

SUSTAINABILITY REPORT **2023**

BORMIOLI LUIGI
GLASSMAKER

BORMIOLI LUIGI
GLASSMAKER

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The persevering and continuous striving
for quality and innovation and a strategy attentive
to social, environmental and ecological issues.

LETTER

FROM THE CHAIRMAN

The Bormioli Luigi Group is a world leader in the manufacturing of glass containers for perfumes, cosmetics, spirits and articles for the tableware sector.

The enthusiasm and professionalism of all staff have enabled the company to achieve ambitious business targets in a wide range of markets, reinforcing a positive trend that gives us every reason to be optimistic about the future.

Almost five years after the acquisition of the company Bormioli Rocco, an operation that led to the founding of the country's main national glassmaking centre, the industrial plan for production reorganization and product repositioning of the entire Group is still forging ahead: permanently and tirelessly focused on quality and innovation and a strategy attentive to social, environmental and ecological issues. And of course our history testifies to our marked sensitivity towards the global aspects of business prospects. This attitude was deep-rooted in the company's personality and in the quality levels of our goals, long before certain neologisms became fashionable.

Forty years have passed since the Company, ahead of its competitors, made the ground-breaking change to the use of totally electric melting furnaces, enhancing without hesitation the advantage of dramatically lowering emissions into the atmosphere. This strong drive towards lasting and sustainable business development remains a point of reference in the designing of new plants, which must display the best possible compromise between efficiency and quality, and in the development of new articles, which must be designed to ensure lower consumption of raw materials and longer product life, also through reuse.

These aspects, chosen from a host of others, demonstrate the Company's commitment to pursuing, in an autonomous manner, a successful business model able to meet today's challenges. This document describes the state of progress of our activities and how they are planned, in line with an industrial development that reflects the reasons that led, in 1946, to the founding of Bormioli Luigi, a company that recognizes the dedication and commitment of all those who, in their own specific spheres of competence, and in the zeal they dedicate to their activities, promote conditions for a conscious cultural homogeneity, with increasing freedom and respect for dignity.

The Chairman
Alberto Bormioli



The company has continued to develop new, increasingly lighter glass forms, thus reducing raw materials, energy consumption and its carbon footprint.

REPORT

OF THE GENERAL MANAGEMENT

The year 2023 was complex on many fronts. The ongoing geopolitical and socio-economic crisis, associated uncertainties regarding global logistics flows, and the steady rise in inflation, have required the Group to demonstrate unprecedented resilience and adaptability. The complexity of the global context was exacerbated by the need to complete the merger of two companies with different organisational structures, set in motion the previous year. Merging these heterogeneous entities demanded close attention and careful restructuring of the internal functions, with a view to harmonious integration focused on achieving strategic goals.

We have continued to grow through innovation, hiring new talent, and making sustainable investments, while improving operational efficiency, reducing costs and optimising internal processes and resources.

Sustainability is becoming increasingly important in both Italian and global glass production, with a particular focus on decarbonisation.

As an industry leader, our Group is at the forefront of improving its sustainable performance without compromising on the high quality of its products. In fact, a new hybrid (electric and gas) melting furnace was launched during the year, achieving a remarkable reduction in carbon emissions without affecting product quality.

The company has continued to develop new, increasingly lighter glass forms, thereby cutting down on raw materials and energy consumption and reducing its carbon footprint.

2023 was also characterised by strong demand for perfumery bottles.

Our company was able to respond quickly and fulfil the required orders thanks to the industrial conversion (from tableware production to perfumery bottles) that took place during the year at the Spanish plant.

Significant technical and financial resources were invested in this operation, including a major contribution by operating personnel from the Parma plant to assist in starting up the new production lines, and training and educating employees at the Azuqueca (Spain) plant.

Work on replacing the information system, designed as a single system for the whole Group, continued during the year. Indeed, we are working on a full-scale digital transformation, which will also extend to our production processes and the on-site control systems.

Despite the challenges faced during the year, we are proud to have maintained our position and pursued our goals with determination, responding promptly to the changing demands and needs of the market. This performance was made possible by the efforts of our employees and collaborators.

We are confident that the glass industry in general, and our Group specifically, can make a fundamental contribution to overcoming the challenges presented by a changing world and working towards a more sustainable future for all.

The CEO

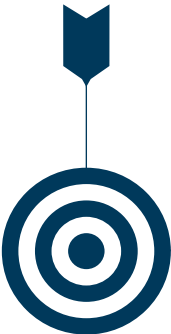
Vincenzo Di Giuseppantonio

OUR AIMS

1

BORMIOLI LUIGI

THE ART OF GLASSMAKING HANDED DOWN FOR GENERATIONS



2025:

STRENGTHENING

OF THE INTERNAL MANAGEMENT AND CONTROL SYSTEM ON ETHICAL MATTERS



2025:

STRENGTHENING

OF THE MANAGEMENT AND CONTROL SYSTEM ON SUPPLY CHAIN ETHICS



2

THE VALUE OF QUALITY AND INNOVATION



2025:

100%

OF NEW SUPPLIERS SUBJECT TO SUSTAINABILITY ASSESSMENT



2026:

INNOVATION

OF PRODUCTS AT THE SERVICE OF THE ENVIRONMENT



2026:

REDUCTION

OF PLASTIC USED FOR PACKAGING OUR PRODUCTS



3

RESPECT FOR THE ENVIRONMENT



REDUCTION


OF CO₂eq EMISSIONS - SCOPE 1 + SCOPE 2:

2026:
REDUCTION OF
30%
COMPARED TO 2019

2030:
REDUCTION OF
50%
COMPARED TO 2019




2025:
OVERALL REDUCTION
IN WASTE GENERATED BY
30%
COMPARED TO 2019


2025:
REDUCTION
OF THE WATER CONSUMPTION BY
10%
COMPARED TO 2019



4

THE VALUE OF OUR PEOPLE



2025:
CONSTANTLY INCREASE
THE VALUE OF OUR PEOPLE



2025:
CONTINUOUS IMPROVEMENT
OF OUR OCCUPATIONAL HEALTH AND
SAFETY INDICATORS IN TERMS OF FREQUENCY
RATE AND SEVERITY OF INJURIES



OUR AIMS



2025 STRENGTHENING
OF THE INTERNAL
MANAGEMENT AND CONTROL
SYSTEM ON ETHICAL MATTERS



2025 STRENGTHENING
OF THE MANAGEMENT
AND CONTROL SYSTEM ON
SUPPLY CHAIN ETHICS

	2022	2023	2024	2025	2026
	BORMIOLI LUIGI	BORMIOLI LUIGI	BORMIOLI LUIGI	BORMIOLI LUIGI	BORMIOLI LUIGI
Approval of the Group Organisational Model under Italian Legislative Decree 231/2001					
Review of the procedures for the prevention of corruption, fraud and any kind of anti-competitive practice and training of all staff					
Periodical and scheduled controls of the various corporate areas regarding ethical issues and procedures in relation to Legislative Decree 231					
Obtaining of the certification of the Legality Rating (AGCM)					
Staff training on the Organisational Model and Code of Ethics					
Review of the Code of Ethics and of the risk analysis regarding corruption					
Definition of internal regulations for the ethical behaviour of employees and training for staff					
Definition of procedures for the management of the controls to be conducted on business partners in the field of ethics					
Extension of anti-corruption procedures to the entire Bormioli Luigi Group and training for all staff					
Redefining procurement management procedures for the new organisational structure					

0

1

BORMIOLI LUIGI
**THE ART OF
GLASSMAKING
HANDED DOWN
FOR GENERATIONS**

- 1.1. A constantly evolving Group
- 1.2. Ethics and sustainable development as an integral part of corporate behaviour
- 1.3. Our approach to sustainability: a constantly evolving path

1.1.

