

Sustainability Report *2024*



protects quality, respects environment

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1. Letter to Stakeholders

Dear Stakeholders,

We are pleased to present Medac's 2024 Sustainability Report, the company's first exercise in non-financial reporting.

This document illustrates our commitment to creating economic, environmental, and social value, in line with our values and with the history that, since 1960, has connected us to our territory while projecting us toward an international and innovative dimension.

Guided by principles of transparency and concreteness, we work for the well-being of the community, investing in customer satisfaction, people's growth, and continuous research. Our team, with over sixty years of experience, faces every challenge with resilience, consolidating our position in the paper-converting market while reflecting the care and dedication of an entrepreneurial family in an increasingly globalized, fast-paced, and demanding context.

The year 2024 confirmed the validity of our strategies, despite the growing challenges of global markets. This encouraged us to embrace a sustainable vision with even greater determination and to embark on a strategic path, measuring our ESG performance according to GRI Standards and turning this reporting exercise into a synthesis of our values and of the actions that make them tangible and distinctive every day.

These actions unfold across all dimensions of sustainability and responsible economy:

- **People Care**, directed toward employees and our bond with the territory;
- **Commitment to the Environment**, through consumption reduction and circular economy initiatives to make our products more sustainable;
- **Solid Governance**, certified by independent ratings and assessments, designed to effectively manage an increasingly broad and diverse supply chain.

We are convinced that sustainability is a competitive lever. For this reason, we will continue to invest in people's well-being and build a more conscious, solid, and inclusive future.

We thank all our collaborators and business partners for the commitment that makes our growth possible.

Thank you for your continued support, and happy reading,

Francesca and Paola Mendozzi

2. Highlights

Environment

- Environmental Management System certified UNI EN ISO 14001:2015
- Over 1,100 GJ of self-produced photovoltaic electricity
- 96% of waste sent for recovery, promoting recycling and reuse

Social

- SA8000:2014 Certification
- Over 1,500 hours of training provided to employees
- 100% permanent contracts
- Zero workplace accidents

Governance

- Code of Ethics and Organizational Model 231
- Ecovadis Rating – Gold Medal 2024
- Zero cases of practices not compliant with ethical and transparency principles
- Zero cases of leaks, theft, or loss of personal data

Quality and Product

- Quality Management System certified UNI EN ISO 9001:2015
- PEFC™ ST 1002:2020 Chain of Custody System
- FSC® STD 40-004 V3-1 Chain of Custody System
- Zero cases of non-compliance regarding product health and safety
- 0.2% complaints received on total products

3. The Company MEDAC

3.1 Our history: The Roots of Success

Medac Srl was founded in Salerno in 1960 by Carlo Mendozzi, with the goal of creating a family business capable of responding with competence and passion to the needs of the artisanal ice cream sector. From the very beginning, customer care and product quality have been the pillars of the company—values that still guide every activity of Medac and its people today.

In over sixty years of history, Medac has grown from a small local business into a recognized international player. Today, under the leadership of Francesca and Paola, the founder's daughters, the company proudly continues a solid family tradition, offering more than 200 products designed for the world of artisanal ice cream and the Ho.Re.Ca. channel.

Innovation and **sustainability** are at the heart of the company's philosophy. Every stage of the production process is designed to combine quality excellence with environmental respect—a path that has led Medac to achieve prestigious certifications and awards, tangible proof of its commitment to a more responsible future.

1960

Founding of Medac Srl and the birth of **waxed paper cups**



1977

Introduction of **offset printing**, revolutionizing the Italian market and streamlining production



2010

Medac celebrates **50 years of activity** since its foundation and receives the gold medal from the Chamber of Commerce of Salerno



2012

Medac **expands its production site** thanks to the acquisition of new surfaces, allowing the introduction of modern and vanguard production systems.



1972

Relocation of the headquarters to the **industrial area** of Salerno and installation of new production lines



1990

Medac inaugurates a **graphics department** dedicated to **customization**, offering customers the possibility of creating exclusive and original designs



2011

Medac launches the **E-CUP line**, anticipating market demands for biodegradable and compostable packaging solutions



2020

Medac celebrates **60 years** of success and growth in the ice cream packaging industry.



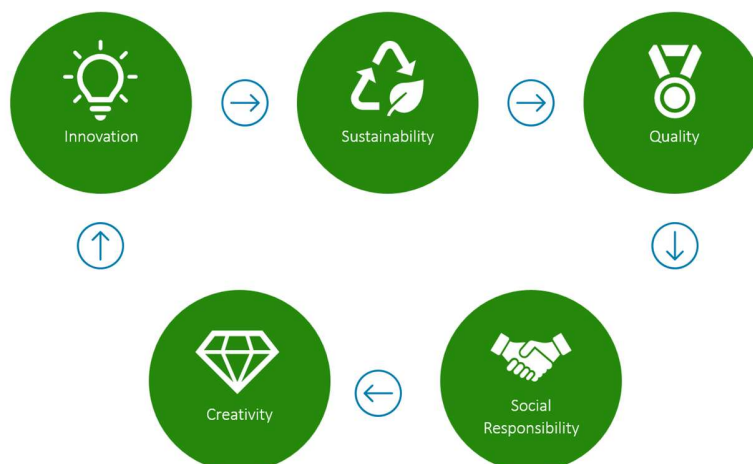
3.2 Our Corporate Values and Mission

Medac's mission is to provide innovative, safe, and sustainable packaging solutions, designed to support and enhance the work of artisanal ice cream and foodservice professionals. The company positions itself as a reference partner for the sector, offering products that combine functionality, aesthetic care, and environmental responsibility.

The values that inspire Medac are clear:

- **Innovation:** Continuous research and development of new materials and designs to offer state-of-the-art solutions for a constantly evolving sector.
- **Sustainability:** At the core of Medac's operations. The company uses recyclable materials and minimizes the environmental impact of its production, promoting responsible choices.
- **Quality:** High standards for all products, ensuring strength, safety, and functionality for ice cream and other food packaging.
- **Creativity and Customization:** Every customer is unique; Medac provides tailored solutions that reflect each gelateria's and restaurant's identity.
- **Social Responsibility:** Active commitment to initiatives that contribute to community well-being and solidarity within the artisanal ice cream sector.

These principles form the foundation of Medac's daily work, ensuring that its products not only meet customer needs but also contribute to a more sustainable and responsible future.



3.3 Products, Innovation, and Quality

At the heart of Medac Srl's activities lies a constant commitment to innovation, with a strong focus on sustainability and environmental responsibility. The company develops and offers a wide range of solutions for the ice cream, beverage, and food industry, combining high performance with an approach aimed at reducing environmental impact.

Every product is designed to provide real added value to professionals, integrating functionality, aesthetics, and environmental respect. A detailed overview of Medac's continuous improvement process can be found in Section 5.4 – *Innovation in production processes*, which describes the company's strategic evolution in this direction.

The innovations introduced reflect Medac's vision of sustainable growth, capable of meeting market needs while contributing to environmental protection for future generations. Each solution is designed to address current challenges, maintaining a constant focus on improvement and the adoption of increasingly eco-friendly practices.

Below is a selection of Medac products, a synthesis of design, quality, and environmental responsibility:



Drinking paper cups



E-cup ice cream paper cups



Chips paper cups



Flower paper cups



Hot Drinking, coffee paper cups



Food paper cups



Pop corn paper cups



Food paper boxes



3.3.1 Awards for Innovation and Creativity

Innovation and creativity have always been the pillars of Medac's success, distinguishing it in the ice cream and pastry sectors for its ability to blend tradition and modernity. Over more than sixty years, this approach has enabled the company to evolve constantly, anticipating trends and meeting market needs. Thanks to this vision, Medac has received prestigious national awards, confirming its role as a sector leader and a source of inspiration for professionals.

One notable achievement was winning awards at the **Premio Comunicando Awards**, the most prestigious communication contest in the ice cream and pastry sector, promoted by Editrade and hosted annually at **Sigep Rimini**, the International Exhibition of Artisan Gelato, Pastry, and Bakery, attended by more than 1,300 brands and over 200,000 international visitors. Medac won in both the 2020/2021 and 2024 editions.

In 2024, the advertising campaign "*Carta Canta*" (dedicated to the sustainable H-CUP® line) won the **Best Copy Award**, celebrating the meeting of nature and innovation.

The Salerno-based company received two important recognitions:

- **Best Copy Award**, for the campaign "*From day one we embraced an idea: always being one cup ahead,*" celebrating Medac's 60 years of activity.
- **Unique Advertising Campaign 2020/2021 Award**, for the CUP & PLAY® line, with the slogan "*Everything you can imagine is real...*"—a perfect representation of the company's creative and innovative approach.



These campaigns were promoted in major trade magazines and on the brand's social channels, using posts, stories, and videos to maximize visibility and engagement. Francesca and Paola Mendozzi represented Medac at the awards ceremonies.



In the prestigious setting of **Sigep 2024**, Medac also won the **Innovation Award**, honouring the most innovative products and solutions at the fair and recognizing the company's technological capacity, experimentation, and investment mindset.

