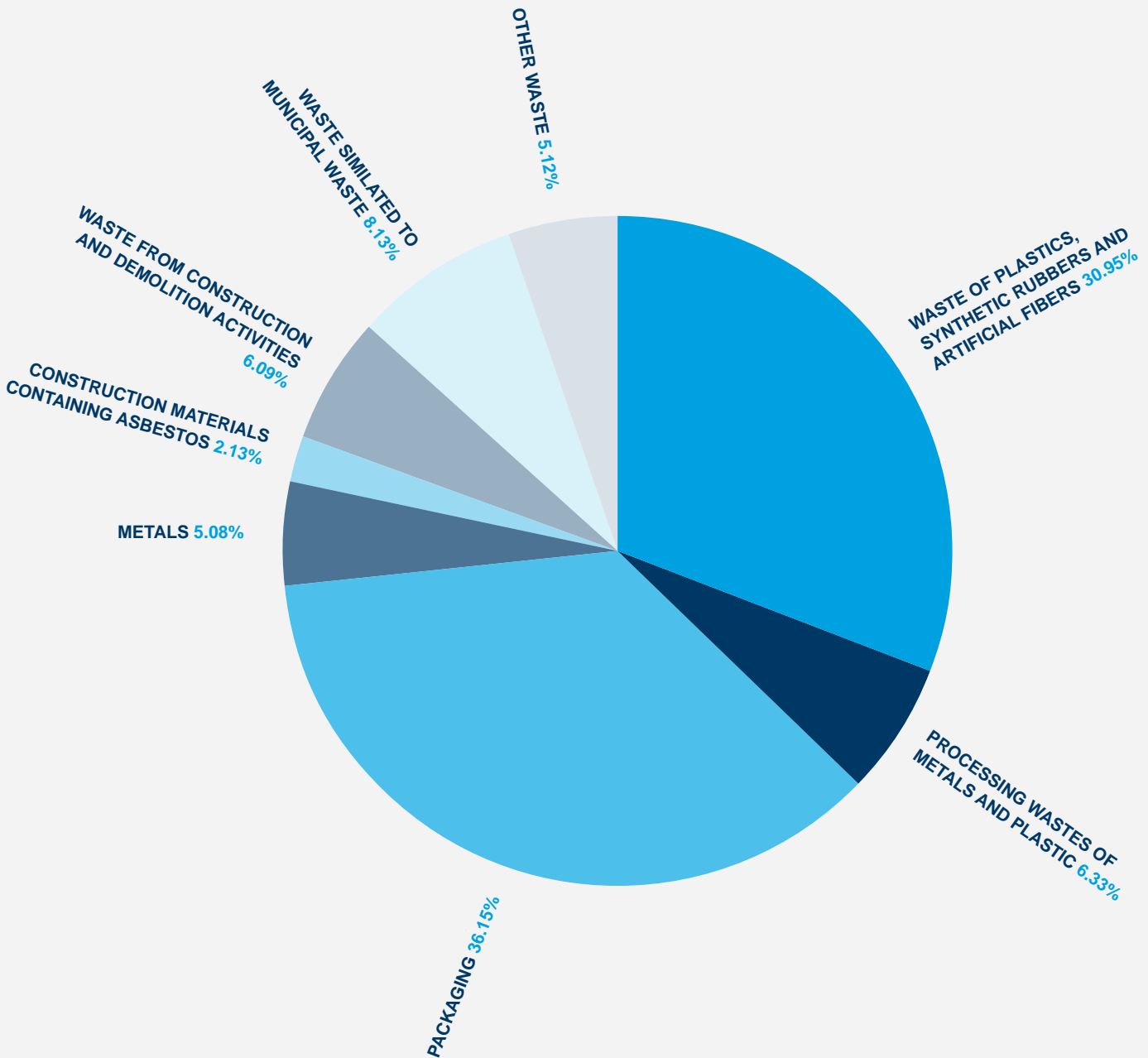
■ NON-HAZARDOUS ■ HAZARDOUS



As shown in the graph below, most of the waste produced is related to the use of packaging (CER 1501, including plastic, paper, cardboard and wood packaging) and the processing of plastics, synthetic rubbers and artificial fibers (CER 0702), which are the main raw materials required to manufacture Mondo products. These two waste categories account for 36%

and 31% of the total waste produced, respectively. The next largest category (over 13%) of waste comes from construction and demolition activities (CER 1706, 1709, and 1704), more than 8% is similar to urban waste (CER 2001), over 6% comes from the processing of metals and plastics (CER 1201) and other types of waste make up the remainder.

WASTE COMPOSITION (2023)

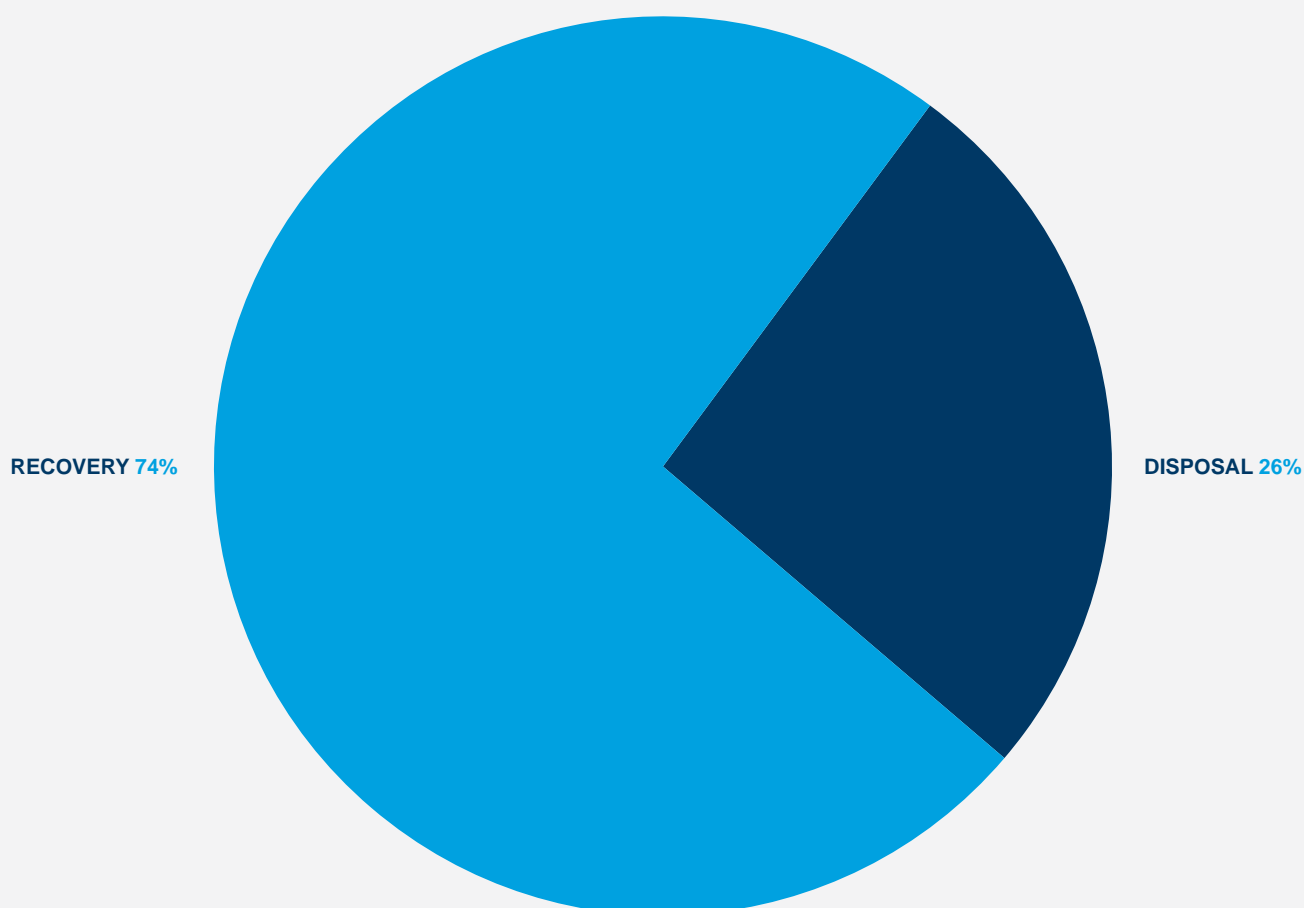


Through some of the circularity initiatives described above, the Group is able to reintroduce scraps and other materials into the production process, thus effectively reducing the amount of waste generated. The sorting and disposal of waste at the various Group sites are managed in accordance with national regulations. Overall, waste directed to recovery activities accounts for 74% (over 2,000 tons). Of this waste, in addition to waste from the processing of rubber and plastics used to create the flooring (almost 20% of the waste destined

for recovery), packaging accounts for 50%, municipal waste for 11%, construction and demolition waste for 8%, and other waste types.

Once their lifecycle is completed, **MONDO surfaces** can be disposed of as non-hazardous municipal waste thanks to their classification under the EWC Code 170203 (European Waste Catalogue).

