

# Print

*Dear Stakeholders,*  
*starting in December 2023, Rotolito S.p.A. has introduced a series of important changes that mark a fascinating new chapter in its history.*  
*With the focus on continuity, the generational transition has been made official, with our Chair and founder, Paolo Bandecchi, handing over to his sons.*  
*For my part, it was with great pride and sense of responsibility that I accepted the position of new CEO of a Group that, in its 50-year history, has established itself as an industry benchmark and a safe and reliable workplace for hundreds of workers,*

*and for thousands of customers and suppliers.*  
*At the same time, we have embarked on a very ambitious journey involving new roles, new skills and new challenges for our Governance.*  
*In order to guarantee an ever better ranking for Rotolito S.p.A. in the ESG indices and ratings, we have revised our organisation structure to centre on a policy of delegation, planning and transparency, with preference always given to teamwork over individual performance.*  
*I want to stress the great commitment that will be needed to achieve the ambitious goals listed in this first Sustainability Report, which include such chal-*

*lenging objectives as reducing energy consumption, sourcing virtuous raw materials, fighting waste and reducing CO<sub>2</sub> emissions. In other words, we intend to integrate sustainability into all our business strategies and apply its principles to every company in the Group.*  
*These changes coincide with the decision to begin the necessary procedures to obtain the all-important B Corp certification.*  
*I will not deny that implementing sustainable and measurable practices required a truly enormous amount of work, and for this I want to thank my*

*colleagues who helped me in this challenging year of assessment.*  
*Rotolito S.p.A. can draw on a wealth of knowledge, experience and key technologies to act as an example for the supply chain during the energy transition.*  
*We want to be a virtuous player in our sector and our attention is strongly focused on the international markets, which are now protagonists in our business plans and expect a response from us, on a daily basis; they want clear answers and long-term projects regarding our commitment to the Environment, People and the Planet.*

*For all these reasons, it was essential to apply ourselves seriously so that we could report on our activities reliably and transparently, and repositio*

ing what People

*ourselves with respect to increasingly sensitive markets for businesses that operate responsibly. The entire corporate organisation will continue to pay attention to the value chain, translating it into concrete objectives and assessing its material topics, from occupational health and safety to equal opportunities and inclusion. We also want to create a sustainable supply chain and ensure that our Vision and Mission continue in the difficult task of defending and disseminating the value of printed content.*

# people love

*It is with this determination that the Board of Directors, and I personally, look to the future of an increasingly sustainable business that produces value and virtue for all of us.*

*I hope you enjoy reading the report!*

Simone Bandecchi



2023 SUSTAINABILITY REPORT

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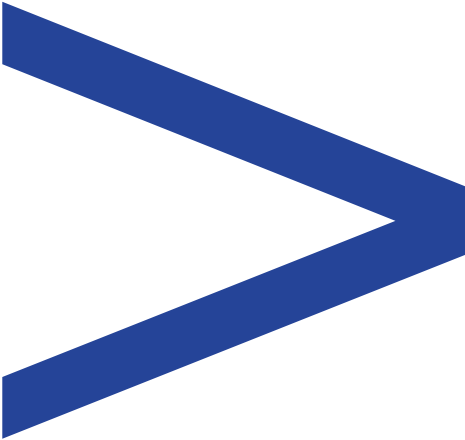
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# COMPANY OVERVIEW

# A virtuous balance between innovation and tradition

Since Rotolito was established in 1976, we have written a fundamental chapter in the industrial history of Italian typographic art. From our beginnings as a small Milanese company with only eight employees, thanks to the visionary entrepreneurial spirit of our founder, Paolo Bandecchi, we have achieved constant growth, through strategic acquisitions in the industry as well as important partnerships with prestigious clients (publishers, communication agencies and private companies). Drawing on our technological heritage and the experience of our people, we have become a national and international benchmark for the production of quality printed materials, leveraging our consulting and service capabilities, broad product diversification, innovation, and focus on the principles of Sustainability.

Rotolito's story is the story of a family of able and forward-looking managers, backed by an efficient and effective organisation that is well aware of its interdependence with People and the Planet; a story steeped in business acumen and the courage to invest and take on new initiatives in the ever-changing print media industry. Our success stems from our vision, experience and passion for an ancient art of fundamental importance in perpetuating knowledge and beauty.

Today, our Group is a global organisation that speaks many languages and employs the best technologies to offer printing, binding, ennobling and packaging solutions. We have 6 production sites and 7 sales offices around the world to meet different needs, targets and markets, and to cement relations with customers in every corner of the planet, on time and on budget and with positive social and environmental impacts.

**Interdependence is the fundamental value of our vision and mission: we respect the Planet and the forests that produce our raw material, the People who work with us and for us, the Communities and the Territory where our 6 production sites are located.**

**We want to ensure that the thrill of leafing through Knowledge is never lost, and to educate the younger generations about the beauty and usefulness of the printed word.**

**Our business is not in conflict with digital information, but a faithful and valuable ally.**

Our state-of-the-art technology, continuous research into innovative solutions and the extensively certified quality of our production processes and Governance allow us to offer a wide range of pre-press, flatbed, digital and rotary printing services, together with innovative binding solutions and countless ennobling variables.

We print and bind for every segment of the publishing industry (fiction, illustrated, periodicals, educational, legal, sacred, comics, puzzles and collectibles) and for commercial organisations (monographs, luxury packaging, catalogues, price lists, brand books, brochures, flyers, posters), and we also cater for the complex production requirements of large-scale distribution.

The acquisition of Nava Press in 2014 was a strategic addition to the "prestige packaging and

printed materials" segment for the Luxury and Design sectors, while the acquisition of the Canale group, in 2020, led to the creation of Rotolito Romania, an important producer of illustrated hardback books.

In December 2022, we began a Benefit Impact Assessment (BIA) which enabled us to take a snapshot of our situation, identify strengths and areas for improvement, and so start out on the path to B Corp certification, which for us translates into full integration of sustainability into our business strategies. The score achieved in the first half of 2023 – 56.8 points out of the 80 required to obtain B Corp certification – encouraged us to continue along this path. We are proud of these results, which are certainly positive compared to the average for other companies of a similar size.



## 2023 highlights<sup>1</sup>

**20,580 orders completed (33% foreign customers).**

**997 active customers in Italy and around the world.**

**62% of turnover from orders with environmental certifications.**

**57% of total procurement expenses with Italian suppliers.**

**16.01 GWh of self-produced electricity with CHP trigeneration, of which 345 MWh sold to the grid.**

**1.21 GWh of self-produced photovoltaic electricity.**

<sup>1</sup> The calculation includes Rotolito S.p.A., Nava Press Srl, Segraf Litorama.



For almost 50 years, a point of reference for publishers (fiction, periodicals, illustrated, educational), for private businesses and communication agencies (promotional, institutional, commercial) and for the large-scale retail sector. Thanks to our four production sites in Pioltello, Cernusco sul Naviglio, Capriate and Varese, our production capacity ensures our leadership in large print runs and flexibility for all types of printed products. Paper Cube, a technological gem for high-efficiency warehousing and automated third-party logistics, is the synthesis of our mindset and the effectiveness of our Vision and Mission.



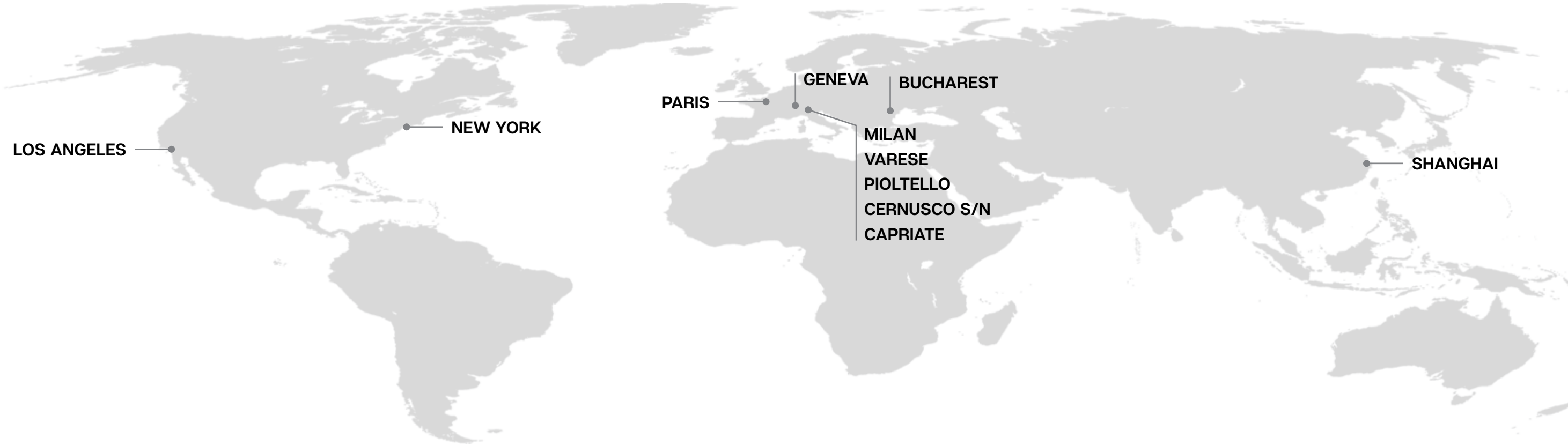
For over 100 years, Nava Press has been synonymous with prestigious quality in printed materials and special projects for the communication activities of the fashion, architecture, art, luxury, beauty, jewellery and high-end automotive sectors. Following its acquisition in 2024, Nava Press' 100-year history and unique positioning have been protected with sensitivity and foresight by Rotolito, which has made it the Group's flagship company, the embodiment of its Vision and Values. The prestige of Nava Press is confirmed by its international reach extending to strategic locations such as Paris, Geneva, Los Angeles, New York, Shanghai and, of course, Milan.



Acquired by the Rotolito Group in 2020, the Romanian industrial hub in Bucharest now has more than 250 employees specialised in the printing and binding of illustrated books, children's books and collectibles. Rotolito Romania has always been a reference point for many European publishers for hardbacks, collectibles and special children's books, and continues its success backed by a substantial production capacity rooted in the expertise required in this particular market segment.



In 2019 Rotolito acquired a shareholding in Artigrafiche&Diaries, a company based in Pognano (Bergamo) with a 14,000 sq.m production and sales facility and printing and packaging technologies that enable it to produce more than 10 million items annually. The product portfolio consists mainly of planners, calendars, school diaries, notebooks and marketing literature for prestigious customers such as banks, educational publishers, companies and specialised retailers.



# The Rotolito story

## 1976-1995: foundation and expansion

### 1976

In 1976, Paolo Bandecchi sets up Rotolito Lombarda, a small printing company with 18 employees, which in just a few years becomes an important player in the printing industry. The vision is clear and far-sighted: to acquire strategic assets in order to provide a complete service, optimised times and costs, know-how and skills over the whole production cycle.

### 1985

The acquisition of Intergrafica, a leading industry player, marks a watershed transition, with the expansion of the workforce to 300 employees and the move to the historic production site in Pioltello.

### 1991

Another important step towards leadership: with the take-over of Ofsa, Rotolito Lombarda establishes a significant presence on the educational publishing market, a sector that requires precision, on-time delivery, optimised costs and services.

### 1994

The year that sees the realisation of the founder's strategic vision: with the acquisition of Bergamo based Legatoria Ferrari, Rotolito Lombarda is able to integrate its print-only services with in-house binding services, unlike its national and international competitors who usually turn to outsourcers.

### 1995

Rotolito Lombarda becomes the first company in Europe to purchase a Komori flatbed press, which guarantees high standards at low production costs. The choice of state-of-the-art Japanese technology confirms Rotolito Lombarda's leadership in terms of product and service quality and competitiveness.

## 1996-2010: innovation and efficiency

### 1997

With the introduction of unmanned laser-guided trucks on the production floor, automation becomes the pillar of Rotolito Lombarda's innovative and sustainable DNA.

### 1998

The adoption of the new Computer To Plate (CTP) technology allows text and images to be transferred from a computer to the printing plate, eliminating the use of photocomposition films and so reducing polluting waste, as well as providing significant time and resource savings.

### 2001

The appointment of Simone Bandecchi as International Sales Manager enhances and consolidates the company's reputation and vocation: important publishers and customers in the UK, France, Scandinavia, Germany, North Africa and Switzerland choose Rotolito Lombarda as their partner.

### 2006

Inauguration of Paper Cube, the symbol of Rotolito Lombarda's innovation and strategic vision: the fully automated paper warehouse, powered by a cutting-edge photovoltaic system, is an effective and efficient waste-free engineering jewel, a total guarantee of Quality and Sustainability.

### 2007

Federico Bandecchi, founder Paolo's second son, is appointed to the important role of CFO.

### 2009

With the advent of digital printing technology marking a quantum shift for the printing industry and for Rotolito Lombarda, the purchase of an HP T300 inkjet web press guarantees previously impossible performance levels and cost reductions for high-quality short print runs for the European markets. Emanuele Bandecchi joins the company.

### 2010

Rotolito Lombarda consolidates its identity with the move from its old plant in the centre of Pioltello to the brand new headquarters in Via Sondrio. The new building combines advanced technology and green architecture in the name of energy efficiency; an example is the installation of a geothermal energy system (which uses groundwater at a constant 14°C temperature, and returns it to the irrigation ditch).

## 2011-2023: consolidation of leadership

### 2011

The sustainable energy management policy continues with the installation of two photovoltaic plants in the towns of Capriate and Cernusco sul Naviglio: This enables Rotolito Lombarda to produce 1,209 MWh of clean electricity annually for self-consumption, generating a saving of 677 tonnes of CO<sub>2</sub>.

### 2012

Installation of a heat recovery system using hot fumes from the printing presses at the Cernusco sul Naviglio plant. In the summer months, the temperatures are kept down with a lithium bromide refrigeration system.

### 2013

Emanuele Bandecchi is appointed to the post of Chief Sales and Marketing Officer, crowning an example of values-led family entrepreneurship conducted with the professionalism and experience of a managerial organisation.

### 2014

A pivotal year for the prestige of the company, with the acquisition of 100% of Nava Press, a benchmark in printing for the fashion, design, architecture and automotive markets and special luxury packaging projects. The acquisition completes Rotolito Lombarda's international expansion with impressive sales offices in New York, Paris and Geneva.

### 2016

A decisive year for the internationalisation strategy, with the opening of a sales office in Shanghai, which brings Nava Press to the luxury brands on the important Asian market. In the same year, a shareholding agreement is signed with White Star, the international leader in illustrated book publishing.

### 2018

Following the opening of the Shanghai office, the time comes for a wide-ranging rebranding: Rotolito Lombarda changes its name to the more simple and international Rotolito S.p.A. Another important event is the acquisition of Segraf, the historic company that publishes La Settimana Enigmistica.

## 2019

Acquisition of a minority shareholding in Artigrafiche&Diaries of Pognano (Bergamo), a specialist in the diary/notepad/planner segment, and acquisition of Inprint. The year also sees a new step forward in energy efficiency, with the installation at the Pioltello and Cernusco sul Naviglio facilities of two Combined Heat Power (CHP) trigenerators, which provide a triple energy advantage: self-produced energy, calories from waste heat, and frigories produced by a downstream absorber.

## 2020

2020 marks a new stage in Rotolito's evolution with an important generational change: the ownership of the Group passes from Paolo Bandecchi to his three sons, Simone, Federico and Emanuele. In the same year, Rotolito Romania is established following the acquisition of G. Canale & C. Romania S.A., an industrial operation with more than 250 employees based in Bucharest, which specialises in the printing and packaging of illustrated hard-backs for the whole European market.

## 2023

La Tipografica Varese sells a business arm to Rotolito, enabling it to expand its offer to include bible-paper printed materials (dictionaries, legal codes, manuals, sacred and educational texts). In the same year, production is optimised with the transfer of the Baranzate and Nova Milanese plants to the newly extended Cernusco sul Naviglio production site. In December, the leadership of Rotolito S.p.A. passes to Simone Bandecchi, who is appointed CEO. The founder, Paolo Bandecchi, remains as Group Chair.

## Rotolito in 1976

**18 employees**

**1 monochrome rotary press**

**Printer of Diabolik, an historic Italian comic**

**Small location in the province of Milan**

## Rotolito today

**800+ employees**

**997 active customers**

**€ 217.4 million turnover**

**6 production sites:**

**Pioltello, Cernusco sul Naviglio, Capriate, Milan, Varese, Bucharest**

**7 sales offices worldwide:**

**New York, Los Angeles, Shanghai, Paris, Geneva, Bucharest, Milan**

**Markets:**

**55% domestic / 45% export**

**Products:**

**55% printed material for publishers / 45% commercial printed material**

**Market segments:**

**40% books / 20% periodicals / 25% commercial and large-scale retail / 15% stationery and special products**



# Nava Press: the story of an icon

Nava’s story dates back to 1922, in the northern suburbs of Milan, when Attilio Nava established Arti Grafiche Nava, a small printing company that over time would become a benchmark for superior graphic arts and printing, playing a decisive role in Made in Italy’s reputation for quality. Nava’s growth reached its peak in the postwar period, when many industrial manufacturers in northern Italy successfully combined tradition and progress to achieve globally recognised levels of excellence.

Over the years, to keep pace with the times and the need for innovation, Nava has modified its structure and size, yet it has retained its distinctive ability to combine the passion and attention to detail typical of the craftsman with a constant focus on design research and technological innovation.

Three generations of the Nava family have led the company. The relocation of the headquarters to Milan immediately after the war was the start of a period of significant change and modernisation spearheaded by Peppino and Felice Nava, the founder’s sons. During the 1970s, the two brothers established important partnerships with celebrated international graphic designers and, through their collaboration with Bob Noorda, created a world-famous line of diaries and calendars that went down in design history.

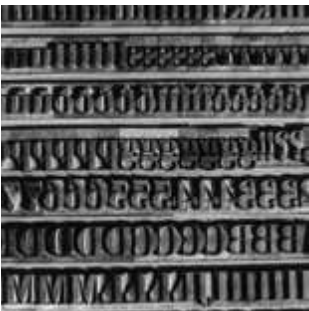
These were the years in which the Nava family authenticated the identity and core values of the company, which was renamed Nava Milano in 1979, and engaged Max Huber to design its famous logo, a worldwide symbol of excellence in the graphic arts.

By collaborating with prestigious Italian and international brands, Nava built a name for exclusive creative projects that made it a key player in luxury sectors including fashion, niche publishing, identity, art, design, boating, automotive, luxury beverages, beauty and jewellery.

Nava continued its progress in the early 1990s, when Gianni and Marco, together with their sisters Paola and Patrizia, breathed new life into the family firm’s development and innovation projects: they consolidated the organisation’s international network, backed by a workforce of around 175 employees and a first-class production department, flanking the Paris branch with a sales office in New York and building up close ties with prestigious overseas brands and labels.

2014 marked a new milestone in the company’s history, when Rotolito’s acquisition of full ownership (excluding the Design division) brought Nava Press into a Group able to guarantee real international expansion, technological investment and management efficiency, as well as the consolidation of a significant positioning in the luxury segment of the industry, whose constant quest for quality, excellence and exclusivity Nava Press satisfies with unique prestigious projects in Milan, Paris, Geneva, New York, Los Angeles and Shanghai.

In 2022, Nava Press celebrated the first centenary of its prestigious history by winning an important award, the “Special 100 Years of Printing Award” as part of the Premi Oro della Stampa awards, an authoritative showcase of Italian printing excellence.



# Technology, products and service: our value chain

[GRI 2-6]

Today, our Group serves a number of markets around the world: Italy, France, UK, Germany, Switzerland, Scandinavia, North America and Africa.

Sourcing the raw materials for our products is often a complex and delicate business. The paper first, which we purchase from selected certified paper mills or local distributors; the inks and ennobling varnishes, sourced from the best international manufacturers; the aluminium plates, produced by a few selected suppliers.

The production process is handled by latest-generation printing presses, manufactured by companies with a proven technological edge (for both offset and digital printing), while maintenance services are provided by external companies and experienced technicians.

The electricity required by the production sites and offices is purchased from various public and private utilities, but also produced in-house thanks to three innovative trigeneration plants and a photovoltaic array.

During order peaks in our production cycle, we use the services of companies and professionals – selected by our Supply Chain Quality and Control system – to handle part of the binding or ennobling activities.

We manage primary and secondary packaging in-house, and procure all the ancillary materials such as pallets, laths and plastic film used in our operations. At the end of the process, the finished products are transferred to logistics companies for shipping/transportation to the final customers.

Collection, transportation and disposal of waste from the production cycle, as well as waste from our offices, is managed by specialist organisations.

We are also in constant contact with a wide network of consultants and professionals, who collaborate with the Group with a view to continuous improvement. Discussions cover a range of administrative, legal, financial and technical issues, as well as topics like cyber security, the environment and personnel management.

Our value chain is a complex global operation involving hundreds of suppliers, subcontractors and professionals with whom we have established strong partnerships over the years. Even so, it remains flexible and adaptable, constantly expanding to acquire the skills needed in an ever-changing world. This ensures that we maintain the dynamism and flexibility required by the market, free from rigidity or red tape.

## Printing

The presses installed in our 6 production sites are the cornerstone of our offer, enabling us to respond to every printing, binding, ennobling and packaging requirement: from the longest to the shortest print runs, from magazine and book publishing to materials for large-scale retailers, from education to corporate printing, from rotary to offset and digital.

**Pre-press**

We manage the initial stage of the printing workflow with professionalism and a high technology content. The press makeready process is optimised by automated CTP lines operating 24 hours a day.

**Digital printing**

An innovative, flexible and rapid printing process enables us to handle short print runs and provide customised content as part of a fully automated workflow, making us an increasingly competitive player on the market and allowing our customers to significantly reduce unsold stock.

**Sheet-fed offset**

The printing process that allows maximum flexibility and outstanding quality, ideal for meeting a variety of needs and customising every editorial and commercial product.

**Roto-offset / Web offset**

With its state-of-the-art control tools, this is the recommended solution for medium and high-volume print runs delivering high quality at low cost.

**Timsons**

The best solution when product requirements call for medium and short print runs, a high page count and light, natural papers.

## Binding

The integrated-cycle binding department with its cutting-edge equipment completes the production stage, with a customised package for each project.

**Milled or sewn paperback**

Fast, precise and cost-effective, this is the best solution for books, catalogues and magazines.

**Milled or sewn hardback**

For high-quality illustrated books, novels and catalogues, whose hard covers are ennobled with special finishes.

**Staple**

Lightweight and versatile, stapling is the best solution for materials with a small number of pages that are easy to leaf through.

## Ennobling

Graphic art is subject to constant change, innovations and new trends. For this reason, our ennobling process is always in line with the requests of our most discerning customers, who often ask us for advice, suggestions and innovative solutions. Our machines can therefore provide any type of finish, from the simplest to the most complex. Lamination (glossy, matt, scratch-resistant or soft touch) is handled in-house; our ennobling techniques include hot foiling, embossing and screen printing, on hard covers and special covering materials (cloth, silk, eco-leather). One outstanding finish in great demand is custom edging, carried out with a hot spray technique, or with the innovative digital edge printing technology.

## Post-binding department

The ability to automatically process our products once they have been bound is one of our strengths. Today we have two multi-station lines: one bundles different products (books, CDs, inserts, workbooks) and wraps them in cellophane, is ideal for educational publishing; the other line, which is more suitable for “miscellaneous” volumes, automates processes such as dust-jacket application, stamping, insertion of attachments, boxing, label application, pallet stacking.

## Logistics

Thanks to our automated production systems and optimised workflows, we guarantee precision and efficiency, keeping wastage of time and materials and energy consumption to a minimum.

### Paper Cube

Our Paper Cube warehouse is fully automated with a dedicated management system that ensures constant monitoring and keeps the production facilities correctly supplied with paper reels: our own and the stock of the customers for whom we provide storage services.

### Automated warehouse

At the Capriate facility, each procedure is managed by a software system that guarantees precision and efficiency at every stage of production, from storage through to the transfer of shipments and administrative procedures.

## Machine installations

### Pioltello - head office

Digital printing (web and sheet-fed), sheet-fed offset, Timsons rotary presses, ennobling (lamination, UV varnishing) and binding (milled paperback)

### Cernusco sul Naviglio

Offset presses (16, 48, 72, 80 pages), staple bindery, Paper Cube automated storage warehouse

### Milan - Nava Press

Sheet-fed offset printing (LED UV), sheet-fed digital printing, paper converting, special processes, packaging (industrial/manual)

### Bergamo-Capriate

Bindery (hardback and paperback) and automated finished product warehouse

### Varese

Timsons 1-, 2- and 4-colour rotary presses

### Bucharest - Rotolito Romania

Sheet-fed offset printing, binding and assembly

*Read the QR code for a complete list of our machine installations:*



## Publishing products

- Illustrated books • Comics/Manga/Fiction
- Children's books • School text books
- Magazines and Periodicals • Dictionaries
- Games and Puzzles • Codes
- Travel and cookery books • Manuals
- Sacred texts and religious books • Atlases



## Commercial products

- Catalogues and Brochures • Retail Flyers
- Invitations and special products
- Promotional packaging
- Planners and Diaries • Gifts

# Materiality analysis, impacts and stakeholder engagement

[GRI 3-1, 3-2, 3-3]

Material topics refer to the organisation's impacts on the economy, the environment and people. Materiality is a strategic tool used by companies to draft reports setting out information on topics that influence the decisions, actions and performance of the organisation and its stakeholders. These topics have a significant impact on the ability to create shared value over time.