3.4 Certifications and Guarantees of Excellence

Certifications are an essential tool to ensure transparency, quality, and reliability across the entire production chain, benefiting both Medac's direct clients and end consumers. For a company operating in the gelato and pastry sectors, like Medac, holding recognized certifications is an indispensable requirement to guarantee compliance with high standards and consistent product quality. Obtaining and maintaining such certifications, valid nationally and internationally, demonstrates a clear and concrete response to market expectations, strengthening the trust of clients and partners and confirming the company's commitment to excellence and transparency. These official recognitions attest to Medac's dedication to innovation, safety, and sustainability, highlighting the company's determination to strive for excellence and respond effectively to the needs of a constantly evolving market. Each certification serves as a guarantee for consumers and a testament to Medac's attention to quality and responsibility.

Perhaps the most significant recognition comes from the **Ecovadis** platform, which in 2024 confirmed Medac's commitment to sustainability by awarding it the Gold Medal. This certification is granted to companies that stand out for the quality of their corporate social responsibility (CSR) management system, assessing crucial aspects such as environment, ethics, labour practices, human rights, and sustainable procurement.

Specifically, Medac achieved an overall score of 74, recording further improvement in the "Ethics" area, creating a synergy with its portfolio of policies and certifications. This result places Medac in the **top 5% of companies with the highest ratings worldwide**, confirming the company as a model of excellence and social responsibility and reflecting the results of a multi-year journey: since 2019, Medac has been undergoing the Ecovadis assessment, starting with a first participation score of 54, corresponding to a Silver rating. From this starting point, Medac implemented targeted activities to improve performance



across all evaluation areas, acting on Labor Practices and Human Rights (+30 points), Ethics (+20 points), and Environment (+10 points), reaching the current score, representing a +35% increase compared to the first participation just five years earlier.

Among product certifications, it is worth mentioning the **Aticelca Certification** (Aticelca Method 501/19), a method dedicated to certifying the recyclability level of paper. Medac products achieved levels A and B following dedicated analyses, proving highly recyclable, with a waste percentage of 10% and 20%, respectively.

Medac stands out not only for the quality of its products but also for its commitment to core values such as sustainability and social responsibility. Through the recognition of prestigious awards and certifications, the company confirms its role as a leader in the sector and its ongoing effort to ensure excellence in every aspect of its activities. An example of this commitment is the recent title of Sustainability Ambassador awarded during the second edition of the ASI Salerno Awards, recognizing Medac's innovative and sustainable approach.

The event, organized by ASI Salerno (Industrial Development Area Consortium of the city) in collaboration with the ESG Observatory of Sapienza University of Rome, addressed crucial topics related to differentiated autonomy and its impact on the production system. Medac received this prestigious award for its continuous commitment to adopting sustainable and innovative practices, which not only improve business processes but also contribute to generating a positive impact on the territory. This recognition emphasizes Medac's approach to promoting sustainability as a central value of its strategy, making it one of the most virtuous companies in the Italian landscape. The event concluded with a message of optimism, highlighting how sustainability can represent a great opportunity for Italian businesses.

Below are additional certifications obtained by Medac:

UNI EN ISO 9001:2015 - Quality management systems



International certification that attests to the adoption of a quality management system for business processes, with the aim of improving customer satisfaction and operational efficiency.

UNI EN ISO 14001:2015 – Environmental Management System



Standard that certifies the company's commitment to monitoring and reducing the environmental impact of its activities, promoting sustainable management practices.

SA 8000:2014 – Social Responsibility Management System



Certification that guarantees respect for human rights and working conditions throughout the supply chain, promoting ethics, transparency, and worker protection.

FSC® STD 40-004 V3-1 - Traceability Management System of Forest Products



Certification that guarantees the traceability of materials from responsibly managed forests, according to environmental, social, and economic standards defined by the Forest Stewardship Council®.

OK Compost (EN 13432:2002)



Certification that attests to the compostability of materials according to the European standard EN 13432, ensuring that the product degrades in industrial composting facilities without negative environmental impacts.

PEFC™ - ST 1002:2020 - Forest Products Traceability Management System



Certification that ensures the traceability of forest-based materials, confirming that they come from sustainably managed forests according to the criteria of the Programme for the Endorsement of Forest Certification.

CE Marking – Directive 2014/32/EU



This mark guarantees product compliance with the essential safety, health, and environmental protection requirements set forth in European legislation, allowing free circulation within the EU market.

Legality Rating – Ministerial Decree of February 20, 2014, No. 57



Recognition awarded by the Italian Competition Authority (AGCM) to companies that operate according to principles of legality, transparency, and fairness.

Global Standard for Packaging and Packaging Materials - BRC



International standard that certifies the safety, quality, and legality of packaging materials, ensuring they meet rigorous requirements to protect the end consumer. In 2024, Medac achieved the **AA+ rating**.

Aticelca Certification



ATICELCA is the association of paper industry experts, and the 501/19 analytical method was created to ensure the recyclability of paper. Laboratory simulations test how paper is recycled in paper mills.

Kosher Certification



Certification that guarantees that products comply with Quality management systems ditional Jewish dietary laws, ensuring compliance at all stages of production.

Environmental Product Declaration (EPD)



A certified document that transparently communicates a product's environmental impact throughout its life cycle, according to the principles of the ISO 14025 standard.

3.5 Medac's Governance

Medac adopts a simple yet solid governance model, built on principles of transparency, accountability, and a strong focus on sustainability. The company's management operates with a direct and pragmatic approach, ensuring that every decision is aimed at creating value while respecting people, the environment, and applicable regulations. The corporate governance structure consists of a general management team made up of the company's two administrators. This allows Medac to respond quickly to market developments while keeping product quality, process efficiency, and environmental protection at the center. The company fosters a culture of continuous improvement, promoting collaboration among departments and encouraging an ethical, inclusive, and responsible work environment. To support an organized and attentive management approach, Medac has established specific internal committees designed to monitor, analyse, and optimize key aspects of corporate life. These committees are:

- **Supervisory Body 231:** composed of 2 internal and 2 external members, responsible for ensuring the effective application and compliance with the Organizational Model and the Code of Ethics set forth by Legislative Decree 231/2001, aimed at preventing crimes in business activities.
- **Food Safety Group (GSA):** an interdisciplinary team tasked with overseeing product safety and compliance with the BRCGS standard, assessing any changes that could affect food safety, quality, or legal compliance. It defines and updates the “Food Safety and Quality Culture Plan” and promotes the dissemination of food safety and quality culture across all Medac functions.
- **Social Performance Team (SPT):** a cross-functional group established to conduct risk assessments related to SA8000 compliance and propose preventive and protective measures to management. The team periodically issues written risk evaluations to identify and prioritize areas of actual or potential non-compliance with the standard, and recommends actions to Senior Management to address identified risks.
- **Health and Safety Committee (CSS):** a committee responsible for conducting regular, formal risk assessments to identify and address actual and potential health and safety risks. It also contributes to identifying training needs in the area of workplace safety.
- **Whistleblowing Management Body:** a dedicated office made up of one internal and one external resource responsible for receiving and managing whistleblowing reports. Medac’s governance also relies on ongoing dialogue with clients, suppliers, and collaborators, with the goal of ensuring transparency and mutual trust throughout the entire supply chain.

3.5.1 Business Ethics

Medac recognizes business ethics as an essential element in building long-lasting trust with clients, suppliers, employees, and the communities where it operates. For this reason, the company encourages transparent and responsible conduct at all organizational levels and is committed to constantly promoting principles of legality, fairness, and respect through internal communication, training, and the direct example set by its governance. During the 2023–2024 biennium, no cases of corruption or practices

contrary to ethical and transparency principles were reported or identified. This outcome confirms the effectiveness of a corporate culture rooted in compliance with regulations and in the promotion of behaviors based on honesty, integrity, and fairness—both inside and outside the organization. Maintaining zero cases of corruption in the period considered represents not only a compliance indicator but also concrete proof of Medac's commitment to contributing to a sound, fair, and sustainable economic context.

Medac's Code of Ethics

The **Medac Srl Code of Ethics** is a cornerstone of the company's culture and an essential point of reference for everyone operating within or on behalf of the company. Drafted in compliance with Legislative Decree 231/2001, it defines the values, ethical principles, and standards of conduct that guide the organization's daily activities, promoting transparent, fair, and law-abiding behavior.

The core values that guide Medac are honesty, fairness, integrity, impartiality, transparency, and respect for individuals. The company promotes professional relationships based on mutual trust, merit, and fairness, rejecting all forms of discrimination, corruption, or abuse of power.

The Code also governs relations with external parties—clients, suppliers, public and private entities—based on objectivity, professionalism, and compliance with rules. Particular attention is given to environmental protection, sustainable resource management, and the prevention of health and safety risks in the workplace.

The dissemination of the Code is supported by specific training programs and by a control and reporting system that ensures its application and the timely management of any violations. Through this instrument, Medac Srl is committed to building an ethical, transparent, and responsible working environment that contributes to people's well-being and the sustainable development of the community.