A **CONSTANTLY EVOLVING** GROUP

Deeply proud of our roots, we look towards the future, constantly seeking technical excellence, quality and innovation.

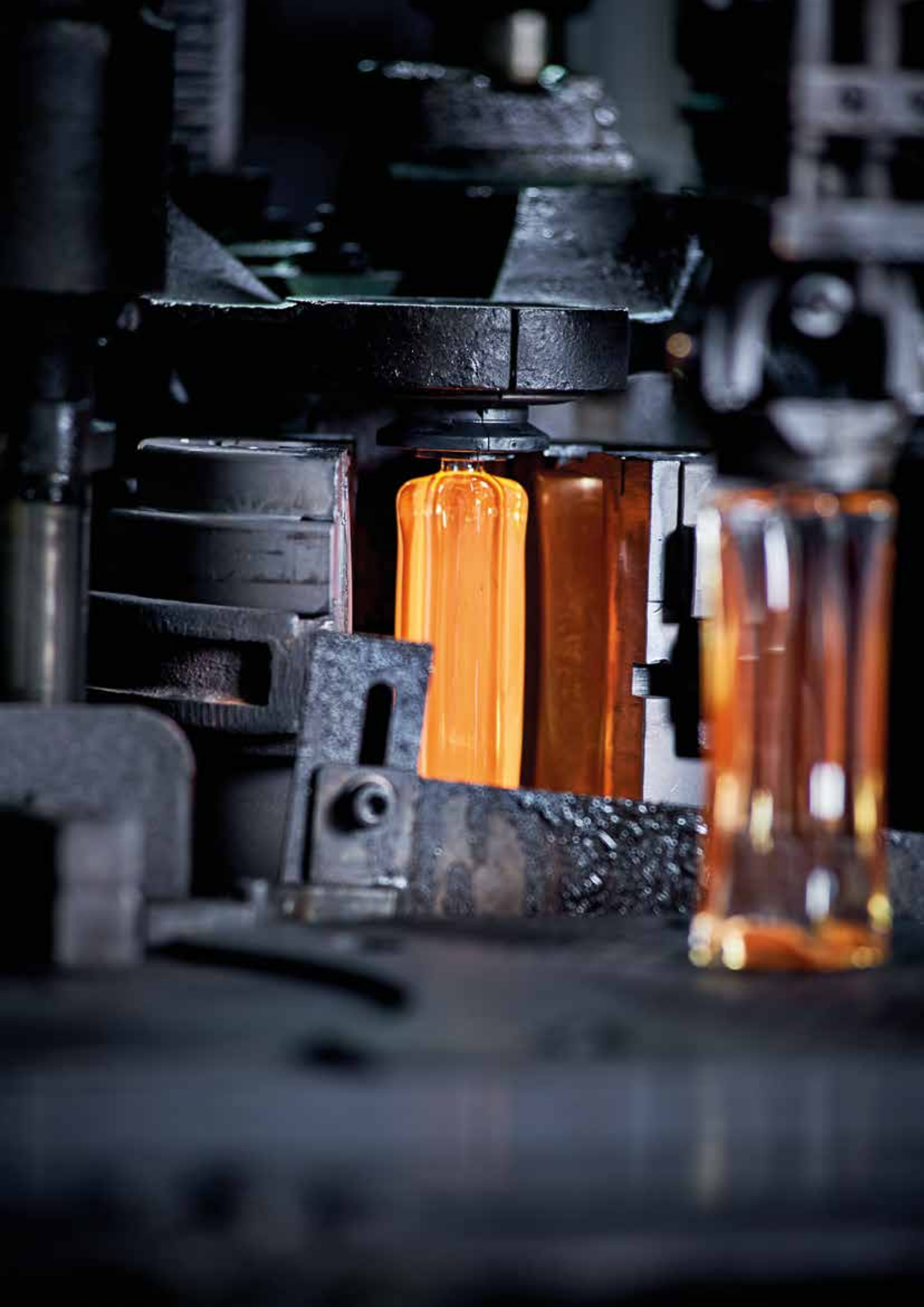
In 1946, Luigi Bormioli, an engineer by trade, founded Bormioli Luigi S.p.A., a manufacturing company specializing in the production of glass containers for the perfumery and cosmetics sectors, paying the utmost attention to the quality of its products and processes. Thanks to this mindset and to the foresight of the new Chairman, Engineer Alberto Bormioli (1994), from the moment the company was founded, it gained increasing status and prominence in international markets, soon becoming one of the main players for high-end bottles and glassware. Completion of the merger of the companies Bormioli Rocco S.p.A. and Bormioli Luigi S.p.A. on 1 July 2023, preceded in

2017 by the acquisition of the Glassware division of Bormioli Rocco S.p.A., saw the Bormioli Luigi Group further extend its product range and international presence.

The Group's success derives from its ability to maintain its position as leader in the glass sector through a policy of differentiation, offering innovative products distinguished by the highest quality and environmental standards. By exporting its products to more than 100 countries, the Group has demonstrated itself to be one of the most prominent glassworks in the international arena. The organisation's continuous growth and the recent merger of the two companies' activities have paved the way for optimal efficien-

cy and performance of company structure and know-how. This involves amplifying the cultures and synergies of businesses that are, by their nature heterogeneous, while boosting the effectiveness of strategic research, enabling the Group to operate in an increasingly integrated, virtuous, innovative and sustainable manner.


Today, the Bormioli Luigi Group is represented in almost every continent through its production plants, decoration facilities, and sales branches. Given the development of market demand, already in 2021, an industrial conversion process, aimed at further expanding production in the perfumery and cosmetics sector, was initiated.



THE BORMIOLI LUIGI GROUP WORLDWIDE

- 5**
PRODUCTION SITES
- 4**
DECORATION FACILITIES
- 7**
SALES BRANCHES (3 OF WHICH ALSO DISTRIBUTE)



NEW YORK (USA) 
Sales and Distribution Branch

SÃO PAULO (Brazil) 
Sales and Distribution Branch



CORPORATE STRUCTURE

As of 31 December 2023, the Bormioli Luigi Group (hereinafter also "the Group" or "the Organisation") is composed of the following companies:

BORMIOLI LUIGI S.P.A. PARENT COMPANY

BORMIOLI ROCCO ASIA PACIFIC LTD
100%

BORMIOLI LUIGI FRANCE S.A.R.L.
99.9%

BORMIOLI LUIGI CORPORATION
100%

BORMIOLI LUIGI DO BRASIL LTDA
99.7%

BORMIOLI ROCCO CENTRAL EUROPE GMBH
100%

BORMIOLI ROCCO TABLEWARE FRANCE S.A.S.
100%

BORMIOLI ROCCO S.A.U.
100%

AFTER GLASS S.P.A.
100%

AFTER GLASS ESPAÑA S.A.U.
100%



GOVERNANCE

The organisation's desire to operate in a transparent and responsible way has led the Parent Company Bormioli Luigi S.p.A., to date, to adopt a traditional governance system, comprising the following corporate bodies:

THE SHAREHOLDERS' MEETING

The expression of the corporate will, it is composed of the company shareholders who, by virtue of their decision-making powers, pass resolutions on the various subjects provided for by Law, including selection of the members of the BoD and the Board of Statutory Auditors and approval of the Financial Statements.

BOARD OF DIRECTORS (BOD)

The corporate body responsible for managing the Company correctly and steering it towards its strategic and organisational goals.