### ALLOCATION OF WASTE (2023)





## Responsible management of water

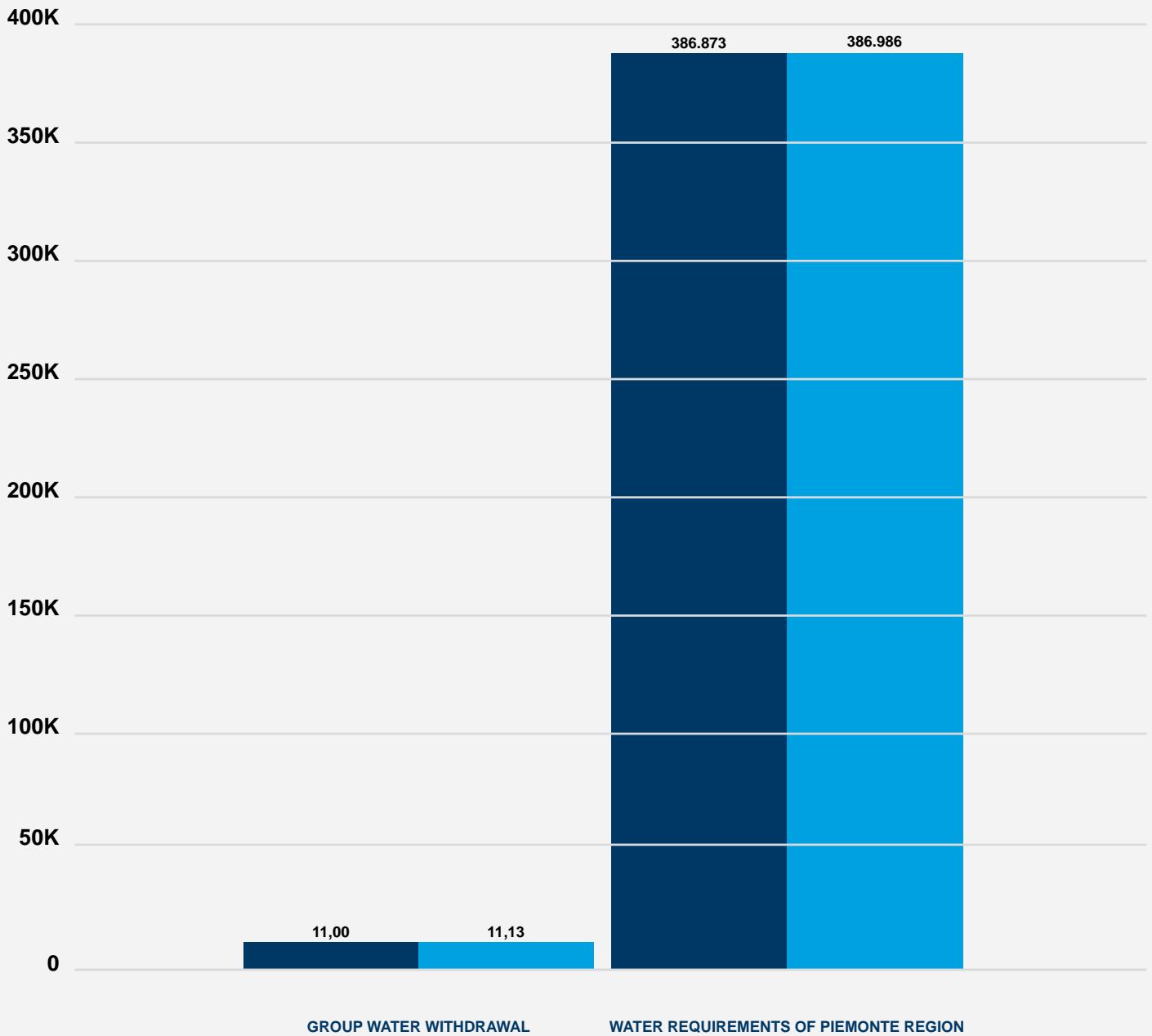
Although the use of water, both in production processes and office activities, is not particularly significant, the Group believes it is crucial to monitor its water consumption in order to increase awareness and reduce its environmental impact.

The Group's water withdrawal, primarily from third-party water resources (e.g., public water supply), amounted to 11.13 Ml, of which 99% was allocated to the production companies. The Group's limited water

withdrawal is due to the fact that water is almost exclusively used for domestic needs (drinking water for human consumption and for sanitary services), as the various production processes require minimal water usage, and what is used is also subject to recovery and recycling initiatives. The following comparison of the Group's total water needs with the water consumption needs of the Piedmont Region<sup>23</sup> (where the parent company is based) further highlights the relatively small amounts of water used at MONDO's sites.

**GROUP WATER WITHDRAWAL COMPARED TO WATER DEMAND IN THE REGION (MI)**

■ 2022 ■ 2023



<sup>23</sup> The analysis took into account data published by ISTAT, which identifies the regional per capita water needs (250 liters/day) and the population of the region for the years 2022 and 2023.

# 7.

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DETAILED  
INFORMATION



# Governance indicators

**MATERIAL TOPIC:**  
**BUSINESS TRANSPARENCY AND INTEGRITY**

**204-1**  
**Proportion of spending on local suppliers<sup>24</sup>**

NUMBER OF SUPPLIERS AND EXPENDITURE OF EACH PRODUCTION COMPANY, BY COUNTRY												
COUNTRY	ARTIGO		MONDO IBERICA		MONDO LUX		MONDO S.P.A.		MONDO TUFTING		UNICE TOYS	
	NO.	EXPENDITURE	NO.	EXPENDITURE	NO.	EXPENDITURE	NO.	EXPENDITURE	NO.	EXPENDITURE	NO.	EXPENDITURE
ALGERIA	0	0	1	62,100	0	0	0	0	0	0	0	0
ARGENTINA	0	0	0	0	0	0	1	457	0	0	0	0
AUSTRALIA	0	0	0	0	0	0	6	389	0	0	0	0
AUSTRIA	3	44,772	0	0	0	0	7	207,221	1	9,958	0	0
BELGIO	4	85,613	0	0	22	2,433,761	7	131,918	8	2,814,650	0	0
BULGARIA	0	0	0	0	0	0	3	23,491	0	0	0	0
CANADA	0	0	0	0	0	0	1	919	0	0	0	0
CILE	0	0	1	23,356	0	0	2	432,930	0	0	0	0
CINA	2	818,151	10	594,727	0	0	21	3,946,935	1	27,914	0	0
CIPRO	0	0	2	144,285	0	0	0	0	0	0	0	0
COLOMBIA	0	0	0	0	0	0	1	53,270	0	0	0	0
DANIMARCA	0	0	0	0	0	0	4	6,785	0	0	0	0
EGITTO	0	0	1	4,250	0	0	0	0	0	0	0	0
EL SALVADOR	0	0	0	0	0	0	1	86,414	0	0	0	0
EMIRATI ARABI	0	0	0	0	0	0	4	7,646	0	0	0	0
ESTONIA	0	0	0	0	0	0	3	625	0	0	0	0
FINLANDIA	0	0	1	21,855	0	0	0	0	0	0	0	0
FRANCIA	1	788	11	17,275	14	714,918	59	1,251,883	3	3,060	0	0
GERMANIA	14	437,163	16	241,986	10	1,235,963	29	595,429	12	243,263	6	1,379,950
GHANA	0	0	1	39,500	0	0	0	0	0	0	0	0
GIAPPONE	0	0	1	2,221	0	0	1	14,379	0	0	0	0
GRAN BRETAGNA	2	7,691	1	3,761	1	944	30	1,658,308	5	42,396	0	0
HONG KONG	0	0	1	14,783	0	0	13	4,383,653	0	0	0	0
INDIA	0	0	2	15,629	0	0	2	174,326	0	0	0	0
IRLANDA	3	24,242	4	19,281	0	0	10	37,879	0	0	0	0
ITALIA	501	8,606,457	20	96,164	37	4,407,531	1,148	33,457,727	10	1,443,204	1	62,570
KUWAIT	0	0	0	0	0	0	2	3,574	0	0	0	0
LITUANIA	0	0	0	0	0	0	2	4,630	0	0	0	0
LUSSEMBURGO	1	31,276	0	0	255	4,254,314	4	10,615	0	0	0	0

<sup>24</sup> Intragroup transactions and minor expenses (such as small office supplies) have been excluded.



MALESIA	0	0	0	0	0	0	1	1,787	0	0	0	0
MAROCCO	0	0	0	0	0	0	1	2,028	0	0	0	0
MESSICO	0	0	0	0	0	0	1	42,154	0	0	0	0
NORVEGIA	0	0	0	0	0	0	3	26,259	0	0	0	0
N. CALEDONIA	0	0	0	0	0	0	1	43,160	0	0	0	0
OLANDA	0	0	3	392,550	10	357,423	9	889,102	5	1,295,737	0	0
PAKISTAN	0	0	0	0	0	0	4	93,124	0	0	0	0
PANAMA	0	0	0	0	0	0	2	43,970	0	0	0	0
POLONIA	2	455,962	6	455	5	861,452	9	721,295	0	0	0	0
PORTOGALLO	0	0	3	545,676	0	0	2	3,110	1	121,151	1	39,270
REP. CECA	1	430,866	2	43	1	290,799	3	284,099	0	0	0	0
REP. SLOVACCA	0	0	1	1,221	0	0	1	3,300	0	0	0	0
RUSSIA	1	248,589	0	0	1	151,200	0	0	0	0	0	0
SAN MARINO	0	0	0	0	0	0	1	3,083	0	0	0	0
SERBIA	2	1,136,805	0	0	0	0	0	0	0	0	0	0
SINGAPORE	0	0	0	0	0	0	1	140,515	0	0	0	0
SLOVENIA	1	6,000	1	781	0	0	1	165	0	0	0	0
SPAGNA	2	185,644	802	16,558,788	6	729,417	42	736,765	238	6,822,096	78	3,426,272
SRI LANKA	2	21,126	0	0	0	0	0	0	0	0	0	0
SVEZIA	0	0	1	43,329	1	234,000	0	0	0	0	0	0
SVIZZERA	0	0	1	52,359	3	285	9	115,894	3	209,882	0	0
TAILANDIA	0	0	0	0	0	0	2	74,443	0	0	0	0
TAIWAN	0	0	0	0	0	0	1	110,406	0	0	0	0
TUNISIA	0	0	0	0	0	0	2	1,385,840	0	0	0	0
TURCHIA	0	0	0	0	2	107,448	4	187,760	0	0	0	0
UNGHERIA	0	0	1	11,248	0	0	7	238,986	0	0	0	0
USA	0	0	6	225,115	4	85,082	17	150,120	1	19,971	0	0
<b>TOTAL</b>	<b>542</b>	<b>12,541,146</b>	<b>900</b>	<b>19,132,739</b>	<b>372</b>	<b>15,864,535</b>	<b>1,485</b>	<b>51,788,771</b>	<b>288</b>	<b>13,053,281</b>	<b>86</b>	<b>4,908,062</b>