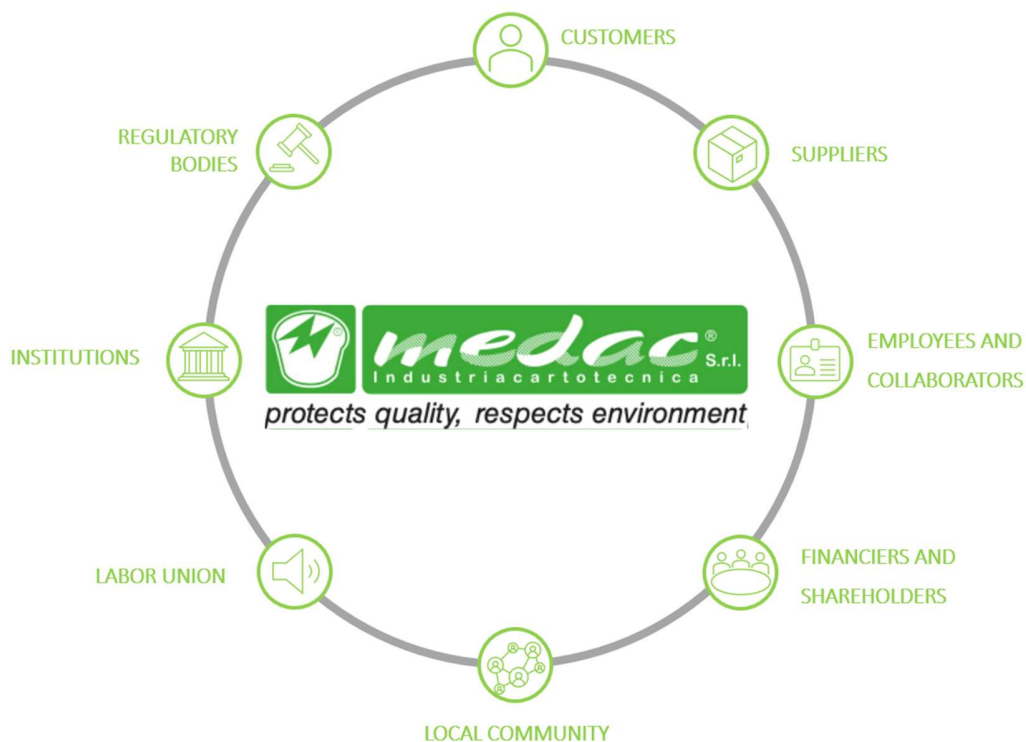
4. Our Path Towards Sustainability

Medac Srl stands out for its ongoing commitment to sustainability, consistently pursuing a path of responsible, environmentally conscious development. This approach is reflected in its products, which are designed to minimize environmental impact and contribute to a more sustainable future. Medac's dedication to combining innovation with respect for the planet demonstrates a forward-looking vision aimed at ensuring well-being and progress without compromising natural resources. In addition, Medac promotes local development by creating shared value for all stakeholders, with a long-term perspective. This

approach translates into projects and initiatives that generate tangible benefits for the territory and the community, following ESG (Environmental, Social, and Governance) principles to ensure responsible and inclusive growth.

4.1 Dialogue with Stakeholders

Medac places great importance on maintaining open and transparent dialogue with all its stakeholders, recognizing their key role in the continuous improvement of the company's services and products. This approach enables the company to make a significant contribution to the social, economic, and environmental development of the areas where it operates. To better guide its sustainability efforts, Medac has identified its main stakeholders through a careful benchmarking analysis of national best practices and a thorough assessment of its operational context, in line with the adopted sustainability reporting standards.



4.2 Medac's Material Topics

In compliance with the standards defined by the **Global Reporting Initiative (GRI)**, Medac Srl has, for the first time, conducted what the standards define as a **Materiality Analysis**—an exercise aimed at identifying the most significant sustainability topics for the company and its stakeholders.

The so-called “material topics” represent the areas where the organization generates impacts—positive or negative—on the outside world, and therefore constitute the key focus of strategies, stakeholder dialogue, and reporting content from an economic, social, and environmental perspective.

To accurately define its material topics, Medac conducted an initial contextual analysis and a comparison with national best practices. The results were then further explored through an internal focus group, made up of the team responsible for preparing this document together with the company's leadership. This discussion made it possible to integrate the contributions collected and to more clearly identify the areas of disclosure, which later formed the basis of the content and structure of this document.

The following is the list of identified relevant topics:

ESG Area	Theme material
Responsibility environmental	Energy consumption management and emissions reduction
	Waste management and circular economy
Responsibility social	People Management and Growth
	Health, safety and wellbeing
	Diversity and inclusion
	Community support and development
	Satisfaction of the clients
	Product quality and safety and responsible sourcing
	Cybersecurity and information security
	Research and innovation
Governance Responsibility	Group Identity
	Compliance and business ethics
	Philanthropy and volunteering

In the coming years, Medac Srl is committed to periodically reassessing its panel of material topics, in order to verify their completeness in line with the evolution of best practices in sustainability, while also taking into account emerging regulations which, at present, do not include the company within the scope of mandatory non-financial reporting requirements.

5. Made in Italy's Excellence

5.1 The Bond with the Territory

Medac Srl proudly embodies the values of Made in Italy, combining tradition, innovation, and artisanal care in every stage of the production process. The company promotes Italian excellence through products that showcase quality, design, and attention to detail, contributing to the enhancement of local heritage and Italian craftsmanship in both national and international markets. Medac represents an example of Made in Italy production excellence, deeply rooted in Southern Italy and, in particular, in the province of Salerno. This bond is not only a source of pride but also a concrete commitment to enhancing local resources, contributing to the socio-economic fabric, and respecting the environment in which the company operates. Being part of the economic and social fabric of the South means, for Medac, investing in a responsible growth model that combines industrial innovation with sensitivity to the local context. The company is committed to promoting initiatives that support the community and to developing production solutions that respect local identity and culture, thereby contributing to the strengthening of a sustainable and competitive economy. The quality of Medac's products stems from the combination of industrial expertise, passion for its work, and a careful focus on the needs of the territory—elements that have always distinguished Italian excellence worldwide. This awareness is even stronger considering that Medac is deeply integrated into the Salerno area, within a Southern Italian context where doing business and fostering economies of scale—transforming from micro-enterprises into internationally oriented companies—often proves to be a challenging endeavor. According to available data, in Southern Italy about 90% of manufacturing companies have between 1 and 9 employees, a figure well above the national and European average, clearly reflecting the difficulties of doing business, managing generational change, and expanding company size. Medac is therefore proud of its achievements but fully aware of the challenges along the way. For this very reason, it views its bond with the territory and the sharing of value as fundamental elements in sustaining its long-term economic sustainability.

5.1.1 The Carlo Mendozzi Foundation: Commitment and Solidarity

The **Carlo Mendozzi Foundation** was established to honor the memory of the Salerno-born entrepreneur, founder of Medac Srl, who dedicated his life to work and, above all, to caring for the most vulnerable. Strongly desired by his daughters, Francesca and Paola Mendozzi, the Foundation carries forward his social commitment, with the aim of expanding the values of solidarity, care for others, and responsibility towards the community. Created with the intent to promote culture and art, the Foundation also focuses

on supporting environmental sustainability and fostering youth entrepreneurship. By supporting startups and new generations of entrepreneurs, the Foundation seeks to stimulate creativity and innovation, giving space to projects that contribute to community well-being and sustainable economic growth.

The Foundation has begun operating in close collaboration with local organizations, welcoming the enthusiasm of all those who wish to contribute across different social fields. As emphasized by Francesca and Paola Mendozzi, the mission of the Foundation is to leave no one behind, while valuing the experiences of the elderly and promoting young talent as a driver of change.

“We believe in unity and synergy to carry forward initiatives that truly make a difference for those in need.”

Today, the Carlo Mendozzi Foundation continues to stand as a concrete example of solidarity and



commitment to the community, carrying forward the legacy of an entrepreneur who always maintained a strong focus on people and sustainability. Among the many activities carried out annually by the Foundation are those related to road safety, such as the educational meeting on “Safe Driving Prevention” held at the main hall of the G. Da Procida State Scientific High School in Salerno, and the support for the launch of the MindYourSnap App. This app, designed to raise awareness on safe driving, allows users to self-assess their reactive abilities through available tests, comparing them both to personal standards and to the thresholds prescribed by law. Other initiatives have focused on promoting local culture and raising awareness about the potential of new technologies and innovations for people’s well-being—for instance, the sponsorship of the conference “Artificial Intelligence and New Technologies for Autism Spectrum

Disorders”, held at the Chamber of Commerce of Salerno on May 24. Finally, every year the Foundation commits to supporting youth development also through the granting of an annual prize. With the Self-made Award—already confirmed for its third edition in 2025—the Foundation supports startups and emerging businesses in challenging contexts, with particular attention to female entrepreneurship, initiatives involving people with disabilities, companies pursuing environmental sustainability, those making a meaningful social impact, or excelling in the new economy. Eligibility is restricted to entrepreneurs up to the age of 45. The 2024 edition, hosted at the SIGEP fair in Rimini, awarded four innovative projects (with a tie for third place), while also dedicating a special contribution to the newly introduced Young Talents (Students) category.