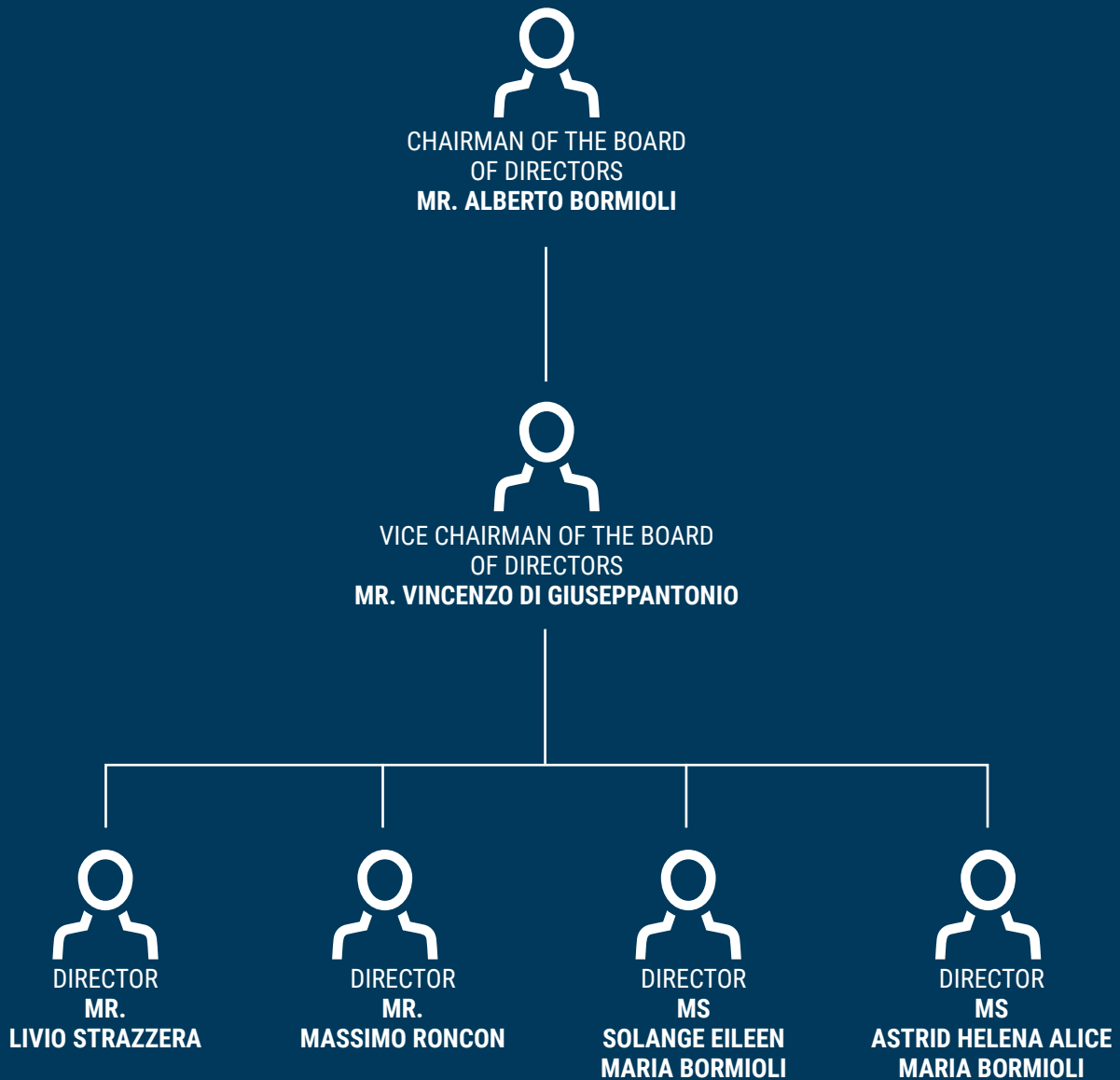
BOARD OF STATUTORY AUDITORS

It oversees compliance with the law and monitors the adequacy of the Company's organisational structure and internal control system.

INDEPENDENT AUDIT FIRM

Verifies that the information stated in the in the Annual and Consolidated Financial Statements is true and fair.

The **Board of Directors** of the Parent Company Bormioli Luigi S.p.A.¹ is entrusted with the strategic management of the Bormioli Luigi Group. This body is composed of members with executive positions, reflecting the top ranks of the organisation, and non-executive members.



The **remuneration of the directors** of the Parent Company is decided by passing specific resolutions. Remuneration policies are defined by processes managed by the Parent Company Management. Moreover, to guarantee the prevention and possible mitigation of conflicts of interest, management and control relations between the Parent Company and its subsidiaries are subject to specific communication. There are no shareholdings in third-party suppliers.

SUSTAINABILITY GOVERNANCE

Following the merger of Bormioli Rocco S.p.A. and Bormioli Luigi S.p.A., 2023 represented a year full of challenges for the Group from a governance perspective. Indeed, the numerous processes undertaken and completed to amalgamate the various administrative and operational structures represented a fundamental step in the corporate reorganisation of the Group. In the context of these processes, the Group placed particular emphasis on sustainability issues and developing new organisational methods to strengthen its oversight of priority aspects, which are continuously evolving at a regulatory and market level.

To date, the service functions performed by the Departments and their organisational units are centralised and coordinated by the General Manager, performing all the necessary

support and coordination activities for all Business Units and the companies in the Group.

The Parent Company's Board of Directors is responsible for defining corporate values and strategic guidelines on sustainability, and for approving implementing actions and goals. The QHSE Manager and Sustainability Coordinator function, reporting directly to the CEO, is responsible for overseeing implementation of sustainability-related projects and serves as coordinator for these issues at a Group level.

As in the previous year, the Group has a Sustainability Committee, chaired by the CEO, which meets on a monthly basis to review management performance in detail. The Group's performance on economic, environmental and social issues, among others, as well as any reports received from stakeholders, are also taken into consideration during these meetings.

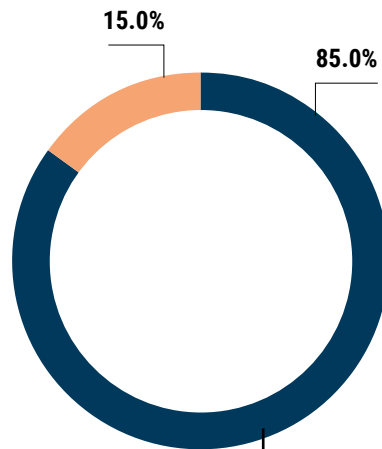
Company Management periodically reviews the Group's performance related to economic, environmental and social impacts and develops or updates Group-wide strategic guidelines.

As of the reporting date, the BoD performs its mandate with sustainability issues in mind, including through information and refresher sessions. The coordination of data collection activities, information and the drafting of the Sustainability Report, is assigned to Bormioli Luigi S.p.A.'s area managers with a reporting approach that involves the consolidation of information and data at Group level. Within this framework, the Board of Directors conducts periodic meetings during the course of the financial year in order to share the progress of the implementation of the Report and simultaneously review sustainability performance on relevant economic, environmental, and social issues.