## NUMBER OF SUPPLIERS AND EXPENDITURE OF EACH COMMERCIAL COMPANY, BY COUNTRY

COUNTRY	FLOORINGS CHINA		MONDO AMERICA		MONDO PORTUGAL		MONDO USA	
	NO.	EXPENDITURE	NO.	EXPENDITURE	NO.	EXPENDITURE	NO.	EXPENDITURE
CANADA	0	0	14	1,615	0	0	0	0
CINA	16	5,892,355	0	0	0	0	0	0
GERMANIA	0	0	0	0	1	105,370	0	0
GRAN BRETAGNA	0	0	0	0	1	275	0	0
IRLANDA	0	0	0	0	1	2,298	0	0
ITALIA	0	0	0	0	1	3,322	0	0
PORTOGALLO	0	0	0	0	164	2,474,287	0	0
SPAGNA	0	0	0	0	3	338,622	0	0
USA	0	0	0	0	0	0	1	214
<b>TOTAL</b>	<b>16</b>	<b>5,892,355</b>	<b>14</b>	<b>1,615</b>	<b>171</b>	<b>2,924,174</b>	<b>1</b>	<b>214</b>



**GRI 2-8**  
Workers who are not employees

**TOTAL NUMBER OF OTHER WORKERS BY EMPLOYMENT CATEGORY, BY GENDER**

NUMBER OF OTHER WORKERS	2022			2023		
	M	F	TOTAL	M	F	TOTAL
INTERNS	0	1	1	1	0	1
EXTRA-CURRICULAR TRAINEES	0	0	0	1	0	1
TEMPORARY WORKERS	22	4	26	27	4	31
COLLABORATORS	3	0	3	3	0	3
OTHER <sup>25</sup>	3	0	3	3	0	3
<b>TOTAL</b>	<b>28</b>	<b>5</b>	<b>33</b>	<b>34</b>	<b>4</b>	<b>39</b>
<i>PRODUCTION COMPANIES</i>	<i>27</i>	<i>5</i>	<i>32</i>	<i>33</i>	<i>2</i>	<i>36</i>
<i>INTERNS</i>	<i>0</i>	<i>1</i>	<i>1</i>	<i>1</i>	<i>0</i>	<i>1</i>
<i>EXTRA-CURRICULAR TRAINEES</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>1</i>	<i>0</i>	<i>1</i>
<i>TEMPORARY WORKERS</i>	<i>22</i>	<i>4</i>	<i>26</i>	<i>27</i>	<i>2</i>	<i>29</i>
<i>COLLABORATORS</i>	<i>2</i>	<i>0</i>	<i>2</i>	<i>2</i>	<i>0</i>	<i>2</i>
<i>OTHER</i>	<i>3</i>	<i>0</i>	<i>3</i>	<i>3</i>	<i>0</i>	<i>3</i>
<i>COMMERCIAL COMPANIES</i>	<i>1</i>	<i>0</i>	<i>1</i>	<i>1</i>	<i>2</i>	<i>3</i>
<i>TEMPORARY WORKERS</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>2</i>	<i>2</i>
<i>COLLABORATORS</i>	<i>1</i>	<i>0</i>	<i>1</i>	<i>1</i>	<i>0</i>	<i>1</i>

COUNTRY: ITALY

**GRI 401-1**  
New employee hires and employee turnover

**TOTAL NUMBER OF NEW EMPLOYEE HIRES IN THE REPORTING PERIOD, BY AGE GROUP AND GENDER**

NUMBER OF EMPLOYEE HIRES	2021			2022			2023		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
<30	1	0	1	2	1	3	0	1	1
30-50	6	2	8	15	2	17	2	1	3
>50	1	1	2	2	0	2	6	0	6
<b>TOTAL</b>	<b>8</b>	<b>3</b>	<b>11</b>	<b>19</b>	<b>3</b>	<b>22</b>	<b>8</b>	<b>2</b>	<b>10</b>

**ENTRY RATE DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER**

ENTRY RATE <sup>26</sup>	2022			2023		
	M	F	TOTAL	M	F	TOTAL
<30	0.69%	0.34%	1.03%	0.00%	0.34%	0.34%
30-50	5.15%	0.69%	5.84%	0.68%	0.34%	1.03%
>50	0.69%	0.00%	0.69%	2.05%	0.00%	2.05%
<b>TOTAL</b>	<b>6.53%</b>	<b>1.03%</b>	<b>7.56%</b>	<b>2.74%</b>	<b>0.68%</b>	<b>3.42%</b>

<sup>25</sup> Some artisans have been included in the "Other" category.

<sup>26</sup> The entry rate (or positive turnover) was calculated as follows: number of hires/workforce at the start of the period × 100.

## TOTAL NUMBER OF TERMINATIONS DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER

TERMINATIONS (NO.)	2021			2022			2023		
	M	F	TOTAL	M	F	TOTALE	M	F	TOTAL
<30	0	0	0	1	0	1	2	0	2
30-50	3	0	3	4	3	7	4	1	5
>50	8	3	11	9	4	13	11	2	13
TOTAL	11	3	14	14	7	21	17	3	20

## EXIT RATE DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER

EXIT RATE <sup>27</sup>	2022			2023		
	M	F	TOTAL	M	F	TOTAL
<30	0.34%	0.00%	0.34%	0.68%	0.00%	0.68%
30-50	1.37%	1.03%	2.41%	1.37%	0.34%	1.71%
>50	3.09%	1.37%	4.47%	3.77%	0.68%	4.45%
TOTAL	4.81%	2.41%	7.22%	5.82%	1.03%	6.85%

COUNTRY: SPAIN

GRI 401-1  
New employee hires and employee turnover

## TOTAL NUMBER OF NEW EMPLOYEE HIRES IN THE REPORTING PERIOD, BY AGE GROUP AND GENDER

NUMBER OF EMPLOYEE HIRES	2021			2022			2023		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
<30	9	21	30	9	3	12	11	2	13
30-50	8	13	21	2	3	5	6	8	14
>50	5	4	9	1	0	1	7	2	9
TOTAL	22	38	60	12	6	18	24	12	36

## ENTRY RATE DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER

ENTRY RATE	2022			2023		
	M	F	TOTAL	M	F	TOTAL
<30	3.59%	1.20%	4.78%	4.53%	0.82%	5.35%
30-50	0.80%	1.20%	1.99%	2.47%	3.29%	5.76%
>50	0.40%	0.00%	0.40%	2.88%	0.82%	3.70%
TOTAL	4.78%	2.39%	7.17%	9.88%	4.94%	14.81%

## TOTAL NUMBER OF TERMINATIONS DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER

TERMINATIONS (NO.)	2021			2022			2023		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
<30	7	8	15	6	5	11	6	4	10
30-50	6	4	10	3	10	13	14	10	24
>50	9	2	11	1	2	3	4	4	8
TOTAL	22	14	36	10	17	27	24	18	42

<sup>27</sup> The exit rate (or negative turnover) was calculated as follows:  
number of leavers/workforce at the start of the period × 100.

## EXIT RATE DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER

EXIT RATE	2022			2023		
	M	F	TOTAL	M	F	TOTAL
<30	2.39%	1.99%	4.38%	2.47%	1.65%	4.12%
30-50	1.20%	3.98%	5.18%	5.76%	4.12%	9.88%
>50	0.40%	0.80%	1.20%	1.65%	1.65%	3.29%
TOTAL	3.98%	6.77%	10.76%	9.88%	7.41%	17.28%

COUNTRY: LUXEMBOURG

GRI 401-1  
New employee hires and employee turnover

## TOTAL NUMBER OF NEW EMPLOYEE HIRES IN THE REPORTING PERIOD, BY AGE GROUP AND GENDER

NUMBER OF EMPLOYEE HIRES	2021			2022			2023		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
<30	1	0	1	2	2	4	4	2	6
30-50	2	1	3	4	0	4	7	0	7
>50	1	0	1	0	0	0	0	1	1
TOTAL	4	1	5	6	2	8	11	3	14

## ENTRY RATE DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER

ENTRY RATE	2022			2023		
	M	F	TOTAL	M	F	TOTAL
<30	2.04%	2.04%	4.08%	4.44%	2.22%	6.67%
30-50	4.08%	0.00%	4.08%	7.78%	0.00%	7.78%
>50	0.00%	0.00%	0.00%	0.00%	1.11%	1.11%
TOTAL	6.12%	2.04%	8.16%	12.22%	3.33%	15.56%

## TOTAL NUMBER OF TERMINATIONS DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER

TERMINATIONS (NO.)	2021			2022			2023		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
<30	0	0	0	0	2	2	2	0	2
30-50	2	2	4	4	2	6	2	1	3
>50	1	0	1	8	0	8	5	2	7
TOTAL	3	2	5	12	4	16	9	3	12

## EXIT RATE DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER

EXIT RATE	2022			2023		
	M	F	TOTAL	M	F	TOTAL
<30	0.00%	2.04%	2.04%	2.22%	0.00%	2.22%
30-50	4.08%	2.04%	6.12%	2.22%	1.11%	3.33%
>50	8.16%	0.00%	8.16%	5.56%	2.22%	7.78%
TOTAL	12.24%	4.08%	16.33%	10.00%	3.33%	13.33%