5.1.2 Alice for Children: Opportunities for Young Chefs

For several years, Medac has consistently supported Alice for Children, an initiative dedicated to providing young people from disadvantaged neighborhoods in Nairobi with real opportunities for personal and professional development through a training program focused on Italian cuisine. In particular, the company actively contributes to the Alice Italian Food Academy, the first specialized school in Italian cuisine for youth from socially disadvantaged backgrounds. Medac’s commitment has materialized through the funding of scholarships for deserving students, such as Charles Owino and Vidya Aketch, who, thanks to the company’s support, were able to access advanced culinary training. Charles, who joined the Alice for Children program in 2010 at the age of five, completed his studies and specialized in Italian cuisine, preparing himself for a stable professional future. Vidya, raised in the Alice Village orphanage, stood out for her talent and passion, earning the opportunity to refine her skills in the culinary arts. Specifically, the Alice Italian Food Academy is a culinary academy that offers Nairobi youth the chance to learn the techniques and secrets of Italian cuisine, providing them with concrete tools to build a career in the hospitality and restaurant sector. The program, which has involved instructors from the Carlo Porta Institute of Enogastronomy in Milan, combines intensive theoretical and practical training. Through this approach, students acquire not only technical skills but also a professional mindset oriented toward excellence, which will accompany them throughout their careers. Importantly, the training does not end with graduation: students begin internships at restaurants and hospitality establishments in Nairobi, entering the workforce with hands-on experience and high-level preparation. Medac’s support for Alice for Children represents far more than a simple donation: it is a sustained commitment to providing tangible opportunities for those who need them most. Through scholarship funding and direct support to the Academy, the company contributes to nurturing young talent, enabling them to build a solid and dignified professional future.

5.2 Responsible and Transparent Supply Chain

The company is consistently committed to ensuring a responsible and transparent supply chain, with particular attention to supplier selection and the quality of materials used. Although the largest expenditure is directed toward European suppliers (entirely attributable to paper procurement), it is important to emphasize that all other materials used in Medac's production come from Italian suppliers. This approach supports the local economy while reducing the ecological footprint associated with raw material transportation. Between 2023 and 2024, the company made significant strides toward greater localization of the supply chain, aiming to progressively reduce dependence on foreign suppliers. This effort resulted in decreased spending on international suppliers, while sourcing from local suppliers increased. Thanks to this shift, the company has not only strengthened its connection to the territory but also contributed to reducing the environmental impact of transportation and promoting a more sustainable and circular economy, mindful of the global impacts of the logistics sector. Medac will continue to monitor its supply chain, with the goal of optimizing processes and fostering increasingly responsible and transparent practices throughout the entire production chain.

GRI 204-1 – Proportion of Spending on Local Suppliers

Proportion of spending on local suppliers by product/service category			
Product / Service Category	2023		
	Italy	Abroad	Total
Primary and secondary packaging materials	11.2%	0.0%	11.2%
Food contact materials (paper)	3.5%	65.7%	69.2%
Materials constituting the products	2.3%	0.0%	2.3%
Materials in contact with food (spoon)	1.3%	0.0%	1.3%
Transport services	13.1%	3.0%	16.0%
Subtotal	31.3%	68.7%	100.0%

Proportion of spending on local suppliers by product/service category			
Product / Service Category	2024		
	Italy	Abroad	Total
Primary and secondary packaging materials	9.7%	0.0%	9.7%
Food contact materials (paper)	8.9%	61.0%	69.7%
Materials constituting the products	2.2%	0.0%	2.2%
Materials in contact with food (spoon)	2.0%	0.0%	2.0%
Transport services	14.2%	2.6%	16.4%
Subtotal	36.4%	63.6%	100.0%

5.3 Product Quality and Safety Standards

Medac has always maintained a steadfast commitment to ensuring the health and safety of its customers, implementing rigorous controls over its products and services. In the 2023–2024 period, no cases of non-compliance with current regulations or self-regulatory codes concerning product and service health and safety were reported. This outcome confirms Medac’s ongoing commitment to maintaining high standards of quality, safety, and responsibility throughout the entire product lifecycle, safeguarding customers, consumers, and the environment.



5.4 Innovation in Production Processes

Innovation has always been one of the strategic pillars on which Medac builds its development. In a constantly evolving industrial context, characterized by growing attention to environmental sustainability and social responsibility, innovation means not only responding to market needs but also anticipating solutions capable of reducing the impact of business activities on the planet and improving the quality of life for consumers.

For Medac, innovating production processes is not limited to adopting new technologies or refining industrial cycles; it also involves designing products and solutions that integrate efficiency, functionality, and environmental respect. The challenge lies in combining design creativity, material knowledge, and ecological awareness to offer market-ready products that simplify user experience while simultaneously reducing environmental impact.

A concrete example of this philosophy is represented by LID2FLY® and SPOON2FLY®, an innovative and intelligent solution dedicated to the world of ice cream, perfectly embodying Medac's approach to responsible and sustainable innovation.

This revolutionary concept stems from an idea both simple and ingenious: combining two essential elements—lid and spoon—into a single product, both made entirely of paper. The LID2FLY® lid integrates SPOON2FLY®, a spoon cut from a die-cut sheet that, once removed, folds along designated lines to transform into a convenient and durable ice cream spoon. Its ergonomic design, featuring wing-shaped handles, makes the spoon practical to use and surprisingly sturdy, ready to accompany the consumer in their tasting experience.

Innovation here is not limited to functionality: the added value of this solution lies in its full compatibility with circular economy principles. By eliminating the need for traditional plastic or non-recyclable spoons, Medac significantly reduces the use of non-renewable resources and waste production. LID2FLY® and SPOON2FLY® are designed to be easily and ecologically disposed of in paper recycling streams, facilitating material recovery and recycling.

This innovation represents an important step in Medac's strategy, which is committed to developing solutions that generate value not only for customers and consumers but also for the environment. With LID2FLY® and SPOON2FLY®, Medac confirms its commitment to placing innovation at the service of sustainability, demonstrating how creativity and responsibility can coexist and guide the evolution of production processes toward a more conscious and planet-friendly future.



Continuing this vision, 2024 marked a further step forward in sustainable innovation with the introduction of the new **H-Cup** line. This line includes ice cream cups and beverage cups made from paper coated with a water-based dispersion barrier, a solution that significantly improves responsible recycling by enabling more efficient recovery of cellulose fibers, thereby further reducing environmental impact.

At the same time, the **E-Cup** line continues to evolve with the introduction of new graphics and optimized packaging designed to facilitate sustainable waste management. The line includes only products made from pure cellulose paper certified by FSC® and paired with a thin biopolymer film, making them certified biodegradable and compostable according to EN 13432:2002 standards. The cups in the **E-Cup** line and **E-Sleeves**® are also equipped with an informative QR code, guiding consumers toward correct material disposal and raising awareness for more conscious and sustainable consumption choices.

Reinforcing this philosophy, the E-Selection line and solutions designed for the food industry—such as food containers and cups for snacks—are also made with eco-friendly materials.

These innovations reflect Medac’s commitment to responsible and sustainable growth, capable of responding to contemporary challenges while meeting market expectations, and simultaneously protecting the environment and preserving resources for future generations. Every product is designed with a vision of continuous improvement, confirming Medac’s commitment to placing innovative and increasingly eco-sustainable solutions at the core of its choices.

5.5 Collaborations and Support for the Ice Cream Industry

Medac reaffirmed its commitment to supporting and promoting the ice cream sector by participating as a Silver Sponsor at the 2024 Gelato World Cup, one of the most prestigious events in the industry. The competition saw Team Italy emerge victorious, winning the world championship title in the tenth edition of the event organized by Gelato e Cultura and the Italian Exhibition Group.



The success of the Italian team—composed of Vincenzo Donnarumma, Rosario Nicodemo, Filippo Valsecchi, Domenico di Clemente, and Davide Malizia—was determined by an international jury, which evaluated the chefs' culinary creations based on taste, aesthetics, creativity, and adherence to the theme chosen for this edition. Among the special awards, Italy also received the prestigious Entrée Gelato Gastronomico Prize, recognizing the excellence and refinement of its preparations.

As a **Silver Sponsor** of the event, Medac had the privilege of contributing to this extraordinary project that celebrates the art and tradition of Italian gelato. Medac's support aligns with its broader commitment to promoting Italian gastronomic culture, which the company consistently champions on a global level.

The 2024 Gelato World Cup attracted significant international interest, with teams participating from countries such as South Korea, Hungary, Argentina, and Singapore, and featuring sponsorship from prominent industry players. This event continues to be a key reference point for the global gelato sector. Medac's participation in this prestigious initiative underscores its concrete commitment to supporting artisanal gelato production and its strong belief in the value of Italian culinary tradition, widely recognized for excellence, creativity, and passion.