ECONOMIC PERFORMANCE

The 2023 financial year ended with a consolidated profit, net of taxes, of approx. €69 million. This year, the Beauty market was characterised by very high demand, which exceeded the glassworks' supply. The pressing demand from customers, the first signs of which were evident in 2022, continued for most of 2023 as a result both of the dynamism of the sector and the concern (perhaps overestimated) that stock levels had not been adequately restored. Under such exceptional circumstances in terms of scale, Bormioli Luigi responded with a significant growth in turnover, by devoting greater production capacity to the Beauty sector. In this context, the start-up of new IS production lines at the subsidiary Bormioli Rocco SAU's Azuqueca plant proved very timely. The Beauty Business Unit products manufactured in Spain are sold to customers by Bormioli Luigi S.p.A. Secondary processing activities (decoration, screen printing, lacquering, etc.) are carried out both via its own subsidiaries (Bormioli Luigi France S.a.r.l. and After Glass S.p.A.) and via third parties. In the Glassware sector, a desire to improve the product mix led to optimisation of the offering by eliminating less profitable products. While this has entailed the inevitable loss of some sales segments, it has given rise to a net improvement in margins compared to the past, within a market that is regarded as particularly aggressive in terms of competition and increasingly saturated in terms of supply compared to customer demand. The company strategy has been received particu-

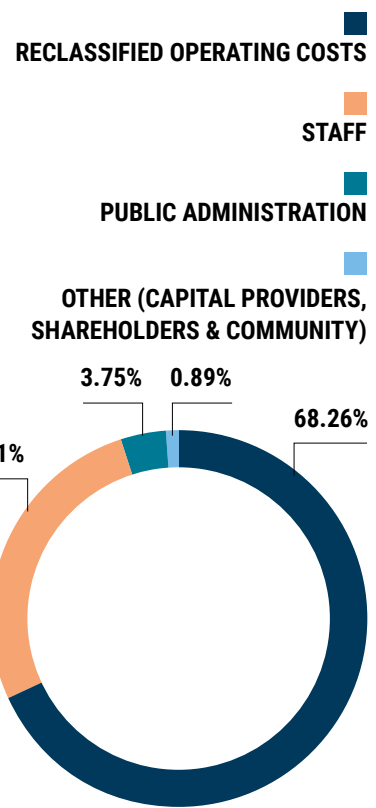
THE ECONOMIC VALUE DIRECTLY GENERATED IN 2023



ECONOMIC VALUE DISTRIBUTED BY THE GROUP

ECONOMIC VALUE RETAINED BY THE GROUP

ECONOMIC VALUE DISTRIBUTED BY THE GROUP IN 2023



larly well in Italy, where the 'Bormioli' brand enjoys a certain weight and penetration, as well as ample growth potential, particularly within the "Horeca" (hotel, restaurant and catering) channel. The B2B Glassware segment also saw a decline in turnover in favour of higher profitability. The Group's companies continued to engage in research projects aimed at reducing CO₂ emissions and energy consumption. In addition to projects already approved last year by the European Commission (and for which the first grant instalments were received), other protocols for innovative investment projects are being discussed and developed. The company's operational divisions were heavily involved in the activities required to implement the transformation of all Group information systems within a defined time frame. In addition to com-

tion to projects already approved last year by the European Commission (and for which the first grant instalments were received), other protocols for innovative investment projects are being discussed and developed. The company's operational divisions were heavily involved in the activities required to implement the transformation of all Group information systems within a defined time frame. In addition to com-

pletion of the SAP S/4 HANA ERP installation of the 'Finance' module for the parent company, all the business modules of the new ERP for the parent company's Glassware (and related applications) were launched at the beginning of 2024, resulting in the almost full replacement of the application map. In the coming months, these activities will be extended to the Spanish subsidiary Bormioli Rocco S.A.U. and the Beauty Business Unit.

ECONOMIC VALUE GENERATED AND DISTRIBUTED²

The Bormioli Luigi Group has always been committed to creating wealth for all stakeholders involved, both internal and external, reconciling economic growth with a sustainable development path aimed at creating value for all those involved in the Group's activities. The economic value generated, calculated according to a reclassification of the income statement,

corresponds to an evaluation of the economic-social impact created, measuring the wealth generated for the benefit of stakeholders. In 2023, the economic value generated (amounting to €705,654 thousand) was 1% higher than in the previous year. 85% of the value generated (amounting to €599,228 thousand) was distributed, while the remainder retained was invested in the sustainable growth of the business.

DIGITALISATION AND INFORMATION SECURITY

In 2023, the Bormioli Luigi Group continued with its development of a programme to digitise business processes and implement a new management application map based on a single ERP and other 'best of breed' vertical market solutions.

This project was completed in 2023 for the Glassware Italia business, with implementation of SAP S/4 Hana to cover processes related to Administration and Management Control, Receivable Cycle, Payable Cycle, Production, Maintenance and Logistics (including management of physical warehouses integrated with RF terminals for location management and the inflow and outflow of products).

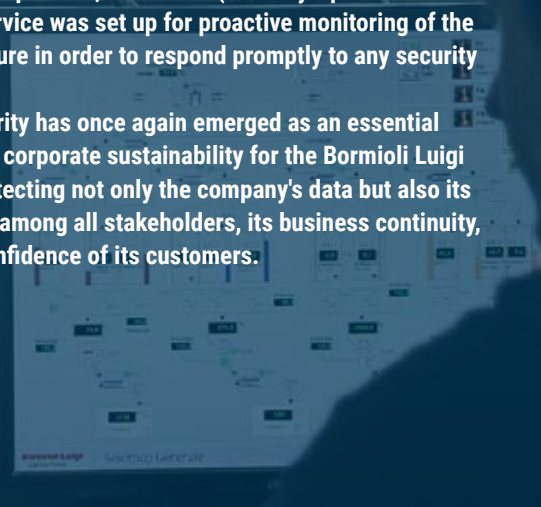
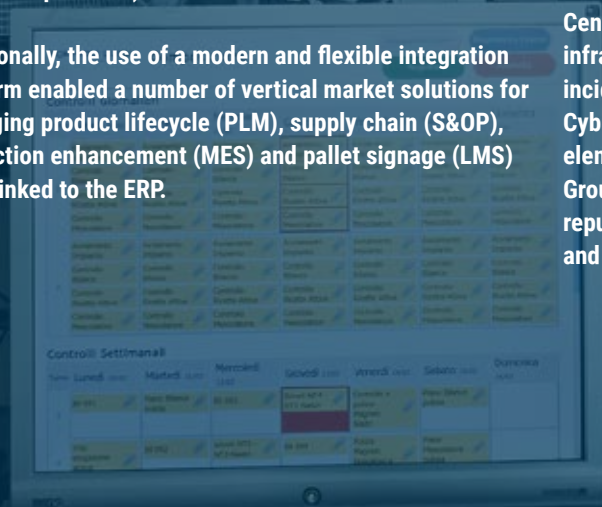
Additionally, the use of a modern and flexible integration platform enabled a number of vertical market solutions for managing product lifecycle (PLM), supply chain (S&OP), production enhancement (MES) and pallet signage (LMS) to be linked to the ERP.

Alongside this digitisation, the Group continued its process of adopting cybersecurity solutions in order to ensure an increasingly resilient, secure and sustainable infrastructure for the organisation.

Important partnerships were signed with specialised IT security suppliers, creating strategic synergies for securing the technological areas involved in the most critical business processes, with significant work being performed to develop processes and tools to support the launch of the Group's new ERP.

With a view to approaching cybersecurity as a structured business development process, projects were undertaken to strengthen security in the area of digital identities and data access policies, and a SOC (Security Operations Centre) service was set up for proactive monitoring of the infrastructure in order to respond promptly to any security incidents.

Cybersecurity has once again emerged as an essential element of corporate sustainability for the Bormioli Luigi Group, protecting not only the company's data but also its reputation among all stakeholders, its business continuity, and the confidence of its customers.



1.2.

ETHICS AND SUSTAINABLE DEVELOPMENT AS AN INTEGRAL PART OF CORPORATE BEHAVIOUR

Sustainable development can only be achieved through a widely shared corporate philosophy based on responsibility and work ethics.