COUNTRY: CHINA

GRI 401-1  
New employee hires and employee turnover

TOTAL NUMBER OF NEW EMPLOYEE HIRES IN THE REPORTING PERIOD, BY AGE GROUP AND GENDER									
NUMBER OF EMPLOYEE HIRES	2021			2022			2023		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
<30	0	0	0	1	0	1	1	0	1
30-50	5	1	6	4	2	6	0	0	0
>50	0	0	0	0	0	0	0	0	0
TOTAL	5	1	6	5	2	7	1	0	1

ENTRY RATE DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER							
ENTRY RATE	2022			2023			
	M	F	TOTAL	M	F	TOTAL	
<30	1.33%	0.00%	1.33%	1.23%	0.00%	1.23%	
30-50	5.33%	2.67%	8.00%	0.00%	0.00%	0.00%	
>50	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	6.67%	2.67%	9.33%	1.23%	0.00%	1.23%	

TOTAL NUMBER OF TERMINATIONS DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER									
TERMINATIONS (NO.)	2021			2022			2023		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
<30	0	0	0	0	0	0	1	0	1
30-50	2	0	2	1	0	1	2	1	3
>50	0	0	0	0	0	0	0	0	0
TOTAL	2	0	2	1	0	1	3	1	4

EXIT RATE DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER							
EXIT RATE	2022			2023			
	M	F	TOTAL	M	F	TOTAL	
<30	0.00%	0.00%	0.00%	1.23%	0.00%	1.23%	
30-50	1.33%	0.00%	1.33%	2.47%	1.23%	3.70%	
>50	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	1.33%	0.00%	1.33%	3.70%	1.23%	4.94%	

COUNTRY: UNITED STATES OF AMERICA

GRI 401-1  
New employee hires and employee turnover

TOTAL NUMBER OF NEW EMPLOYEE HIRES IN THE REPORTING PERIOD, BY AGE GROUP AND GENDER									
NUMBER OF EMPLOYEE HIRES	2021			2022			2023		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
<30	0	0	0	0	0	0	0	0	0
30-50	0	0	0	1	3	4	1	2	3
>50	1	1	2	1	1	2	1	0	1
TOTAL	1	1	2	2	4	6	2	2	4

## ENTRY RATE DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER

ENTRY RATE	2022			2023		
	M	F	TOTAL	M	F	TOTAL
<30	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
30-50	4.35%	13.04%	17.39%	3.85%	7.69%	11.54%
>50	4.35%	4.35%	8.70%	3.85%	0.00%	3.85%
TOTAL	8.70%	17.39%	26.09%	7.69%	7.69%	15.38%

## TOTAL NUMBER OF TERMINATIONS DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER

TERMINATIONS (NO.)	2021			2022			2023		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
<30	0	0	0	0	0	0	0	0	0
30-50	2	1	3	1	0	1	0	1	1
>50	0	0	0	2	0	2	1	0	1
TOTAL	2	1	3	3	0	3	1	1	2

## EXIT RATE DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER

EXIT RATE	2022			2023		
	M	F	TOTAL	M	F	TOTAL
<30	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
30-50	4.35%	0.00%	4.35%	0.00%	3.85%	3.85%
>50	8.70%	0.00%	8.70%	3.85%	0.00%	3.85%
TOTAL	13.04%	0.00%	13.04%	3.85%	3.85%	7.69%

COUNTRY: CANADA

GRI 401-1  
New employee hires and employee turnover

## TOTAL NUMBER OF NEW EMPLOYEE HIRES IN THE REPORTING PERIOD, BY AGE GROUP AND GENDER

NUMBER OF EMPLOYEE HIRES	2021			2022			2023		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
<30	1	1	2	0	0	0	0	1	1
30-50	1	0	1	1	5	6	2	5	7
>50	1	1	2	0	1	1	1	3	4
TOTAL	3	2	5	1	6	7	3	9	12

## ENTRY RATE DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER

ENTRY RATE	2022			2023		
	M	F	TOTAL	M	F	TOTAL
<30	0.00%	0.00%	0.00%	0.00%	2.17%	2.17%
30-50	2.27%	11.36%	13.64%	4.35%	10.87%	15.22%
>50	0.00%	2.27%	2.27%	2.17%	6.52%	8.70%
TOTAL	2.27%	13.64%	15.91%	6.52%	19.57%	26.09%

**TOTAL NUMBER OF TERMINATIONS DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER**

TERMINATIONS (NO.)	2021			2022			2023		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
<30	1	0	1	0	0	0	0	0	0
30-50	0	1	1	0	3	3	1	1	2
>50	2	4	6	1	1	2	1	1	2
<b>TOTAL</b>	<b>3</b>	<b>5</b>	<b>8</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>4</b>

**EXIT RATE DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER**

EXIT RATE	2022			2023		
	M	F	TOTAL	M	F	TOTAL
<30	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
30-50	0.00%	6.82%	6.82%	2.17%	2.17%	4.35%
>50	2.27%	2.27%	4.55%	2.17%	2.17%	4.35%
<b>TOTAL</b>	<b>2.27%</b>	<b>9.09%</b>	<b>11.36%</b>	<b>4.35%</b>	<b>4.35%</b>	<b>8.70%</b>

COUNTRY: PORTUGAL

**GRI 401-1  
New employee hires and employee turnover**

**TOTAL NUMBER OF NEW EMPLOYEE HIRES IN THE REPORTING PERIOD, BY AGE GROUP AND GENDER**

NUMBER OF EMPLOYEE HIRES	2021			2022			2023		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
<30	0	0	0	0	0	0	0	0	0
30-50	0	0	0	0	0	0	1	0	1
>50	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>

**ENTRY RATE DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER**

ENTRY RATE	2022			2023		
	M	F	TOTAL	M	F	TOTAL
<30	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
30-50	0.00%	0.00%	0.00%	14.29%	0.00%	14.29%
>50	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>TOTAL</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>14.29%</b>	<b>0.00%</b>	<b>14.29%</b>

**TOTAL NUMBER OF TERMINATIONS DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER**

TERMINATIONS (NO.)	2021			2022			2023		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
<30	0	0	0	0	0	0	0	0	0
30-50	0	0	0	0	0	0	1	0	1
>50	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>

## EXIT RATE DURING THE REPORTING PERIOD, BY AGE GROUP AND GENDER

EXIT RATE	2022			2023		
	M	F	TOTAL	M	F	TOTAL
<30	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
30-50	0.00%	0.00%	0.00%	14.29%	0.00%	14.29%
>50	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	0.00%	0.00%	0.00%	14.29%	0.00%	14.29%

## OVERALL TURNOVER RATE BY AGE GROUP

TOTAL TURNOVER	ITALY		SPAIN		LUXEMBOURG		CHINA		USA		CANADA		PORTUGAL	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
<30	1.37%	1.0%	9.3%	9.9%	6.4%	8.8%	1.3%	2.5%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%
30-50	8.23%	2.8%	7.3%	16.4%	10.6%	11.0%	9.0%	3.8%	20.4%	14.8%	15.6%	18.0%	0.0%	28.6%
>50	5.15%	6.6%	1.6%	7.3%	8.5%	8.8%	0.0%	0.0%	16.3%	7.4%	8.9%	12.0%	0.0%	0.0%
TOTAL	14.75%	10.5%	18.2%	33.6%	25.5%	28.6%	10.3%	6.3%	36.7%	22.2%	24.4%	32.0%	0.0%	28.6%

MATERIAL TOPIC:  
HEALTH AND SAFETY IN THE WORKPLACE

GRI 403-8 Workers covered by an occupational health and safety management system

WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM  
BASED ON RECOGNIZED REQUIREMENTS AND/OR STANDARDS/GUIDELINES

WORKERS COVERED BY A CERTIFIED OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	2022	2023
	68%	66%

GRI 403-9  
Work-related injuries

## WORK-RELATED INJURIES OF EMPLOYEES

INDICATORS	2022		2023	
	NO.	RATE	NO.	RATE
NUMBER AND RATE OF FATALITIES DUE TO WORK-RELATED INJURIES	0	0	0	0
NUMBER AND RATE OF WORK-RELATED INJURIES <sup>28</sup>	15	2.49	21	3.55
NUMBER AND RATE OF WORK-RELATED INJURIES WITH SERIOUS CONSEQUENCES <sup>29</sup>	2	0.33	2	0.34
COMMUTING ACCIDENTS <sup>30</sup>	1	-	1	-
NUMBER OF NEAR MISSES RECORDED	17	-	3	-
NUMBER OF HOURS WORKED	1,205,990.62	-	1,181,473.09	-
NUMBER OF WORKING DAYS LOST DUE TO WORK-RELATED INJURIES	330.5	-	673.5	-

<sup>28</sup> The recordable work-related injury rate is calculated as follows: number of recordable workplace injuries/number of hours worked \* [200,000].

<sup>29</sup> A work-related injury with severe consequences is an injury that results in a fatality or causes harm requiring a prognosis of more than 30 days and/or from which the worker cannot recover, does not recover, or is not realistically expected to fully recover, returning to their

pre-incident health condition within 6 months.

<sup>30</sup> A commuting accident refers to an accident that occurs during the journey between the workplace and a location within the private sphere (e.g., place of residence or a location where the employee habitually takes their meals). The modes of transportation include, for example, motor vehicles (e.g., motorcycles, cars, trucks, buses), rail vehicles (e.g., trains, trams), bicycles, airplanes and walking.