Renowned for its social commitment and promotion of culinary arts, Medac has always prioritized excellence and sustainability in the food sector. Its involvement in high-profile events such as this confirms its role as a supporter of both innovation and artisanal tradition. Through its collaboration with the Gelato World Cup, Medac continues to support the ice cream sector, contributing to the development of new generations of professionals and strengthening the **international reputation** of Italian gelato

PROMOTION OF ARTISANAL GELATO

Even in 2024, Medac renewed its commitment to promoting artisanal gelato, reaffirming its role as a sponsor of the collective campaign **“Artisanal Gelato, a Passion That Never Melts.”**



Looking Ahead: Supporting Artisanal Gelato and Italian Traditions

In the near future, Medac aims to seize every opportunity within its sector to renew its commitment to supporting artisanal gelato, reaffirming its connection to local traditions and Italian confectionery culture through initiatives of cultural and social value. On the occasion of the European Gelato Day, celebrated on March 24, the company will join forces with the Artglace association to promote the “Flavor of the Year” – *Hallelujah*, a sweet and symbolic tribute to the 2025 Jubilee. Medac will contribute by providing the official cups in which this exclusive gelato will be served, featuring a refined combination of gianduia with roasted hazelnuts and a swirl of pure chocolate. The preview of this specialty will take place on March 23, 2025, in Piazza Risorgimento in Rome, offering thousands of pilgrims from around the world a unique



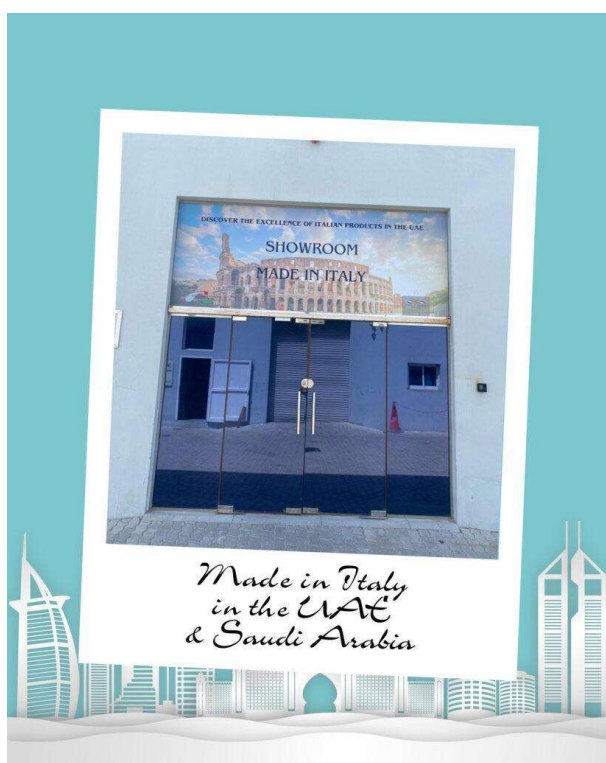
tasting experience, making their participation in the Holy Year even more memorable.

International Presence and Expansion into Foreign Markets

The quality and creativity of Medac products, a genuine expression of Made in Italy, are increasingly recognized beyond national borders. Growing attention to

internationalization represents a strategic lever for the company's sustainable growth, allowing it to showcase its production excellence in global markets.

For some time, Medac has cultivated its presence both in the European market—where it is present almost everywhere, including large and high-potential markets such as Germany, France, and Spain—and in global markets, working with the Anglo-Saxon world, Latin America, Korea, and emerging markets in Africa. The company exports its expertise in paper-based products internationally, with production sites that have expanded over time to meet the increasing demand of a globalized market that values both high-volume capacity and ongoing innovation.



In 2024, Medac strengthened its presence in emerging markets through participation in the project *"SMP_Made in Italy in the United Arab Emirates and Saudi Arabia"*, promoted by the Italian Chamber of Commerce in the UAE. As part of this initiative, the company had the opportunity to showcase its products within dedicated multi-brand showrooms in Dubai and Abu Dhabi, two key commercial hubs for the food industry and the international gelato market.

This direct presence in the UAE represents not only a showcase for Medac products but also a concrete opportunity to attract new business partners and clients, consolidating the brand's reputation as a symbol of Italian innovation, sustainability, and

design.

This initiative confirms Medac's commitment to promoting the value of Made in Italy on a global scale, while reinforcing the principles of excellence, innovation, and sustainability that guide every phase of its production process.

6. The People of Medac

People are the driving force at Medac and represent the main engine of growth and innovation.

Investing in human resources means not only ensuring an inclusive, safe, and stimulating work environment but also promoting the well-being and professional growth of each employee. The company is committed to nurturing talent, encouraging diversity, and building a united, motivated, and skilled team aligned with its values and strategic objectives.

Over the past few years, Medac has experienced steady growth in its workforce, strengthening the team and enhancing its ability to meet the challenges of an ever-evolving market. In 2023, the company employed a total of 77 people, of whom 67 were men and 10 women. By 2024, the **total number of employees** had increased to **83**, with growth in both male (72) and female (11) employees, reflecting Medac's commitment to workforce development in line with industry employment trends.



The predominance of male staff reflects the characteristics of the sector in which the company operates, where many technical and operational roles—mainly in production and manufacturing contexts—are traditionally male-dominated. However, the company recognizes the **importance of diversity and inclusion** and continues to implement targeted strategies to **attract and support female talent**, fostering an increasingly equitable and inclusive environment in line with corporate values and leadership priorities.

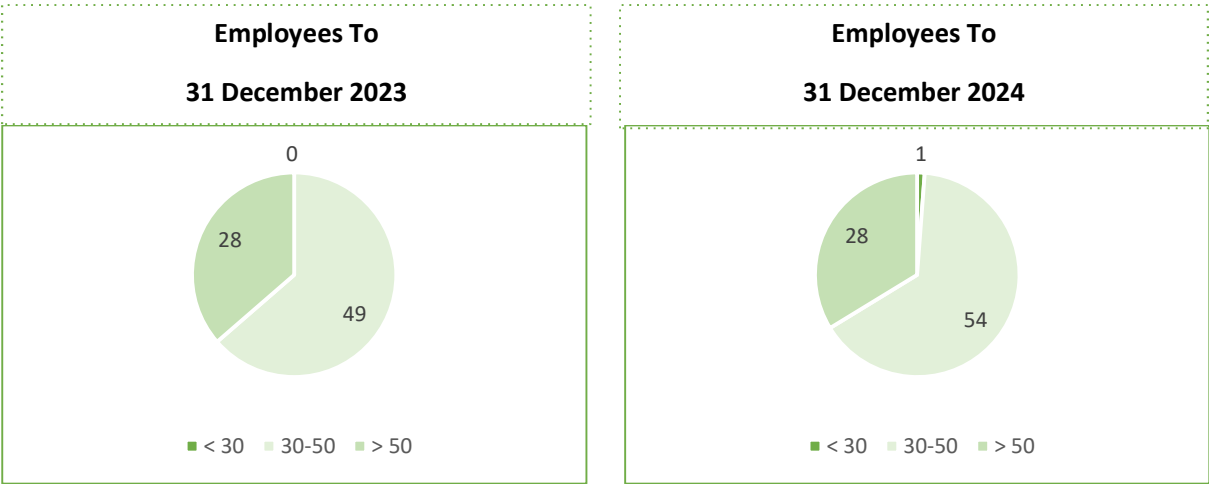
Commitment to equal opportunities and professional growth for all employees, regardless of gender, is a guiding principle in Medac's corporate culture, aimed at creating a workplace that enables each individual to realize their potential.

All of Medac's employees work in Italy under permanent contracts. Additionally, the entire workforce is employed full-time, ensuring job stability and operational continuity. This approach reflects the company's commitment to building a solid and structured work environment that promotes professional growth and employee well-being. For context, the latest ISTAT data shows that the use of fixed-term contracts in the manufacturing sector—particularly in Southern Italy—still accounts for around 20% of the workforce in some contexts, a dynamic that contributes to local economic instability, which Medac actively mitigates through its practices as a locally rooted company focused on creating shared value.

The company provides all employees with coverage under collective bargaining agreements, ensuring fair, transparent, and legally compliant working conditions. In 2023 and 2024, **100% of employees**—77 and 83

people, respectively—were **protected under these agreements**, confirming Medac’s commitment to safeguarding workers’ rights and promoting a stable, growth-oriented work environment.

As of December 31, 2023, the age distribution of employees showed no staff under 30, with the majority (49 employees) between 30 and 50 years old, followed by 28 employees over 50. In 2024, one employee **under 30 joined the workforce**, the 30–50 age group grew to 54, while the number of employees over 50 remained unchanged at 28.