A cornerstone in the corporate culture of the Bormioli Luigi Group is the importance given to ethics in the conducting of business, and in the behaviour of corporate management and staff, indispensable conditions for the success and safe-

guarding of the company itself. A corporate culture whose foundations are rooted in the company's pillars and values, which are shared with every employee and collaborator, a culture which must be observed alongside the principles and rules contained in the

Group's Code of Ethics³. Furthermore, the "Labour and human rights policy"⁴ promotes work and respect for human rights, values on which the company's culture and strategy are based when doing business, including outside of the company.

OUR PILLARS



PEOPLE

Putting people first means recognising the decisive role of talent in the development of the company, creating suitable professional and personal development paths, that cultivate their ideas, passions and competences.



EXCELLENCE

Proposing **excellent products** demonstrates the efforts of the company to continuously exceed the expectations of its own clientele, aiming for maximum quality throughout the various phases of production and optimizing the bond between the millennial-long tradition of the Bormioli family and the spirit of innovation that characterizes the company.



ENVIRONMENT

Protecting the environment means promoting the intrinsic sustainability of glass, a material that can be fully recycled over and over again; it also means that constant attention is being paid to reducing the environmental impact through innovation of the production process, product design and the circular economy (use of post-consumer recycled glass).



ETHICS

Acting ethically and responsibly is an essential commitment for a sustainable company and translates into respect for the values laid down in the Code of Ethics, ensuring that such modes of behaviour are also shared by the partners with whom the company collaborates on product design.

³ The cited Code of Ethics refers to the Bormioli Luigi S.p.A. Group. The official document is available at the following link: <https://www.bormioli.luigi.com/en/code.html>

⁴ The human rights policy refers to the Bormioli Luigi S.p.A. Group. The official document is available at the following link: https://www.bormioli.luigi.com/file/it/POLITICA_PER_IL_LAVORO_ED_IL_DIRITTI_UMANI.pdf

OUR VALUES



ENTREPRENEURS OF OURSELVES

The complex life of a glass manufacturing plant is made up of moments in which the expression of outstanding human skills is of the utmost importance. Only the ingenuity of an enterprising human being can develop innovation, only the equilibrium of a rational human being can combine opposing ideas, only the spontaneous generosity of an intelligent human being can dedicate him/herself to the good of the company. This awareness instils the activity of all those working in the company with the responsible and enthusiastic spirit of people who are also enjoying a personal success.

OPEN

We are eager to explore new frontiers and opportunities, and open to all initiatives that could bring about improvements in know-how, conduct, technologies, growth and greater value for us and for our customers.



INNOVATIVE

Innovation is a mental attitude that is experienced from day to day: we want to learn, change, and rise above our limits. This is, in fact, an indispensable condition to guarantee a long life to the company: to remain forever young and be reborn each day.

FREE

Well-balanced, independent financial management is an indispensable prerequisite to ensuring freedom of action and decision-making. Only in this way does the desire to achieve the goals for which we strive, and which we consider worthy of being achieved, acquire meaning.



SUSTAINABLE

The company, chaired by Mr Alberto Bormioli, continues to invest unwaveringly in the ecological transition. Our aspiration is to be a role model and a partner to our customers, in upholding the historical virtues of glass and the development of the sector, with fundamental respect for people and their environment.



OUR MISSION



To create, in the **field of bottles**, all the conditions necessary to manufacture the best possible product so that the best fragrance companies in the world will choose us as their partner, convinced of the decisive contribution we can make to the growth of their success.



To establish, within the **glassware sector**, a product with features unique in the market, so that our range represents a constant and easily recognisable reference point for all those people whose style is aligned the expression of values of our culture.



To design and develop innovative **decoration technologies** for the production of **decorated** items suited to the most demanding requests of the reference markets.



BORMIOLI LUIGI
GLASSMAKER

RESPONSIBLE MANAGEMENT OF THE COMPANY

ORGANISATION, MANAGEMENT AND CONTROL PURSUANT TO ITALIAN LEGISLATIVE DECREE 231/2001

For companies based in Italy, the Group has decided to adopt a single **Organisation, Management and Control Model pursuant to Italian Legislative Decree No. 231/01⁵**, the aim of which is to promote responsible behaviour within the Italian companies and prevent the risk of commission of the crimes listed in the Decree, including those related to corruption, health, safety and the environment.

The Bormioli Luigi Group is well aware of the need to guarantee that its business and corporate activities are carried out in a correct and transparent manner, in order to safeguard its own image and reputation, its stakeholders' expectations as well as the jobs of its employees. It is also aware of the importance of adopting an Organisation, Management and Control Model, in compliance with Legislative Decree 231/2001 (hereinafter the "Model"), designed to prevent the commission of offences by its own directors, employees and collaborators, subject to the management or supervision of the Group.

For the Group's foreign branches, which are not directly subject to Italian law, the Bormioli Group has adopted ad hoc compliance programmes, which it deems essential to ensure a high degree of effectiveness and efficiency. The functioning of these programmes is subject to internal verification by means of appropriate internal

control systems, in place in each foreign office.

THE CODE OF ETHICS

Determined to base its corporate activities on respect for the law and on valid principles, the Bormioli Luigi Group has adopted the **Code of Ethics of the Group⁶**

FIGHT AGAINST DISCRIMINATION, AND RESPECT FOR HUMAN RIGHTS IN THE WORKPLACE

The psycho-physical well-being and peace of mind of personnel are considered as strategic factors for the Group, with the power to contribute to the improvement of the productivity, effectiveness and efficiency of its internal production processes. From this perspective, the Group has several procedures and policies designed to maintain a work environment that is always respectful of human and workers' rights. The procedure **"Management, training and education of personnel"** adopted by Bormioli Luigi S.p.A., for example, covers all the main aspects connected with the management of employees, the fight against discrimination and harassment and respect for fundamental human rights in the workplace. The Group is doing its utmost to extend this procedure to the other companies belonging to the group in order to align the management of human resources and their respective training. The **"Labour and Human Rights Policy"** - in line with international agreements such as the International Charter of Human Rights, including the Universal Declaration of Human Rights of the United Nations (UN) and the fundamental Conventions of the International Labour Organisation (ILO) - define the means by which the principles contained in the **Code of Ethics** will be applied.

The Group has implemented a series of actions designed to guarantee the dissemination and respect of these principles by all of its employees. Specific **training sessions** have been held on the management of corporate relations and the optimisation of the resources offered and, where necessary, periodic changes are made in the organisation of the work.

For all the companies of the Bormioli Luigi Group, the rights of employees are guaranteed through appropriate control mechanisms and regulatory instruments, such as collective bargaining agreements and the Code of Ethics. An Equality Plan has also been implemented for the Azuqueca company incorporated under Spanish law, as required by the legislation in force.

In the course of the financial year 2023, no cases of misconduct or discrimination were recorded within all companies in the Group.

which endorses a series of rules of "corporate conduct" which the Group acknowledges as its own and the observance of which it demands from its corporate bodies and employees. The Code, drawn up by the Parent Company but extended to all Group companies, demands that the entire organisation behave

with transparency, fairness, moral integrity and mutual respect in all circumstances. It also specifies the safeguarding of rights and the integrity of people, prohibiting discrimination, abuse and conduct offensive to personal dignity.

The task of supervising the effective application of the principles of the Code of Ethics is entrusted to the **Supervisory Body**, set up within the framework of the Organisation, Management and Control Model adopted by Bormioli Luigi pursuant to Italian Legislative Decree 231/01 and vested with autonomous powers of initiative and control.