WORK-RELATED INJURIES OF WORKERS WHO ARE NOT EMPLOYEES<sup>31</sup>

INDICATORS	2022		2023	
	NO.	RATE	NO.	RATE
NUMBER AND RATE OF FATALITIES DUE TO WORK-RELATED INJURIES	0	0	0	0
NUMBER AND RATE OF WORK-RELATED INJURIES	4	22.90	7	28.88
NUMBER AND RATE OF WORK-RELATED INJURIES WITH SERIOUS CONSEQUENCES	0	0	1	4.13
COMMUTING ACCIDENTS	0	-	0	-
NUMBER OF NEAR MISSES RECORDED	0	-	0	-
NUMBER OF HOURS WORKED	34,933.52	-	48,473.25	-
NUMBER OF WORKING DAYS LOST DUE TO WORK-RELATED INJURIES	0	-	384	-

GRI 403-10  
Work-related ill health

## WORK-RELATED ILL HEALTH OF EMPLOYEES

INDICATORS	2022	2023
NUMBER OF DEATHS RESULTING FROM WORK-RELATED ILL HEALTH	0	0
NUMBER OF CASES OF RECORDABLE WORK-RELATED ILL HEALTH <sup>32</sup>	3	4

<sup>31</sup> According to GRI 2-8, workers who are not employees are those who perform tasks for the organization but do not have an employment relationship with it.

<sup>32</sup> Work-related ill health includes: hearing loss, carpal tunnel syndrome, radial tunnel syndrome, tendinitis and others.



**MATERIAL TOPIC:  
HUMAN CAPITAL DEVELOPMENT**
**GRI 404-1 Average hours of training provided to employees  
by gender and professional category**

AVERAGE HOURS OF TRAINING PROVIDED TO EMPLOYEES BY GENDER AND PROFESSIONAL CATEGORY						
AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE	2022			2023		
	M	F	TOTAL	M	F	TOTAL
EXECUTIVES	6	40	9	18	32	19
MANAGERS	9	20	12	25	42	30
OFFICE STAFF	3	8	6	5	2	5
BLUE COLLAR	3	2	3	7	6	6
OTHER WORKERS	2	7	2	10	19	13
TOTAL	4	7	5	9	9	9
<i>PRODUCTION COMPANIES</i>	4.4	8.6	5.7	9.2	10.2	9.5
<i>EXECUTIVES</i>	6.4	8.0	6.4	19.8	59.5	21.3
<i>MANAGERS</i>	9.3	35.1	13.9	27.0	71.4	34.9
<i>OFFICE STAFF</i>	4.4	12.3	8.1	7.8	6.4	7.2
<i>BLUE COLLAR</i>	3.3	1.8	2.9	4.5	3.3	4.3
<i>OTHER WORKERS</i>	2.4	1.8	2.2	9.9	24.3	13.7
<i>COMMERCIAL COMPANIES</i>	8.8	7.0	8.0	8.9	6.3	7.7
<i>EXECUTIVES</i>	0.0	18.3	18.8	0.0	18.25	7.0
<i>MANAGERS</i>	10.6	6.7	8.2	10.6	6.7	8.2
<i>OFFICE STAFF</i>	1.1	3.7	2.4	1.2	3.4	2.3
<i>BLUE COLLAR</i>	30.5	65.0	34.8	29.1	39.0	30.9

**GRI 404-2 Programs for upgrading employee skills  
and transition assistance programs**

TYPE AND SCOPE OF PROGRAMS IMPLEMENTED AND ASSISTANCE PROVIDED TO UPGRADE EMPLOYEE SKILLS								
TYPE OF TRAINING	2022				2023			
	M	F	TOTAL HOURS	NO. PARTICIPANTS	M	F	TOTAL HOURS	NO. PARTICIPANTS
HEALTH AND SAFETY	146	107	1,383	249	231	93	2,506.5	320
IT - PRIVACY - CYBERSECURITY	4	0	49	4	10	9	621	19
MANAGERIAL	16	35	673.75	48	23	20	1,645.7	43
TECHNICAL TRAINING <sup>33</sup>	24	42	1,298.25	63	125	105	1,477.9	230
SUSTAINABILITY	8	6	178.5	14	156	126	560.65	282
ADMINISTRATION <sup>34</sup>	11	46	469	57	6	7	131	13
TOTAL	209	236	4,051.5	435	551	360	6,942.5	902

<sup>33</sup> Technical training primarily includes language courses, job-specific skills training, and research and development training.

<sup>34</sup> Training in the administrative area focuses mainly on topics such as human resource management, anti-corruption practices and procedures, payments and VAT.

**GRI 404-3 Regular performance  
and career development reviews**

**PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS,  
BY GENDER AND PROFESSIONAL CATEGORY**

% OF EMPLOYEES RECEIVING REGULAR PERFORMANCE REVIEWS	2022			2023		
	M	F	TOTAL	M	F	TOTAL
EXECUTIVES	15	2	17	15	2	17
MANAGERS	32	16	48	30	16	46
OFFICE STAFF	68	56	124	65	60	125
BLUE COLLAR	16	4	20	19	6	25
OTHER	15	2	17	15	2	17
<b>TOTAL</b>	<b>133</b>	<b>78</b>	<b>211</b>	<b>132</b>	<b>84</b>	<b>216</b>
<i>PRODUCTION COMPANIES</i>	70	28	98	71	25	96
<i>COMMERCIAL COMPANIES</i>	63	50	113	61	59	120

**MATERIAL TOPIC: DIVERSITY, INCLUSION  
AND EQUAL OPPORTUNITIES**

**GRI 405-1  
Diversity of governance bodies and employees**

**DIVERSITY OF GOVERNANCE BODIES, BY AGE GROUP AND GENDER**

DIVERSITY OF GOVERNANCE BODIES, BY AGE GROUP AND GENDER - MONDOFIN GROUP	2022			2023		
	M	F	TOTAL	M	F	TOTAL
<30	0	0	0	0	0	0
30-50	2	1	3	2	1	3
>50	2	2	4	2	2	4
<b>TOTAL</b>	<b>4</b>	<b>3</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>7</b>

**DIVERSITY OF GOVERNANCE BODIES, BY GENDER AND GEOGRAPHICAL AREA**

DIVERSITY OF GOVERNANCE BODIES, BY GENDER AND GEOGRAPHICAL AREA	2022			2023		
	M	F	TOTAL	M	F	TOTAL
NAZIONALE	4	3	7	4	3	7
NON NAZIONALE	0	0	0	0	0	0
<b>TOTAL</b>	<b>4</b>	<b>3</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>7</b>

## DIVERSITY AMONG EMPLOYEES, BY AGE GROUP AND GENDER

2022	<30			30-50			>50		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
EXECUTIVES	0	0	0	10	2	12	20	1	21
MANAGERS	1	0	1	38	17	55	22	5	27
OFFICE STAFF	8	6	14	90	86	176	51	46	97
BLUE COLLAR	17	12	29	128	36	164	133	41	174
OTHER	1	0	1	7	4	11	2	1	3
<b>TOTAL</b>	<b>27</b>	<b>18</b>	<b>45</b>	<b>273</b>	<b>145</b>	<b>418</b>	<b>228</b>	<b>94</b>	<b>322</b>
<b>PRODUCTION COMPANIES</b>	<b>24</b>	<b>17</b>	<b>41</b>	<b>218</b>	<b>94</b>	<b>312</b>	<b>199</b>	<b>73</b>	<b>272</b>
EXECUTIVES	0	0	0	9	1	10	17	0	17
MANAGERS	1	0	1	35	10	45	19	2	21
OFFICE STAFF	5	5	10	48	46	94	40	30	70
BLUE COLLAR	17	12	29	119	33	152	121	41	162
OTHER <sup>35</sup>	1	0	1	7	4	11	2	0	2
<b>COMMERCIAL COMPANIES</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>55</b>	<b>51</b>	<b>106</b>	<b>29</b>	<b>21</b>	<b>50</b>
EXECUTIVES	0	0	0	1	1	2	3	1	4
MANAGERS	0	0	0	3	7	10	3	3	6
OFFICE STAFF	3	1	4	42	40	82	11	16	27
BLUE COLLAR	0	0	0	9	3	12	12	0	12
OTHER <sup>36</sup>	0	0	0	0	0	0	0	1	1

## DIVERSITY AMONG EMPLOYEES, BY GENDER AND GEOGRAPHICAL AREA

2022	NATIONAL			NON-NATIONAL			TOTAL		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
EXECUTIVES	26	3	29	4	0	4	30	3	33
MANAGERS	58	22	80	3	0	3	61	22	83
OFFICE STAFF	136	128	264	13	10	23	149	138	287
BLUE COLLAR	219	86	305	59	3	62	278	89	367
OTHER	10	5	15	0	0	0	10	5	15
<b>TOTAL</b>	<b>449</b>	<b>244</b>	<b>693</b>	<b>79</b>	<b>13</b>	<b>92</b>	<b>528</b>	<b>257</b>	<b>785</b>
<b>PRODUCTION COMPANIES</b>	<b>364</b>	<b>171</b>	<b>535</b>	<b>77</b>	<b>13</b>	<b>90</b>	<b>441</b>	<b>184</b>	<b>625</b>
EXECUTIVES	24	1	25	2	0	2	26	1	27
MANAGERS	52	12	64	3	0	3	55	12	67
OFFICE STAFF	80	71	151	13	10	23	93	81	174
BLUE COLLAR	198	83	281	59	3	62	257	86	343
OTHER	10	4	14	0	0	0	10	4	14
<b>COMMERCIAL COMPANIES</b>	<b>85</b>	<b>73</b>	<b>158</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>87</b>	<b>73</b>	<b>160</b>
EXECUTIVES	2	2	4	2	0	2	4	2	6
MANAGERS	6	10	16	0	0	0	6	10	16
OFFICE STAFF	56	57	113	0	0	0	56	57	113
BLUE COLLAR	21	3	24	0	0	0	21	3	24
OTHER	0	1	1	0	0	0	0	1	1

<sup>35</sup> Primarily laboratory technicians and installers.<sup>36</sup> Cleaning staff.