In 2021, the Global Reporting Initiative (GRI) conducted a major review and update of its reporting standards, with the focus on the identification of material topics. The new process, referred to as Impact Materiality, emphasises impact metrics as the main criterion for the objective determination and, to the degree possible, measurement of the actual significance of material topics.

In 2023, we embarked on a listening and dialogue journey to explore the sustainability topics of greatest significance to our strategy and our stakeholders, by conducting our first materiality analysis. Engagement and dialogue with key stakeholders enables us to keep in line with stakeholders' expectations and needs, and to capitalise on their requirements to create shared value.

We involved internal and external stakeholders, highlighting the interactions between Rotolito's interests and our stakeholders' interests. After analysing a series of scientific and financial documentary sources of relevance to our industry, we drew up an initial list of possible material topics inspired by the first set of European Sustainability Reporting Standards published by EFRAG in December 2023 and the Ecovadis, MSCI, ROBECOSAM and SASB parameters. We also considered industry competitors who publish sustainability reports with materiality analyses.

The most significant thematic areas were then submitted to the stakeholders for evaluation. Using a questionnaire, we asked our stakeholders to rate the impact (from 1 to 10) of the activities of Rotolito and Nava Press on topics such as economy, environment and people (where a score of 1 signifies "material" and 10 corresponds to "fundamental").

The questionnaire was completed by 81 stakeholders, of whom 60 were internal and 21 external. The results matrix is divided into four quadrants, with the upper right quadrant showing the 10 top-priority topics. These are the topics with the greatest influence on our ability to generate long-term value and will become increasingly central to our sustainability journey.

*The scope of the materiality analysis does not include Rotolito Romania, which will be included in the next update.*

Finally, we decided to deepen the analysis in order to identify the main positive and negative impacts of each material topic, so creating as objective a picture as possible for people, the environment and ourselves.

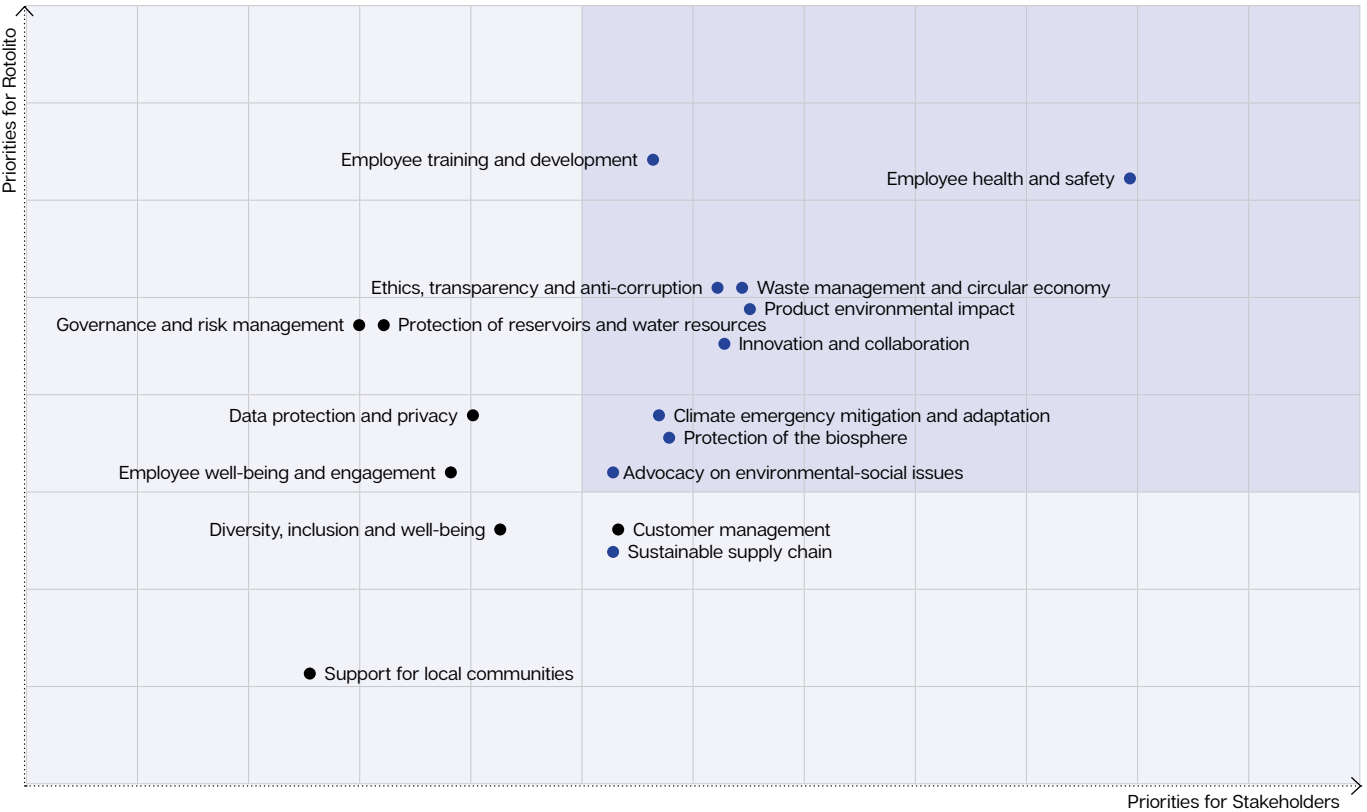
Materiality analysis has proved to be an effective tool to identify the topics on which to focus our development strategy as pillars of our sustainability. Although "sustainable supply chain" was not initially part of the materiality matrix's quadrant of top-priority topics, the impact analysis showed that, for Rotolito, this topic is indeed of great significance.

We should emphasise that this is Rotolito's first materiality analysis and should not be regarded as an end point. On the contrary, it marks the start of a continuous process of risk and opportunity monitoring, which will be updated annually and extend-

ed to a growing number of stakeholders. The aim is to gradually raise awareness on these topics.

A summary of our material topics and their impacts is set out below.

## Materiality matrix



### Material:

- Employee health and safety
- Waste management and circular economy
- Product environmental impact
- Ethics, transparency and anti-corruption
- Employee training and development
- Innovation and collaboration
- Climate emergency mitigation and adaptation
- Protection of the biosphere
- Advocacy on environmental and social issues
- Sustainable supply chain

### Non-material:

- Customer management
- Data protection and privacy
- Protection of reservoirs and water resources
- Governance and risk management
- Employee well-being and engagement
- Diversity, inclusion and well-being
- Support for local communities

Impact analysis

| Material Topic | Description of main impacts              | Type of impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                               |
|----------------|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
| GOVERNANCE     | Ethics, transparency and anti-corruption | The ethical conduct of business activities is crucial to maintain competitiveness in a socio-economic context undergoing continuous regulatory change, especially as regards sustainability. Compliance with health, safety, environmental, data protection and human rights laws and regulations is essential to reduce the risks of sanctions, fines, reputational damage and loss of market share. Careful risk management and ethical business conduct can have positive effects on society and the environment, boosting customer confidence and improving perception of the company. Furthermore, sound corporate governance and transparent communication are essential to fulfil responsibilities towards external investors, lenders, shareholders, employees, suppliers, customers, regulators and the environment. | Actual and potential positive |
|                |                                          | Unethical business management that does not comply with minimum legal requirements can lead to fines, penalties and damage to the brand's reputation, generating distrust among customers, investors and lenders. In addition, poor corporate governance can undermine the organisation's ability to attract and retain qualified talent.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Potential negative            |
|                | Innovation and collaboration             | The constant pursuit of innovation is fundamental to raise product quality and position the organisation as an industry leader. Technological investments help optimise production processes and reduce consumption of resources such as energy, paper and ink.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Actual and potential positive |
|                | Advocacy on social environmental issues  | Rotolito's commitment to raising awareness and educating key stakeholders can generate strong interest in these issues, promoting a common culture of environmental and social responsibility. This approach not only strengthens the bond with the public, but also positions the company as a recognised leader in the industry. Furthermore, transparent communication of ESG objectives and results raises confidence in and the credibility of the company. An open and responsible approach of this type can significantly improve corporate reputation, attract customers and investors, and consolidate long-lasting relationships.                                                                                                                                                                                   | Potential positive            |
|                |                                          | Non-transparent communication and greenwashing about sustainability issues and the products/services offer may mislead consumer choices, with a potentially negative impact on trust and purchasing decisions.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Potential negative            |
|                | Employee health and development          | Risks to employee health and safety arise mainly from mechanical hazards related to the use of machinery and operating and handling equipment. Other risks are related to the use of chemicals.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Potential negative            |

|             |                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                               |
|-------------|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
| PEOPLE      | Employee training and development           | One of the key strategies for creating a healthy workplace where employees feel appreciated and valued is to develop their potential through training and professional growth. Investing in continuous training and skills development not only improves productivity and the quality of products and services, it also brings numerous short- and long-term benefits. Promoting employees' physical and psychological well-being and helping them realise their professional aspirations improves the workplace climate, increases engagement, reduces turnover and raises the appeal of the company. In addition, a strong commitment to training and development can be a competitive advantage, allowing the company to stay at the forefront and offer innovative, high-quality products and services. | Actual and potential positive |
|             |                                             | A non-inclusive workplace and failure to respect workers' rights, diversity and equal opportunities can lead to discrimination, undermine opportunities for personal and professional development and increase employee leaving rates.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Potential negative            |
| ENVIRONMENT | Waste management and circular economy       | The production process generates waste, which, if not properly disposed of and recovered, can have negative impacts on ecosystems and local communities. This impact is limited by waste recovery operations, the reduction of products sent for pulping and the purchase of certified paper products.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Actual negative               |
|             | Product environmental impact                | Paper and ink are two key raw materials in Rotolito's industrial production and are also of particular importance in terms of environmental impact. To mitigate these effects, the company has decided to use mainly FSC® and PEFC certified paper.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Actual positive               |
|             | Climate emergency mitigation and adaptation | Paper production is a highly energy-intensive and water-dependent sector. Since Rotolito is a downstream player in the paper value chain, its negative impact on climate change and biodiversity is largely indirect.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Actual negative               |
|             | Protection of the biosphere                 | Rotolito may have several negative impacts on biodiversity, mainly resulting from raw material procurement and paper production. The sourcing of FSC® and PEFC certified paper ensures proper and responsible forest management, protecting the biosphere and biodiversity.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Potential negative            |
|             | Sustainable supply chain                    | Engaging suppliers and raising their awareness of the importance of compliance with sustainability requirements and continuously improving their processes, products and services can reduce impacts along the supply chain, making it more resilient. This approach not only improves the overall quality of the products offered, it also strengthens the entire corporate ecosystem, contributing to a positive impact on society and the environment.                                                                                                                                                                                                                                                                                                                                                   | Potential positive            |

Mapping and engagement

[GRI 2-29]

During 2023, we mapped our ecosystem with the aim of identifying our key stakeholders. Based on the assessment results, we can group stakeholders in the following categories:

**Customers** - Large and small Italian and overseas publishers; luxury brands in the fashion, automotive and jewellery sectors; large-scale distribution; chemicals industry.

**Community** - Professional typographic art institutes, trade press.

**Governance** - Banks, insurance companies, law firms, accountants, trade associations.

**Workers** - Managers, office and production employees, internal trade union (RSU), workers' safety representative (RLS), Board of Directors, General Management Division, Top Management.

**Supply Chain** - Couriers and freight forwarders, suppliers of raw materials and printing ancillary products (paper mills, inks, machinery, plates, chemicals, plastics), subcontractors (binding, paper converting, ennobling), IT service providers, waste management and disposal, energy and service plant maintenance, cleaning, plant consultants and engineers, energy management consultants, utilities (gas, water, electricity), personnel recruitment agencies.

We then analysed our stakeholder relations, an activity that enabled us to strengthen our ties and understand the interdependencies created by our operations. In detail:

Our stakeholders in the supply chain were identified and involved throughout 2023 with the aim of building or consolidating lasting relationships based on a shared purpose and corporate values: our goal is to evolve and build together with these partners an industrial supply chain aligned with our sustainable development goals and able to cope with the needs and difficulties of the future.

Stakeholders in our communities were engaged through support for local schools and associations, with the aim of creating shared value for the entire ecosystem, often opening our doors to generations of young students in the sector.

Two engagement events were organised for our internal stakeholders. During the first event, in November 2023, the Group's Board of Directors and top management provided updates on governance, financial results, the business plan, and key projects and actions relating to ESG principles; the Sustainability pathway launched at the beginning of 2023, the results of the B Impact Assessment, and the three-year communication and disclosure plan for B Corp certification were also discussed in depth. A second event, in December 2023, was organised specifically for the Group's sales force: the objective was to examine the characteristics of the sustainability journey in detail, in order to give sales personnel the right tools and, above all, the necessary awareness for providing customers with correct, complete and transparent information.

GOVERN-  
NANCE

# Transparency and responsibility towards everyone

## Main achievements in 2023

Update of our Vision and Mission to reflect our values and purpose

Drafting of the new Code of Ethics for Rotolito S.p.A. and all the investee companies

Procedure for handling Whistleblowing reports in Rotolito Group companies

Establishment of the Sustainability Committee

Measurement of the Group's sustainability performance through the B Impact Assessment (BIA)

Improvement of the score issued by the EcoVadis platform

## Upcoming and future goals

Double materiality analysis

Adoption, regulation and full integration of ethical and anti-corruption principles

Integration of ESG criteria in performance evaluation (senior managers and employees)

We have embarked on a growth path to evolve towards a future-proof business model, integrating sound sustainability principles into our way of doing business. Our intention is to ensure virtuous management, protect the environment and value people.

Every organisation is called upon to realise its sustainable vocation and we intend to express and enhance ours in keeping with our core values. To achieve this, we are setting up a participatory governance system to guide our actions.

The ability to look ahead and anticipate change has always been the hallmark of Rotolito's success. We work with a raw material that is inherently virtuous if managed responsibly, because it is renewable and recyclable. We strive to value and respect it by choosing virtuous paper mills and using technology as a tool for continuous improvement of environmental impacts. Rotolito's history and philosophy have always been made up of many practices, but today we feel the need to formalise and integrate these practices with the principles of sustainability so that they can be passed on to future generations.

We know that this requires us to build a more structured form of governance, taking into account the crucial role of all our stakeholders and the entire value chain of which they are part. Every organisation has a responsibility to be accountable not only for its own interests, but also for those of all the players with whom it cooperates and interacts, directly or indirectly. Therefore, we have a duty to operate transparently and responsibly, and in turn to involve the other players in this virtuous process. To do this, we use important reporting tools and tools to raise internal and external awareness – the Code of Ethics, management systems and certifications – so that we can optimise the management of our governance and sustainability performance.

Our current challenge is to implement a governance system with a holistic approach, which clearly reflects our corporate vocation and guides our decisions by providing complete and correct information. The goal is to transform ourselves into an organisation that operates in an increasingly ethical, responsible and transparent manner.

We want to continue our tradition of leadership and innovation, and in doing so meet the sustainability challenge; and we want to convey this ambition in our relations with all the stakeholders in our ecosystem, to generate shared and lasting value.



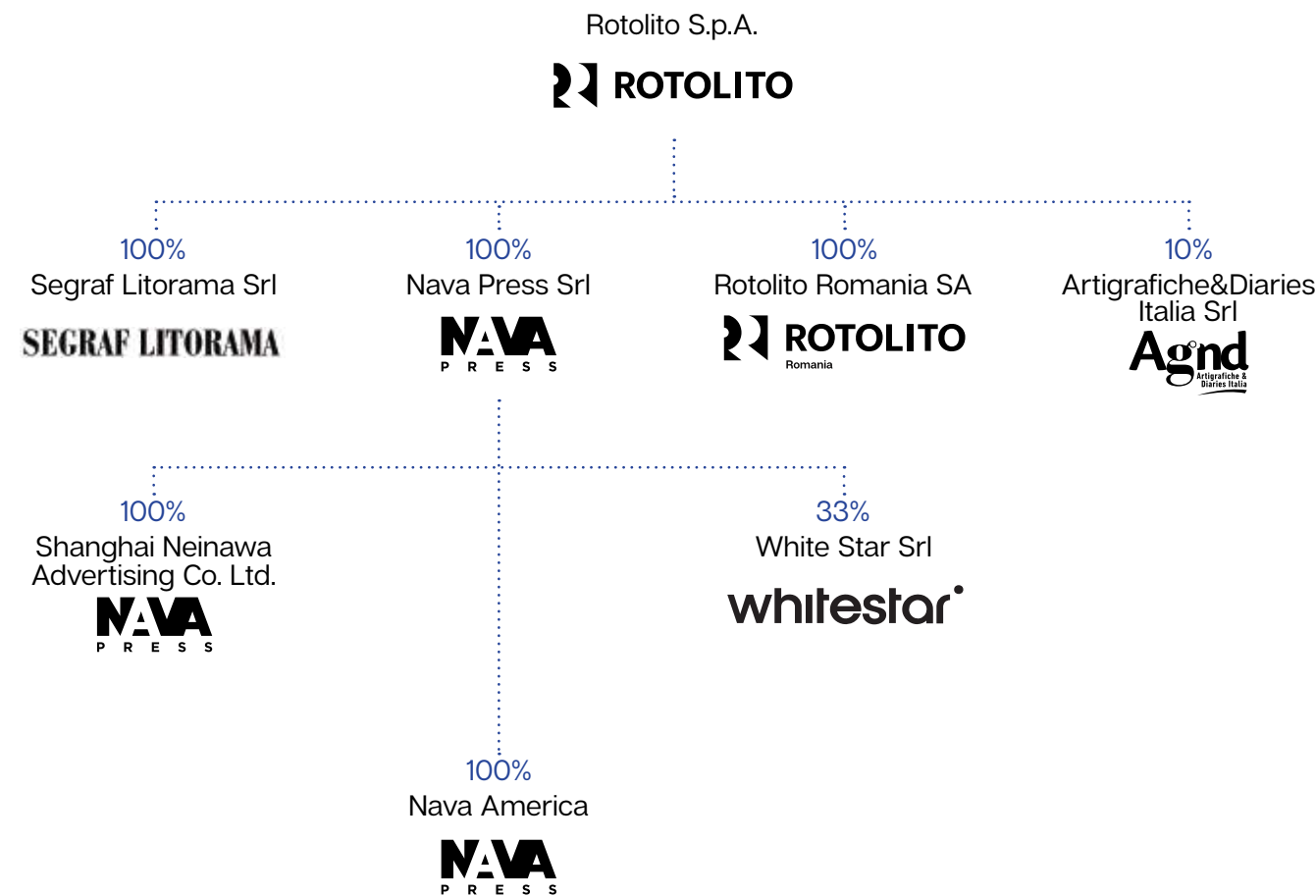
# The structure of the Rotolito Group

[GRI 2-9, 2-10]

Rotolito S.p.A. includes Nava Press Srl and Rotolito Romania SA, two autonomous and independent entities each with their own organisation chart, and other companies gravitating in the orbit of Nava Press, Nava America and Shanghai Neinawa Advertising. The Group also has a series of synergetic equity interests that complete our production offer:

Segraf Litorama Srl, Artigrafiche&Diaries Italia Srl, White Star Srl. Rotolito S.p.A. publishes consolidated financial statements, which include the following entities: Rotolito S.p.A., Nava Press Srl, Rotolito Romania SA. Separate financial statements are published by: Segraf Litorama Srl, Artigrafiche&Diaries Italia Srl, White Star Srl, Nava America, Shanghai Neinawa Advertising Co. Ltd.

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## Board of Directors

The governance of the Group is organised through the Shareholders' Meeting and the Board of Directors. The Shareholders' Meeting appoints the members of the Board of Directors and determines their term of office.



**PAOLO BANDECCHI**  
Chair Board of Directors  
*Founder of the Rotolito Group, and Vice President of Assografici*

The Board of Directors delegates powers of ordinary administration to the directors within limits set by the Board itself. The functions of ordinary administration exceeding these limits, and the functions of extraordinary administration, are exercised subject to a resolution of the Board of Directors.



**SIMONE BANDECCHI**  
Chief Executive Officer  
*Draws up Group strategies with a strong focus on the US and Asian markets*

Each Group company has its own Board of Directors, which manages the company's operations in accordance with the specific powers assigned to it, including matters relating to security and the 231 Organisational Model. Among the board members, only Paolo Bandecchi holds a non-executive role and there are no independent directors.



**FEDERICO BANDECCHI**  
Chief Financial Officer  
*Draws up the financial strategies of the Group companies. He is a Director of the Industrial Union of Graphic Designers and Chair of White Star Srl*

The Board of Directors, led by the Chair, sets the Group's strategic guidelines. The operational management of the parent company and its investees is handled by a management team that reports directly to the CEO.



**EMANUELE BANDECCHI**  
Chief Sales & Marketing Officer  
*Manages and coordinates sales and marketing operations on the European markets and is a Director of the Rizzoli Institute*

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Nava Press Srl and Rotolito Romania SA have their own board of directors, whose members are the main shareholders from the Bandecchi family and an additional board member: in the case of Nava Press Srl, this is Gianni Nava, the company's former owner and Sales Advisor; Rotolito Romania has its own General Manager, Giuseppe Canale, who takes part in the decision-making process, within the limits of his delegated powers. Each Group entity has its own independent operational functions, which reporting for their area to the parent company.

The strategic objective of the Nava Shanghai and Nava America companies is to strengthen the international service reach of the Rotolito Group. As fully fledged trading companies offering design and production services for printed matter, packaging and promotional material, and acting as quality control units when the need arises to use local partners, they allow us to expand our overseas business. The professionals based in the USA and Shanghai are also sustainability performance advisors and supervisors, for example with regard to the limitation or avoidance of long-haul shipments.

# Sustainability governance

[GRI 2-12, 2-13, 2-14, 2-17]

Compliance with laws, regulations and industry obligations forms the basis of our sustainability commitment. We adopt an Integrated Management System that incorporates the requirements of international standards such as ISO 14001, ISO 9001, ISO 45001, FSC®, PEFC and SEDEX Smeta, certified by independent third parties. Implementation of the system goes beyond mere compliance; for us, it stands for an ongoing commitment to measuring, analysing and improving our performance in key areas: occupational health and safety, corporate social responsibility, environmental sustainability, product quality and safety.

2023 was a crucial year on the certification front for the Rotolito Group, which launched an evolutionary project to integrate sustainability principles into its business strategies: B Corp certification.

Starting in February, we conducted in-depth assessments of our environmental and social impact using the Benefit Impact Assessment (BIA) tool, identifying areas for improvement, and involving all aspects of our supply chain and our stakeholders as collaborative partners on a journey of holistic yet systemic co-evolution.

The Board of Directors, the Function Managers and the Management Board took an active part in the sustainability assessment by creating a B Team whose solid forward-looking approach led to the development of a three-year plan for the measurement and improvement of our social and environmental performance. In addition to transparently communicating our sustainability commitment, the plan is also the pathway to a regenerative paradigm that will enhance our

innovation and resilience to successfully meet the global challenges of the XXI century. Among the important stages in the plan to integrate sustainability into our business strategies, we focused on:

- rewriting our Vision, Mission and Purpose to redefine our corporate values;
- initiating the transition to becoming a Benefit Company whose Articles of Association establish common benefit goals, processes and structured responsibilities for the measurement of impacts;
- forming a sustainability committee tasked with monitoring the B Corp certification process and approve sustainability plans and the Sustainability Report. The committee will be composed of the members of the B Team, the General Management, representatives of the Board of Directors and an ambassador representative chosen from among the employees.

We have started the B Corp certification process in Italy and intend extending it to all the Group entities, gradually aligning our certifications. We are working on the Benefit Impact Assessment measurement of Rotolito Romania.

We are drawing up a detailed map of our supply chain to acquire a comprehensive view of the sustainability performance, and areas for improvement, of our suppliers.

# Our standards of conduct: transparency, ethics and certifications

[GRI 2-23, 2-24]

We have moved into a new stage in our sustainability journey and want all our stakeholders to be aware of this. Our Code of Ethics, approved by Rotolito's Board of Directors on 11 July 2023 and valid for Rotolito S.p.A. and all the investee companies, is designed to ensure that the ethical values underpinning our corporate culture are clearly and transparently defined, and set out and divulge the principles and rules of conduct we consider fundamental for our operations.

The Code of Ethics is an important tool for building a dialogue with all stakeholders and establishing our sustainability standards. In drawing up the Code, we have expressed our aspiration: to become a pioneer among large print media companies in terms of our ability to integrate sustainability into our business strategy, and we are committed to matching our principles with this goal.