The Group's commitment to ensuring that the Organisational Model and Code of Ethics is disseminated to all employees, and that the Group's staff are informed and knowledgeable on the subject, is confirmed by the training courses delivered on the subject of Administrative Liability of organisations pursuant to Italian Legislative Decree 231/2001 and the Code of Ethics, made available to employees once again in 2023. With a view to maximising awareness and dissemination, this specific training is compulsory for all new employees, interns and trainees that enter the company.

Furthermore, the Bormioli Luigi Group's Code of Ethics sets out principles for preventing the unlawful conduct referred to in Italian Legislative Decree 231/2001, thus acquiring relevance also for the purposes of the Model and constituting a complementary element to it.

PREVENTION MEASURES IN THE FIELD OF ETHICS

Following the identification of risk areas, the Bormioli Luigi Group carried out an evaluation of the internal control system and implemented a series of preventive measures, including:

- extension of the Code of Ethics to all Group companies (including foreign offices);
- periodic update of the risk assessment in the event of major changes to the Italian offices and the introduction of new potential crimes⁷;
- conformity controls, quarterly audits carried out by the control bodies, among which the Supervisory Body, with a view to identifying, evaluating, controlling and managing risks.

WHISTLEBLOWING (PURSUANT TO ITALIAN LEGISLATIVE DECREE NO. 24/2023)

In 2023, in keeping with the specific requirements of the Italian legislation in force (Italian Decree No. 24/2023), the Group revised the procedure for submitting reports to the 'Whistleblowing' supervisory body, introduced by the Organisation in 2020. It established a reporting channel via the "My Whistleblowing" platform, available at the following link: <https://areariservata.mygovernance.it/#/WB/bormioli>. The procedure has been updated in accordance with the specific conditions and requirements laid down in Italian Legislative Decree no. 24/2023, with the purpose of establishing a reporting channel

that will enable employees, collaborators, consultants, self-employed workers, and anyone else operating within the work environment, to report breaches of national or European regulatory provisions that are harmful to the public interest or the integrity of Bormioli Luigi S.p.A., or violations of the Organisation, Management and Control Model pursuant to Legislative Decree no. 231/2001 and the Code of Ethics adopted by the Company.

The violations covered by the reporting channel concern conduct, actions and omissions harmful to the public interest or the integrity of the Company, of which the Whistleblower has become aware in the context of their work. Within this scope fall administrative, accounting, civil or criminal offences, which can, therefore, be reported.

The Supervisory Body is authorised to manage the reporting channel.

In 2023, no reports were received, no incidents of corruption were discovered, nor were any sanctions applied due to failure to comply with the laws and regulations in corporate or social spheres.

It should be noted that in November 2023, the Italian Competition Authority (AGCM) initiated preliminary proceedings against nine companies - including Bormioli Luigi S.p.A. - concerning an alleged cartel in the glass wine bottle sector. Though the Company does not operate in this market, it has provided its full cooperation and support to the Authority, in the knowledge that it has always acted in full compliance with competition law.

⁷ The Group undertakes to extend the initiative to include the foreign sites when preparing the reports for the coming years.

1.3.

OUR APPROACH TO SUSTAINABILITY: A CONSTANTLY EVOLVING PATH

Continuing to improve our know-how to develop products capable of ensuring quality, ethics, environmental protection and the protection of people.

Sustainability for the Bormioli Luigi Group means putting **people first, excelling** and continuously exceeding **the expectations of customers**, undertaking to protect the environment and always **acting ethically and responsibly**.

The pillars on which the company culture - disseminated and shared by every Bormioli employee - is based, aim to achieve the success of the organisation, without ever losing sight of corporate values. On the strength of its vision, a **Sustainability Committee** was set up, composed of representatives from the main corporate areas and coordinated by the CEO, which meets periodically, setting itself the main objective of **planning and coordinating the implementation of company sustainability initiatives with the involvement of the entire organisation**.

BORMIOLI'S COMMITMENT TO EFFECTIVE AND TRANSPARENT SUSTAINABILITY MANAGEMENT

In order to guarantee efficient man-

agement of the aspects related to quality and environmental sustainability, the Group has adopted several ISO-certified management systems.

Furthermore, in order to measure its sustainability performance against industry practices, the Group is a member of the **Ecovadis**, **Sedex** and **Higg** international platforms. Over the years, membership of these platforms has enabled the company to consolidate its sustainability performance, defining actions related to the areas of im-

Bormioli Luigi S.p.A. applies the ten principles of the **Global Compact** of the United Nations, actively contributing to achieving of the 2030 SDG goals.

provement singled out. As regards the Ecovadis questionnaire, the Parma and Abbiategrasso plants were awarded a **platinum** medal in 2023, while the Fidenza and Altare plants received a bronze medal.

With reference to the Parma and Abbiategrasso sites, the company Bormioli Luigi has been submitting the Climate Change and Water Security questionnaires developed by the **CDP - Carbon Disclosure Project** – an independent international organisation that provides companies with a system for measuring, detecting, managing and sharing information on climate change on a worldwide scale.

The Group actively contributes to the achievement of the goals of the United Nations 2030 Agenda for Sustainable Development (SDGs), and Bormioli Luigi, the Group's parent company, also adheres to the ten principles of the **United Nations Global Compact**, ten principles related to human rights, labour, environment and anti-corruption that the company adopts in all its policies, practices and strategies.

OUR CERTIFICATIONS AND SUSTAINABLE INITIATIVES

CERTIFIED PLANTS	BORMIOLI LUIGI S.P.A.				BORMIOLI ROCCO S.A.U.	AFTER GLASS S.P.A.
	PARMA	ABBIATEGRASSO	FIDENZA	ALTARE	AZUQUECA	PARMA
ISO 9001:2015 Quality management system	✓	✓	✓	✓	✓	✓
ISO 14001:2015 Environmental Management System	✓	✓				
GHG PROTOCOL Inventory of greenhouse gas emissions	✓	✓	✓	✓	✓	
ISO 50001:2018 Energy management system	✓	✓	✓	✓		
ISO 22000:2018 (FSSC) Food safety management system				✓		
ISO 45001:2018 Occupational Health and Safety Management System			✓	✓		
EUROPEAN MEASURING INSTRUMENTS DIRECTIVE Quality assurance system (module D1)			✓	✓		
EU ETS Inventory of the greenhouse gas emissions	✓	✓	✓	✓	✓	
AEO Authorised Economic Operator			✓	✓	✓	

PLANTS THAT HAVE JOINED THE PLATFORM	BORMIOLI LUIGI S.P.A.			
	PARMA	ABBIATEGRASSO	FIDENZA	ALTARE
Ecovadis	✓	✓	✓	✓
Sedex	✓	✓	✓	✓
HIGG			✓	✓
CDP (Climate Change)	✓	✓		
CDP (Water)	✓	✓		
UN Global Compact	✓	✓	✓	✓

BORMIOLI'S CONTRIBUTION TO THE SDGs

The SDGs are the 17 goals approved by the United Nations as part of the 2030 Agenda, that contains the guidelines to help all countries contribute to global sustainable development. Achieving the objectives requires action from all parts of society, including the business sector.

The 17 goals are, in turn, broken down into 169 targets to be achieved by 2030. The Bormioli Group has selected 8 of these goals - those most closely linked to its medium- and long-term activities and commitments.



PEOPLE FIRST



PROMOTING HEALTH AND WELL-BEING

We prioritise the health and well-being of our employees. This is why we are constantly striving to provide safe and healthy workplaces. Particularly in the last two-year period, our company has made a particular effort to implement all the actions required to prevent and contain the spread of the Covid-19 pandemic. We also promote various welfare activities for our people, contributing to an internal solidarity fund to help our employees meet their own healthcare costs.