## DIVERSITY AMONG EMPLOYEES, BY AGE GROUP AND GENDER

2023	<30			30-50			>50		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
EXECUTIVES	0	0	0	9	2	11	19	1	20
MANAGERS	1	0	1	35	16	51	25	6	31
OFFICE STAFF	6	9	15	88	84	172	54	46	100
BLUE COLLAR	18	9	27	117	30	147	134	37	171
OTHER	1	0	1	6	4	10	4	1	5
<b>TOTAL</b>	<b>26</b>	<b>18</b>	<b>44</b>	<b>255</b>	<b>136</b>	<b>391</b>	<b>236</b>	<b>91</b>	<b>327</b>
<b>PRODUCTION COMPANIES</b>	<b>24</b>	<b>15</b>	<b>39</b>	<b>201</b>	<b>83</b>	<b>284</b>	<b>206</b>	<b>66</b>	<b>272</b>
EXECUTIVES	0	0	0	9	1	10	16	0	16
MANAGERS	1	0	1	32	9	41	22	3	25
OFFICE STAFF	4	6	10	46	41	87	43	29	72
BLUE COLLAR	18	9	27	108	28	136	121	34	155
OTHER	1	0	1	6	4	10	4	0	4
<b>COMMERCIAL COMPANIES</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>54</b>	<b>53</b>	<b>107</b>	<b>30</b>	<b>25</b>	<b>55</b>
EXECUTIVES	0	0	0	0	1	1	3	1	4
MANAGERS	0	0	0	3	7	10	3	3	6
OFFICE STAFF	2	3	5	42	43	85	11	17	28
BLUE COLLAR	0	0	0	9	2	11	13	3	16
OTHER	0	0	0	0	0	0	0	1	1

## DIVERSITY AMONG EMPLOYEES, BY GENDER AND GEOGRAPHICAL AREA

2023	NATIONAL			NON-NATIONAL			TOTAL		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
EXECUTIVES	25	3	28	3	0	3	28	3	31
MANAGERS	58	22	80	3	0	3	61	22	83
OFFICE STAFF	132	130	262	16	9	25	148	139	287
BLUE COLLAR	209	71	280	60	5	65	269	76	345
OTHER	11	5	16	0	0	0	11	5	16
<b>TOTAL</b>	<b>435</b>	<b>231</b>	<b>666</b>	<b>82</b>	<b>14</b>	<b>96</b>	<b>517</b>	<b>245</b>	<b>762</b>
<b>PRODUCTION COMPANIES</b>	<b>350</b>	<b>150</b>	<b>500</b>	<b>81</b>	<b>14</b>	<b>95</b>	<b>431</b>	<b>164</b>	<b>595</b>
EXECUTIVES	23	1	24	2	0	2	25	1	26
MANAGERS	52	12	64	3	0	3	55	12	67
OFFICE STAFF	77	67	144	16	9	25	93	76	169
BLUE COLLAR	187	66	253	60	5	65	247	71	318
OTHER	11	4	15	0	0	0	11	4	15
<b>COMMERCIAL COMPANIES</b>	<b>85</b>	<b>81</b>	<b>166</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>86</b>	<b>81</b>	<b>167</b>
EXECUTIVES	2	2	4	1	0	1	3	2	5
MANAGERS	6	10	16	0	0	0	6	10	16
OFFICE STAFF	55	63	118	0	0	0	55	63	118
BLUE COLLAR	22	5	27	0	0	0	22	5	27
OTHER	0	1	1	0	0	0	0	1	1

## NUMBER OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES, BY AGE GROUP AND GENDER

NUMBER OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES	2022			2023		
	M	F	TOTAL	M	F	TOTAL
<30	1	0	1	1	0	1
30-50	6	1	7	8	0	8
>50	5	2	7	5	3	8
TOTAL	13	3	16	14	3	17

COUNTRY: ITALY<sup>40</sup>GRI 405-2 Ratio of basic salary<sup>37</sup> and remuneration<sup>38</sup> of women to men<sup>39</sup>

## RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

BASIC SALARY	2022	2023
	RATIO	RATIO
EXECUTIVES	0.00	0.00
MANAGERS	1.29	1.28
OFFICE STAFF	0.87	0.88
BLUE COLLAR	1.05	1.06

## RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

REMUNERATION	2022	2023
	RATIO	RATIO
EXECUTIVES	0.00	0.00
MANAGERS	0.96	0.94
OFFICE STAFF	0.66	0.67
BLUE COLLAR	0.79	0.88

COUNTRY: SPAIN<sup>41</sup>

## RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

BASIC SALARY	2022	2023
	RATIO	RATIO
EXECUTIVES	0.36	0.51
MANAGERS	1.03	1.06
OFFICE STAFF	0.86	0.87
BLUE COLLAR	0.97	0.96
OTHER WORKERS	0.48	0.47

<sup>37</sup> Minimum fixed amount paid to an employee for performing their duties, excluding any additional compensation such as overtime payments or bonuses.

<sup>38</sup> Base salary plus any additional amounts paid to an employee.

<sup>39</sup> The ratio was calculated based on the annual average for each

professional category.

<sup>40</sup> The ratio was calculated based on the average of the data reported by each company based in Italy.

<sup>41</sup> The ratio was calculated based on the average of the data reported by each company based in Spain.



RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN		
REMUNERATION	2022	2023
	RATIO	RATIO
EXECUTIVES	0.18	0.19
MANAGERS	0.98	1.04
OFFICE STAFF	0.73	0.75
BLUE COLLAR	0.92	0.92
OTHER WORKERS	0.31	0.35

## COUNTRY: LUXEMBOURG

RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN		
BASIC SALARY	2022	2023
	RATIO	RATIO
EXECUTIVES	0.00	0.00
MANAGERS	0.90	1.15
OFFICE STAFF	0.61	0.65
BLUE COLLAR	0.00	0.00

RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN		
REMUNERATION	2022	2023
	RATIO	RATIO
EXECUTIVES	0.00	0.00
MANAGERS	0.90	1.20
OFFICE STAFF	0.60	0.66
BLUE COLLAR	0.00	0.00

## COUNTRY: CHINA

RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN		
BASIC SALARY	2022	2023
	RATIO	RATIO
EXECUTIVES	0.00	0.00
MANAGERS	0.29	0.29
OFFICE STAFF	0.89	0.85
BLUE COLLAR	0.85	0.67

## RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

REMUNERATION	2022	2023
	RATIO	RATIO
EXECUTIVES	0.00	0.00
MANAGERS	0.24	0.28
OFFICE STAFF	0.89	0.89
BLUE COLLAR	0.64	0.54

## PAESE: CANADA

## RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

BASIC SALARY	2022	2023
	RATIO	RATIO
EXECUTIVES	0.76	0.76
MANAGERS	1.36	1.31
OFFICE STAFF	0.87	0.78
BLUE COLLAR	0.00	0.93

## RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

REMUNERATION	2022	2023
	RATIO	RATIO
EXECUTIVES	0.76	0.76
MANAGERS	1.46	1.41
OFFICE STAFF	0.75	0.64
BLUE COLLAR	0.00	0.96

## COUNTRY: UNITED STATES OF AMERICA

## RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

BASIC SALARY	2022	2023
	RATIO	RATIO
EXECUTIVES	0.00	0.00
MANAGERS	0.65	0.59
OFFICE STAFF	0.86	0.88

## RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

REMUNERATION	2022	2023
	RATIO	RATIO
EXECUTIVES	0.00	0.00
MANAGERS	0.59	0.51
OFFICE STAFF	0.74	0.74

COUNTRY: PORTUGAL

RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN		
BASIC SALARY	2022	2023
	RATIO	RATIO
OFFICE STAFF	0.69	0.74

RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN		
REMUNERATION	2022	2023
	RATIO	RATIO
OFFICE STAFF	0.71	0.76

**GRI 406-1**  
Incidents of discrimination and corrective actions taken

TOTAL NUMBER OF INCIDENTS OF DISCRIMINATION IN THE REPORTING PERIOD		
INCIDENTS OF DISCRIMINATION	2022	2023
		0

**MATERIAL TOPIC:**  
**QUALITY AND SAFETY OF PRODUCTS**

**GRI 416-2** Incidents of non-compliance concerning the health and safety impacts of products and services

TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND/OR VOLUNTARY CODES REGARDING THE HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES		
INCIDENTS OF NON-COMPLIANCE	2022	2023
		0

# Environmental indicators

**MATERIAL TOPIC:**  
**RESOURCE MANAGEMENT AND CIRCULARITY<sup>42</sup>**

**GRI 301-1**  
**Materials used by weight or volume**

MATERIALS PURCHASED IN 2023 <sup>43</sup>		
MATERIALS	QUANTITY (t)	% OF TOTAL
CHEMICALS & COMPOUND	11,077.43	30.2%
MINERAL FILLERS	11,010.12	30%
SYNTHETIC AND NATURAL RUBBER	9,508.89	25.9%
OTHER MATERIALS	3,578.79	9.7%
PIGMENTS	1,187.88	3.2%
PROCESS AUXILIARIES	361.94	1%
<b>TOTAL</b>	<b>36,725.04</b>	<b>100%</b>

PACKAGING <sup>44</sup>	PURCHASED QUANTITY (t)
CARDBOARD	0.0011
LDPE	0.022
EPS	0.0039

**GRI 301-2**  
**Recycled input materials used**

MATERIALS PURCHASED WITH RECYCLED CONTENT				
MATERIALS	Q PURCHASED (t)	% RECYCLED	Q RECYCLED MATERIAL	% WEIGHT ON TOTAL PURCHASED
MINERAL FILLERS	3,041.77	27%	821.28	8.24%
SYNTHETIC RUBBER	1,455.56	100%	1,455.56	3.94%
PROCESS AUXILIARIES	1.23	100%	1.23	0.00%
MINERAL FILLER (MUSSEL SHELLS)	49.75	100%	49.75	0.13%
<b>TOTAL</b>	<b>4,548.30</b>	<b>-</b>	<b>2,327.81</b>	<b>12.32%</b>

<sup>42</sup> The source of the data are the ISO 14064 studies the Group is conducting, with the support of a third-party consultant, for 2023.