The Code enshrines the Group's commitment to fostering a regenerative business model and promoting trust, transparency, honesty and fairness, the values that underpin every relationship with its internal and external stakeholders.

A point of reference for anyone interacting with the Rotolito Group, the Code of Ethics sets out the guidelines to be adopted, promoting responsible business activities that protect the environment, people and collective well-being. It reflects our commitment to the principle of interdependence, recognising that we are all part of a complex ecosystem, where the actions of each one of us have profound and lasting consequences for the whole system, and determining to continuously improve for the common good.

We have always been a benchmark for all the players in our sector: customers, suppliers, employees, media and public administration. Ensuring fairness and inclusiveness in a noble and historic profession, which we have helped turn into an industry, is our mission. Printing is an art to be preserved, an art that, in an increasingly digital age, provides educational and information benefits for the community – present and future – and its cultural and economic prosperity. The Code of Ethics is not only a constant reminder to ourselves, but also as a public invitation to all our stakeholders to hold us responsible for our operations.

SMETA Audit

Since 2008, our Italian plants have been audited with SMETA (Sedex Members Ethical Trade Audit) criteria, a methodology developed on the Sedex platform (a non-profit organisation that promotes ethical principles in global supply chains). This attests to our commitment to respecting workers' rights, improving occupational health and safety, and promoting environmental sustainability in our operations and supply chain. The SMETA audit provides customers and consumers with assurance of our commitment to social, ethical and environmental issues in our supply chain, and discloses the results to stakeholders.



Book Chain Project

Rotolito is part of the Book Chain Project, an innovative platform for supply chain tracking and monitoring, which supports and ensures the transparency and sustainability of complex book supply chains. The platform collects and analyses key industry data, cross-referencing them with the data of the publishing industry.

The Book Chain Project enables publishers to make informed decisions for their book production and to share knowledge and experience in all key areas of the publishing industry. These mainly include monitoring and tracking of: pulp supplies, paper availability, the quality of inks and chemicals, and the ethical/environmental/social criteria adopted by the industry.

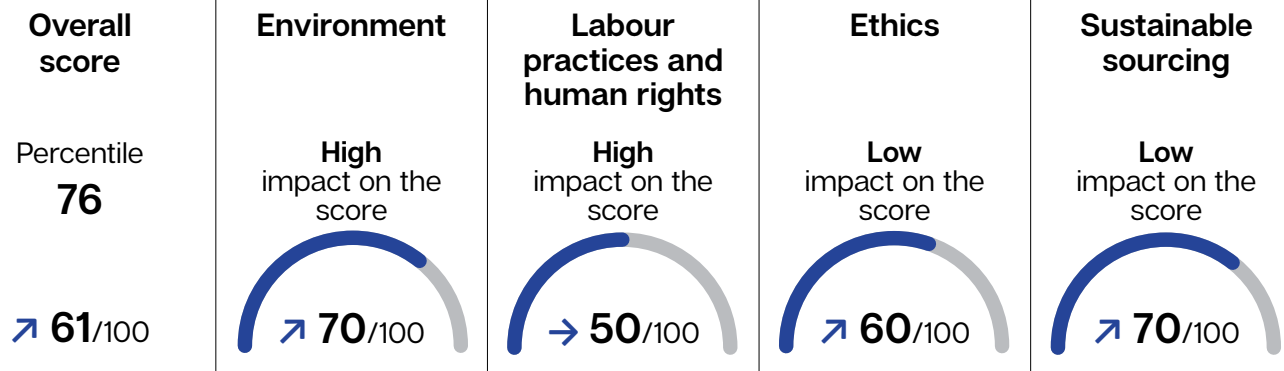
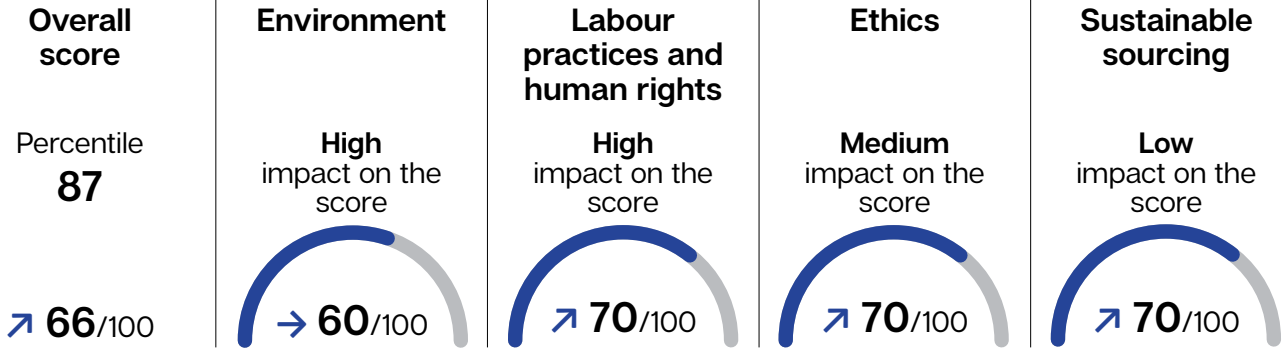
In this way, Rotolito not only ensures the quality and sustainability of its products, it also promotes responsible and transparent practices along the entire value chain.



EcoVadis

In order to build robust data governance for managing environmental impacts, over the years we have adopted several measurement platforms, including EcoVadis, which helps organisations monitor their own sustainability performance and

the sustainability performance of their suppliers. In 2023, Rotolito improved its performance, achieving a significantly higher virtuous score than in previous years.



# Anti-corruption

As part of our commitment to integrity and anti-corruption vigilance, we have established tools and processes to prevent, monitor and respond to any instances of non-compliance. In 2018, pursuant to Legislative Decree no. 231/2001 in force throughout Italy, we adopted an organisational, management and control model known as the "231 Model", which clearly sets out our ethical commitments and responsibilities in the performance of our business activities. The 231 Model lays out the responsibilities and administrative rules for avoiding unlawful conduct, and specifies the role and responsibilities of the Supervisory Board. The Supervisory Board is tasked with supervising the correct application of the Model, and reports regularly to the Board of Directors on the results of its activity.

As an integral part of the 231 Model, in 2023 we adopted a procedure for handling whistleblowing reports from Rotolito Group companies, with a view to implementing and regulating a whistleblowing system within our ecosystem that would involve all our stakeholders in combating unlawful conduct.

Our Board of Directors ensures full implementation of the procedure and has appointed a Whistleblowing Officer, who is in charge of receiving, analysing and checking reports (with the support of other corporate functions and the Supervisory Board) and taking action.

We have put in place appropriate information channels to receive, analyse and process reports, as well as systems to protect the whistleblower against possible discrimination or retaliatory measures in the workplace. To this end, we have installed a dedicated IT platform, which can be accessed by employees, collaborators, consultants, partners, suppliers and business counterparties, as well as informed third parties, wishing to make a report.

# Vision and Mission, for shared value

Driven by the desire to embark on a path of effective interdependence, during 2023 we felt it necessary to realign and refine our corporate values so they would coexist with the concept of "shared value" that underpins our operations. So we have devoted time and resources to refining our Vision and Mission, so that they reflect our values and purpose. We will continue to improve Rotolito's decision-making process and organisational structure in order to translate our mission into concrete daily strategies and actions.

## Our values

- Generating passion for Quality
- Investing in training and innovation
- Promoting and defending diversity and inclusion
- Practising work ethics and mutual respect
- Spreading beauty and knowledge
- Treating our Customers and Suppliers as partners

## Rotolito

### Vision

Spreading the sustainable value of printed paper, so it will continue to educate, inform and move adults and children. Today and forever.

### Mission

We offer the finest solutions and services for printed paper, everyday, all over the world, without harming the Planet, the People and the Prosperity of everyone. We invest in research and development of the most advanced technologies for a Sustainable and Cultural Progress of human and environmental capital.

## Nava Press

### Vision

To safeguard the harmony between conception and execution, technology and craftsmanship, dream and reality. To be creators of beauty in every sense, and its guarantors over time.

### Mission

We provide top-tier printing and packaging solutions and services for the luxury sector on a global scale. We combine cutting-edge technologies with expert craftsmanship to develop one-of-a-kind creations. We are committed to sustainable beauty, prioritising respect for the Planet, People, and Prosperity for all.



# Assets and investments

The decrease in the value of production in 2023 was fuelled by the general decline in demand throughout the publishing sector, as well as a sharp drop in the value of paper, which consequently reduced both sales prices and EBITDA. An additional factor was the plan to reorganise and close the Baranzate and Nova Milanese facilities (and merge them with the Cernusco sul Naviglio production hub). Nevertheless, considering the general economic situation, overall in 2023 the Company achieved a result that was above the industry average.

Investments in 2023 amounted to EUR 18 million and focused mainly on the expansion of the Cernusco sul Naviglio production site as part of the industrial reorganisation plan for innovation,

a reduction in emissions and a partial operational conversion towards products with higher added value. Despite substantial capital expenditure, the Company improved its net financial position, in line with the goal of financial solidity that it has always pursued in order to maintain a constant medium/long-term balance between cash outflows (re-payment of sources) and cash inflows achieved through the recovery of investments so as not to compromise the economic balance of our operations.

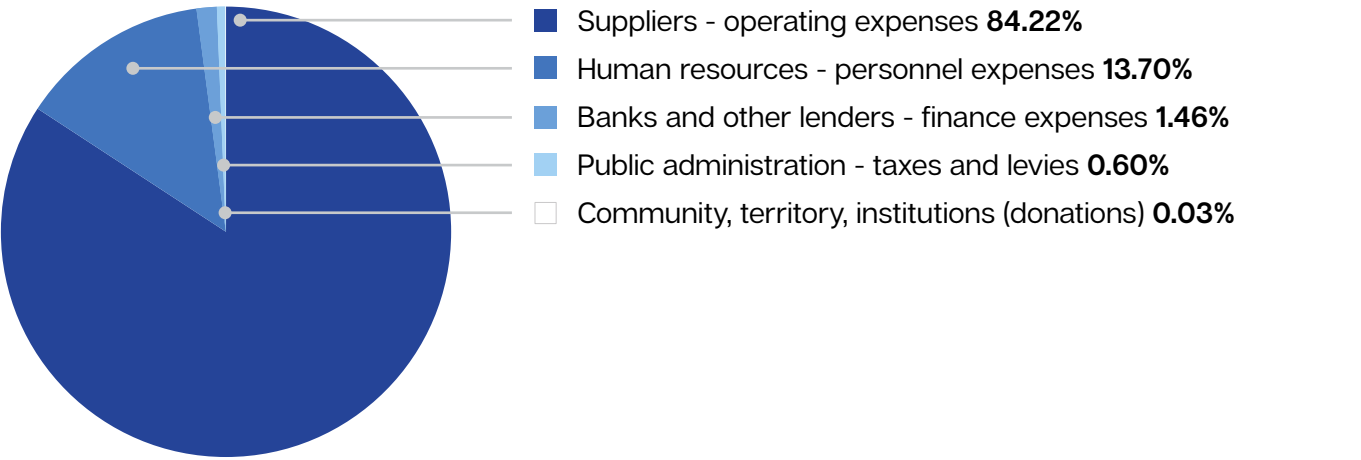
Shareholders' equity at the end of 2023 stood at EUR 80.8 million, an improvement compared to 2022 thanks to the earnings generated during the financial year, which as always were allocated in full to equity reserves.

## Group financial and business highlights in k€

|                        | 2020     | 2021     | 2022     | 2023     |
|------------------------|----------|----------|----------|----------|
| Value of production    | 178,818  | 215,594  | 273,899  | 217,403  |
| EBITDA                 | 8,832    | 12,893   | 18,940   | 13,703   |
| Investments            | 20,216   | 10,422   | 7,715    | 18,027   |
| Net financial position | - 39,656 | - 44,332 | - 40,725 | - 34,349 |
| Shareholders' equity   | 65,287   | 69,393   | 77,412   | 80,800   |

## Economic value distributed in k€ and in %

|                                                                   | 2022    | 2023    |
|-------------------------------------------------------------------|---------|---------|
| Economic value generated directly                                 | 286,370 | 226,693 |
| Economic value distributed                                        | 262,195 | 202,648 |
| Suppliers - operating expenses                                    | 229,083 | 170,674 |
| Human resources - personnel expenses                              | 29,395  | 27,756  |
| Banks and other lenders - finance expenses                        | 2,248   | 2,958   |
| Public administration - taxes and levies                          | 1,419   | 1,208   |
| Community, territory, institutions (donations, social activities) | 51      | 52      |
| Economic value retained                                           | 24,175  | 24,044  |



ENVIRONMENT-  
FRONT

# Holistic and measurable objectives

## Main achievements in 2023

Extension of ISO 14001 to the Capriate facility

Adoption of the home-work travel plan (mobility management)

93.7% of waste sent for recovery

Greater accuracy in calculating the Corporate Carbon Footprint

## Upcoming and future goals

Increasingly comprehensive Data Governance

Drafting of a water balance to optimise/ reduce water consumption at production sites

Considering savings and energy efficiency an asset of the plan for the integration of sustainability into business strategies

Gradually increasing the percentage of products with reliable environmental certification, prioritising supplies of certified paper

EUDR Compliance

First approach to Life Cycle Assessment

At Rotolito, we have always paid close attention to environmental issues at every stage of our operations. Currently, we are taking a centralised and holistic approach to future initiatives, integrating the best practices that are part of our corporate vision. We are working on our environmental performance through data governance to perfect our increasingly comprehensive and data-driven measurement and control mechanisms, and enable us to draw up strategic improvement plans.

Our Pioltello facility has had ISO 14001 certification since 2011. To extend this certification to all our production sites, we want to set measurable targets for all material topics and establish an ESG strategy geared to continuous growth. In 2023, we extended certification to Capriate, the facility chiefly dedicated to binding. This was a fundamental step to strengthen our waste-efficient sustainable management system. Next, we intend to extend ISO 14001 certification to the Cernusco sul Naviglio plant, thus achieving a uniform environmental management system for all of our locations.

In 2023, we also introduced a Home-Work Mobility Plan, in compliance with the legal requirement that a plan of this type be adopted for all factories in the metropolitan city of Milan or in municipalities with more than 100,000 inhabitants and over 100 employees. Our facilities in Cernusco and Pioltello meet these criteria. The plan includes an analysis of the road network and access to the plants, as well as a survey of Rotolito employees and external collaborators, to map the means of transport used to travel into work. This measurement tool allows us to identify the action to be taken to mitigate the

environmental impact of home-work travel, and quantify the potential benefit – in terms of reducing environmental impacts – of these measures. To move towards increasingly comprehensive environmental data governance, in 2023 we also developed a precise and effective system for collecting water withdrawal and consumption data and drawing up a water balance as a fundamental tool for effective management of water resources in our plants. Thanks to this initiative, in 2024 we will be able to report all water consumption (process and service) accurately, identify areas for optimisation and reduce consumption.



# Integration of sustainability into the business and interdependence

[GRI 304-2, 301-1]

At Rotolito, we are acutely aware of our strategic responsibility and the environmental and social implications of our strategies, decisions and actions. Climate change is destabilising natural balances, threatening biodiversity and the well-being of the communities that depend on these ecosystems. Reducing the environmental impact of industrial production means adopting sustainable practices along the entire supply chain and making a systematic and coordinated commitment jointly with all our stakeholders.

The production of a printed document, be it a magazine or a book, is the result of a complex process that originates in nature (cotton, straw, wood). Through photosynthesis, plants convert solar energy and carbon dioxide into biomass, storing carbon in the woody parts of their trunk and branches. Forests not only constitute the planet's largest store of carbon, they also play a key role in protecting biodiversity and providing ecosystemic services that offer countless benefits to humanity. As a player in the printed paper industry, we consider it a privilege to use this natural and renewable raw material. This makes us dependent on its ecosystem and imposes a great responsibility on us: the more prosperous our business in making beautiful and useful products, the more we have to act carefully, reduce negative impacts and contribute to the protection of essential natural resources, all along the value chain.

We have always been supporters of the unique sustainability and appeal of printed paper, although we are aware that historically the entire processing chain has had a significant impact on the environment; fortunately, Humanity finds solutions: the adoption of innovative technologies,

together with sensitive responsible management, drastically reduces the impact. This is why we believe it is essential that we work with the entire supply chain to promote the best sustainability practices. After all, paper is one of the materials that can be most easily recycled. In a world where, increasingly, digital and printed information coexist and complement each other, we are convinced that paper printing is a highly sustainable communication tool, and we intend to debunk the assumption/perception that it is the main cause of deforestation on the Planet.

At the same time, we are committed to working together with our supply chain to counter the widespread belief that communication on digital devices has no environmental impact. Nothing could be further from the truth, given the enormous amount of energy required, and the related CO<sub>2</sub> emissions, to manage internet traffic, keep data storage servers running and cool, etc. Therefore, as the world works to restore lost forests in order to help reduce global warming, we intend to promote and encourage the use of certified paper from responsibly managed forests. In addition, a certified forest helps keep its internal biodiversity intact, involves a variety of stakeholders, and so promotes global and local economic progress and prosperity.

In general terms, the sustainability of paper has come to assume an increasingly central role when it constitutes a viable alternative to plastic, especially in the production of packaging. Recycling practices, the responsible use of natural resources and the adoption of advanced technologies show that the print media industry is constantly evolving and supports the transition towards a sustainable business model.



Since the protection of the biosphere, and forest ecosystems in particular, is an essential pillar of our sustainability strategy, we are aware that our operations, both direct and indirect, have a major impact. Therefore, we generate long-term shared value with the suppliers of our raw materials (primarily paper mills), so that our supplies are not responsible for:

- 1. Deforestation:** the production of paper from uncertified forests not only exacerbates deforestation levels and compromises ecosystems, it also causes inexorable damage to natural habitats and the lives of the communities to which they provide vital services.
- 2. Use of chemicals:** printing processes can contribute to air and water pollution. The use of inks or solvents, which may contain hazardous substances, may have negative impacts on local ecosystems. Furthermore, we know that pulp processing is responsible for significant greenhouse gas emissions, causing global warming and consequent damage to biodiversity.
- 3. Water consumption:** paper production requires huge amounts of water, both for pulp processing and plant cooling. This can reduce the availability of water for local ecosystems, putting flora and fauna at risk.

With this in mind, at Rotolito we adopt sustainable sourcing practices, preferring to use certified paper in order to mitigate negative impacts on biodiversity and forest ecosystems. 82% of the raw material we use comes from renewable resources and many of our products have international certifications (such as FSC®, PEFC, EU Ecolabel): a transparent guarantee for customers and end consumers that our products do not contribute to deforestation or other forms of environmental degradation. We therefore actively promote the purchase of certified paper, regardless of customer requirements, in the interests of more sustainable and virtuous choices. Our site in Bucharest, for example, where printing children's books (which have a short life cycle) accounts for 50-60% of production, plays a crucial role in offering certified paper.

And again to reduce negative impacts, our business model gives customers the flexibility to decide the number of copies to be printed: our full range of innovative, state-of-the-art machinery, together with our consultancy expertise, always offer the perfect production mix to optimise start-up costs / volume quantity / desired product quality.

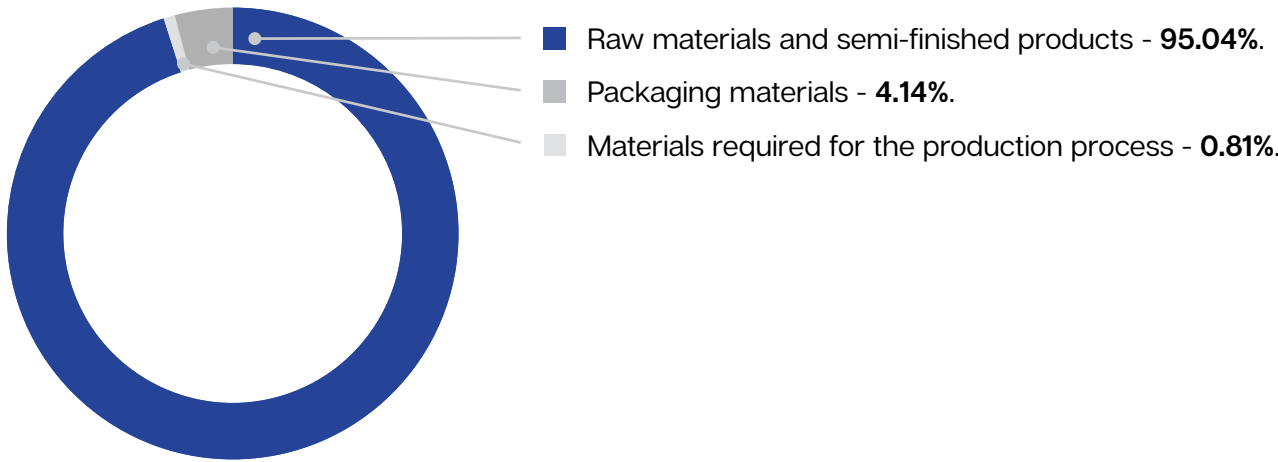
Digital technology and offset printing are a viable solution in terms of cost-effectiveness and flexibility: customers can print “only” what they need, when they need it, with obvious savings in money, warehousing, and unsold volumes to be sent for pulping.

29% of turnover from orders with FSC®<sup>3</sup> certification

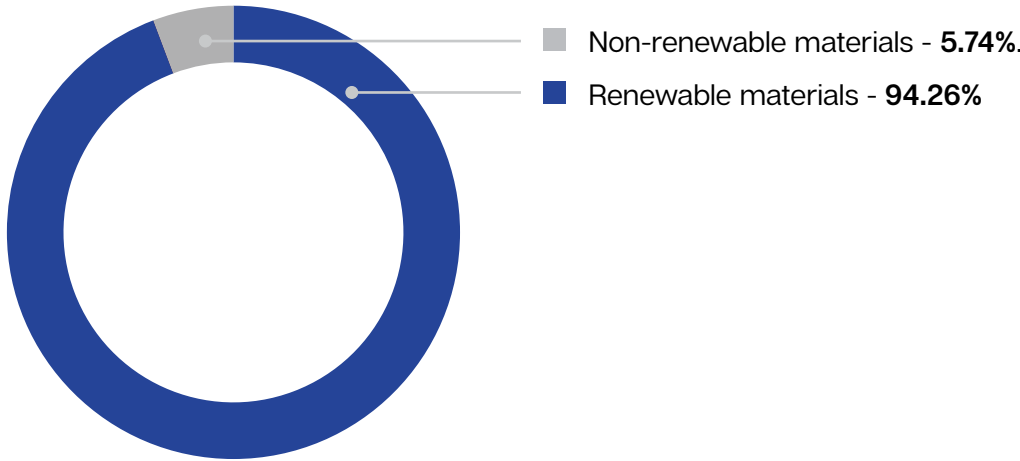
35% of turnover from order with PEFC<sup>3</sup> certification

<sup>3</sup>The calculation includes the Rotolito S.p.A., Nava Press Srl and Segraf Litorama companies.

Type of materials used per process



Percentage of renewable materials used



# Our main environmental certifications

## ISO 14001

- Creates a structured approach to setting corporate environmental objectives and identifying tools to achieve them, focusing on the context and sustainability.
- Identifies environmental risks and opportunities for improvement in the life cycle of products and processes.
- Ensures compliance with significant environmental regulatory requirements.
- Enhances the company's value on the marketplace by demonstrating to customers and stakeholders its commitment to environmental protection.
- Reduces environmental impacts and costs relating to energy consumption, management of raw materials and waste.

## ISO 14001 - Certified sites



**ROTOLITO S.p.A.**  
**Pioltello plant**

Fields of application: pre-press, flatbed and rotary offset printing, digital printing, binding and logistics for commercial, advertising and publishing printed matter



**p.A.**  
**Capriate San Gervasio plant**

Fields of application: binding and logistics for commercial, advertising and publishing printed matter



**ROTOLITO ROMANIA SA**  
**Pantelimon plant,**  
**Bucharest**

Fields of application: pre-press, offset and roto-offset printing, binding and logistics for commercial printed matter: catalogues, magazines, books, dictionaries, school textbooks and promotional material.

## Forest Stewardship Council®

The Forest Stewardship Council (FSC)® is an international non-profit organisation that promotes responsible management of forests. Products with FSC® certification products come from sustainably managed forests, where sound ecological and social practices such as sustainable cultivation, protection of wildlife, respect for indigenous peoples' rights and fair working conditions are guaranteed.



## FSC® certified companies



**ROTOLITO S.p.A.**  
**Pioltello,**  
**Cernusco sul Naviglio,**  
**Capriate San Gervasio plants**

Fields of application: pre-press, printing, binding and logistics for commercial, advertising and publishing printing of catalogues, magazines, books, dictionaries, school textbooks, promotional material and packaging in FSC® Mix and FSC® Recycled board, Transfer system.



**NAVA PRESS Srl**  
**Milan plant**

Fields of application: offset, roto-offset and digital printing on FSC® paper and board. Production and sale of FSC® paper and board stationery articles. Sale of FSC® paper and board. Marketing of FSC® printed products. Marketing of FSC® wooden boxes and objects. (Transfer System).