Regarding new hires, in 2023, four new employees joined the company, of whom three were between 30 and 50 years old and one was over 50. In 2024, the number of new hires increased to six, including the first employee under 30 and five new employees between 30 and 50, with no changes in the over-50 age group. As for turnover, in 2023 the exit rate was 3% among employees aged 30–50, while in 2024 no departures were recorded in any age group, indicating substantial workforce stability. These figures reflect a corporate policy focused on continuity and the development of internal experience, with a moderate generational renewal.

GRI 401-1 – New Employee Hires and Employee Turnover

Hiring								
Percentage of employees	December 31, 2023				December 31, 2024			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Men	-	5.0%	4.0%	4.0%	-	11.0%	-	7.0%
Women	-	10.0%	-	10%	100%	-	-	9.0%
Total	-	6.0%	4.0%	5.0%	100%	9.0%	-	7.0%

Terminations								
Percentage of employees	December 31, 2023				December 31, 2024			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Men	-	3.0%	-	1.0%	-	-	-	-
Women	-	-	-	-	-	-	-	-
Total	-	2.0%	-	1.0%	-	-	-	-

In the 2023–2024 period, Medac continued to promote an inclusive and respectful work environment, where diversity is valued as a driver of growth and innovation. Thanks to robust corporate policies and awareness and training programs, no incidents of discrimination were reported during these two years.

6.1 Employee Health, Safety, and Well-Being

In a manufacturing context like that in which Medac operates, health and safety cannot be taken for granted, as lapses in these areas can have significant impacts on employees and business continuity.

In 2024, building on the previous year's efforts, the company continued its commitment to ongoing health and safety training, expanding the range of programs available to employees.

During 2024, refresher courses were conducted for personnel responsible for safely operating forklifts, training for specific plant/machine operations, and courses focused on careful and safe driving. Particular

attention was given to periodic training for safe access to sensitive areas, proper use of seat belts, guidance on handling incidents outside of working hours or in the absence of the management line, and updates for fire safety personnel (DM 02/09/2021).



Additionally, evacuation drills and practical first-response exercises in case of fire (DM 10/03/1998) were carried out. A Health Literacy course was promoted, along with targeted training on the correct use of hearing protectors and third-category PPE (masks, harnesses, etc.). Training also covered contract management, responsibilities when working with third-party companies, proper handling of documentation related to the DUVRI, and in-depth study of the new Machinery Directive (D.Lgs. 7/2010), focusing on CE marking, safety requirements, and mandatory documentation.

Over the 2023–2024 period, the company achieved a significant milestone in workplace safety, recording zero occupational accidents. This achievement demonstrates the effectiveness of the preventive measures implemented and reflects Medac’s ongoing commitment to fostering a corporate culture focused on employee health and safety. Continuous training, adoption of safe practices, and rigorous monitoring of working conditions have helped ensure a safe and protected work environment for all employees.



ZERO
cases of accidents at work

6.2 Growth and Skills Development

Training represents a fundamental pillar for the professional and personal growth of employees, as well as a strategic element to ensure quality, safety, and innovation over time. In 2024, the company reaffirmed its commitment to providing targeted and inclusive training programs, consistently investing in skills development for both internal staff and external collaborators.

Data show a significant increase in the average hours of training per employee compared to the previous year, demonstrating the organization's growing focus on continuous learning and the enhancement of human resources.

Specifically, as of December 31, 2024, the average training hours per employee reached **18.2 hours** (compared to 7.2 hours in 2023), with increases observed across all professional categories and genders. Among administrative staff, for example, the average training hours for men rose from 7.6 to 19.1, while for women they increased from 4.6 to 13.3, highlighting the company's ongoing attention to equitable access to training and professional growth. Female managers recorded a further increase, from 7.5 to 10 hours.

GRI 404-1: Average training hours per year by employee category

Average hours of training per capita by professional category and gender						
	December 31, 2024			December 31, 2023		
	Men	Women	Total	Men	Women	Total
Paintings	10.0	0.0	10.0	7.5	0.0	7.5
Employees	19.6	14.0	17.9	7.3	4.0	6.2
Workers	18.8	0.0	18.8	7.8	0.0	7.8
Total	19.1	13.3	18.2	7.6	4.6	7.2

Training efforts for external workers have also yielded concrete results: average training hours per person increased from **12.7 hours in 2023** to **16.7 hours in 2024**, reflecting a corporate culture that values the preparation of all individuals involved in production processes, regardless of contractual status.

This positive trend highlights the company's commitment to investing in a dynamic, safe, and supportive work environment, where every individual has the opportunity to enhance their skills and actively contribute to achieving the company's operational and sustainability objectives.

Beyond the focus on health and safety training described in the previous section, the training activities mentioned above cover numerous areas relevant to both operational staff and office employees, ensuring comprehensive and cross-functional learning. Among the topics included in the training programs are environmental aspects—for example, PEFC and FSC certifications—governance matters (such as periodic updates on Legislative Decree 231/2001), and specialized training in multiple fields, including BRCGS standards, MID compliance, and quality management, to name just a few.

6.3 Privacy Protection and Complaint Management

For Medac, safeguarding privacy and protecting customers' personal data represent a top priority and a core value, as well as an essential aspect of corporate responsibility. The trust customers place in Medac's services is also based on the assurance that their data are handled with the utmost care, confidentiality, and in full compliance with applicable privacy regulations.

To this end, Medac adopts a structured and proactive approach to information security, implementing advanced control systems, rigorous procedures, and cutting-edge technologies to prevent unauthorized access, loss, or compromise of personal data.

During 2023 and 2024, no substantiated complaints related to customer privacy violations were received. Additionally, there were no incidents of data leaks, theft, or loss, demonstrating the effectiveness of the protection policies in place.

This achievement, far from being taken for granted in a global context where cybersecurity and privacy are continually at risk, results from constant monitoring and updating of IT systems, as well as dedicated ongoing training for staff, who are regularly educated on the importance of privacy protection through specific courses and periodic updates.

Medac recognizes that data security is a continuously evolving challenge; therefore, the company is committed to continuously improving its standards and maintaining an open and transparent dialogue with customers, suppliers, and stakeholders to ensure a safe and reliable digital environment.

Another indicator of Medac's attention to product quality and its commitment to providing an experience that meets the expectations of both the market and certifiers is the extremely low number of customer complaints. Through rigorous controls and complex management systems, the company has been able to

maintain a minimal level of disputes over time. The following section presents, in percentage terms, the number of complaints received from customers by product category during 2024.

Category Product	% disputed
Hot drinking paper cups	0.33%
Ice cream cups	0.05%
Drinking cups	0.04%
Paper lids	0.00%
Paper sleeves	0.00%
Paper seals	1.77%
Popcorn Containers	0.00%
Chips paper cups	0.00%
Food Containers	0.00%
Paper discs	0.00%
Total	0.22%

These values should also be considered in the context of the total number of units produced, which amounts to **hundreds of millions each year**—a result that Medac is proud of and that serves as a clear indicator of the care and attention applied to daily production activities.

7. Our Commitment to the Environment

Medac Srl places great emphasis on environmental protection, integrating sustainability principles into every phase of its activities. The company is committed to reducing its environmental impact through responsible resource use, proper waste management, and the adoption of energy-efficient technologies. Medac also promotes a corporate culture oriented toward environmental respect, engaging employees and partners in eco-friendly practices and ensuring compliance with applicable regulations. This approach reflects the company's determination to actively contribute to the preservation of the planet and to improve quality of life.

Circular Economy and Sustainable Waste Management

Responsible waste management is a key aspect of Medac's commitment to a sustainable development model. Reducing the volume of waste generated, improving its management, and promoting recycling and recovery are concrete actions that help protect the environment and reduce the environmental impact of production activities.

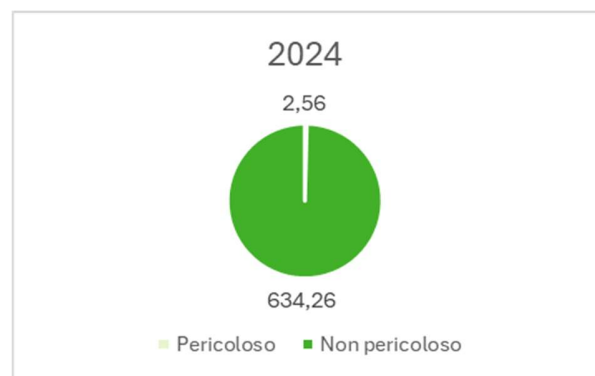
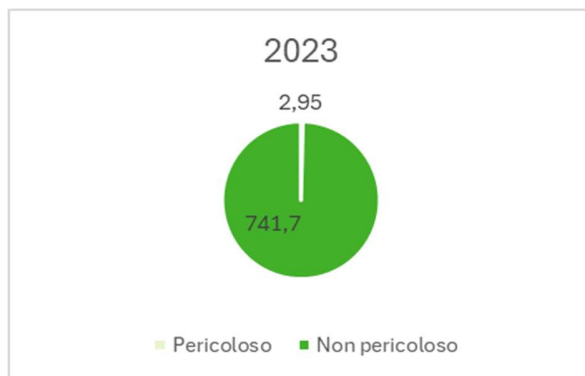
In 2024, the company achieved significant results in reducing the total waste produced compared to the previous year. Specifically, reductions were observed in both hazardous and non-hazardous waste, confirming the effectiveness of measures adopted for more efficient and sustainable waste management.