Ref. Chapter 4.1. A company made of people



GUARANTEEING GENDER EQUALITY

A specific company procedure has been drawn up to guarantee the company's constant commitment to eliminating discrimination in the areas of recruitment, hiring and career promotion, in order to offer equal opportunities to all people, at all levels.

Ref. Chapter 4.1. A company made of people



EXCELLING AND EXCEEDING CUSTOMERS' EXPECTATIONS



INNOVATING PRODUCTS AND PROCESSES

The successes of Bormioli Luigi are the result of constant commitment combining decades of experience with continual innovation in production and product development processes, which is a fundamental aspect for the maintenance and development of business.

Ref. Chapter 2.3. Poised between tradition and innovation

Ref. Chapter 3.1. The production process: responsible management of environmental impacts



PROTECTING THE ENVIRONMENT



PREVENTING WASTAGE OF WATER RESOURCES

In order to prevent water wastage and, wherever possible, reduce consumption, Bormioli Luigi has installed an industrial plant for the purification and recovery of water as well as recirculation systems, which enables considerable reduction in consumption.

Ref. Chapter 3.4. Water resources management and protection of the subsoil



INCREASING ENERGY EFFICIENCY AND PRODUCING ENERGY FROM RENEWABLE SOURCES AND PROMOTING ACTIONS TO COMBAT CLIMATE CHANGE

In order to reduce electricity consumption and contribute to the fight against climate change, we are tirelessly committed to researching the latest technologies, in an effort to increase the energy efficiency of our production processes, while reducing our energy consumption and carbon footprint.

A long-term project to update the plants in order to improve the energy efficiency of the production processes is underway.

Ref. Chapter 3.1. The production process: responsible management of environmental impacts

Ref. Chapter 3.3. Monitoring and control of energy consumption and emissions



GUARANTEEING SUSTAINABLE PRODUCTION MODELS

Our environmental policy and ISO 14001 certification represent the embodiment of the Company's vision, which is focused on continuous improvement in the levels of energy and water consumption, emissions, waste recycling and circular economy, in order to contribute to the promotion of a sustainable production model.

Ref. Chapter 3.1. The production process: responsible management of environmental impacts

Ref. Chapter 3.4. Water resources management and protection of the subsoil



ACTING ETHICALLY AND RESPONSIBLY



INCREASING SUSTAINABLE EMPLOYMENT AND CREATING SHARED VALUE

We believe in the creation of economic value in the long term and aim at the growth of the company in order to create value also for the territory in which we operate. We favour long-lasting relationships with our employees, we do our utmost to insert young talented people in the organisation and strive to guarantee advantageous contractual conditions.

Ref. Chapter 1.1. A constantly evolving Group

Ref. Chapter 4.1. A company made of people

LISTENING AND RESPONDING TO THE REQUESTS OF OUR STAKEHOLDERS

The Group decided to prepare this Sustainability Report, with the aim of increasingly improving its transparency towards all its stakeholders. The initial phase of this process involved a survey of the Group's main stakeholders, followed by identification of the 10 categories of stakeholders most important for the company business. In the normal course of its activities, the Group promotes the implementation of initiatives for engagement and interaction with its stakeholders, maintaining relations based on the principles of listening, transparency and cooperation.





MATERIALITY ANALYSIS

In order to decide upon the layout and content of the Sustainability Report, in keeping with the requirements established by the GRI Standards, the Group updated its materiality analysis in 2022 for the purpose of identifying the issues that have a major influence on the evaluations and decisions of its stakeholders and primary importance in terms of economic, social and environmental impact, including human rights. As the context in which the Group operates has not changed significantly, the analysis carried out for the previous edition of the sustainability report, using the following methodological approach, remains valid:

1

UNDERSTANDING OF THE CONTEXT

The Group's activities, business relationships and sustainability environment were analysed. Stakeholder categories were updated in order to identify those who exert the most influence or are most influenced by the Group.

2

IDENTIFICATION OF THE IMPACTS

Next, the current and potential positive and negative impacts that the Bormioli Luigi Group could generate, through its activities on the economy, the environment, and people, including impacts on their human rights, were identified. With respect to the identified negative impacts, the extent of the Group's involvement in them was considered, with a view to understanding the degree of responsibility. There are two defined levels of involvement for the Group: either it directly causes the impact through its own activities or it contributes to the impact through activities that lead to, facilitate, or incentivise another entity to cause it.

3

ASSESSMENT OF THE SIGNIFICANCE OF IMPACTS

The assessment of each impact was carried out by Group Management. The latter was required to assess the severity and likelihood of occurrence of the positive and negative impacts, previously identified, that the Group's business could give rise to.

4

PRIORITIZATION OF THE IMPACTS

Following the evaluations gathered, the impacts were prioritized taking into consideration the votes cast, and those found to be significant were divided into material topics. A total of 19 material topics resulted from this process confirming - compared to past analyses - the relevance of the topics related to the environmental impacts generated by the Group and also introducing the issue of "sustainable packaging." The 19 issues and impacts assessed as most relevant to the Group are listed below in order of importance:

RANKING	MATERIAL TOPIC	IMPACTS	INVOLVEMENT OF THE GROUP
1	Energy consumption and procurement and climate change ⁸	Generation of direct and indirect GHG emissions (Scope 1 and 2)	Caused by the Group
		Generation of indirect GHG emissions (Scope 3)	To which the Group contributes
		Polluting emissions into the atmosphere	To which the Group contributes
		Energy consumption	Caused by the Group
2	Business ethics and compliance	Non-compliance with laws, regulations and standards	Caused by the Group
		Unethical business conduct	Caused by the Group
		Tax affairs	Caused by the Group
		Anti-competitive behaviour and monopoly practices	Caused by the Group
		Protecting the health of product users	Caused by the Group
3	Professional development of employees	Training and growth of the workers	Caused by the Group
4	Employment protection	Negative impacts on employee satisfaction and motivation	Caused by the Group
5	Water resources management and protection of the subsoil	Use and contamination of the water resource	Caused by the Group
6	Occupational health and safety	Accidents in the workplace	Caused by the Group
7	Well-being of employees and fair conditions of employment	Poor working conditions and wages	Caused by the Group
		Employee satisfaction and well-being	Caused by the Group
8	Creation and distribution of value	Generation and distribution of economic value	Caused by the Group
9	Customer and end-consumer satisfaction and quality of the products ⁹	Reduction in customer and end-user satisfaction	Caused by the Group
		Reduction in the quality of the products made	Caused by the Group
10	Promotion of diversity and equal opportunities	Discrimination and non-inclusive practices in the workplace	Caused by the Group
11	Innovation of production processes	Technological innovation of processes and products	Caused by the Group
12	Trade union relations	Relations with social partners	Caused by the Group
13	Responsible management of the supply chain	Violation of human rights in the supply chain	To which the Group contributes
		Negative environmental impacts related to suppliers	To which the Group contributes
14	R&D, product eco-design and the propensity towards a circular economy	Circularity of the products	To which the Group contributes
15	Attention to impacts on the local community ¹⁰	Local development and community relations	To which the Group contributes
		Negative impacts on the community generated by the activities	Caused by the Group
16	Responsible communication	Misleading communications to customers and end users	Caused by the Group
17	Privacy and information security	Cybersecurity and privacy breaches	Caused by the Group
18	Sustainable packaging	Use of raw materials for packaging	Caused by the Group
19	Waste management	Generation of waste	Caused by the Group

⁸ The topic also includes "Impacts of transport and logistics" deemed material in 2021.