**ROTOLITO ROMANIA SA**  
**Pantelimon plant,**  
**Bucharest**

Fields of application: Purchase of FSC® 100%, FSC® Mix (% and credit) and FSC® Recycled (% and credit) paper rolls, sheets and board, printing, binding, varnishing, pallet packaging, storage including outsourcing (transfer system) and sale of FSC® 100%, FSC® Mix (% and credit) and FSC® Recycled (% and credit) books, magazines, advertising material, calendars, diaries and organisers.

Programme for the Endorsement of Forest Certification

The Programme for the Endorsement of Forest Certification (PEFC) is an international non-profit organisation that promotes sustainable forest management through independent voluntary third-party certification. PEFC-certified products meet stringent environmental, social and economic requirements, guaranteeing a traceable chain of custody.



PEFC-certified companies



**ROTOLITO S.p.A.**  
**Pioltello,**  
**Cernusco sul Naviglio,**  
**Capriate San Gervasio plants**

Fields of application: pre-press, printing, binding and logistics for commercial, advertising and editorial printing of catalogues, magazines, books, dictionaries, school textbooks and promotional material. PEFC Certified. Physical separation method.



**NAVA PRESS Srl**  
**Milan plant**

Fields of application: offset, roto-offset and digital printing on PEFC paper and board. Production and sale of PEFC paper and board stationery articles. Sale of PEFC paper and board. Marketing of PEFC printed products.



**ROTOLITO ROMANIA SA**  
**Pantelimon plant,**  
**Bucharest**

Fields of application: purchase of 100% PEFC and 70% PEFC certified paper reels and sheets, printing (outsourcing), binding, packaging on pallets, storage and delivery of printed products on 100% PEFC and 70% PEFC certified paper, percentage method.

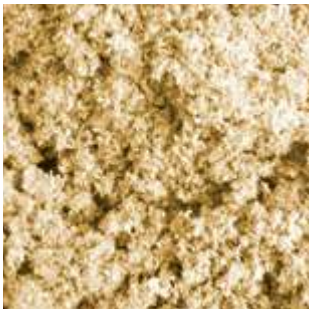
EU Ecolabel

The European Commission's EU Ecolabel is a voluntary certification that requires compliance with high environmental standards throughout the product life cycle, from production to disposal. Certified products must use fibre from sustainably managed forests or recycled sources, limit hazardous chemicals, and comply with limits on emissions, energy use and waste generation.

EU Ecolabel certified products



**FIDATY CATALOGUE**  
**Esselunga (c/o Rotolito S.p.A.)**  
**OFFICE CATALOGUE**  
**Lyreco (c/o Rotolito S.p.A.)**



# Waste management and anti-waste philosophy

[GRI 306-3, 306-4, 306-5]

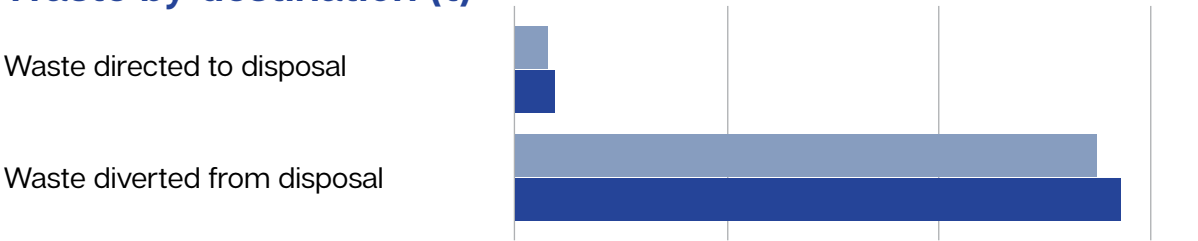
At Rotolito, we take a rigorous approach to resource management, minimising the use of chemicals and significantly limiting the production of hazardous waste. Our priorities focus on two values: on one hand, the reduction of waste from production processes, on the other, the recovery of waste for channelling into recycling operations and systems. This virtuous approach reflects our commitment to reducing the impacts of production by making it more responsible at every stage of the process.

In 2023, Rotolito produced approximately 24,300 tonnes of waste, of which 93.7% was sent for recycling, reuse or other recovery operations. Most of production waste is paper and cardboard (about 88% of the total), together with liquid waste containing ink, mixed packaging and aluminium plates, which are used in offset printing processes. Hazardous waste accounts for a small portion of the total, accounting 3%. These results testify to our ongoing commitment to optimising processes and waste management in order to minimise negative impacts on the environment.

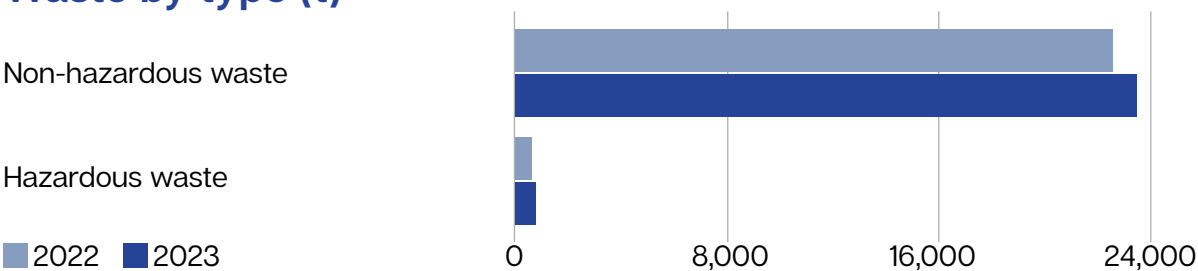
## Waste breakdown, in tonnes

|                              | 2022      | %       | 2023      | %       |
|------------------------------|-----------|---------|-----------|---------|
| Waste diverted from disposal | 21,932.88 | 94.48%  | 22,850.80 | 93.70%  |
| Waste directed to disposal   | 1,281.45  | 5.52%   | 1,536.78  | 6.30%   |
| Total waste generated        | 23,214.32 | 100.00% | 24,387.58 | 100.00% |

## Waste by destination (t)



## Waste by type (t)



# Our solutions in an increasingly complex energy scenario

[GRI 302-1, 302-3, 302-4]

Managing and optimising our energy requirement is a priority for Rotolito, which has always dedicated resources and investments to efficiency, reliability and resilient choices to advance its business model. In 2022/2023, many of these resources focused on developing a comprehensive Data-Driven approach, so that insights can be confirmed by certainties. Constant and precise monitoring and recording of all our consumption (referred to all energy vectors: methane gas, electricity, photovoltaic and geothermal energy) and our production (surveys on individual machines, individual departments, individual plants) enable us to easily identify correct decisions and the areas for improvement on which to intervene in the future.

The most important monitoring and efficiency decision taken in 2023 was to merge the Baranzate plant with the Cernusco sul Naviglio plant, for the specific purpose of not generating waste and reducing consumption and avoidable costs without affecting production and the workforce, but rather to enhance our productivity and leadership in rotary and offset printing. A challenging but fruitful and virtuous decision, which joins others, for example:

- with respect to our total energy needs, we raised purchases and self-production from renewable sources to 25%;
- at the Pioltello plant, we confirmed the effectiveness of using geothermal energy to power the machinery cooling system;
- new-generation photovoltaic systems installed in Cernusco sul Naviglio and Capriate generated 1.21 GWh in 2023, for a saving of 374 tonnes of CO<sub>2</sub>;
- in Cernusco sul Naviglio, the system that recovers heat from the fumes produced by the furnaces, used as air conditioners (summer and winter), provide savings in terms of consumption and obvious reductions in emissions;
- in Cernusco sul Naviglio, a third CHP trigeneration plant (Combined Cooling Heating and Power) was installed to produce energy at low costs, freeing up economic resources to be allocated to virtuous actions.

Our philosophy and strategy is to monitor and report, and then formulate an effective energy mix to optimise, improve efficiency, make savings.

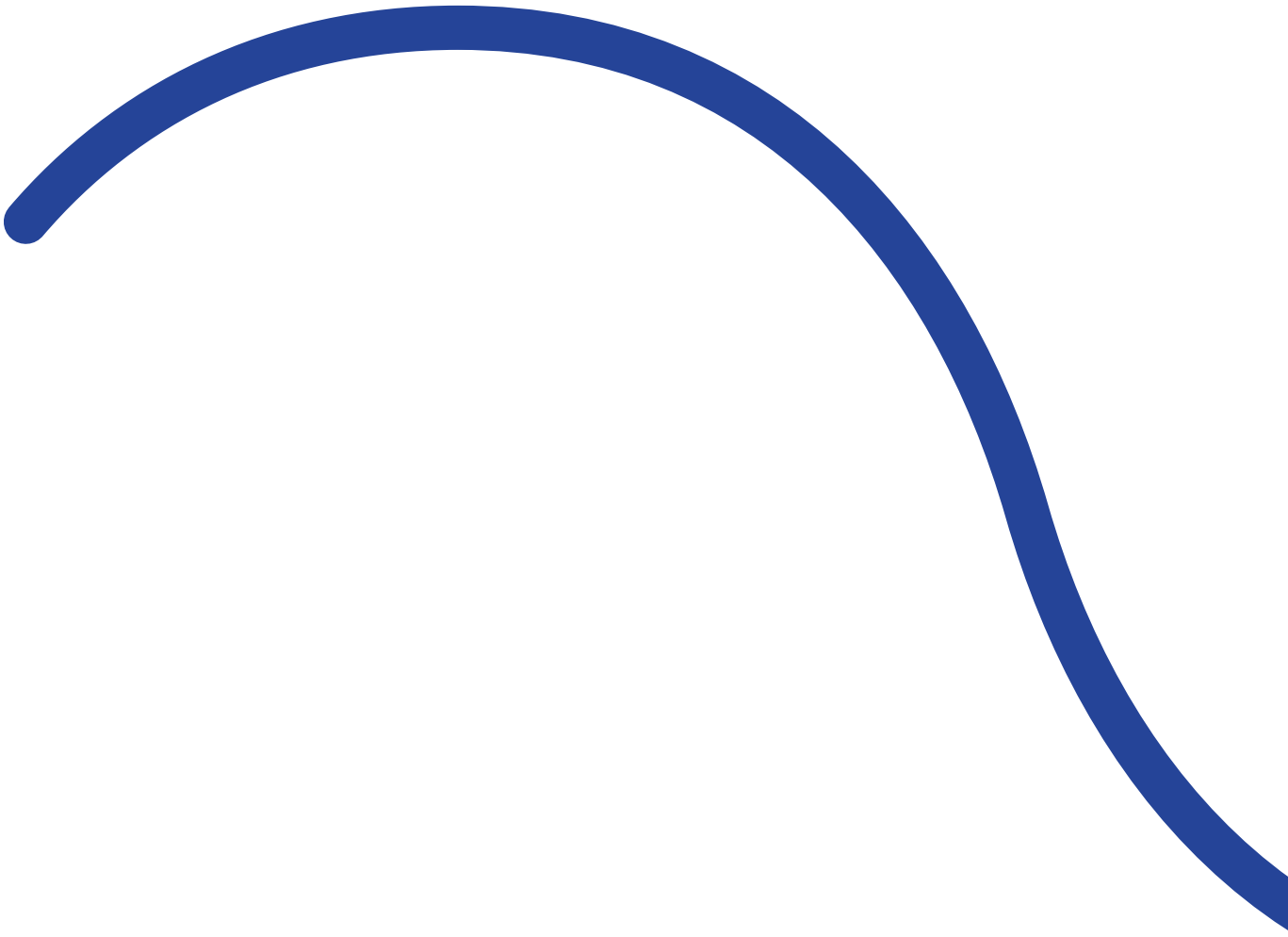
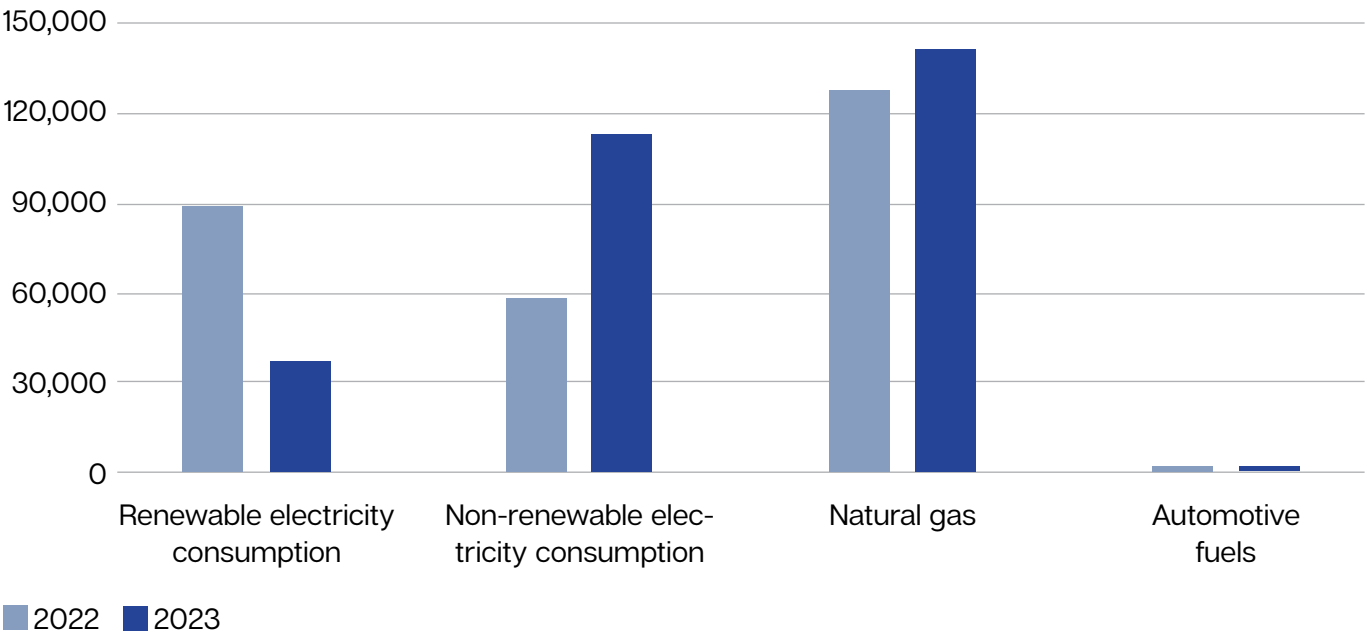


Energy requirement analysis

| Electricity purchases and self-generation (GJ)                          | 2022                | 2023                |
|-------------------------------------------------------------------------|---------------------|---------------------|
| Electricity purchased from non-renewable sources                        | 0                   | 56,722              |
| Electricity purchased from renewable sources                            | 85,065 <sup>4</sup> | 33,313 <sup>5</sup> |
| Self-generated electricity from renewable sources (photovoltaic)        | 4,827               | 4,351               |
| Self-generated electricity from non-renewable sources (trigenerator)    | 67,442              | 57,642              |
| Purchased and self-generated electricity                                | 157,334             | 152,027             |
| Self-generated renewable energy from photovoltaics fed into the grid    | -592                | -538                |
| Self-generated non-renewable energy from trigenerator fed into the grid | -9,292              | -1,241              |
| Electricity requirement                                                 | 147,450             | 150,249             |
| of which from renewable sources                                         | 89,300              | 37,126              |
| of which from non-renewable sources                                     | 58,150              | 113,123             |
| Natural gas consumption                                                 | 127,463             | 141,204             |
| Natural gas for heating and production processes                        | 127,463             | 141,204             |
| Automotive fuel consumption                                             | 2,034               | 2,094               |
| Petrol                                                                  | 242                 | 375                 |
| Diesel                                                                  | 1,792               | 1,719               |
| TOTAL ENERGY REQUIREMENT                                                | 276,947             | 293,547             |
| % incidence renewables                                                  | 32.24%              | 12.65%              |
| ENERGY INTENSITY (GJ/€)                                                 | 2022                | 2023                |
| Energy intensity (energy consumption ÷ turnover)                        | 0.0097              | 0.0029              |

<sup>4</sup> In 2022, electricity was purchased with Guarantees of Origin.  
<sup>5</sup> In 2023, electricity was purchased from the grid without Guarantees of Origin, and the figure reflects the percentage of renewable energy in the energy mix used to generate the electricity sold by the supplier.

Energy consumed within the organisation in GJ



# Efficiency and effectiveness of our efforts to reduce emissions

[GRI 305-1, 305-2, 305-3, 305-4, 305-5]

According to the Paris Agreement, protecting the climate involves three key factors: calculating, reducing and offsetting emissions. Using and producing more sustainable, recycled and reusable materials, and adopting less impactful production processes and treatments is the basis of our efforts. Since 2021 we have been working with Climate Partner – a private consultancy specialised in climate accounting and full product life cycle analysis – to calculate our Corporate Carbon Footprint (CCF), in accordance with the guidelines of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol).

Our Data Driven approach and calculation of our CCF help us to understand which business dynamics, and effective climate strategies, we should focus our emission reduction efforts on and, simultaneously, to plan new reduction targets and actions to take.

We calculate our CO<sub>2</sub> emissions on the basis of consumption data and emission factors. The operating system includes all activities that contributed to the Group's CCF in 2023, subdivided into three Scopes, as follows:

- **Scope 1:** emissions generated directly by Rotolito, its plants, its machinery, its corporate car fleet;
- **Scope 2:** emissions generated by purchased energy, such as electricity and methane gas;
- **Scope 3:** emissions generated by the value chain, and thus attributable to the Rotolito's business.

Given the close interconnection and interdependence of the entities that make up the Group, in 2023 we expanded the scope of our analysis to include Rotolito Romania for the first time. The goal for 2024 will be to extend monitoring to the Varese plant, which until mid-2023 was not part of our organisational structure. Leasing of the business unit only began recently, with the final takeover scheduled for next year.

During 2023, we also devoted time and resources to investigate and collect data on our suppliers in the Transport and Distribution sectors, two key upstream and downstream areas in our Supply Chain. This was a significant step to improve our ESG values and principles and raise awareness of interdependence: we found that many suppliers were not accustomed to collecting and providing detailed information on consumption and, more generally, on a sustainable approach to their business. However, thanks to close cooperation in working together to improve data collection, we expect these joint efforts to produce complete and precise data, and clear indications about areas for improvement, over the coming years.

Similar progress has been made on other items already present in the scope of the analysis, which reached a new level of detail in 2023. These include more accurate data on employee commuting and the types of goods and services purchased, giving us an even more comprehensive view of our environmental impact and operations.

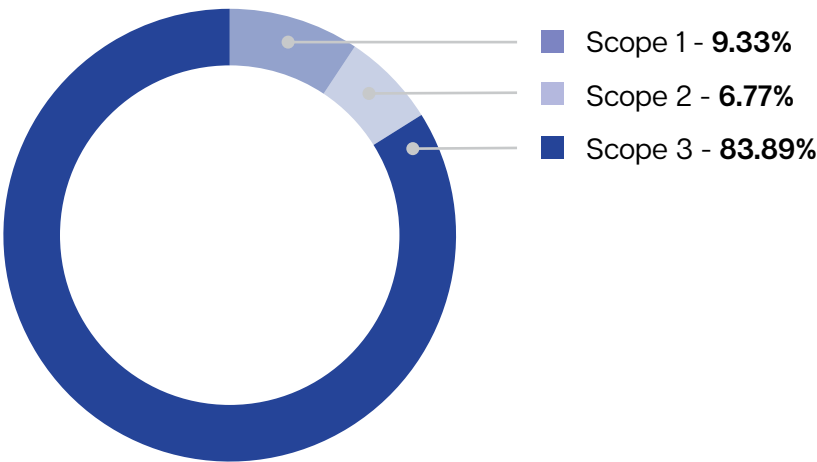
## Carbon Footprint (Scopes 1-2-3)

|                                                              | 2022                | 2023                   |                  |
|--------------------------------------------------------------|---------------------|------------------------|------------------|
|                                                              | Rotolito Italy      | Rotolito Italy         | Rotolito Romania |
| <b>Scope 1</b>                                               | <b>5,560</b>        | <b>15,944.87</b>       | <b>374.37</b>    |
| Emissions from use of natural gas                            | 3,802               | 15,799.18 <sup>6</sup> | 186.84           |
| Corporate fleet emissions                                    | 143                 | 145.68                 | 126.34           |
| Fugitive emissions                                           | 1,615               | -                      | 61.19            |
| <b>Scope 2 (Market Based)</b>                                | <b>15,332</b>       | <b>11,291.18</b>       | <b>553.99</b>    |
| Emissions from electricity consumption (Market Based)        | -                   | 11,291.18              | 553.99           |
| Emissions from steam consumption (Market Based)              | 15,332 <sup>6</sup> | -                      | -                |
| <b>Scope 3</b>                                               | <b>128,877</b>      | <b>134,575.33</b>      | <b>12,134.43</b> |
| <b>Upstream:</b>                                             | <b>128,877</b>      | <b>111,980.23</b>      | <b>10,199.05</b> |
| Purchased goods and services                                 | 122,150             | 102,351.11             | 7,245.15         |
| Energy and fuel-related activities (not included in Scope 1) | 5,109               | 7,606.29               | 480.20           |
| Upstream transport and distribution                          | -                   | 82.00                  | 1,987.28         |
| Waste generated during operations                            | 1,320               | 1,163.17               | 170.39           |
| Business travel                                              | 38                  | 74.51                  | 5.67             |
| Employee commuting                                           | 260                 | 703.15                 | 310.36           |
| <b>Downstream</b>                                            | <b>-</b>            | <b>22,595.25</b>       | <b>1,935.37</b>  |
| Downstream transport and distribution                        | -                   | 22,595.25              | 1,935.37         |
| <b>TOTAL CARBON FOOTPRINT (tCO<sub>2</sub>eq)</b>            | <b>149,769</b>      | <b>161,811</b>         | <b>13,063</b>    |
| <b>CARBON INTENSITY (tCO<sub>2</sub>eq/€)</b>                | <b>0.00052</b>      | <b>0.00077</b>         |                  |

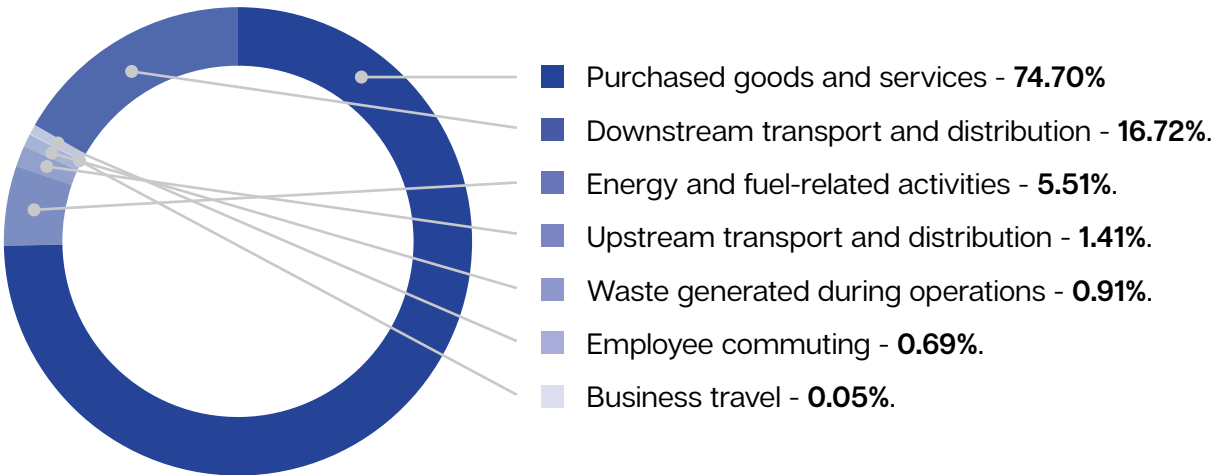
<sup>6</sup> In 2022, CO<sub>2</sub>eq emissions from the trigenerator were counted as “emissions from steam consumption”. In 2023, these emissions were corrected and included under the heading “emissions from use of methane gas”.

The perimeter includes Rotolito S.p.A. (Pioltello, Cernusco S/N, Capriate), Nava Press Srl and, in 2023, also Rotolito Romania.

Scope 1-2-3 emissions



Composition of Scope 3 emissions



Cernusco sul Naviglio: an upgraded, reorganised and efficient site

In 2023, we completed significant investments and intensive engineering and structural work to further optimise and streamline our production and logistics site in Cernusco sul Naviglio. The process began with the amalgamation of the Baranzate production plant (formerly Inprint) and the Nova Milanese plant with Cernusco sul Naviglio, which was extended with new areas and advanced energy self-generation systems. In addition to photovoltaic energy production, we installed a second high-efficiency cogeneration system (Trigeneration CHP Combined Cooling, Heating and Power), to generate an optimal energy mix, which delivers considerable savings and more precise monitoring of the emissions produced.