<sup>43</sup> The table shows the types of materials purchased in 2023 by the Group's various production plants and certain commercial branches (Mondo America and Mondo Portugal). Mondo Iberica and the other commercial subsidiaries are excluded from the scope. Note that auxiliary materials contributing less than 1% to the total weight

of materials purchased for the production process and packaging have been excluded. Furthermore, note that the mineral fillers category includes those of biogenic origin (e.g., mussel shells).

<sup>44</sup> The table below shows the latest certified data within ISO 14064 for 2021 (all commercial companies are excluded from the scope).

**MATERIAL TOPIC:  
ENERGY MANAGEMENT**
**GRI 302-1  
Energy consumption within the organization**

INTERNAL ENERGY CONSUMPTION <sup>45</sup>		
ENERGY CONSUMED	UNIT OF MEASUREMENT	2023
ELECTRICITY PURCHASED FROM THE GRID	GJ	95,693.54
<i>FROM RENEWABLE SOURCES</i>	GJ	52,952.24
ELECTRICITY PURCHASED WITH GUARANTEE OF ORIGIN CONTRACTS	GJ	25,176.94
RENEWABLE SELF-PRODUCED ELECTRICITY	GJ	7,647.12
NON-RENEWABLE SELF-PRODUCED ELECTRICITY	GJ	0.00
<b>TOTAL ELECTRICITY</b>	<b>GJ</b>	<b>128,517.60</b>
MINUS: SELF-PRODUCED RENEWABLE ENERGY FED INTO THE GRID	GJ	983.03
MINUS: SELF-PRODUCED NON-RENEWABLE ENERGY FED INTO THE GRID	GJ	0.00
<b>TOTAL</b>	<b>GJ</b>	<b>127,534.57</b>
OF WHICH FROM RENEWABLE SOURCES	GJ	84,793.27
VEHICLE FUEL		
DIESEL	GJ	2,830.09
PETROL	GJ	719.81
LGP	GJ	1.48
METHANE GAS	GJ	0.00
NATURAL GAS (METHANE) FOR HEATING OR OTHER USES		
METHANE GAS	GJ	76,728.51
<b>TOTAL</b>	<b>GJ</b>	<b>76,728.51</b>

CLASSIFICATION OF THE FLEET BY ENERGY EFFICIENCY		
CLASSIFICATION	UNIT OF MEASUREMENT NUMBER (2023)	UNIT OF MEASUREMENT KM TRAVELLED (2023)
EURO 6 DIESEL	46	957,845
EURO 4 PETROL	3	51,000
ELECTRIC	4	N.D.
EURO 6 MILD HYBRID PETROL	3	N.D.
PLUG-IN HYBRID PETROL	1	N.D.
<b>TOTAL</b>	<b>49</b>	<b>1,008,845</b>

**GRI 302-3  
Energy intensity**

INTERNAL ENERGY INTENSITY (GJ/€)		
INTERNAL ENERGY INTENSITY	UNIT OF MEASUREMENT	2023
TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION	GJ	127,534.57
VALUE OF PRODUCTION	M€	231.18
<b>ENERGY INTENSITY</b>	<b>GJ/M€</b>	<b>551.67</b>

<sup>45</sup> The source of the data are the ISO 14064 studies the Group is conducting, with the support of a third-party consultant, for 2023.

**GRI 302-4**  
Reduction of energy consumption

REDUCTION OF ENERGY CONSUMPTION			
COMPANY	ENERGY REQUIREMENTS (GJ) 2021	ENERGY REQUIREMENTS (GJ) 2023	CHANGE %
MONDO S.P.A.	26,834.62	29,304.86	9%
ARTIGO S.P.A.	23,919.46	19,414.46	-19%
MONDO LUXEMBOURG S.A.	19,876.64	21,763.75	9%
UNICE TOYS S.L.	7,114.62	5,762.48	-19%
MONDO TOYS	4,270.26	1,540.64	-64%
MONDO TUFTING	22,708.61	13,626.26	-40%
MONDO IBERICA S.A.	699.66	607.42	-13%
MONDO USA INC.	N.A.	17.50	N.D.
MONDO FLOORINGS CO. LTD	N.A.	667.71	N.D.
MONDO PORTUGAL	N.A.	16.30	N.D.
MONDO AMERICA INC.	N.A.	2,972.16	N.D.
TOTAL	105,423.86	95,693.54	-9%

**MATERIAL TOPIC:**  
**AIR EMISSIONS**  
**AND CLIMATE CHANGE**

**GRI 305-1**  
Direct (Scope 1) GHG emissions

DIRECT EMISSIONS (SCOPE 1) OF GREENHOUSE GASES <sup>46</sup>		
DIRECT EMISSIONS (SCOPE 1)	UNIT OF MEASUREMENT	2023
STATIONARY COMBUSTION	tCO <sub>2</sub> eq	3,895.17
MOBILE COMBUSTION	tCO <sub>2</sub> eq	511.87
F-GAS LOSSES (FUGITIVE EMISSIONS)	tCO <sub>2</sub> eq	25.06
TOTAL SCOPE 1	tCO <sub>2</sub> eq	4,432.10

**GRI 305-2**  
Indirect (Scope 2) GHG emissions

INDIRECT EMISSIONS (SCOPE 2) OF GREENHOUSE GASES <sup>47</sup>		
INDIRECT EMISSIONS (SCOPE 2)	UNIT OF MEASUREMENT	2023
ELECTRICITY PURCHASED	tCO <sub>2</sub> eq	9,432.13
TOTAL SCOPE 2	tCO <sub>2</sub> eq	9,432.13

**GRI 305-4**  
GHG emissions intensity

EMISSIONS INTENSITY (tCO <sub>2</sub> /€)		
INTERNAL EMISSIONS INTENSITY	UNIT OF MEASUREMENT	2023
TOTAL EMISSIONS OF THE ORGANIZATION (SCOPE 1 AND SCOPE 2)	tCO <sub>2</sub> eq	13,864.23
VALUE OF PRODUCTION	M€	231.179
INTENSITY OF GHG EMISSIONS	tCO <sub>2</sub> eq/M€	59.97

<sup>46</sup> The source of the data are the ISO 14064 studies the Group is conducting, with the support of a third-party consultant, for 2023.

<sup>47</sup> The source of the data are the ISO 14064 studies the Group is conducting, with the support of a third-party consultant, for 2023.



**GRI 305-6**  
Emissions of ozone-depleting substances (ODS)

Emissions of ozone-depleting substances are constantly monitored to ensure their atmospheric concentration does not exceed the limits set by the relevant permits, which are in place to protect human health and the environment. In 2023, no exceedances of these limits were observed, and therefore, it was not necessary to carry out direct concentration measurements for the affected locations.

**MATERIAL TOPIC:**  
**WASTE MANAGEMENT**

**GRI 306-3 Waste generated,**  
**GRI 306-4 Waste diverted from disposal,**  
**GRI 306-5 Waste directed to disposal**

WASTE GENERATED, SUB-DIVIDED BY DISPOSAL METHOD AND HAZARDOUSNESS <sup>48</sup>		
TYPE OF WASTE PRODUCED	Q (t)	%
<b>DISPOSAL (D)</b>	<b>721.32</b>	<b>26.15</b>
<b>NON-HAZARDOUS</b>	<b>545.77</b>	<b>19.78</b>
0702 - WASTE FROM THE PRODUCTION, FORMULATION, SUPPLY AND USE OF PLASTICS, SYNTHETIC RUBBERS AND ARTIFICIAL FIBERS	393.56	14.27
1201 - WASTE PRODUCED FROM THE SHAPING AND SURFACE PHYSICAL AND MECHANICAL TREATMENT OF METALS AND PLASTICS	141.88	5.14
1502 - ABSORBENTS, FILTER MATERIALS, RAGS AND PROTECTIVE CLOTHING	0.002	0.0001
1603 - OFF-SPECIFICATION PRODUCTS AND UNUSED PRODUCTS	1.46	0.05
2003 - OTHER URBAN WASTE	8.87	0.32
<b>HAZARDOUS</b>	<b>175.55</b>	<b>6.36</b>
0702 - WASTE FROM THE PRODUCTION, FORMULATION, SUPPLY AND USE OF PLASTICS, SYNTHETIC RUBBERS AND ARTIFICIAL FIBERS	70.52	2.56
0801 - WASTE FROM THE PRODUCTION, FORMULATION, SUPPLY, USE AND REMOVAL OF PAINTS AND VARNISHES	4.73	0.17
0804 - WASTE FROM THE PRODUCTION, FORMULATION, SUPPLY AND USE OF ADHESIVES AND SEALANTS (INCLUDING WATERPROOFING PRODUCTS)	24.75	0.90
1201 - WASTE PRODUCED FROM THE SHAPING AND SURFACE PHYSICAL AND MECHANICAL TREATMENT OF METALS AND PLASTICS	24.76	0.90
1203 - WASTE PRODUCED FROM WATER AND STEAM DEGREASING PROCESSES	1.00	0.04
1501 - PACKAGING	7.37	0.27
1502 - ABSORBENTS, FILTER MATERIALS, RAGS AND PROTECTIVE CLOTHING	18.90	0.69
1603 - OFF-SPECIFICATION PRODUCTS AND UNUSED PRODUCTS	0.84	0.03
1605 - GASES IN PRESSURIZED CONTAINERS AND WASTE CHEMICALS	7.71	0.28
1610 - AQUEOUS LIQUID WASTES INTENDED TO BE TREATED OFF-SITE	14.78	0.54
1706 - INSULATION MATERIALS AND CONSTRUCTION MATERIALS CONTAINING ASBESTOS	0.19	0.01
<b>RECOVERY</b>	<b>2,037.45</b>	<b>73.85</b>
<b>NON-HAZARDOUS</b>	<b>1,992.82</b>	<b>72.24</b>
0702 - WASTE FROM THE PRODUCTION, FORMULATION, SUPPLY AND USE OF PLASTICS, SYNTHETIC RUBBERS AND ARTIFICIAL FIBERS	389.78	14.13
0801 - WASTE FROM THE PRODUCTION, FORMULATION, SUPPLY, USE AND REMOVAL OF PAINTS AND VARNISHES	7.61	0.28
0803 - WASTE FROM THE PRODUCTION, FORMULATION, SUPPLY AND USE OF PRINTING INKS	0.10	0.003
1201 - WASTE PRODUCED FROM THE SHAPING AND SURFACE PHYSICAL AND MECHANICAL TREATMENT OF METALS AND PLASTICS	7.53	0.27
1501 - PACKAGING	983.31	35.64
1602 - WASTE FROM ELECTRICAL AND ELECTRONIC EQUIPMENT	0.74	0.03
1603 - OFF-SPECIFICATION PRODUCTS AND UNUSED PRODUCTS	0.79	0.03
1702 - WOOD, GLASS AND PLASTIC	12.20	0.44
1704 - METALS (INCLUDING THEIR ALLOYS)	140.28	5.08
1706 - INSULATION MATERIALS AND CONSTRUCTION MATERIALS CONTAINING ASBESTOS	58.56	2.12
1709 - OTHER WASTE FROM CONSTRUCTION AND DEMOLITION ACTIVITIES	168.10	6.09