Another positive indicator concerns waste composition: non-hazardous waste continued to represent a small proportion of the total, amounting to only **0.4%** in both 2023 and 2024. This reflects the company's focus on minimizing high-impact waste generation through cleaner production processes and more careful selection of materials. Data analysis for 2023 and 2024 confirms the company's commitment to a responsible approach to waste management, with particular attention to recovery and the reduction of flows sent for final disposal.

As shown in the table below, in 2024 the total waste generated was lower than the previous year, decreasing from **745 tons in 2023** to **637 tons in 2024**, demonstrating more efficient management and potential upstream waste reduction in the production process.

Regarding treatment methods:

- The **largest share of waste** was sent for recovery: **723 tons in 2023** and **614 tons in 2024**, reflecting the company's commitment to valorize post-consumption materials and limit environmental impact.
- Waste sent for **incineration without recovery (thermal destruction)** remained relatively stable in both years, at approximately **20 tons**, representing a minor share of the total.



GRI 306-4 & 5: Non-hazardous waste and waste sent for disposal

Waste					
Disposal method	2023				
	Unit of measurement	Dangerous	Not dangerous	Total	% on the total
Recovery, including energy recovery	t	1.89	720.63	722.52	97%
Incineration (thermal destruction)	t	1.06	21.06	22.1	3%
TOTAL	t	2,950	741,690	744,640	100%

Waste					
Disposal method	2024				
	Unit of measurement	Dangerous	Not dangerous	Total	% on the total
Recovery, including energy recovery	t	1.3	612.3	613.6	96.0%
Incineration (thermal destruction)	t	1.2	22.0	23.2	4.0%
TOTAL	t	2.5	634.3	636.8	100.0%

In both reporting years, **100% of waste was treated at external facilities**. No on-site recovery or disposal was carried out, confirming the company's choice to rely on specialized operators capable of ensuring compliance with environmental regulations and best available practices.

7.1 Energy and Emissions

In 2024, the company recorded a significant reduction in purchased electricity consumption compared to 2023, with a decrease of 10.1%. This trend is particularly notable when considering energy efficiency per unit produced (kWh), which increased year-on-year by over 10%.

A key factor in this improvement was the installation of a photovoltaic system in 2024, which marked a decisive step toward energy self-production for Medac. Thanks to this initiative, the company was able to generate a substantial portion of the energy needed on-site, reducing dependence on grid electricity and contributing to a tangible reduction in CO₂ emissions. The photovoltaic system represents not only an investment in environmental sustainability but also an important step toward greater energy independence and more efficient resource management.

Regarding fuel consumption and the company vehicle fleet, reductions were recorded both in diesel consumption and in the number of vehicles used for mixed purposes (owned or leased). In 2024, diesel usage decreased compared to the previous year, accompanied by a reduction in the number of multi-purpose vehicles. These results reflect a more efficient resource management approach and a consistent commitment to sustainable practices.

GRI 302-1: Energy consumed within the organization

Energy ¹ source	Unit of measurement	2023	2024
Electricity	GJ	10032.0	8049.3
of which purchased from certified renewable sources		-	-
of which self-produced from renewable sources		-	1153.1
Fuels fossils		187.0	183.0
Total		10219.0	8232.3

Overall, total energy consumption decreased significantly by **19.4%** compared to the previous year, driven largely by the photovoltaic system.

GRI 305-1, GRI 305-2: Direct and Indirect GHG Emissions

Emissions	Unit of measurement	2023	2024
Emissions direct (Scope 1) ²	tCO ₂ and	13.4	12.7
Indirect Emissions – Location Based ³ (Scope 2)		856.3	655

² Direct CO₂ emissions (Scope 1) refer to emissions from sources owned or controlled by the organization, as well as from the use of natural gas. For the calculation of emissions, the following emission factors were applied: Defra – UK Government GHG Conversion Factors for Company Reporting, 2024.

³ Indirect CO₂ emissions (Scope 2) are associated with the generation of purchased and consumed electricity, heat, and steam. Location-Based approach: based on average emission factors related to energy generation within clearly defined geographical boundaries, including local, subnational, or national borders. The source used in the calculation is *ISPRA – Emission factors of greenhouse gases in the national electricity sector and in the main European countries*.
Electricity (2024) = 293.1 gCO₂/kWh

Emissions indirect – Market Based ⁴ (Scope 2)		1,394.9	1,132.0
Total Scope 1 + Scope 2 (LB)		869.4	668.1
Total Scope 1 + Scope 2 (MB)		1,407.9	1131.9

7.2 Commitment to Deforestation-Free Supply

Medac is committed to **combating uncontrolled deforestation** by promoting a responsible and sustainable supply chain. For this reason, the company prioritizes raw materials from **certified sources**, adhering to **PEFC (Programme for the Endorsement of Forest Certification)** standards and, through a dedicated line, **FSC (Forest Stewardship Council)** standards. These certifications ensure that wood comes from forests managed ethically, respecting the environment, local communities, and workers' rights.

Using both certifications reflects a strategy to diversify approaches and maximize commitment effectiveness:

- **FSC** provides a centralized, globally uniform standard promoting environmentally and socially responsible forest management, particularly important for tropical paper-producing countries.
- **PEFC**, established in 1999 in Europe, offers a decentralized approach that emphasizes local and national standards, practical for small-scale European forest operators and facilitating inclusion in certified supply chains.

Both certifications regulate harvesting operations, requiring replanting and biodiversity protection measures, trace the supply chain to prevent illegal wood from entering certified markets, and involve local communities and third-party auditors for compliance verification.

By leveraging both PEFC and FSC, Medac ensures secure sourcing while maximizing positive environmental and social impacts throughout its value chain.

As noted in previous chapters, Medac also **promotes recycling and invests in low-impact technologies**, aiming to minimize the use of virgin natural resources. Through transparency, traceability, and rigorous

⁴Market-Based approach: considers the contractual form of electricity procurement (from renewable or non-renewable sources). The source used in the calculation is *AIB – European Residual Mixes 2024*.
Electricity = 501 gCO₂ /kWh

controls, the company demonstrates that innovation, quality, and environmental respect can coexist in the paper-processing sector.

8. Methodological Note

This Sustainability Report (hereinafter also the “Report”) refers to the **2024 financial year** (from January 1 to December 31) and aims to provide Medac Srl (hereinafter also “Medac”, the “Company” or the “Organization”) stakeholders with information on its activities, initiatives, and contribution to sustainable development.

With the objective of reporting and communicating its sustainability performance in a transparent and comparable manner, the Report has been prepared in accordance with the **Global Reporting Initiative Sustainability Reporting Standards** (hereinafter “GRI Standards”), issued in 2016 by the Global Reporting Initiative (GRI) and updated in 2021, following the “Referenced to” approach. The GRI Standards selected for this Report represent an internationally recognized framework, enabling a comprehensive, clear, and comparable report, both sectorally and over time.

The content of the document reflects the **materiality principle** that characterizes the GRI Standards, referring to topics that are material to the Company and its stakeholders. In particular, the content reported has been selected based on the results of the **materiality analysis conducted in 2024**, which identified impacts on the economy, the environment, and people, including human rights, for Medac Srl and its stakeholders, as described in the “Materiality Analysis” section. Detailed information on reported indicators is provided in the **GRI Content Index** table.

The data collection process for the preparation of this document was carried out according to:

- Principles of **inclusiveness, sustainability, materiality, and completeness** for information content;
- Principles of **balance, comparability, accuracy, timeliness, clarity (reliability), and transparency** for defining reporting parameters, as established by GRI guidelines.

The scope of data and information reporting refers to Medac Srl. Any specific exceptions to the reporting scope are highlighted in the relevant sections. For environmental and human resources data, reference is made to the detailed tables in the **Appendix**.

Data from the previous reporting year have been included for comparison purposes. To ensure data reliability, the use of estimates has been minimized; where present, estimates are clearly indicated and based on the best available methodologies.

The reporting of non-financial information and the publication of the Sustainability Report are conducted **annually**.