The production site in Cernusco sul Naviglio is mainly dedicated to offset rotary printing (ten rotary presses of 16/48/64 and 80 pages), and staple binding lines. While the re-organisation optimises costs, production and energy efficiency, and job absorption capacity, it also rationalises paper storage and handling activities, thanks to the Paper Cube automated warehouse located on an adjacent site in Cernusco sul Naviglio.

Innovative system for compressed air production and distribution

Another example of our concrete commitment is the radical transformation of our main compressed air production and distribution line, a strategic intervention to achieve a significant improvement in energy efficiency. The project, which came about as a result of research conducted by the Milan Polytechnic, was applied to our industrial situation, prompting us to reflect on how best to optimise the compressed air system, an important and improvable item in our consumption. The existing plant, which had been expanded over time to adapt to the changes gradually introduced in the Cernusco sul Naviglio plant, was a series of independent networks, each one serving a specific department. Although this approach was functional, it was costly, inefficient and fragmented. We therefore took advantage of the expansion of the Cernusco sul Naviglio production site to work not only on the new section, but also on the entire air distribution network. We redesigned and engineered the entire compressed air system, creating a single network calibrated to provide an optimal response to the overall demand of the entire site, which houses 10 presses and consequently requires a considerable amount of energy to power the printing and binding machines and other pneumatic mechanisms. Thanks to this intervention, we were able to reduce the annual energy consumption attributable to this crucial production process by 17%. The new centralised infrastructure is not only more efficient, it is also helping to improve the facility's environmental performance, and is an important step in our sustainability journey.

## Paper Cube: managing paper in a smart and responsible way

In today's printing industry, efficiency and sustainability are key priorities. Rotolito has responded to these challenges by investing in the design and construction of the Paper Cube building, a technological jewel of a warehouse for efficient/sustainable handling and storage of large quantities of paper. The Paper Cube building is a concrete demonstration of how technological innovation goes hand in hand with ESG principles and the improvement of working conditions for human resources. With its fully automated approach and ability to optimise resources, Paper Cube is a perfect example of our corporate philosophy, which has always focused on identifying areas for improvement and reducing waste, to show that it is possible to combine process excellence with environmental and social responsibility.

Paper Cube is much more than a paper storage and handling warehouse: it is a logistics project without precedent in our industry. It has a storage capacity of 15,000 tonnes of paper and utilises height rather than its large surface area, occupying a space of 3,700 square metres and standing 20 metres high, with 17 metres above ground and 3 below: with traditional architecture, the same capacity would have occupied 15,000 square metres.

Prior to Paper Cube, purchased paper reels and rolls were shipped from paper mills mainly by train, unloaded at off-site railway warehouses and then reloaded on to trucks to be brought to our mills. These continuous handling operations damaged the reels, resulting in up to 1% of wasted tonnage. With Paper Cube, we have drastically reduced loading and unloading operations, road transportation, waste from damage and of course emissions and pollution.

The design of Paper Cube is a vast, intricate and orderly network of metal arteries along which hundreds of paper reels travel. Two mobile towers, similar to huge robotic arms, ensure that each reel is logically positioned, stored or ready for use, depending on the daily schedule. This has eliminated alienating work, the possibility of human error and the risk of damage to the reels. In fact, the paper is never touched manually: the handling system is fully automated and managed by advanced software that not only controls the loading, unloading and storage schedule, but also monitors and manages Paper Cube humidity and temperature conditions, thus keeping the quality of the paper intact, including scrap for recycling, which is perfectly conserved.

The warehouse is self-sufficient in energy terms as it is manned by a 346 kWp photovoltaic system, which covers its power requirement and provides clean energy for other business activities too.

Since Paper Cube began operations in 2006, we have always strived to keep its performance at the highest level. During 2023, we carried out a major revamp, to replace obsolete electronic components such as the programmable logic controllers and proximity sensors, and ensure that the system that runs this gem can continue to operate at maximum efficiency in the future.

For us, Paper Cube is a strong identifying element that is widely recognised and appreciated for its efficiency and the exclusive service it offers. Many of our customers assign storage of their paper purchases and stock to us: they know that their precious raw material is in safe hands at Paper Cube.



A strategic and virtuous production site in Bucharest

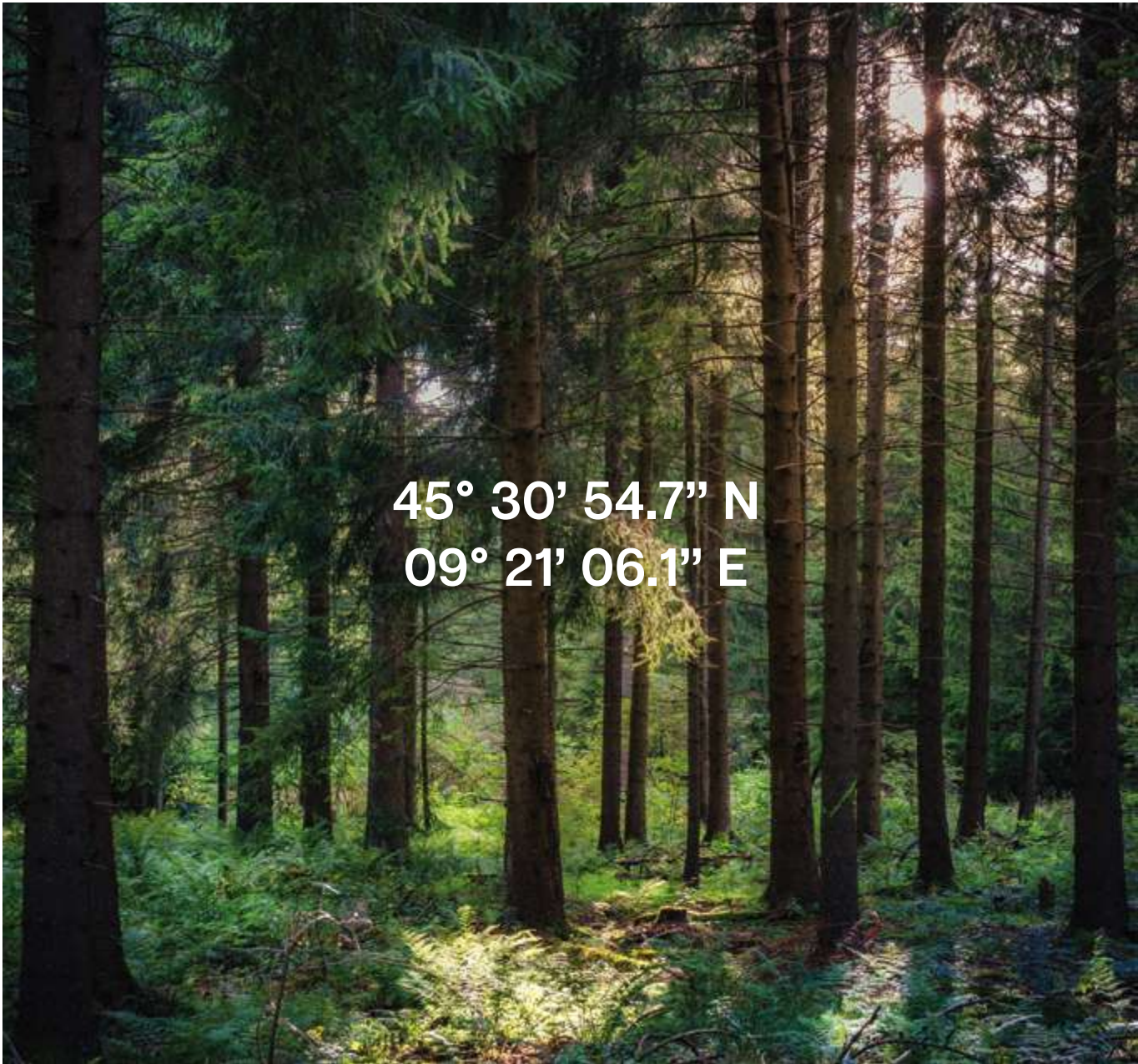
We have made significant progress in integrating sustainability into every part of our operations, and this includes a concrete commitment to the environment at our Rotolito Romania production site, the industrial hub specialised in printing and packaging school textbooks and children's hard-back books, which is about to undergo a rigorous assessment in order to be integrated into our B Corp certification process.

In Bucharest, the focus on sustainability starts in our production departments, where a strict energy-saving policy has been introduced (sensors, LED lamps, awareness-raising among the workforce). We use only recycled paper for our daily activities and limit its use; at the same time, all waste generated by the printing and binding processes is carefully recovered and recycled. We maintain a strict balance between purchased and recycled packaging, reporting monthly to the local environmental authorities. Our goal is a 100% recycling rate for cardboard, plastic and aluminium, in compliance with the strict targets of current regulations.

In our printing operations, the focus on saving water plays a crucial role, allowing us to reduce the use of water-based chemicals, inks and glues. We have our own well and are connected to the municipal network only as an alternative. Our machines recycle water internally, filtering it and using it for two weeks before replacing it; this approach is not compulsory under Romanian regulations but reflects our global commitment to sustainability.

Our wood, a symbol of our mission for the local community

Ever since we began operations, we have maintained a small 2-acre wood between Cernusco sul Naviglio, Pioltello and Cassina de Pecchi, the only green space in that industrial area. Although we considered using the area for other purposes, we decided to preserve its biodiversity, and to bearing the full cost of its upkeep. Our decision was later confirmed by the 2013 Provincial Coordination Territorial Plan, which classified the wood as an area to be protected. As part of the Martesana inter-municipal local park, the wood plays a crucial role in maintaining ecological balances, and also contributes to the absorption of rainwater in adjacent urbanised areas. The protection of this green space symbolises our green attitude and our respect for the trees, forests and woodlands that are vital to the survival of the Planet.





PEOPLE



# We cultivate the talents of our human capital

## Main achievements in 2023

- +14.3% growth in headcount compared to 2022
- Lost time injury rate (LTIR) and lost time injury frequency rate (LTIFR) well below the national average for the paper industry
- 6.8 hours of training per capita
- Upcoming and future goals
  - Launch of the Sprint project: twin-track training and apprenticeship for 12 candidates
  - E-learning course on the fundamental concepts of interdependence and sustainability for all employees
  - Launch of the CaresForYou project, wellness, health and open family support benefits and conventions for employees and family members
  - Nutrition awareness workshop for a healthy, sustainable and low-impact diet
  - Measures to discourage smoking: creation of smoking areas away from entrances/exits and internal communication campaign
  - Launch of the DiscOVER training course for the over-50s
  - Advanced training course for Sales Managers and sales personnel
  - Distribution of a manual on the use of inclusive language
  - Gender Gap Analysis and implementation of corrective / improvement measures

[GRI 2-7, 2-8, 401-1, 405-1]

Rotolito has gone through several stages of development that have transformed the vision of a single entrepreneur/founder into an international organisation with 900 employees/collaborators today. From a micro enterprise to an SME and today a leading industrial player in the graphic arts, but above all a company that considers professional expertise to be a core value.

This type of growth, through acquisitions and expansion, implies particularly careful and far-sighted People management, with all managers as well as senior managers and HR maintaining a clear and constant focus on integration and people engagement, which has to go hand in hand with the requirements of organisational re-design.

We really know our people, all our people, because they have been by our side, they have believed in us and, together with us, they have grown and developed their expertise, to the point where they have become professionals in high demand on the market, who often attract the attention of our competitors.

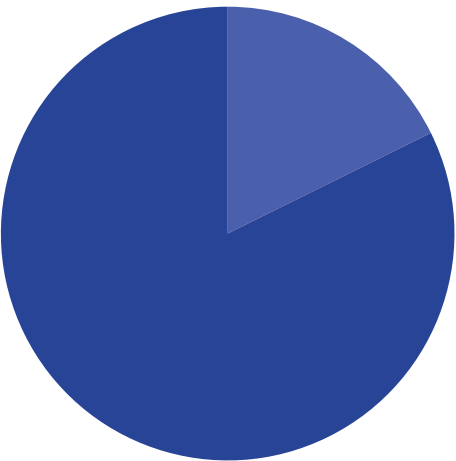
We are, of course, committed to complying with the law as it evolves, but we aim to go beyond the imposed rules and create a working environment that is appreciated by our employees and is attractive to newcomers. The result we have achieved is remarkable for our sector: turnover is extremely low compared to the industry average, testifying to our People's sense of belonging to the organisation. The number recorded in 2023 was higher than the average for 2021/2022 due to a surge in employees reaching retirement age (84 employees), which was offset by new hires (102 new employees).

## Total employees by category and gender<sup>7</sup>

|                 | 2022  |     |       | 2023  |     |       |
|-----------------|-------|-----|-------|-------|-----|-------|
|                 | Women | Men | Total | Women | Men | Total |
| Senior managers | 0     | 10  | 10    | 0     | 9   | 9     |
| Junior managers | 2     | 9   | 11    | 2     | 8   | 10    |
| Clerical staff  | 50    | 73  | 123   | 55    | 76  | 131   |
| Factory workers | 21    | 221 | 242   | 21    | 270 | 291   |
| Total           | 73    | 313 | 386   | 78    | 363 | 441   |

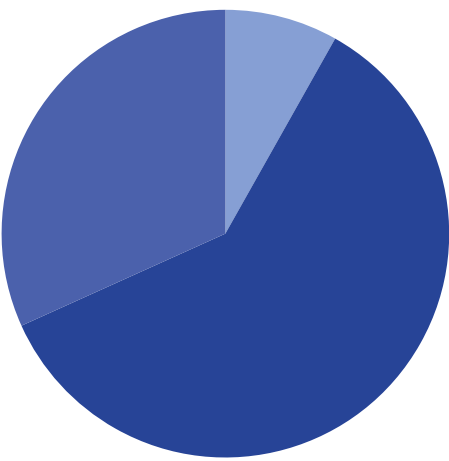
<sup>7</sup> The perimeter includes Rotolito S.p.A. (Pioltello, Cernusco S/N, Capriate) and Nava Press Srl.

## Employee breakdown by gender



- Women - 17.7%
- Men - 82.3%

## Employee breakdown by age group



- Under 30 - 8.2%
- 30 to 50 - 60.1%
- Over 50 - 31.7%

## Human Rights

Consistently with our values and current legislation, we respect and promote human rights through a due diligence approach (assess, guide, monitor, communicate) and are determined to exclude any form of modern slavery, forced, compulsory and/or child labour. Principles expressed in the Code of Ethics.

We are guided by “The 10 Principles of the UN Global Compact”, the “UN Guiding Principles on Business and Human Rights”, the “International Bill of Human Rights” and the International Labour Organisation’s “Core Labour Conventions”.

Our aim is early detection and, where necessary, radical remediation of violations anywhere in the value chain. This also implies constant and rigorous monitoring of the behaviour of employees in the various departments and analysis of the measures taken by partners, suppliers, customers. Internally, we are strong believers of preventive action and take every opportunity to raise our People’s awareness of the importance of human rights, both directly – for example, by facilitating opportunities for dialogue with trade unions – and indirectly, with the introduction of the whistleblowing procedure.

## Culture, training, inclusion

The Rotolito Group is proudly multiethnic, multicultural and intergenerational: our employees include 14 nationalities and 4 different generations working side by side in a productive and respectful way, exchanging experiences and innovation, culture and traditions.

For us, cultural fit and personal motivation have always carried significant weight, more than a person’s educational qualifications or age.

By investing time, energy and resources in nurturing relationships, onboarding processes and the dissemination of our values, we have been able to build teams capable of focusing on priorities and always following the guiding principles clearly set out in our mission and our vision.

We think it is constructive to find a suitable balance between providing information and providing training (for the acquisition of specific skills).

As far as providing information is concerned, we promote and plan formal and informal meetings to explain and viralise strategic organisational content (new acquisitions, special projects, etc.), with the specific intention of stimulating a sense of belonging and ensuring alignment on Rotolito’s business direction.

The close collaboration between the Human Resources Department and the Communication team makes both the communication of routine information and the sharing of short- and medium-term principles and strategies smoother and clearer.

Our structured training offer, on hard and soft skills, is calibrated annually in relation to the business plan and the specific needs of our professionals. It employs the services of external consultants of proven high standing and in 2023 reached an average of 6 hours of training across the entire population (production and management). The results are then also measured in the qualitative performance assessment.

## Performance Evaluation (People Evaluation)

At Rotolito, we use an evaluation model that analyses each employee’s performance on three levels:

- individual performance
- contribution to the team
- contribution to the multifunctional team

In terms of career development, Rotolito favours the growth of its internal resources and job posting is an established practice. Over the course of our 50-year expansion, countless success stories have been cultivated and brought to fruition to the great satisfaction of the individual concerned.

In the two years 2022/2023, we redeployed five employees under a reward scheme.

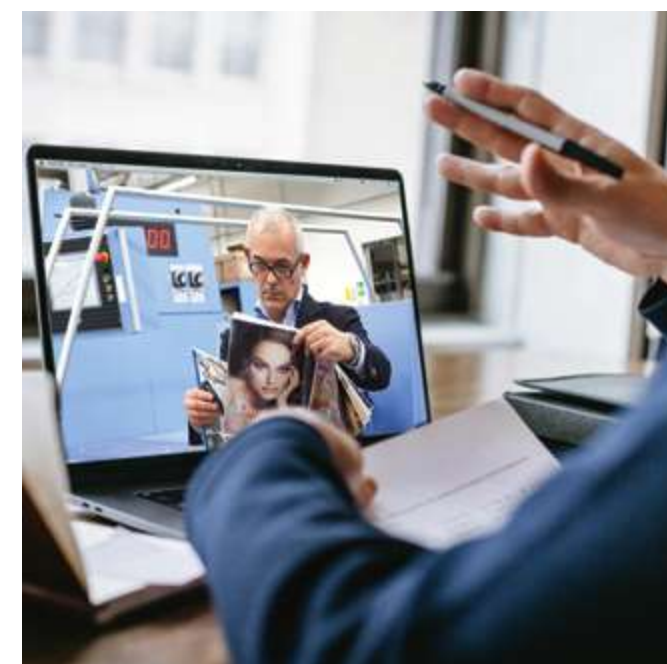
## HR and Crisis Management

It is our custom to turn the resolution of a specific critical issue into a best practice that serves the whole system. This mindset enables HR management to intervene quickly in the event of potential organisational confusion and to activate continuous improvement processes.

## Smart working and flexible working

Our production requirements mean we are unable to implement smart working across the entire population and we prefer to avoid creating a situation of unequal treatment by granting this option only to some professional families.

However, during 2023, virtual meetings became a widely used tool and the HR function took action to raise management awareness and favour use of the principles of modern flexible working methodologies, so as to develop a sense of autonomy and responsibility in strategic professional roles that also strengthens their intrinsic motivation.



# Health and safety

[GRI 403-1, 403-2, 403-3, 403-5, 403-9, 403-10]

At Rotolito, we are aware of how important the value of each individual person is, which is why we consider the safety and mental and physical health of our workers to be essential objectives. In accordance with Legislative Decree 81/08 and Italy's main occupational health and safety regulations, we undertake constant risk analysis and assessment, scrupulously monitoring all company processes and implementing continuous improvement activities. ISO 9001 quality certification and ISO 14001 environmental management certification are issued by an accredited body, while the procedures relating to Occupational Health and Safety, which

are applied voluntarily, have been incorporated into the Integrated Quality, Environment and Safety Management System. Rotolito Romania has had ISO 45001 occupational health and safety management certification since 2013. The risk assessment process and the formulation of prevention and protection measures are managed through a specific procedure set out in the Risk Assessment Document. Our HSE department analyses workplace hazards and assesses the likelihood and severity of possible injuries. The main risks we have identified include falling loads, the movement of trucks and vehicles, fire hazards, crushing of limbs and exposure to chemicals used in production processes.

## Employee work-related injuries<sup>8</sup>

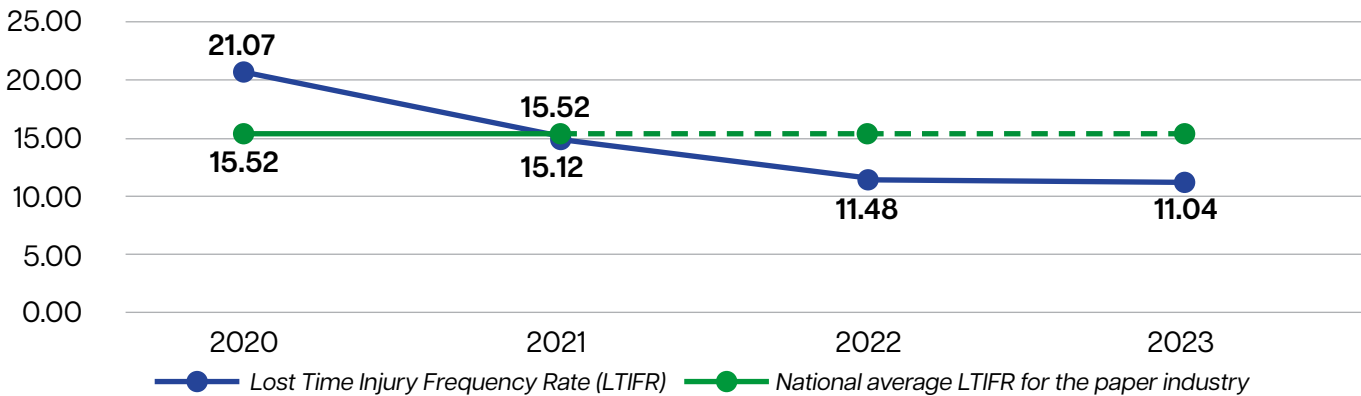
| Number of injuries                                                 | 2022  | 2023  |
|--------------------------------------------------------------------|-------|-------|
| Total number of recordable work-related injuries for all employees | 8     | 7     |
| - of which work-related injuries                                   | 8     | 7     |
| - of which serious work-related injuries                           | 0     | 0     |
| - of which fatal work-related injuries                             | 0     | 0     |
| Lost time injury frequency rate (LTIFR)                            | 11.48 | 11.04 |
| Lost time injury rate (LTIR)                                       | 0.22  | 0.23  |
| Serious work-related injury rate                                   | 0     | 0     |
| Fatal work-related injury rate                                     | 0     | 0     |

<sup>8</sup> The scope of analysis includes Rotolito S.p.A. (Pioltello, Cernusco S/N, Capriate) and Nava Press Srl.

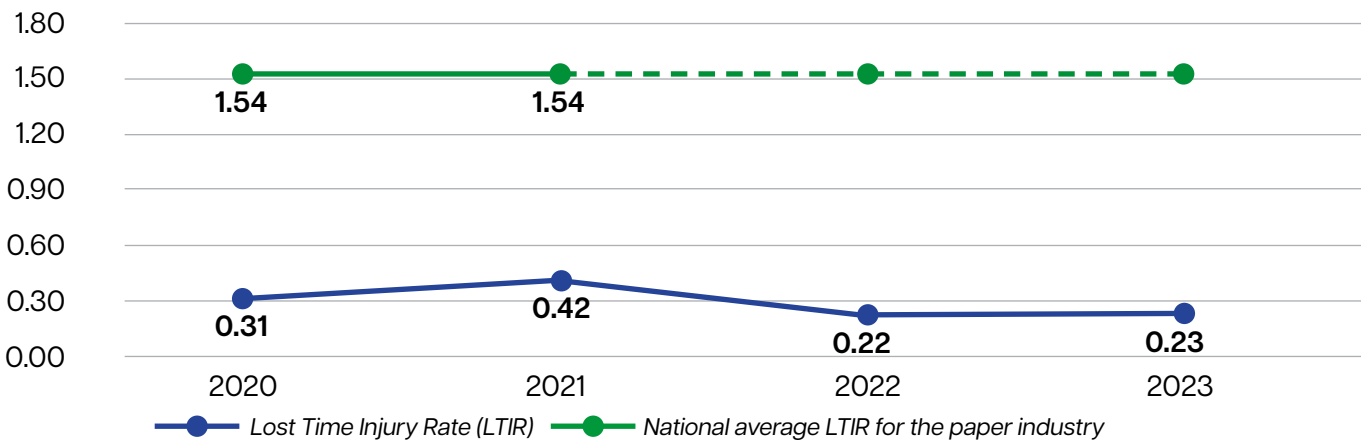
In 2023, we recorded seven injuries, one less than the previous year. This allows us to calculate the lost time injury frequency rate (LTIFR)<sup>9</sup>, which was 11.04 in 2023, a reduction of almost 48% compared to 2020. The injuries that occurred during the two-year period were mainly crushing of the upper limbs, cuts with sharp surfaces and sprains. There were no serious injuries (with recovery times of more than 40 days), and the lost time injury rate (LTIR)<sup>10</sup> for 2023

was 0.23, a significant decrease of 24% compared to 2020. Rotolito's lost time injury rate has always been well below the national average for the paper industry, which is 1.54<sup>11</sup>. Meanwhile, in the last three years the lost time injury frequency rate has also fallen below the national industry average of 15.52<sup>12</sup>, reflecting Rotolito's efforts to ensure an increasingly safe working environment.