<sup>48</sup> The data relate to the following companies: Mondo S.p.A., Artigo, Mondo Tufting, Mondo Luxembourg and Unice Toys.

2001 - FRACTIONS SUBJECT TO SEPARATE COLLECTION	216.91	7.86
2003 - OTHER URBAN WASTE	6.92	0.25
<b>HAZARDOUS</b>	<b>44.63</b>	<b>1.62</b>
0601 - WASTE FROM THE PRODUCTION, FORMULATION, SUPPLY AND USE OF ACIDS	1.26	0.05
0602 - WASTE FROM THE PRODUCTION, FORMULATION, SUPPLY AND USE OF BASES	2.16	0.08
0803 - WASTE FROM THE PRODUCTION, FORMULATION, SUPPLY AND USE OF PRINTING INKS	9.39	0.34
1201 - WASTE PRODUCED FROM THE SHAPING AND SURFACE PHYSICAL AND MECHANICAL TREATMENT OF METALS AND PLASTICS	0.53	0.02
1301 - WASTE OILS FOR HYDRAULIC CIRCUITS	4.54	0.16
1302 - WASTE MOTOR OIL, GEAR OIL AND LUBRICATING OILS	1.87	0.07
1303 - USED INSULATING OILS AND HEAT TRANSFER OILS	3.22	0.12
1305 - OIL/WATER SEPARATION PRODUCTS	6.30	0.23
1501 - PACKAGING	6.73	0.24
1601 - WASTE PRODUCED FROM THE DISMANTLING OF END-OF-LIFE VEHICLES AND VEHICLE MAINTENANCE	0.15	0.01
1602 - WASTE FROM ELECTRICAL AND ELECTRONIC EQUIPMENT	0.70	0.03
1603 - OFF-SPECIFICATION PRODUCTS AND UNUSED PRODUCTS	0.03	0.001
1606 - BATTERIES AND ACCUMULATORS	0.32	0.01
2001 - FRACTIONS SUBJECT TO SEPARATE COLLECTION	7.43	0.27
<b>TOTAL</b>	<b>2,758.77</b>	<b>100</b>

## MATERIAL TOPIC: RESPONSIBLE MANAGEMENT OF WATER

### GRI 303-3 Water withdrawal

WATER WITHDRAWAL					
WATER WITHDRAWN	UNIT OF MEASUREMENT	2022		2023	
		DRINKING WATER (≤1,000 MG/L OF TOTAL DISSOLVED SOLIDS)	OTHER TYPES OF WATER (>1,000 MG/L OF TOTAL DISSOLVED SOLIDS)	DRINKING WATER (≤1,000 MG/L OF TOTAL DISSOLVED SOLIDS)	OTHER TYPES OF WATER (>1,000 MG/L OF TOTAL DISSOLVED SOLIDS)
SURFACE WATER	MI	0.005	-	0.006	-
GROUNDWATER (WELL WATER)	MI	-	-	-	-
SEAWATER	MI	-	-	-	-
WATER PRODUCED	MI	-	-	-	-
THIRD PARTY WATER (MAINS WATER SYSTEM)	MI	10.998	-	11.139	-
<b>TOTAL</b>	<b>MI</b>	<b>11.003</b>	<b>-</b>	<b>11.145</b>	<b>-</b>
<i>PRODUCTION COMPANIES<sup>49</sup></i>	MI	10.886	-	11.012	-
<i>COMMERCIAL COMPANIES</i>	MI	0.117	-	0.133	-

<sup>49</sup> The water withdrawal data for Mondo Tufting does not include the figure for December 2023 as it is not yet available.

**GRI 303-4**  
**Water discharge**

WATER DISCHARGE					
WATER DISCHARGED	UNIT OF MEASUREMENT	2022		2023	
		DRINKING WATER (≤1,000 MG/L OF TOTAL DISSOLVED SOLIDS)	OTHER TYPES OF WATER (>1,000 MG/L OF TOTAL DISSOLVED SOLIDS)	DRINKING WATER (≤1,000 MG/L OF TOTAL DISSOLVED SOLIDS)	OTHER TYPES OF WATER (>1,000 MG/L OF TOTAL DISSOLVED SOLIDS)
SURFACE WATER	MI	0.005	-	0,006	-
GROUNDWATER (WELL WATER)	MI	-	-	-	-
SEAWATER	MI	-	-	-	-
WATER PRODUCED	MI	-	-	-	-
THIRD PARTY WATER (MAINS WATER SYSTEM)	MI	10.998	-	11.435	-
<b>TOTAL</b>	<b>MI</b>	<b>11.003</b>	<b>-</b>	<b>11.441</b>	<b>-</b>
<i>PRODUCTION COMPANIES</i>	<i>MI</i>	<i>10.886</i>	<i>-</i>	<i>11.308</i>	<i>-</i>
<i>COMMERCIAL COMPANIES</i>	<i>MI</i>	<i>0.117</i>	<i>-</i>	<i>0.133</i>	<i>-</i>

**GRI 303-5**  
**Water consumption**

WATER CONSUMPTION <sup>50</sup>						
WATER CONSUMED 2023	UNIT OF MEASUREMENT	ALL AREAS	AREAS WITH EXTREMELY HIGH WATER STRESS (>80%) <sup>51</sup>	AREAS WITH HIGH WATER STRESS (40-80%) <sup>52</sup>	AREAS WITH MEDIUM-HIGH WATER STRESS (20-40%) <sup>53</sup>	AREAS WITH LOW WATER STRESS (<20%) <sup>54</sup>
TOTAL WATER CONSUMPTION	MI	0	0	0	0	0
CHANGES IN WATER STORAGE, IF SUCH AN ACTION IS DEEMED TO HAVE A SIGNIFICANT IMPACT ON WATER RESOURCES.	MI	-	-	-	-	-

<sup>50</sup> The water stress areas were identified based on the World Resources Institute AQUEDUCT database.

<sup>51</sup> The MONDO sites that are located in areas with extremely high water stress are: Mondo Floorings China and Mondo Portugal.

<sup>52</sup> The MONDO sites that are in areas with high water stress are: Mondo USA, Mondo Tufting and Unice Toys.

<sup>53</sup> The MONDO sites that are in areas with medium-high water stress are: Mondo S.p.A., Artigo and Mondo Luxembourg.

<sup>54</sup> The MONDO sites that are in areas with low water stress are: Mondo Iberica and Mondo America.



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**MONDO®**



This Sustainability Report is prepared in accordance with the GRI Standards.

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2-20	PROCESS TO DETERMINE REMUNERATION	-	MONDOFIN CONSIDERS THE INFORMATION NECESSARY TO DEFINE THIS INDICATOR TO BE CONFIDENTIAL AND THEREFORE DECIDED NOT TO PROCEED WITH ITS PUBLICATION FOR THIS REPORTING YEAR
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GRI 306 WASTE			
GRI	INFORMATION	SECTION	NOTES / REASON FOR OMISSION
306-3	WASTE GENERATED	WASTE MANAGEMENT; DETAILED INFORMATION	-
306-4	WASTE DIVERTED FROM DISPOSAL	WASTE MANAGEMENT; DETAILED INFORMATION	-
306-5	WASTE DIRECTED TO DISPOSAL	WASTE MANAGEMENT; DETAILED INFORMATION	-

**MATERIAL TOPIC:  
RESPONSIBLE MANAGEMENT OF WATER**

GRI 3 MANAGEMENT OF MATERIAL TOPICS			
GRI	INFORMATION	SECTION	NOTES / REASON FOR OMISSION
3-3	MANAGEMENT OF MATERIAL TOPICS	RESPONSIBLE MANAGEMENT OF WATER	-

GRI 303 WATER AND EFFLUENTS			
GRI	INFORMATION	SECTION	NOTES / REASON FOR OMISSION
303-3	WATER WITHDRAWAL	RESPONSIBLE MANAGEMENT OF WATER; DETAILED INFORMATION	-
303-4	WATER DISCHARGE	DETAILED INFORMATION	-
303-5	WATER CONSUMPTION	DETAILED INFORMATION	-



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