For any information regarding the Medac Srl Sustainability Report, please contact:
sostenibilit @medac.it

9. Annex - Detailed Tables

GRI 2-7, Employees

Total number of employees by contract type, gender and region							
Website	Contract type	2023			2024		
		Men	Women	Total	Men	Women	Total
Italy	Indeterminate	67.0	10.0		72.0	11.0	
	Determined	-	-		-	-	
Total		67.0	10.0	77.0	72.0	11.0	83.0

Total number of employees by contract type, gender and region							
Website	Full Time / Part Time	2023			2024		
		Men	Women	Total	Men	Women	Total
Italy	Full-time	67.0	10.0		72.0	11.0	
	Part time	-	-		-	-	
Total		67.0	10.0	77.0	72.0	11.0	83.0

GRI 2-8, Non- Employee Workers

Total number of employees by gender and region						
Category professional	2023			2024		
	Men	Women	Total	Men	Women	Total
Collaborators	1.0	-	1.0	1.0	-	1.0
Interns	-	-	-	-	-	-
Other category (Administered)	55.0	4.0	59.0	45.0	2.0	47.0
Total	56.0	4.0	59.0	46.0	2.0	48.0

GRI 401-1, New Hires and Employee Turnover

Hiring								
Number of employees	December 31, 2023				December 31, 2024			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Men	-	2.0	1.0	3.0	-	5.0	-	5.0
Women	-	1.0	-	1.0	1.0	-	-	1.0
Total	-	3.0	1.0	4.0	1.0	5.0	-	6.0

Turnover								
Number of employees	December 31, 2023				December 31, 2024			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Men	-	1.0	-	1.0	-	-	-	0.0
Women	-	-	-	0.0	-	-	-	0.0
Total	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0

GRI 404-1, Average hours of training per year and by employee category

Average hours of training per capita by professional category and gender (external workers)							
	December 31, 2024			December 31, 2023			
	Men	Women	Total	Men	Women	Total	
Collaborators	4.0	0.0	4.0	2.0	0.0	2.0	
Interns	0.0	0.0	0.0	0.0	0.0	0	
Other category (temporary workers)	17.1	17.0	17.1	13.3	1.0	12.9	
Total	16.7	17.0	16.7	13.1	1.0	12.7	

GRI 405-1, Diversity of Governance Bodies and Employees

Percentage of employees broken down by professional category, gender and age group								
Percentage of employees	December 31, 2023				December 31, 2024			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Paintings	0.0%	0.0%	3.0%	3.0%	0.0%	0.0%	2.0%	2.0%
Men	0.0%	0.0%	3.0%	3.0%	0.0%	0.0%	2.0%	2.0%
Women	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Employees	0.0%	25.0%	10.0%	35.0%	1.0%	29.0%	10.0%	40.0%
Men	0.0%	12.0%	10.0%	22.0%	0.0%	17.0%	10.0%	27.0%
Women	0.0%	13.0%	0.0%	13.0%	1.0%	12.0%	0.0%	13.0%
Workers	0.0%	38.0%	25.0%	62.0%	0.0%	35.0%	23.0%	58.0%
Men	0.0%	38.0%	25.0%	62.0%	0.0%	35.0%	23.0%	58.0%
Women	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	0.0%	62.0%	38.0%	100.0%	1.0%	64.0%	35.0%	100.0%
Men	0.0%	49.0%	38.0%	87.0%	0.0%	52.0%	35.0%	87.0%
Women	0.0%	13.0%	0.0%	13.0%	1.0%	12.0%	0.0%	13.0%

GRI 306-3 Waste generated

Waste products							
Composition of the waste	Unit of measurement	2023			2024		
		Dangerous	Not dangerous	Total	Dangerous	Not dangerous	Total
Packaging	t	0.7	723.3	724.0	0.7	632.0	632.6
Waste liquids	t	2.1	2.9	4.9	1.4	1.9	3.3
Waste metallic	t	0.2	15.5	15.7	0.5	0.4	0.9
Total	t	2.9	741.7	744.6	2.6	634.3	636.8
%	t	0.4%	99.6%	100.0%	0.4%	99.6%	100.0%

10. GRI Content Index

Declaration of use	Medac has reported the information cited in this GRI content index for the period 01/01/2024 - 31/12/2024 according to the option “ with reference to ” the GRI Standards.
Used GRI 1	GRI 1 - Core Principles - 2021 version

GRI Standard	Information	Chapter Reference
GRI 2 – General Disclosures		
Organization and reporting practices		
2-1	Details organizational	3. The MEDAC company
2-2	Entities included in the organization's sustainability reporting	Methodological note
2-3	Reporting period, frequency and point of contact	Methodological note
2-4	Restatement of the information	Methodological note
2-5	External Assurance	This document is not subject to Assurance.
Activities and workers		
2-6	Activities, value chain and other business relationships	3.3 Products, innovation and quality 5.1 The bond with the territory 5.2 Supply chain responsible and transparent
2-7	Employees	6. The people of Medac 9. Annex - Detailed tables Human resources and environment
2-8	Non- employee workers	6. The people of Medac 9. Annex - Detailed tables Human resources and environment
Governance		
2-9	Structure and composition of governance	3.5 Medac Governance
Strategy , policies and practices		
2-22	Declaration on the Sustainable Development Strategy	Letter to stakeholders
2-27	Compliance with laws and regulations	3.5.1 Business ethics
2-29	Approach to engagement of stakeholders	4.1 Dialogue with Stakeholders
2-30	Contracts collectives	6. The people of Medac
Material themes		
GRI 3 – Management of Material Topics		

3-1	Process for determining material issues	4. Our path to sustainability
3-2	List of themes materials	4. Our path to sustainability
Compliance and business ethics		
3-3	Management of the themes materials	4. Our path to sustainability
GRI 205: Anti-Corruption (2016)		
205-3	Confirmed incidents of corruption and actions taken	3.5.1 Business ethics
GRI 206: Conduct anticompetitive 2016		
206-1	Legal actions for anticompetitive behavior, antitrust and monopolistic practices	3.5.1 Business ethics
Topic: Product quality and safety and responsible sourcing		
3-3	Management of the themes materials	4. Our path to sustainability
GRI 204 : Procurement Practices 2016		
204-1	Proportion of expenditure made to local suppliers	5.2 Supply chain responsible and transparent
GRI 416: Customer Health and Safety 2016		
416-2	Incidents of non-compliance relating to the health and safety impacts of products and services	5.3 Product quality and safety standards
Topic: Energy management and emissions reduction		
3-3	Management of the themes materials	4. Our path to sustainability
GRI 302: Energy (2016)		
302-1	Energy consumed within of the organization	7.2 Energy and emissions 9. Annex - Detailed tables Human resources and environment
GRI 305: Emissions (2016)		
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	7.2 Energy and emissions 9. Annex - Detailed tables Human resources and environment
305-2	Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	7.2 Energy and emissions 9. Annex - Detailed tables Human resources and environment
Topic: Waste management and the circular economy		
3-3	Management of the themes materials	4. Our path to sustainability
GRI 306: Waste (2020)		
306-1	Waste generation and significant waste-related impacts	7.1 Circular economy and sustainable waste management
306-2	Management of significant waste-related impacts	7.1 Circular economy and sustainable waste management
306-3	Waste generated	7.1 Circular economy and sustainable waste management 9. Annex - Detailed tables Human resources and environment

306-4	Waste not sent to landfill	7.1 Circular economy and sustainable waste management 9. Annex - Detailed tables Human resources and environment
306-5	Waste sent to landfill	7.1 Circular economy and sustainable waste management 9. Annex - Detailed tables Human resources and environment
Topic: People Management and Development		
3-3	Management of the themes materials	4. Our path to sustainability
GRI 401: Employment (2016)		
401-1	Hiring new employees and employee turnover	6. The people of Medac 9. Annex - Detailed tables Human resources and environment
GRI 404: Training and Education (2016)		
404-1	Average number of hours of training per year per employee	6.2 Growth and development of skills 9. Annex - Detailed tables Human resources and environment
3-3	Management of the themes materials	4. Our path to sustainability
GRI 403: Occupational Health and Safety (2016)		
403-1	Occupational health and safety management system	6.1 Employee health, safety and well-being
403-5	Worker training on health and safety at work	6.1 Employee health, safety and well-being
403-9	Injuries on the Work	6.1 Employee health, safety and well-being 9. Annex - Detailed tables Human resources and environment
3-3	Management of the themes materials	4. Our path to sustainability
GRI 405: Diversity and Equal Opportunity (2016)		
405-1	Diversity in governance bodies and among employees	6. The people of Medac 9. Annex - Detailed tables Human resources and environment
GRI 406: Non -discrimination (2016)		
406-1	Incidents of discrimination and corrective measures taken	6. The people of Medac
Topic: Cybersecurity and information security		
3-3	Management of the themes materials	4. Our path to sustainability
GRI 418: Data Privacy customers (2016)		
418-1	Substantiated complaints regarding customer privacy breaches and customer data leaks	6.3 Privacy Policy and Complaints Management
Other topics		
Topic: Community Support and Development		

3-3	Management of the themes materials	4. Our path to sustainability 5.1 The connection with the territory 5.5 Collaboration and support for the ice cream sector
Topic: Satisfaction of the clients		
3-3	Management of the themes materials	4. Our path to sustainability 5. Made in Italy Excellence
Topic: Research and innovation		
3-3	Management of the themes materials	4. Our path to sustainability 5.4 Innovation of the processes productive
Topic: Group Identity		
3-3	Management of the themes materials	4. Our path to sustainability 3. The MEDAC company 5.6 International presence and development in foreign markets
Topic: Philanthropy and volunteering		
3-3	Management of the themes materials	4. Our path to sustainability 5.1 The connection with the territory