## Lost Time Injury Frequency Rate (LTIFR)



## Lost Time Injury Rate (LTIR)



<sup>9</sup> Lost Time Injury Frequency Rate = no. injuries x 1,000,000 / no. hours worked calculated with the INAIL methodology.  
<sup>10</sup> Lost Time Injury Rate (LTIR) = no. days lost due to injuries x 1,000 / no. hours worked calculated with the INAIL methodology.  
<sup>11</sup> The national average lost time injury rate for the paper industry refers to the three-year period 2019-2021 and is the most up-to-date figure currently available. Source: INAIL (national accident prevention board). - <sup>12</sup> The national average lost time injury frequency rate for the paper industry refers to the three-year period 2019-2021 and is the most up-to-date figure currently available. Source: INAIL.

To ensure systematic and effective workplace surveillance, we have implemented a control procedure that includes regular safety walks. These inspections, which may involve various company functions such as the Prevention and Protection Service Manager (RSPP), staff from the HSE office, Supervisors, the Workers' Safety Representative (RLS) and workers, are carried out on a monthly basis to assess health and safety and identify unsafe behaviour.

Following the risk assessment, the location doctor draws up a health programme of examinations and assessments to monitor employee fitness and prevent the occurrence of work-related diseases. Rotolito also offers health insurance coverage for free preventive examinations and tests in addition to those provided by Italy's National Health Service.

In 2023, we conducted a review of our occupational health and safety training requirements, and updated our General and Specific Safety courses to comply with the new regulations introduced in art. 37 of Legislative Decree 81/08 by Law no. 215 of 17 December 2021. The update also included training for supervisors, senior managers and employers, as well as company fire-fighters.

In connection with the first-aid training update and training for new first aiders, we also organised courses on Basic Life Support and Defibrillation. Although such courses are not a legal requirement for first-aid training, we included them to ensure an additional level of safety. Similarly, the installation of defibrillators in all our facilities is not compulsory by law, but we felt it was essential to equip each location with these devices to improve our ability to respond to emergencies. This commitment reflects our continuous focus on ensuring the maximum safety and well-being of our employees.

### ISO 45001



**ROTOLITO ROMANIA SA**  
**Pantelimon facility,**  
**Bucharest**

Fields of application: pre-press, offset and roto-offset, binding and logistics for commercial, advertising and publishing materials; catalogues, magazines, books, dictionaries, school textbooks and promotional material.

## Always, People first

[GRI 404-1, 404-2]

At Rotolito we consider our people the fundamental element in our success and in the trust, expertise and dedication recognised by our customers, suppliers and the entire industry. Our people's contribution, and their strong sense of belonging and participation is essential for our progress as a group and for engagement with our virtuous sustainability journey.

With this in mind, in addition to the usual learning, personal development and mentorship opportunities, we have drawn up plans for sustainability training for mixed cross-functional groups of employees, technicians, production workers and sales managers. The programme will enable everyone to feel they play an active part in the improvement process and, at the same time, to become aware of the evolutionary process of the company and of each individual.

In 2023, after a major Benefit Impact Assessment, we embarked on the long journey towards B Corp

certification and the consolidation of an industrial strategy based on ESG criteria. The results achieved showed that it had become essential to initiate an intensive period of internal communication and to promote training and awareness-raising activities for everyone who works with and for us.

Accordingly, in 2023 we organised two important events for the management of all the Group companies. The first event, with the claim *The future is in our values*, took place at the Pioltello headquarters and had three purposes:

- to present the business plan approved by the Board of Directors and announce the new CEO, Simone Bandecchi
- to present the Master Plan of objectives and actions to integrate sustainability into our business strategies
- to present the new organisational structure and the performance of the new production site in Cernusco sul Naviglio



In his first official speech, CEO Simone Bandecchi illustrated the Group's new governance structure and business plan, and stressed that sustainability and the ESG criteria we have adopted are strategic levers for the future of the Group, its investee companies and its people. After providing an overview of the Group structure, CFO Federico Bandecchi emphasised the resilience shown in the face of the challenges of recent years and dwelt at length on the significance of the virtuous pathway as a lever to generate consensus and prosperity. Chief Sales & Marketing Officer Emanuele Bandecchi commented on the importance of raising awareness about sustainability issues in business, and presented the sustainability and communication team. He also announced the start of the B Corp certification project and the first results of the Benefit Impact Assessment. As a concrete demonstration of the importance of consensus, progress and total agreement with the matters, the event ended with a zero-waste, zero-kilometre, vegetarian buffet: the edible vegetable decorations and the leftovers from the buffet were given to the participants, packaged in recycled paper containers.

The second event, a Sales Meeting held on 23 December for the Group's entire sales force, was designed to ensure that everyone in the customer-facing team was adequately informed and prepared, in order to guarantee correct and transparent communication at all times. The event highlighted the importance of the co-generation of sustainable values as factors in sales empowerment. It emphasised the importance of correct information about our journey and, at the same

time, the fundamental mission of gathering useful information from customers in order to improve ourselves. The event, which took place in Briosco (Monza-Brianza), included a visit to the Rossini Art Site, an open-air public participatory art museum, which provided our group with a stimulating cultural experience offering a wealth of valuable content.

We are convinced that the value of our people is the key to success. In line with our B Corp certification process, we have set ambitious goals and taken concrete action to improve the working and personal lives of our employees. We offer a wide range of training courses that are not limited to professional issues, but aim to develop skills and awareness to help people become more responsible professionals and citizens. For this reason, our sustainability communication and training go beyond simply explaining the circular economy concept: we want to provide tools for growth that encompass everyday life and interaction with the world and explain the principle of interdependence, the basis of any serious virtuous pathway. Our courses range from English and French to digital mindset, digital communication, netiquette and inclusive language, management of the Office suite and proper waste management. Our intention is to ensure that every member of the Group can develop, not only as an employee, but also as an informed individual who can make an active contribution to collective success and overall well-being.

## The SPRINT Project: mutual appeal between us and the new generations

In 2023, together with a renowned training organisation we formed the embryo of an important twin-track apprenticeship project for the younger generation. Open to everyone, it will select 12 candidates (aged between 18 and 24) who wish to undertake a training course (classroom + workplace) and eventually obtain a higher technical education diploma (IFTS) qualification recognised at European level. We are working on the project to give young people a real opportunity to discover the beauty of our work and the importance of preserving the value of printed paper. True to our purpose, our Vision and Mission.



## Survey on the real needs of our people: family, projects, well-being and prevention

In 2023, we worked hard to investigate the real needs and future projects of greatest importance to our People. We found that over and beyond job satisfaction, and a good working environment, the entire population wants to extend this focus to their own and their families' quality of life, prevention and well-being. In short: concrete support for the family and future projects. As a consequence, we have identified partners, initiatives and tools and allocated budgets to benefits that we will develop during 2024. Every employee and his or her family members will have access via the project mini-website, which clearly describes the initiatives, benefits and agreements with third-party partners.

Related to this, we have renewed our agreement with Foorban, a distributor of healthy ready meals: part of the cost of each Foorban meal consumed by our people is paid by Rotolito. A small but welcome contribution to ease the cost of meals during the working week.

# Home-work mobility plan

Urban mobility has become a crucial issue for institutions and business organisations, public and private. The high number of single-driver cars not only adds to traffic congestion, it also has a negative effect on the quality of city life and the environment. Systemic, mobility-conscious organisation can significantly reduce these problems, reducing air pollution and improving living conditions. Implementing effective solutions in this area brings significant socio-economic and environmental benefits, and has a positive impact for people and the planet.

Italy's so-called "Relaunch Decree" (Decree-Law no. 34 of 19 May 2020, converted into Law no. 77 of 17 July 2020 - art. 229, para. 4) governs measures for a structural and permanent reduction of the environmental impact of urban traffic. Its aim is to promote initiatives that organise and manage mobility demand in order to reduce the use of private vehicles for commuting and ease traffic.

In response to these needs, Rotolito decided to embark on a path towards more sustainable mobility. In 2023, we implemented the Home-Work Travel Plan (HWTP) at our Cernusco sul Naviglio and Pioltello plants, in compliance with regulations that require companies located in metropolitan cities, provincial capitals or municipalities with more than 50,000 inhabitants and have more than 100 employees to implement a plan of this type. The HWTP plan not only analyses the roads and modes of access to the plants – including local public transport (LPT) options, cycle footpaths, sharing services (car, scooter, micromobility), and infrastructure such as parking and electric charging points – it also includes a survey of our staff to analyse their commuting habits

and collect valuable data for the plan. This tool has enabled us to explore new mobility solutions and identify measures to reduce individual travel, travel costs, driving stress and CO<sub>2</sub> emissions.

The HWTP sets out the actions to be taken and assesses the benefits for our employees – in terms of travel time, costs and comfort – and for the company, which gains economic and productivity benefits. It also considers the positive impact on the community, in terms of environmental and social improvements. In this way, it helps us identify the actions needed to reduce the environmental impact of commuting by calculating the potential benefits in terms of reducing emissions. It also takes into account the psychophysical benefits for employees, improving their well-being with solutions for more comfortable and less stressful travel. The plan also provides for the appointment of a Mobility Manager to provide continuous support for decision-making, planning and promotion of sustainable mobility solutions.

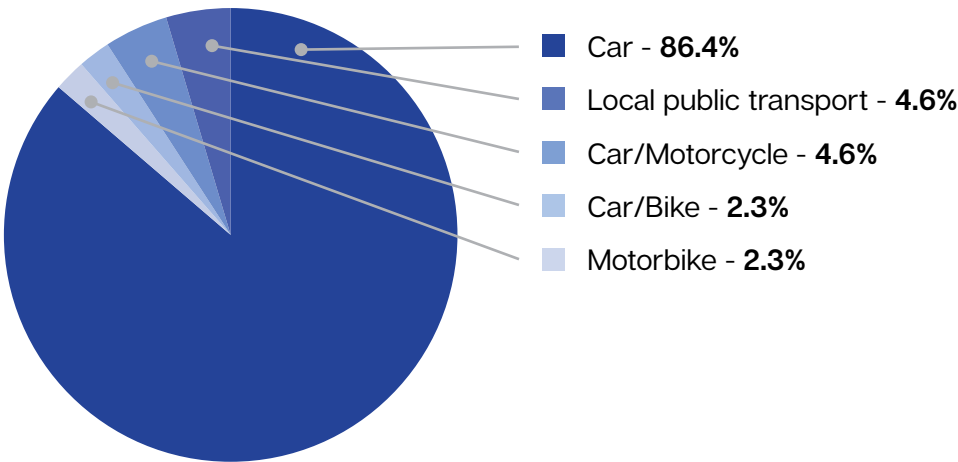
The survey involved employees, co-workers, and suppliers visiting our plants. We collected information on their homes, household composition, available means of transport, working hours, lunchtime habits and travel details. We also investigated the reasons behind current commuting habits and whether the respondent would be ready to change their mode of travel. We considered how the proposed changes could influence these habits and the willingness of employees to consider new mobility solutions.

The results show that more than 90% of the respondents use their private car to travel to work, preferring motorbikes or bicycles only in the summer months. The main reasons are a lack of viable alternatives, less perceived stress, shorter travel time and a lack of LPT services. About 50% would like to reduce use of their car, but currently think it would be difficult to do so. In Pioltello, only 6.7% are ready to make a complete change in

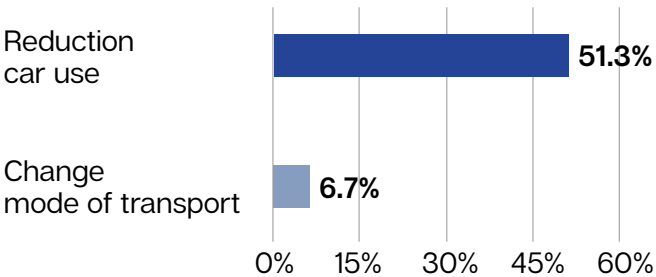
their mode of travel, while in Cernusco sul Naviglio, 13.6% would use an electric bike if one was available.

Based on the survey data and the expected benefits, we are planning measures to reduce the environmental impact attributable to home-work mobility.

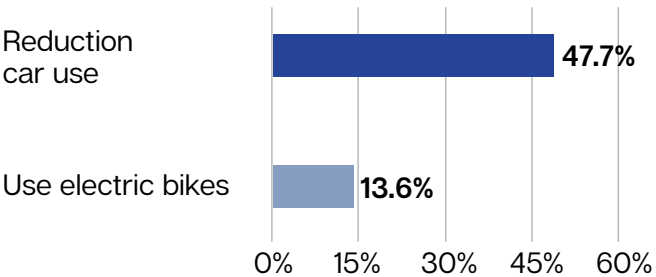
## Declared mode of travel



## Pioltello: willingness to change



## Cernusco S/N: willingness to change



## Rotolito Romania: inclusion, equity and respect for diversity

We believe that cultural diversity is a real asset, and that our people are the driving force behind the value we generate. This is why we think it is essential to respect them at both the human and the professional level, creating a working environment based on inclusiveness and collaboration. In line with the Group's standards, Rotolito Romania constantly strives to improve the well-being and integration of its workforce through policies, cultural initiatives and advanced training programmes, creating a fair, comfortable and stimulating working environment that contributes to everyone's success and satisfaction.

Rotolito Romania has adopted an anti-discrimination philosophy that guarantees equal opportunities for all employees, free from ethnicity-related prejudice. Although this approach may seem obvious, it is actually a distinctive value in a context where many companies do not fully comply with legal rights and labour regulations.

To facilitate the integration of new hires, we have developed a range of benefits and services at our factory in Bucharest. Housing is one of the main initiatives. We have launched support programmes to help locate housing close to the factory, with a view to saving time and money when travelling to and from the workplace.

We are aware of the difficulties faced by people living in the city centre to reach the factory, and have introduced a free bus service where public transport is poor or totally absent. The service, which is essential for people arriving from Bucharest and the surrounding villages, was organised to make up for the lack of direct connections with local public transport. Currently, 129 people use the service, confirming its importance and usefulness.

Another distinctive feature of Rotolito Romania's integration programme is the attention devoted to cultural inclusion and integration, to encourage enriching interaction and mutual understanding. For our employees from Sri Lanka, we have developed orientation programmes that combine an introduction to Romanian culture with knowledge of Sri Lankan traditions. This cultural exchange, supported by feedback sessions and on-going assistance, ensured a smooth and successful transition, with only one employee leaving out of 23, after a year of intense activity.

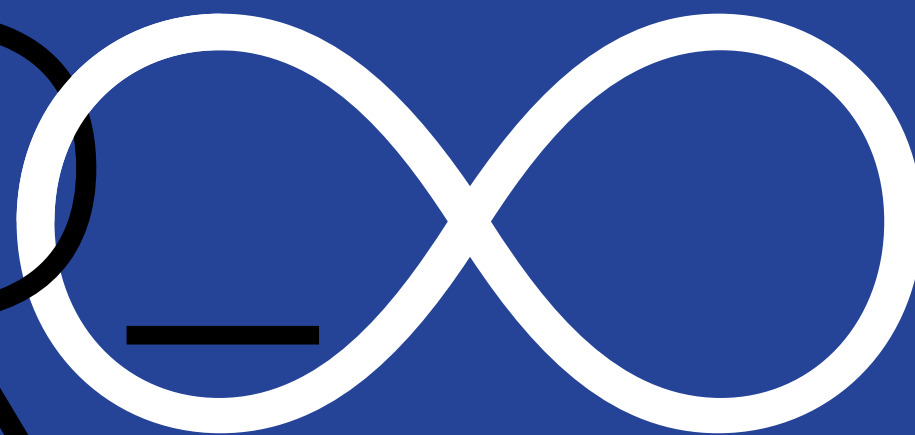
This includes team building and sharing activities, such as two-way feedback sessions and communal days in the company garden. We also organise events exclusively dedicated to intercultural leisure activities such as

fishing competitions and barbecues, which promote employee interaction and team building. In addition, an area set aside for the company kitchen garden and spaces for communal lunches help create a more pleasant working environment and foster mutual acquaintance.

From from a professional point of view too, the continuous improvement of our employees' skills is a priority. Since 2021, we have invested in intensive training programmes in Romania, for technology upgrading and occupational safety. We have introduced new machinery and software, which required specific operational training by specialised technicians. In addition to technical training, we provide development programmes for managers, focusing on management skills and interdepartmental cooperation.



INTER



DEPEND-

DENCE

# Co-evolving together with our ecosystem

## Main achievements in 2023

More than € 50,000 in contributions to the ENIPG, ACGM, GCT Union industry associations

499 customer contacts reached by the newsletter presenting the journey and the first sustainability report, with a 65% opening rate

We supported the Francesca Rava Foundation by donating printing services to the value of € 15,000

We held several free sessions for the master's degree in Publishing organised by the Arnolfo and Alberto Mondadori Foundation to train future industry professionals

We hosted visits by a number of school groups to illustrate the complexity and importance of the different professions in our industry

## Upcoming and future goals

Strengthening the HSE team with a dedicated quality assurance resource, with a view to extending ISO 9001 certification to the Nava Press plant

Comprehensive mapping of the supply chain and creation of a system to qualify and assess the ESG performance of our suppliers

Drafting and distribution of the Supplier Code of Conduct

As a Group, at Rotolito we recognise that our well-being is closely linked to that of our employees, customers, partners and the local communities in which we operate. Given our position as a leading international player in our industry, this requires us to develop a business model based on awareness of interdependence that creates shared value with the entire stakeholder network.

During 2023, we intensified our active role in the sustainable value chain, becoming promoters of change at every level. We want to transform the supply chain concept into an ecosystem where each individual is recognised as essential to the others, fostering a process of mutual learning and co-evolution. To ensure a positive impact on people and the planet, we need everyone's support and commitment. For this reason, we are working to build strong relationships, collaborating with customers and suppliers who share our sustainability journey and devoting ourselves to active engagement with those who have yet to start out on this path.

The printing industry ecosystem presents has a short and, at the same time complex supply chain, with high energy consumption in production and high distribution transport costs. Co-evolving with paper mills to promote the use of paper from certified forests, incentivising sustainable low-emission transport and encouraging technology manufacturers to develop less energy-intensive machines are crucial steps towards the adoption of the principles of interdependence.



# Supply Chain Disclosure

Share of purchases from Italian suppliers: 57%

Average duration of relationships with suppliers: 5+ years

**Austria - 2 suppliers**  
Raw material

**Finland - 2 suppliers**  
Raw material

**France - 1 supplier**  
Raw material

**Germany - 4 suppliers**  
Raw material, Chemicals, Inks, Glues

**Japan - 1 supplier**  
Plates

**Ireland - 1 supplier**  
Raw material

**Italy - 35 suppliers**  
Raw material, Bindery, Paper converting, Printing, Coating materials, Packaging, Chemicals, Inks, Glues, Pallets, Utilities, HR services, Maintenance services, Design, Plant implementation, Maintenance services, Logistics

**Luxembourg - 1 supplier**  
Chemicals, Inks, Glues

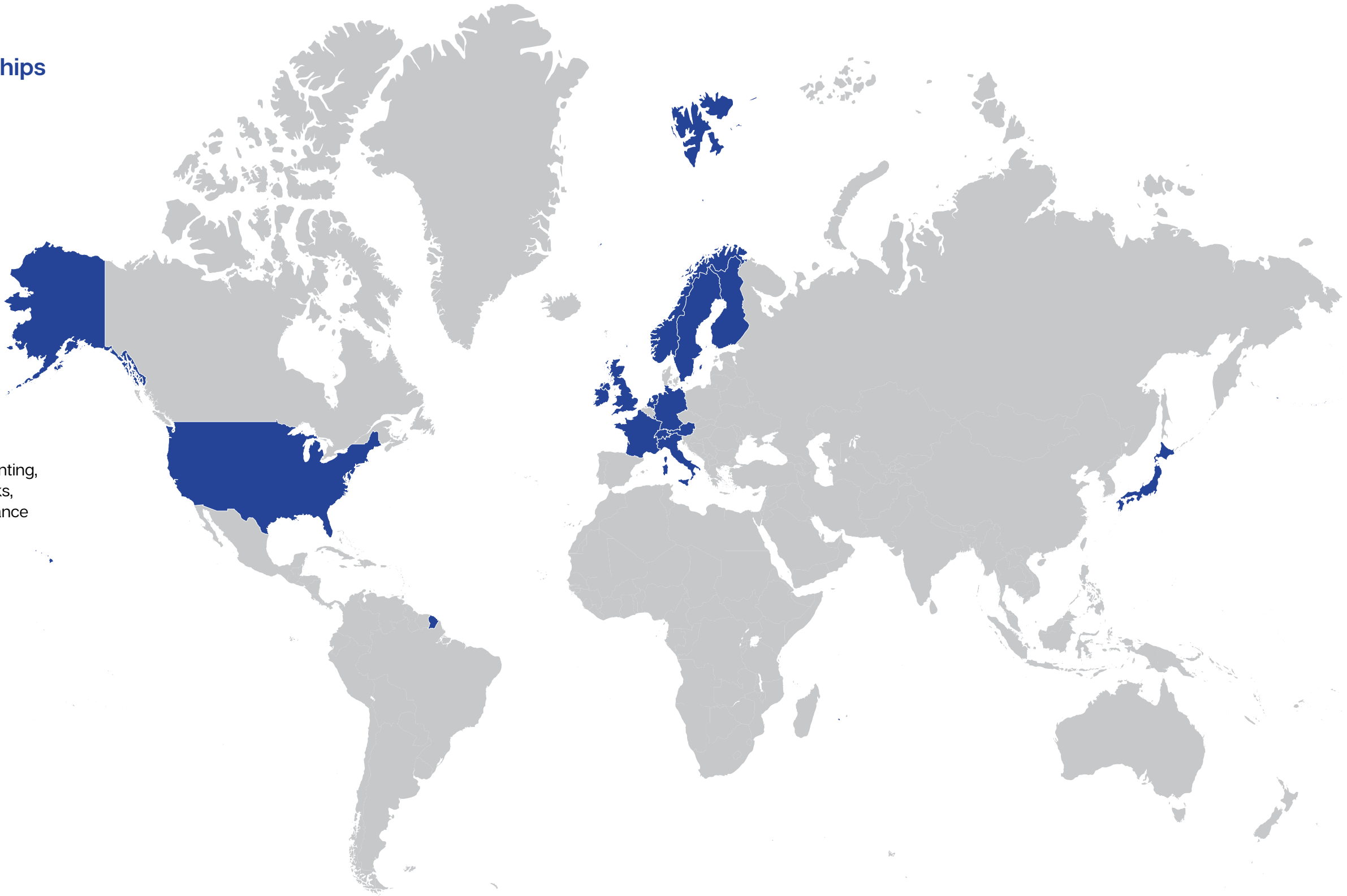
**Netherlands - 1 supplier**  
Chemicals, Inks, Glues

**United Kingdom - 1 supplier**  
Raw material

**Sweden - 1 supplier**  
Raw material

**Switzerland - 2 suppliers**  
Raw material, utilities

**USA - 3 suppliers**  
Chemicals, Inks, Glues, Plates, Logistics



Supply Chain Disclosure

| Company name                                  | Country     | Duration collaboration | Type of supply                            |
|-----------------------------------------------|-------------|------------------------|-------------------------------------------|
| Bossotti                                      | Italy       | 2 years                | Raw material                              |
| Burgo Distribuzione Srl                       | Italy       | >5 years               | Raw material                              |
| Burgo Group SPA                               | Italy       | >5 years               | Raw material                              |
| Cartiera Francescantonio Cerrone              | Italy       | 5 years                | Raw material                              |
| Cartiere del Garda SPA (Lecta Group)          | UK          | 5 years                | Raw material                              |
| Fedrigoni SPA                                 | Italy       | >5 years               | Raw material                              |
| Gruppo Cordenons SPA                          | Italy       | >5 years               | Raw material                              |
| Holmen Paper AB                               | Sweden      | >5 years               | Raw material                              |
| Italstick Soc. Coop.                          | Italy       | 5 years                | Raw material                              |
| Laakirchen Papier AG                          | Austria     | >5 years               | Raw material                              |
| Norske Skog Golbey SAS                        | Norway      | 4 years                | Raw material                              |
| Palm Paper Limited                            | France      | 2 years                | Raw material                              |
| Papierfabrik Palm GMBH & CO. KG               | Germany     | >5 years               | Raw material                              |
| Perlen Papier AG                              | Switzerland | >5 years               | Raw material                              |
| R.D.M. Ovaro SPA                              | Italy       | >5 years               | Raw material                              |
| Sappi Papier Holding GMBH                     | Austria     | >5 years               | Raw material                              |
| Smurfit Kappa                                 | Ireland     | 4 years                | Raw material                              |
| Srt Italia Srl                                | Italy       | >5 years               | Raw material                              |
| Stora Enso Publicat. Papers OY LTD            | Finland     | 5 years                | Raw material                              |
| UPM                                           | Finland     | >5 years               | Raw material                              |
| Artigrafiche&Diaries Italia Srl               | Italy       | 5 years                | Subcontractor - Bindery, Paper converting |
| Bookbinder's Board Manufact. Srl              | Italy       | >5 years               | Subcontractor - Bindery, Paper converting |
| Coptip Graphic Industries Cooperative Society | Italy       | 4 years                | Subcontractor - Printing                  |
| Giovanazzi Srl                                | Italy       | 5 years                | Subcontractor - Bindery, Paper converting |
| La Cartotecnica Srl                           | Italy       | 4 years                | Subcontractor - Bindery, Paper converting |
| Mediagraf SPA                                 | Italy       | >5 years               | Subcontractor - Printing                  |
| Moroni Scatole Srl                            | Italy       | 4 years                | Subcontractor - Bindery, Paper converting |
| Pozzoli Couture Srl                           | Italy       | 4 years                | Subcontractor - Bindery, Paper converting |
| Print Finishing Li. To. Ver.                  | Italy       | >5 years               | Subcontractor - Ennobling                 |
| Si-Ri Srl                                     | Italy       | 3 years                | Subcontractor - Bindery, Paper converting |
| Simon Bg Srl                                  | Italy       | 5 years                | Subcontractor - Bindery, Paper converting |

| Company name                       | Country      | Duration collaboration | Type of supply               |
|------------------------------------|--------------|------------------------|------------------------------|
| Jolly Bijoux Srl                   | Italy        | 4 years                | Coating materials            |
| Cm Felca                           | Italy        | >5 years               | Packaging                    |
| D.C. Druck Chemie                  | Germany      | >5 years               | Chemicals, Inks, Glues       |
| Felice Dania                       | Italy        | >5 years               | Packaging                    |
| Flint CPS Ink                      | Luxem-bourg  | >5 years               | Chemicals, Inks, Glues       |
| Fujifilm                           | Japan        | >5 years               | Plates                       |
| Henkel                             | Germany      | >5 years               | Chemicals, Inks, Glues       |
| HP                                 | USA          | >5 years               | Chemicals, Inks, Glues       |
| Kodak                              | USA          | >5 years               | Plates                       |
| Kolor + Service                    | Italy        | >5 years               | Chemicals, Inks, Glues       |
| Legnami Bracchi                    | Italy        | >5 years               | Pallets                      |
| Publication Distribuzione Srl      | Italy        | >5 years               | Chemicals, Inks, Glues       |
| Rivadossi Achille                  | Italy        | 3 years                | Pallets                      |
| Schuite & Schuite Druckfarben GmbH | Germany      | >5 years               | Chemicals, Inks, Glues       |
| Sun Chemical Group SPA             | Nether-lands | 3 years                | Chemicals, Inks, Glues       |
| A2A                                | Italy        | >5 years               | Utilities                    |
| Adecco                             | Italy        | 3 years                | HR Services                  |
| Alpiq                              | Switzer-land | 4 years                | Utilities                    |
| Centrica                           | Italy        | 2 years                | Maintenance services         |
| Coservice                          | Italy        | 4 years                | Plant design, implementation |
| Demid                              | Italy        | 2 years                | Maintenance services         |
| Fildis Impianti                    | Italy        | >5 years               | Maintenance services         |
| Geodis RT ITALIA Srl               | Italy        | >5 years               | Logistics                    |
| Gi Group                           | Italy        | 3 years                | HR Services                  |
| UPS                                | USA          | >5 years               | Logistics                    |

Methodological note: The suppliers included in this report account for 75% of the purchases from main suppliers in the Rotolito 2023 budget and, in particular, for 94% of 2023 total paper purchases. The perimeter includes Rotolito S.p.A. (Pioltello, Cernusco S/N, Capriate), Nava Press Srl and Rotolito Romania.

# Certified quality: excellence that makes the difference

Ever since we set up our business, we have always focused on caring for our customers, understanding their needs, maintaining open, fair and transparent communication, and providing high-quality solutions that optimise costs and environmental impact. This collaboration has always fostered loyalty and promoted mutual growth.

For us, it is vital to maintain high standards of excellence, ensuring that every stage in production meets strict quality and sustainability criteria. Through this commitment, over the years we have built a solid and reliable reputation, while continuing to grow and innovate in accordance with our core values.

Meeting customer needs means exceeding expectations with additional services, and anticipating the requirements of publishers and corporate clients. For this reason, in 2013 the plants in Pioltello, Cernusco sul Naviglio and Capriate obtained ISO 9001:2015 quality management certification. This certification encourages us to continuously improve the quality of our products and services by reducing non-conformities and ensuring process control, in order to offer a superior experience and comply with industry regulations.

## Rotolito Romania quality commitment

Rotolito Romania obtained ISO 9001:2008 certification and in 2016 made the transition to the new ISO 9001:2015 standard.

Since 2020, Rotolito Romania has undergone a far-reaching transformation, becoming fully integrated with the Rotolito Group's ESG criteria. The merger enabled the company to strengthen its focus on children's hardbacks and pursue even higher safety and quality standards, which are

essential for the target audience of these specific products. The Bucharest production hub is authorised to produce books for its Disney and NBCU licensed customers and has held a Facility and Merchandise Authorisation (FAC - 029225) for the manufacture of Disney-licensed products since 2015.

In its particular business segment, the Rotolito Romania factory produces books in compliance with the requirements of the EN71 toy directive as well as for the Pioltello, Capriate and Nava Press production sites: on the one hand, using materials and chemicals that are 100% compliant with the REACH directive, and on the other hand respecting the safety criteria for children's products, e.g., books with plastic-coated internal pages, round corners, sponge covers, etc.

Starting this year, Rotolito Romania's production process has also been aligned with the specific requirements of the EC directive.

## Future goals: Nava Press quality control on all the Group's production sites

Production quality is a key priority for Rotolito, a requirement for customers, the environment and the community. We consider it an absolute value, to be constantly analysed, monitored, measured and improved in order to respond to changing needs, regulations and changing technology. For this reason, in 2024 we set ourselves the goal of enhancing our "quality assurance" procedures, and we are committed to extending the system to all our production sites.

## ISO 9001 Quality Management System

This demonstrates an organisation's ability to provide products that comply with customer requirements and applicable regulations. It promotes continuous quality improvement goals and provides tools to achieve them, ensuring constant control of production processes. The system reduces non-conformities and associated costs, attesting to the organisation's commitment to quality and customer satisfaction.

### Certified sites



**ROTOLITO S.p.A.**  
**Pioltello plant,**  
**Cernusco sul Naviglio,**  
**Capriate San Gervasio**

Fields of application: pre-press, printing, binding and logistics for commercial, advertising and publishing printed matter: catalogues, magazines, books, dictionaries, school textbooks and promotional materials



**ROTOLITO ROMANIA SA**  
**Pantelimon facility,**  
**Bucharest**

Fields of application: pre-press, offset & roto-offset printing, binding & logistics for commercial, advertising and publishing printed matter: catalogues, magazines, books, dictionaries, school textbooks and promotional materials

## ISO 12647 ProcessStandard Offset

ISO 12647 (FOGRA) certification guarantees the quality of the offset printing process throughout the entire workflow, from data creation to final printing. This internationally recognised certification is an assurance of efficiency, control and predictability in colour reproduction and quality.

### Certified sites



**ROTOLITO S.p.A.**  
**Pioltello plant**

Areas of application: certified colour management, production of contract proofs, standardised plate making, printing with sheetfed and offset presses in accordance with the ProcessStandard Offset guide.

## Contributions to local and international communities and support for charities

We want to generate a positive impact in the communities in which we operate, for whom we feel a deep sense of responsibility that enriches our journey towards increasingly sustainable management. We are working to ensure that the territories where our production sites are located are perceived as places open to sharing common solutions and benefits.

For this, we play an active role in community development, providing support through a variety of local and international sustainability projects, strengthening the social fabric and creating a virtuous circle of prosperity and shared progress.

We are convinced that civic engagement is a powerful tool to generate a positive impact. An example of this is the 2023 collaboration agreement

between HarperCollins, Creative Artists Agency (CAA), Endless OS Foundation and the International Rescue Committee (IRC) for the realisation of a major project for young Ukrainian refugees housed at the Mary's School in London. To mark the occasion, one hundred of the best-loved and most popular fairy tales and short stories were reprinted and translated into Ukrainian, to be distributed to young refugees between the ages of 5 and 18, from 21 December 2023. The project is a concrete example of cultural inclusion and integration through printed books, and of value sharing with our customers. We supported the initiative by printing seven titles, for a total of around 6,000 copies.

In 2023 we also renewed our commitment to the Fondazione Francesca Rava - NPH Italia Ente del Terzo Settore non-profit organisation, which helps children, adolescents and women from vulnerable families in Italy, Haiti and around the world. We contributed services to the value of EUR 15,000.

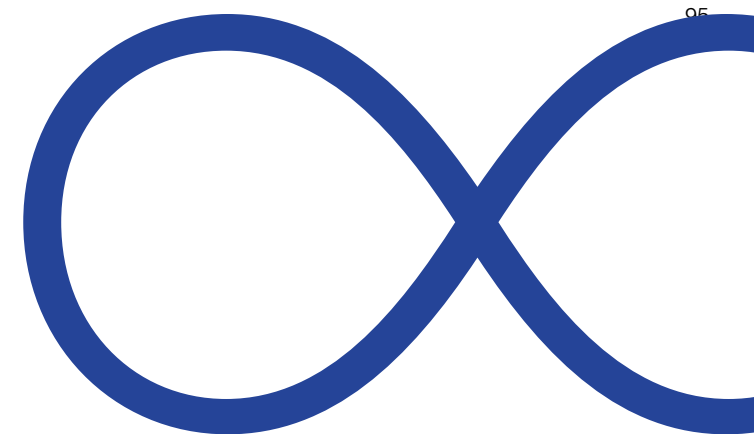
## Knowledge sharing in our ecosystem

In 2023, Rotolito launched a communication strategy to strengthen ties with its customers and stakeholders through various digital channels. One of the strategy's key tools is our newsletter, designed to keep all our partners informed about the latest news, initiatives and company successes. This regular update not only celebrates our achievements, it also demonstrates the principle of interdependence and its potential as a multiplier of sustainable virtues, offering an in-depth look at activities that promote sustainability and shared progress.

In parallel, we expanded our presence on LinkedIn, assigning a specific professional resource to manage Rotolito and Nava Press' profiles and use the platform to convey Rotolito's values to a wider audience. Through regular posts, articles and updates, we communicate our innovations, sustainable practices and success stories, reinforcing our reputation as a leader in the printing industry who is integrating sustainability into business strategies.

Our blog, dedicated exclusively to sustainable news and initiatives, serves as an archive for information and resources. Here, we collect and share the concrete results of our commitments in every area of governance and operation, offering a comprehensive view of our journey towards sustainability. This online space documents our progress and serves as a source of inspiration for other players in the industry, promoting a culture of transparency and continuous improvement.

Through these channels, Rotolito works to create open and transparent communication, highlighting our active role in building a sustainable and prosperous future for all stakeholders.



## Cultivating the talents of the future to improve industry standards

Interdependence also means spreading our knowledge and promoting our sector as a carrier of values in terms of professionalism, job opportunities and skills to be passed on to the new generations. For this reason, we spend a lot of time welcoming visits from students from graphic arts institutes and giving lectures for master's degrees in publishing. We also take part in initiatives to increase children's interest in printed books.

We are committed to involving the new generations in our fascinating and ancient craft, and to cultivating the talents of the future. For years, we have organised visits to our Rotolito and Nava Press production sites, where we offer an overview of the complex ecosystem of prestige publishing, printing and luxury packaging design. These initiatives not only bring young people closer to the world of work, they also introduce them to our Vision and Mission, which is to restore the importance and beauty of our profession.

In 2023, we continued to devote time and expertise to guided tours for several local schools active in graphics and the visual arts. We met students from the NABA, the Istituto Rizzoli, the Istituto di Istruzione Superiore Carlo Emilio Gadda and the CFP Bauer, and the visits confirmed that young people continue to have a significant connection with books and paper products. A number of important considerations arose from these experiences: the school system seems to integrate a range of media well; without demonising digital media, it considers the possible cognitive and emotional risks its misuse could entail. The industrial sector arouses curiosity about the roles and skills to be acquired, as reflected in the high demand for internships, which often lead to recruitment. Recently, three internships at Nava Press

became permanent jobs, confirming the value of our investment in initiatives for young people. Interest in the environment is very strong: almost all the classes asked us questions about it, allowing us to share information about our innovations, the processes we adopt and Rotolito's commitments for the future. We were able to reassure them that, through a synergy between industry and craftsmanship, it is possible to help safeguard the Planet, to enhance Italian professions of excellence and to preserve beauty as a universal value.

One example of our commitment to preserving the tradition and economic importance of the graphic arts is our collaboration with the Rizzoli Institute, which began in 2017. After joining the Board of Directors, since 2018 we have provided cost-free printing of around 600 copies of the *“La cartella del pubblicitario”* calendar produced by final-year students, who can use it as a portfolio to facilitate their future entry into the professional world.

Preparing the new generations for the demands of our market is a complex but vital challenge, perfectly aligned with the contribution we wish to make as a business organisation. In 2023, we continued our open lectures for the master's degree in Publishing organised by the Arnoldo and Alberto Mondadori Foundation and their head of education, Elettra Capisani, who chose the Rotolito Group as an example of industrial excellence for the training of future professionals. Rotolito's Sales Director gave an in-depth lecture on the history and development of the company, from the printing of the first Diabolik comic to the presentation of our innovative Paper Cube. The head of the Rizzoli - Mondadori Electa Technical Department, a lecturer on the master's course, accompanied the class to our factory in Pioltello site, enriching the lesson with her experience and specific study objectives.

## Rotolito Romania cultivates talent in an emerging market

In 2023, we expanded our global visibility by including Rotolito Romania for the first time in an important international initiative. In cooperation with the University of Moldova, based in Chişinău, we organised internship programmes for a group of young students interested in printing and publishing, as preparation for their final exams.

The project included a month-long rotation scheme, during which the students were able to explore different areas of our company by spending a week in each department. At the end of the course, we organised a career guidance session for them, to discuss the various career opportunities that are available. We also extended future job offers to the most motivated students, giving them the opportunity to join us once they have graduated. This initiative not only promoted our international profile, it also helped to train and attract new talent to our industry.

## An interconnected value network

We actively participate in industry trade fairs, conferences and associations to share our expertise and contribute to the development of the printing and packaging industry. In 2017, we were one of the founding members of the Paper and Graphics Federation, which represents the Acimga, Asso-carta and Assografici industrial groupings. Paolo Bandecchi, our founder and Chair, is currently vice president of the Federation, having been elected for the two-year period 2021-2023 and confirmed for 2023-2025.

We have taken part in important events that bring together the printing industry to discuss the challenges and opportunities opened up by sustainability and innovation in our sector. The 2023 Future Book Forum, for example, presented the progress of the Publishing 2030 Accelerator initiative, which promotes sustainability in book publishing. The working group, consisting of various stakeholders, is developing an international methodology to calculate CO<sub>2</sub> emissions during the life cycle of a book.

On 1 December 2023, the 32nd edition of the Premio Oro della Stampa was held in Milan, a prestigious award celebrating excellence in the printing and converting industry in Italy. The award recognises Italian technological innovation, entrepreneurial leadership and creativity, celebrating the industry protagonists for over 30 years. The event was preceded by the 2023 Print Economic Forum, which explored topics such as innovation, ESG and Artificial Intelligence.

PRINT4ALL is the leading trade fair for the printing and converting industry. The 2023 edition focused on three main areas: packaging & labelling, commercial printing and graphic arts, industrial and large format. The key word was “convergence”, reflecting the integration of technologies, applications and markets to promote sustainable and effective printing in various industry segments.

FESPA is a global federation of national screen, digital and textile printing associations. The FESPA Global Print Expo, the industry's leading European trade fair, was held in Germany in May 2023. It was attended by hundreds of exhibitors who presented their latest innovations and new products in the fields of graphics, decoration, packaging, industrial applications and textiles.

# Co-evolution of value with our Supply Chain

Supply chains are the engine of the global economy, linking companies and individuals across geographical and cultural boundaries. Sustainable supply chain management is becoming increasingly important for corporate sustainability, as it allows companies to monitor their environmental, social and economic impacts and promotes responsible governance practices. The aim is to generate long-term social, environmental and economic value by supporting ethical business practices for all stakeholders. Globally, several countries have already adopted supply chain regulations. Unlike other European states, Italy has not yet introduced a specific law on the subject. However, as a pioneer in the adoption of new perspectives, Rotolito wants to be an active part of progress, by preparing for coming regulations and finding innovative ways to improve the social and environmental impact of its activities.

We have embarked on a long-term journey towards sustainable development and aim to create shared value along the entire value chain.

For this, we consider it essential to develop a framework, based on the principles of co-evolution and transparency, that establishes a new relationship with suppliers. In 2023, a self-assessment was conducted with the Rotolito team asking them about their perceptions of the performance of their suppliers and Rotolito's supply chain management practices. A special team examined the level of maturity and consistency in supply chain management with respect to our objectives. This preliminary analysis enabled us to outline a strategic improvement plan for the future, for the purpose of continuous monitoring of the entire supply chain. The assessment was the starting point for our supply chain management strategy, including detailed supplier mapping, construction of the supplier qualification and evaluation framework, and code of conduct in 2024. We also we intend to intensify talks with logistics providers to calculate the carbon footprint, so gaining greater awareness of our current situation and identifying the main players in our chain, their areas for improvement and their locations.



Supply chain evolution model by



# Methodological note

Rotolito S.p.A.'s Sustainability Report, which is drawn up annually on a voluntary basis, aims to report with increasing accuracy on environmental, social and governance (ESG) performance. The Report represents a milestone in Rotolito's journey towards full integration of sustainability into its business model and corporate culture. It aims to provide internal and external stakeholders with a clear, comprehensive and transparent overview of activities, projects, commitments and short- and medium-term objectives and achievements, with the intention of creating shared value in the long term.

Approved by the Board of Directors on 30 September 2024, the Report was drawn up in accordance with the GRI standards (Global Reporting Initiative, version 2021) and applies the "with reference to" approach. Specifically, the Report references the standards listed in the GRI Content Index table (set out in the next section), in which, for each "material" indicator and topic, the section of the Report providing the relevant content is shown. The materiality analysis and the subsequent drafting of the Report took into account the guidelines of the first EFRAG set published in December 2023 for the Media & Communication sector, the Ecovadis, B Impact Assessment (BIA), Morgan Stanley Capital Investment (MSCI) and ROBECOSAM parameters, and the Sustainability Accounting Standards Board (SASB) guidelines for the Media & Entertainment sector.

The materiality principle guided the scope and quality of sustainability reporting. The topics covered were selected on the basis of their materiality, reflecting the expectations of internal and external stakeholders and the significant impacts of the organisation's operations on the environment and society, as well as material risks and opportunities for Rotolito.

The data and information presented in the Report cover the period from 1 January to 31 December 2023, unless otherwise stated. Where available, comparative data for the two-year period 2022-2023 have also been presented, to provide a more complete view of Rotolito's performance trend over time. To ensure accurate representation of performance, priority was given to directly detectable and measurable qualitative and quantitative indicators; only in rare cases, which are marked, were estimates used. The data come from internal management systems, unless otherwise specified.

The reporting perimeter of the environmental and social data and information refers to the parent company Rotolito S.p.A. (whose registered office is located at Piazzale Luigi Cardorna 6, 20123, in Milan, while the head office is located at Via Sondrio 3, 20096, Pioltello - Milan) and the subsidiaries Nava Press Srl and Segraf Litorama Srl; where possible, the perimeter also includes the subsidiary Rotolito Romania SA, and this is marked.

The Report was prepared with the technical-methodological assistance of NATIVA Srl SB and is not subject to third-party verification. For more details on objectives, indicators and results or for comments on this document, please send a request to [sustainability@rotolito.com](mailto:sustainability@rotolito.com)

# GRI CONTENT INDEX

Rotolito S.p.A. applied the “with reference to” approach to present the information set out in this GRI content index for the period 01/01/23 - 31/12/23.

| GRI STANDARD                    | DISCLOSURE                                                           | SECTION - NOTES                                                                                                                                                                                            |
|---------------------------------|----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 2: General Disclosures 2021 | 2-1 Organisational Details                                           | COMPANY OVERVIEW<br><b>A virtuous balance between innovation and tradition</b><br><b>Our brands</b><br>METHODOLOGICAL NOTE                                                                                 |
|                                 | 2-2 Entities included in the organisation's sustainability reporting | METHODOLOGICAL NOTE                                                                                                                                                                                        |
|                                 | 2-3 Reporting period, frequency and contact point                    | METHODOLOGICAL NOTE                                                                                                                                                                                        |
|                                 | 2-4 Restatements of information                                      | No restatement                                                                                                                                                                                             |
|                                 | 2-5 External Assurance                                               | This report is not subject to external assurance                                                                                                                                                           |
|                                 | 2-6 Activities, value chain and other business relationships         | COMPANY OVERVIEW<br><b>Technology, products and service: our value chain</b>                                                                                                                               |
|                                 | 2-7 Employees                                                        | PEOPLE<br><b>We cultivate the talents of our human capital</b><br>APPENDIX<br>Table <b>Total employees by type of contract and gender</b><br>Table <b>Total employees by type of employment and gender</b> |
|                                 | 2-8 Workers who are not employees                                    | PEOPLE<br><b>We cultivate the talents of our human capital</b><br>APPENDIX<br>Table <b>Total workers who are not employees by gender</b>                                                                   |
|                                 | 2-9 Governance structure and composition                             | GOVERNANCE<br><b>The structure of the Rotolito Group</b><br>APPENDIX<br>Table <b>Composition of the Board of Directors of Rotolito S.p.A.</b>                                                              |
|                                 |                                                                      |                                                                                                                                                                                                            |

| GRI STANDARD                    | DISCLOSURE                                                                       | SECTION - NOTES                                                                                                                                                                                                                                                                                                                                  |
|---------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 2: General Disclosures 2021 | 2-10 Nomination and selection of the highest governance body                     | GOVERNANCE<br><b>The structure of the Rotolito Group</b>                                                                                                                                                                                                                                                                                         |
|                                 | 2-11 Chair of the highest governance body                                        | The chair does not also hold a senior management position in Rotolito S.p.A.                                                                                                                                                                                                                                                                     |
|                                 | 2-12 Role of the highest governance body in overseeing the management of impacts | GOVERNANCE<br><b>Sustainability governance</b>                                                                                                                                                                                                                                                                                                   |
|                                 | 2-13 Delegation of responsibility for managing impacts                           | GOVERNANCE<br><b>Sustainability governance</b>                                                                                                                                                                                                                                                                                                   |
|                                 | 2-14 Role of the highest governance body in sustainability reporting             | GOVERNANCE<br><b>Sustainability governance</b>                                                                                                                                                                                                                                                                                                   |
|                                 | 2-16 Communication of critical concerns                                          | The company adopts Model 231, through which critical concerns are checked and managed, with the appointment of an independent Supervisory Board, which reports to the Board of Directors on a regular basis. The activities monitored include the Whistleblowing Procedure.<br><br>There were no whistleblowing reports in the reporting period. |
|                                 | 2-17 Collective knowledge of the highest governance body                         | GOVERNANCE<br><b>Sustainability governance</b>                                                                                                                                                                                                                                                                                                   |
|                                 | 2-18 Evaluation of the performance of the highest governance body                | There is currently no procedure for evaluating the performance of the BoD in overseeing the management of impacts.                                                                                                                                                                                                                               |
|                                 | 2-19 Remuneration policies                                                       | A fixed salary is established for all senior managers, and some key figures also receive a variable objectives-based salary.<br><br>Remuneration relating to the non-competition agreement is envisaged for some figures.                                                                                                                        |
|                                 | 2-20 Process to determine remuneration                                           | The BoD establishes objectives, principles and strategies, while determination of remuneration is delegated to the executive bodies.                                                                                                                                                                                                             |

| GRI STANDARD                    | DISCLOSURE                                         | SECTION - NOTES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|---------------------------------|----------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 2: General Disclosures 2021 | 2-21 Annual total compensation ratio               | <p>The ratio of the annual total remuneration for the highest-paid individual in the organisation to the median value of the annual total remuneration for all employees (excluding the highest-paid individual) is 6.64.</p> <p>The ratio of the percentage increase in total annual remuneration for the highest-paid individual in the organisation to the median value of the total annual percentage increase for all employees (excluding the highest-paid individual) is 3.40.</p>                                                                                                                                                                  |
|                                 | 2-22 Statement on sustainable development strategy | LETTER TO THE STAKEHOLDERS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|                                 | 2-23 Policy commitments                            | <p>GOVERNANCE<br/><b>Our standards of conduct: transparency, ethics and certifications</b></p> <p>The Code of Ethics can be downloaded at the following link:<br/><a href="https://www.rotolito.com/wp-content/uploads/2023/10/Codice-Etico-07_23.pdf">https://www.rotolito.com/wp-content/uploads/2023/10/Codice-Etico-07_23.pdf</a></p> <p>The Integrated Management System Policy can be downloaded at the following link:<br/><a href="https://www.rotolito.com/wp-content/uploads/2024/03/ALL-01-PR-02-Integrated-Policy-2023-ENG-ok.pdf">https://www.rotolito.com/wp-content/uploads/2024/03/ALL-01-PR-02-Integrated-Policy-2023-ENG-ok.pdf</a></p>  |
|                                 | 2-24 Embedding policy commitments                  | <p>GOVERNANCE<br/><b>Our standards of conduct: transparency, ethics and certifications.</b></p> <p>The Code of Ethics can be downloaded at the following link:<br/><a href="https://www.rotolito.com/wp-content/uploads/2023/10/Codice-Etico-07_23.pdf">https://www.rotolito.com/wp-content/uploads/2023/10/Codice-Etico-07_23.pdf</a></p> <p>The Integrated Management System Policy can be downloaded at the following link:<br/><a href="https://www.rotolito.com/wp-content/uploads/2024/03/ALL-01-PR-02-Integrated-Policy-2023-ENG-ok.pdf">https://www.rotolito.com/wp-content/uploads/2024/03/ALL-01-PR-02-Integrated-Policy-2023-ENG-ok.pdf</a></p> |

| GRI STANDARD                       | DISCLOSURE                                              | SECTION - NOTES                                                                                                                                                                                                                                                                                                                                         |
|------------------------------------|---------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 2: General Disclosures 2021    | 2-26 Mechanisms for seeking advice and raising concerns | The whistleblowing procedure with contact details for the whistleblowing contact person can be downloaded at the following link:<br><a href="https://www.rotolito.com/wp-content/uploads/2023/12/ROTOLITO_Procedura-whistleblowing_30.11.23.pdf">https://www.rotolito.com/wp-content/uploads/2023/12/ROTOLITO_Procedura-whistleblowing_30.11.23.pdf</a> |
|                                    | 2-27 Compliance with laws and regulations               | There were no significant instances of non-compliance with laws and regulations during the reporting period.                                                                                                                                                                                                                                            |
|                                    | 2-28 Membership associations                            | Presence of the Chair and the CFO on the management committees of the following associations:<br>- Assografici<br>- Unione Industriali Grafici Cartotecnici<br>- Trasformatori Carta e Affini                                                                                                                                                           |
|                                    | 2-29 Approach to stakeholder engagement                 | COMPANY OVERVIEW<br><b>Stakeholder mapping and engagement</b>                                                                                                                                                                                                                                                                                           |
|                                    | 2-30 Collective bargaining agreements                   | APPENDIX<br><b>Table Total percentage of employees covered by collective bargaining agreements</b>                                                                                                                                                                                                                                                      |
| GRI 3: Material Topics 2021        | 3-1 Process to determine material topics                | COMPANY OVERVIEW<br><b>Materiality analysis, impacts and stakeholder engagement</b>                                                                                                                                                                                                                                                                     |
|                                    | 3-2 List of material topics                             | COMPANY OVERVIEW<br><b>Materiality analysis, impacts and stakeholder engagement</b>                                                                                                                                                                                                                                                                     |
|                                    | 3-3 Management of material topics                       | COMPANY OVERVIEW<br><b>Materiality analysis, impacts and stakeholder engagement</b>                                                                                                                                                                                                                                                                     |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed   | GOVERNANCE<br><b>Assets and investments</b><br><b>Table Economic value distributed in k€ and in %</b>                                                                                                                                                                                                                                                   |

| GRI STANDARD                               | DISCLOSURE                                                                                                                                          | SECTION - NOTES                                                                                                                                                                        |
|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>GRI 204: Procurement Practices 2016</b> | 204-1 Proportion of spending on local suppliers                                                                                                     | COMPANY OVERVIEW<br><b>2023 highlights</b><br><a href="#">APPENDIX Table Supply chain disclosure</a>                                                                                   |
| <b>GRI 205: Anti-corruption 2016</b>       | 205-3 Confirmed incidents of corruption and actions taken                                                                                           | There were no cases of corruption during the reporting period.                                                                                                                         |
| <b>GRI 301: Materials 2016</b>             | 301-1 Materials used by weight or volume                                                                                                            | ENVIRONMENT<br><b>Integrated sustainability and interdependence: Rotolito's vision for a responsible future</b><br><a href="#">APPENDIX Table Weight of materials used</a>             |
| <b>GRI 302: Energy 2016</b>                | 302-1 Energy consumption within the organisation                                                                                                    | ENVIRONMENT<br><b>Our solutions in an increasingly complex energy scenario</b><br><a href="#">Table Energy requirement analysis</a>                                                    |
|                                            | 302-3 Energy intensity                                                                                                                              | ENVIRONMENT<br><b>Our solutions in an increasingly complex energy scenario</b><br><a href="#">Table Energy requirement analysis</a>                                                    |
|                                            | 302-4 Reduction of energy consumption                                                                                                               | ENVIRONMENT<br><b>Our solutions in an increasingly complex energy scenario</b>                                                                                                         |
| <b>GRI 304: Biodiversity 2016</b>          | GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | Rotolito does not own or manage factories or operational sites that are located near protected areas or include protected areas or areas of high biodiversity outside protected areas. |
|                                            | 304-2 Significant impacts of activities, products and services on biodiversity                                                                      | ENVIRONMENT<br><b>Integrated sustainability and interdependence: Rotolito's vision for a responsible future</b>                                                                        |
| <b>GRI 305: Emissions 2016</b>             | 305-1 Direct (Scope 1) GHG emissions                                                                                                                | ENVIRONMENT<br><b>Efficiency and effectiveness of our efforts to reduce emissions</b><br><a href="#">Table Carbon Footprint (Scopes 1-2-3)</a>                                         |

| GRI STANDARD                   | DISCLOSURE                                    | SECTION - NOTES                                                                                                                                                   |
|--------------------------------|-----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>GRI 305: Emissions 2016</b> | 305-2 Energy indirect (Scope 2) GHG emissions | ENVIRONMENT<br><b>Efficiency and effectiveness of our efforts to reduce emissions</b><br><a href="#">Table Carbon Footprint (Scopes 1-2-3)</a>                    |
|                                | 305-3 Other indirect (Scope 3) GHG emissions  | ENVIRONMENT<br><b>Efficiency and effectiveness of our efforts to reduce emissions</b><br><a href="#">Table Carbon Footprint (Scopes 1-2-3)</a>                    |
|                                | 305-4 GHG emissions intensity                 | ENVIRONMENT<br><b>Efficiency and effectiveness of our efforts to reduce emissions</b><br><a href="#">Table Carbon Footprint (Scopes 1-2-3)</a>                    |
|                                | 305-5 Reduction of GHG emissions              | ENVIRONMENT<br><b>Efficiency and effectiveness of our efforts to reduce emissions</b>                                                                             |
| <b>GRI 306: Waste 2020</b>     | 306-3 Waste generated                         | ENVIRONMENT<br><b>Waste management and anti-waste philosophy</b><br><a href="#">Table Waste breakdown, in tonnes</a>                                              |
|                                | 306-4 Waste diverted from disposal            | ENVIRONMENT<br><b>Waste management and anti-waste philosophy</b><br><a href="#">APPENDIX Table Hazardous and non-hazardous waste not directed to disposal (t)</a> |
|                                | 306-5 Waste directed to disposal              | ENVIRONMENT<br><b>Waste management and anti-waste philosophy</b><br><a href="#">APPENDIX Table Hazardous and non-hazardous waste directed to disposal (t)</a>     |

| GRI STANDARD                                          | DISCLOSURE                                                                                     | SECTION - NOTES                                                                                                                                                                                                                                                                   |
|-------------------------------------------------------|------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 401:<br>Employment<br>2016                        | 401-1 New employee hires (total number and percentage) and turnover, by age, gender and region | PEOPLE<br><b>We cultivate the talents of our human capital</b><br><br>APPENDIX<br>Table <b>New hires by age and gender</b><br><br>Table <b>Number of terminations by age and gender</b>                                                                                           |
|                                                       |                                                                                                |                                                                                                                                                                                                                                                                                   |
| GRI 403:<br>Occupational<br>Health and<br>Safety 2018 | 403-1 Occupational health and safety management system                                         | PEOPLE<br><b>Health and safety</b>                                                                                                                                                                                                                                                |
|                                                       | 403-2 Hazard identification, risk assessment and incident investigation                        | PEOPLE<br><b>Health and safety</b>                                                                                                                                                                                                                                                |
|                                                       | 403-3 Occupational health services                                                             | PEOPLE<br><b>Health and safety</b>                                                                                                                                                                                                                                                |
|                                                       | 403-5 Worker training on occupational health and safety                                        | PEOPLE<br><b>Health and safety</b>                                                                                                                                                                                                                                                |
|                                                       | 403-9 Work-related injuries                                                                    | PEOPLE<br><b>Health and safety</b><br><br>Table <b>Employee work-related injuries</b>                                                                                                                                                                                             |
|                                                       | 403-10 Work-related ill health                                                                 | PEOPLE<br><b>Health and safety</b><br><br>Table <b>Employee work-related injuries</b>                                                                                                                                                                                             |
| GRI 404:<br>Training and<br>Education 2016            | 404-1 Average hours of training per year per employee                                          | PEOPLE<br><b>We cultivate the talents of our human capital</b><br><b>Always, People first</b><br><br>APPENDIX<br>Table <b>Total hours of training provided by type of contract and gender</b><br><br>Table <b>Total hours of training provided by type of contract and gender</b> |
|                                                       | 404-2 Programs for upgrading employee skills and transition assistance programs                | PEOPLE<br><b>Always, People first</b>                                                                                                                                                                                                                                             |

| GRI STANDARD                                              | DISCLOSURE                                                                                 | SECTION - NOTES                                                                                                                                                                                                                                                  |
|-----------------------------------------------------------|--------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 405:<br>Diversity<br>and Equal<br>Opportunity<br>2016 | 405-1 Diversity of governance bodies and employees                                         | APPENDIX<br>Table <b>Total employees by age and gender</b><br><br>Table <b>Composition of the Board of Directors of Rotolito S.p.A</b>                                                                                                                           |
| GRI 415:<br>Public Policy<br>2016                         | 415-1 Political contributions                                                              | There were no financial or in-kind political contributions.                                                                                                                                                                                                      |
| GRI 417:<br>Marketing and<br>Labelling 2016               | 417-1 Requirements for product and service information and labelling                       | Information and labelling requirements relate to the content, with specific reference to the presence of substances that may have an environmental or social impact, and how to dispose of the product.                                                          |
|                                                           | 417-2 Incidents of non-compliance concerning product and service information and labelling | There were no incidents of non-compliance with regulations entailing sanctions or fines nor with self-regulatory codes. In 2022, there was only one incident of minor non-compliance after an FSC audit, which resulted in a warning, and was promptly remedied. |
|                                                           | 417-3 Incidents of non-compliance concerning marketing communications                      | No incidents of non-compliance occurred                                                                                                                                                                                                                          |

# Appendix

[GRI 301-1]  
Weight of materials used (kg)<sup>13</sup>

|                                               | 2022                          |        | 2023                          |        |
|-----------------------------------------------|-------------------------------|--------|-------------------------------|--------|
|                                               | Weight of materials used (kg) | %      | Weight of materials used (kg) | %      |
| Raw materials and semi-finished products      | 110,171,224.56                | 95.33% | 75,933,558.52                 | 95.04% |
| Paper*                                        | 101,074,724.96                | 87.46% | 69,526,874.84                 | 87.02% |
| Board*                                        | 4,408,506.41                  | 3.81%  | 2,743,403.37                  | 3.43%  |
| Fabrics                                       | 77,254.48                     | 0.07%  | 99,361.39                     | 0.12%  |
| Inks                                          | 2,832,659.08                  | 2.45%  | 2,361,264.52                  | 2.96%  |
| Plastic and foil for finishing                | 11,664.27                     | 0.01%  | 7,768.64                      | 0.01%  |
| Chemicals                                     | 1,160,068.60                  | 1.00%  | 777,720.97                    | 0.97%  |
| Lamina for finishing                          | -                             | 0.00%  | -                             | 0.00%  |
| Glues                                         | 372,485.00                    | 0.32%  | 302,345.00                    | 0.38%  |
| Varnish                                       | 131,043.00                    | 0.11%  | 67,642.50                     | 0.08%  |
| Metal                                         | 34,856.00                     | 0.03%  | 37,489.00                     | 0.05%  |
| Semi-finished card*                           | 67,962.76                     | 0.06%  | 9,688.29                      | 0.01%  |
| Materials required for the production process | 529,729.69                    | 0.46%  | 650,474.91                    | 0.81%  |
| Metal spare parts and accessories             | 14,835.40                     | 0.01%  | 3,130.00                      | 0.00%  |
| Metal sheets                                  | 406,175.58                    | 0.35%  | 356,855.37                    | 0.45%  |
| Under rubber plastic                          | 8,121.00                      | 0.01%  | 14,516.83                     | 0.02%  |
| Sanitising chemicals                          | 85,268.90                     | 0.07%  | 270,091.59                    | 0.34%  |
| Rubber*                                       | 15,328.81                     | 0.01%  | 5,881.12                      | 0.01%  |
| Packaging materials                           | 4,869,815.50                  | 4.21%  | 3,311,059.33                  | 4.14%  |
| Plastic                                       | 275,175.04                    | 0.24%  | 282,646.24                    | 0.35%  |
| Pallets*                                      | 4,555,811.98                  | 3.94%  | 2,988,611.80                  | 3.74%  |
| Board*                                        | 29,310.47                     | 0.00%  | 37,890.29                     | 0.00%  |
| Metal                                         | 9,518.00                      | 0.01%  | 1,911.00                      | 0.00%  |
| TOTAL                                         | 115,570,769.74                | 100%   | 79,895,092.76                 | 100%   |

\*Renewable materials

<sup>13</sup> The scope of analysis includes Rotolito S.p.A. (Pioltello, Cernusco S/N, Capriate) and Nava Press Srl.

[GRI 306-4]  
Hazardous and non-hazardous waste diverted from disposal (t)<sup>14</sup>

| Waste diverted from disposal            | 2022      | 2023      |
|-----------------------------------------|-----------|-----------|
| Hazardous waste                         | 139.36    | 143.03    |
| Preparation for re-use                  | 0         | 0         |
| Recycling                               | 0         | 0         |
| Other recovery operations               | 139.36    | 143.03    |
| NON-hazardous waste                     | 21,793.51 | 22,707.77 |
| Preparation for re-use                  | 0         | 0         |
| Recycling                               | 0         | 0         |
| Other recovery operations <sup>15</sup> | 21793.51  | 22707.77  |
| TOTAL                                   | 21,932.88 | 22,850.80 |

<sup>14</sup> The scope of analysis includes Rotolito S.p.A. (Pioltello, Cernusco S/N, Capriate) and Nava Press Srl.

<sup>15</sup> It was not possible to break down the figure into re-use and recycling operations since disposers use temporary warehouses to store waste that is subsequently disposed of through recovery operations (R1-R9) and treatment-disposal operations (D1-D9). It was therefore included in aggregate form under the more generic heading “other forms of recovery”.

[GRI 306-5]  
Hazardous and non-hazardous waste directed to disposal (t)<sup>16</sup>

| Waste directed to disposal              | 2022            | 2023            |
|-----------------------------------------|-----------------|-----------------|
| <b>Hazardous waste</b>                  | <b>542.03</b>   | <b>619.01</b>   |
| Incineration (with energy recovery)     | 0.00            | 0.00            |
| Incineration (without energy recovery)  | 0.00            | 0.00            |
| Landfilling                             | 0.00            | 0.00            |
| Other disposal operations               | 542.03          | 619.01          |
| <b>NON-hazardous waste</b>              | <b>739.42</b>   | <b>917.77</b>   |
| Incineration (with energy recovery)     | 0.00            | 0.00            |
| Incineration (without energy recovery)  | 0.00            | 0.00            |
| Landfilling                             | 0.00            | 0.00            |
| Other disposal operations <sup>17</sup> | 739.42          | 917.77          |
| <b>TOTAL Waste directed to disposal</b> | <b>1,281.45</b> | <b>1,536.78</b> |

<sup>16</sup> The scope of analysis includes Rotolito S.p.A. (Pioltello, Cernusco S/N, Capriate) and Nava Press Srl.  
It was not possible to break down the figure into incineration with or without energy recovery and landfilling, since disposers use temporary warehouses to store waste that is subsequently disposed of through recovery operations (R1-R9) and treatment-disposal operations (D1-D9). It was therefore included in aggregate form under the more generic heading “other forms of recovery”.

[GRI 2-7]  
Total employees by type of contract and gender<sup>18</sup>

|                   | 2021      |            |            | 2022      |            |            | 2023      |            |            |
|-------------------|-----------|------------|------------|-----------|------------|------------|-----------|------------|------------|
|                   | Wom-en    | Men        | Total      | Wom-en    | Men        | Total      | Wom-en    | Men        | Total      |
| <b>Open-ended</b> | 79        | 335        | <b>414</b> | 73        | 312        | <b>385</b> | 78        | 362        | <b>440</b> |
| <b>Fixed-term</b> | 0         | 0          | <b>0</b>   | 0         | 1          | <b>1</b>   | 0         | 1          | <b>1</b>   |
| <b>Total</b>      | <b>79</b> | <b>335</b> | <b>414</b> | <b>73</b> | <b>313</b> | <b>386</b> | <b>78</b> | <b>363</b> | <b>441</b> |

Total employees by type of employment and gender<sup>19</sup>

|                  | 2021      |            |            | 2022      |            |            | 2023      |            |            |
|------------------|-----------|------------|------------|-----------|------------|------------|-----------|------------|------------|
|                  | Wom-en    | Men        | Total      | Wom-en    | Men        | Total      | Wom-en    | Men        | Total      |
| <b>Full time</b> | 69        | 335        | <b>404</b> | 64        | 313        | <b>377</b> | 68        | 363        | <b>431</b> |
| <b>Part time</b> | 10        | 0          | <b>10</b>  | 9         | 0          | <b>9</b>   | 10        | 0          | <b>10</b>  |
| <b>Total</b>     | <b>79</b> | <b>335</b> | <b>414</b> | <b>73</b> | <b>313</b> | <b>386</b> | <b>68</b> | <b>373</b> | <b>441</b> |

<sup>18</sup> The scope of analysis includes Rotolito S.p.A. (Pioltello, Cernusco S/N, Capriate) and Nava Press Srl  
<sup>19</sup> The scope of analysis includes Rotolito S.p.A. (Pioltello, Cernusco S/N, Capriate) and Nava Press Srl

[GRI 2-8]  
Total workers who are not employees by gender<sup>20</sup>

|                          | 2022  |     |       | 2023  |     |       |
|--------------------------|-------|-----|-------|-------|-----|-------|
|                          | Women | Men | Total | Women | Men | Total |
| Interns/Trainees         | -     | -   | -     | -     | 2   | 2     |
| Commercial agents        | -     | 3   | 3     | -     | 2   | 2     |
| Agency/temporary workers | 15    | 60  | 75    | -     | 11  | 11    |
| Total                    | 15    | 63  | 78    | -     | 13  | 13    |

<sup>20</sup>The scope of analysis includes Rotolito S.p.A. (Pioltello, Cernusco S/N, Capriate) and Nava Press Srl

[GRI 2-30]  
Total percentage of employees covered  
by collective bargaining agreements<sup>21</sup>

|                                                                     | 2021 | 2022 | 2023 |
|---------------------------------------------------------------------|------|------|------|
| Total employees                                                     | 414  | 386  | 441  |
| Total employees covered by collective bargaining agreements         | 414  | 386  | 441  |
| Percentage of employees covered by collective bargaining agreements | 100% | 100% | 100% |

<sup>21</sup>The scope of analysis includes Rotolito S.p.A. (Pioltello, Cernusco S/N, Capriate) and Nava Press Srl

[GRI 401-1]  
New employee hires by age and gender<sup>22</sup>

|             | 2022     |          |         |       |      | 2023     |          |         |       |       |
|-------------|----------|----------|---------|-------|------|----------|----------|---------|-------|-------|
|             | Under 30 | 30 to 50 | Over 50 | Total | Rate | Under 30 | 30 to 50 | Over 50 | Total | Rate  |
| Men         | -        | 3        | 8       | 11    | 3.5% | 7        | 77       | 7       | 91    | 25.1% |
| Women       | -        | 3        | -       | 3     | 4.1% | 2        | 9        | -       | 11    | 14.1% |
| Total       | -        | 6        | 8       | 14    | 3.6% | 9        | 86       | 7       | 102   | 23.1% |
| Hiring rate | 0.0%     | 2.7%     | 5.5%    | 3.6%  |      | 25.0%    | 32.5%    | 5.0%    | 23.1% |       |

Number of terminations by age and gender<sup>23</sup>

|                  | 2022     |          |         |       |       | 2023     |          |         |       |       |
|------------------|----------|----------|---------|-------|-------|----------|----------|---------|-------|-------|
|                  | Under 30 | 30 to 50 | Over 50 | Total | Rate  | Under 30 | 30 to 50 | Over 50 | Total | Rate  |
| Men              | 0        | 3        | 29      | 32    | 10.2% | 4        | 24       | 13      | 41    | 11.3% |
| Women            | 0        | 1        | 9       | 10    | 13.7% | 0        | 4        | 2       | 6     | 7.7%  |
| Total            | -        | 4        | 38      | 42    | 10.9% | 4        | 28       | 15      | 47    | 10.7% |
| Termination rate | 0.0%     | 1.8%     | 26.2%   | 10.9% |       | 11.1%    | 10.6%    | 10.7%   | 10.7% |       |

<sup>22</sup> The scope of analysis includes Rotolito S.p.A. (Pioltello, Cernusco S/N, Capriate) and Nava Press Srl

<sup>23</sup> The scope of analysis includes Rotolito S.p.A. (Pioltello, Cernusco S/N, Capriate) and Nava Press Srl

[GRI 405-1]  
Total employees by age and gender<sup>24</sup>

|          | 2022  |     |       | 2023  |     |       |
|----------|-------|-----|-------|-------|-----|-------|
|          | Women | Men | Total | Women | Men | Total |
| Under 30 | 5     | 14  | 19    | 9     | 27  | 36    |
| 30 to 50 | 39    | 183 | 222   | 43    | 222 | 265   |
| Over 50  | 29    | 116 | 145   | 26    | 114 | 140   |
| Total    | 73    | 313 | 386   | 78    | 363 | 441   |

<sup>24</sup> The scope of analysis includes Rotolito S.p.A. (Pioltello, Cernusco S/N, Capriate) and Nava Press Srl

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Composition of the Board of Directors of Rotolito S.p.A.

| Member of the BoD  | Office                          | Other significant positions                               | Gender | Age group |
|--------------------|---------------------------------|-----------------------------------------------------------|--------|-----------|
| Paolo Bandecchi    | Chair Board of Directors        | Vice President Assografici                                | Male   | Over 50   |
| Simone Bandecchi   | Chief Executive Officer         | -                                                         | Male   | 30 to 50  |
| Federico Bandecchi | Chief Financial Officer         | Director Unione Industriale Grafici, Chair White Star Srl | Male   | 30 to 50  |
| Emanuele Bandecchi | Chief Sales & Marketing Officer | Director Rizzoli Institute                                | Male   | 30 to 50  |

[GRI 404-1]  
Total hours of training provided by type of contract and gender<sup>25</sup>

|                 | 2022  |     |       | 2023  |      |       |
|-----------------|-------|-----|-------|-------|------|-------|
|                 | Women | Men | Total | Women | Men  | Total |
| Senior managers | 0     | 0   | 0     | 0     | 49   | 49    |
| Junior managers | 0     | 0   | 0     | 16    | 8    | 24    |
| Clerical staff  | 36    | 100 | 136   | 345   | 672  | 1017  |
| Factory workers | 40    | 344 | 384   | 92    | 1829 | 1921  |
| Total           | 76    | 444 | 520   | 453   | 2558 | 3011  |

Average hours of training provided by type of contract and gender<sup>26</sup>

|                 | 2022  |     |       | 2023  |     |       |
|-----------------|-------|-----|-------|-------|-----|-------|
|                 | Women | Men | Total | Women | Men | Total |
| Senior managers | -     | -   | -     | -     | 5.4 | 5.4   |
| Junior managers | -     | -   | -     | 8.0   | 1.0 | 2.4   |
| Clerical staff  | 0.7   | 1.4 | 1.1   | 6.3   | 8.8 | 7.8   |
| Factory workers | 1.9   | 1.6 | 1.6   | 4.4   | 6.8 | 6.6   |
| Total           | 1.0   | 1.4 | 1.3   | 5.8   | 7.0 | 6.8   |

<sup>25</sup> The scope of analysis includes Rotolito S.p.A. (Pioltello, Cernusco S/N, Capriate) and Nava Press Srl

<sup>26</sup> The scope of analysis includes Rotolito S.p.A. (Pioltello, Cernusco S/N, Capriate) and Nava Press Srl

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# 2023 SUSTAINABILITY REPORT