⁹ This material topic encompasses the "Quality and safety of products and related raw materials" and "Customer and end-consumer satisfaction" topics, which were deemed to be material in 2021.













































¹⁰ The theme includes the following 2021 themes: "Attention to impacts on the local community" and "Noise pollution"

OUR AIMS

 **2025**
100% OF NEW SUPPLIERS SUBJECT TO SUSTAINABILITY ASSESSMENT

 **2026**
INNOVATION OF PRODUCTS AT THE SERVICE OF THE ENVIRONMENT

 **2026**
REDUCTION OF PLASTIC USED IN THE PACKAGING OF OUR PRODUCTS

	2022	2023	2024	2025	2026
	BORMIOLI LUIGI	BORMIOLI LUIGI	BORMIOLI LUIGI	BORMIOLI LUIGI	BORMIOLI LUIGI
 Research and development of ecological raw materials and decoration processes					
 Research and development of innovative processes in order to improve the efficiency and/or the create a new aesthetic/functional value in the product.					
 Development and restyling of articles to make them lighter, reusable, more easily recyclable and with a longer life cycle					
 Back to glass: designing shapes that can replace commercial articles currently produced in materials less eco-friendly than glass.					
 Development of an LCA calculation system for decoration technologies for the Beauty BU					
 Standardisation of the LCA calculation system in accordance with ISO 14067					
 Setting up of an internal predictive recyclability system for decorated products related to the Beauty BU, already in the development phase					
 Development of a method for analysing the recyclability of decorated products in accordance with FEVE					
 Definition of a single supplier assessment system for all companies in the Bormioli Luigi Group					
 Launching a study on alternative materials and methods for protecting the pallets.					
 Review of the glass formulation with a view to reducing CO ₂ emissions from raw materials					
 Requiring all suppliers to sign the code of conduct					
 Research into materials deriving from the circular economy in the development of packaging					
 Research into alternative materials in order to reduce the plastic in the packaging					

02

THE VALUE OF QUALITY AND INNOVATION

- 2.1.** Quality products and processes: excellence in everything we do
- 2.2.** Customer and end-consumer satisfaction
- 2.3.** Poised between tradition and innovation
- 2.4.** Supply chain management: a virtuous ecosystem

2.1.

QUALITY PRODUCTS AND PROCESSES: EXCELLENCE IN EVERYTHING WE DO

Our expertise is expressed in the transparency of our glass, its shaping and decoration, in the integration of complex technologies and in the high quality of execution.

For the Group, the quality of the production processes throughout the value chain, aimed at ensuring customer satisfaction, has always been indispensable; the Group has always sought to keep in line with and abreast of the highest production and process standards. This quality-oriented business model has resulted in the Group's production plants achieving ISO 9001:2015 certification for their Quality Management System¹¹. In 2023, the Italian decoration site After Glass S.p.A. also achieved certification under this standard for its work in design, development and production of secondary processing and decoration on glassware for the

perfumery and cosmetics sectors.

The commitment was also formalised in the **Quality Policy**; a cornerstone principle of this policy is to guarantee quality and compliance with *Good Manufacturing Practices* (GMP) through use of human, professional, instrumental and economic resources capable of enabling the aforementioned principle of improvement to be achieved.

100%

of glass production sites
certified in accordance with
UNI EN ISO 9001: 2015

The Group's attention is at its peak both during the phase of product quality and conformity verification, where dimensional, aesthetic and stress-resistance controls are conducted on each batch of finished products, and when monitoring the degree of customer satisfaction achieved through an analysis of the feedback collected, the results of audits conducted, and the levels of loyalty and turnover trends.

In fact, one of the Group's priority goals is to meet the needs and expectations of its stakeholders by keeping a close eye on product conformity, environmental issues, and its position in the market sectors in which it operates.

OUR PRODUCTS: SAFE AND COMPLIANT

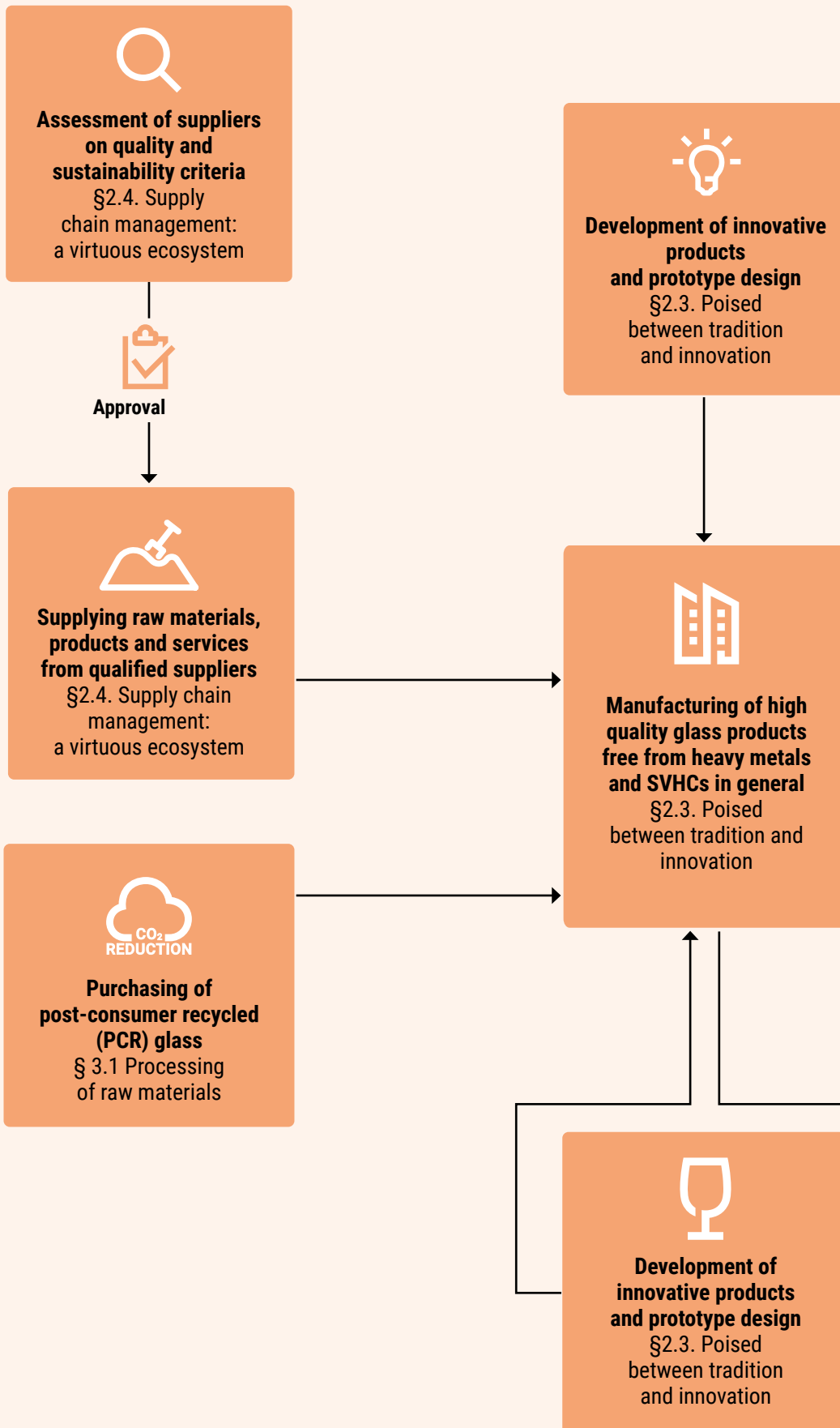
By complying with both the European regulations laid down for the sector and the cross-cutting rules on the composition of its products, that guarantee the absence of dangerous substances, the Group glass manufacturing companies commit themselves to safeguarding consumer health.

Specifically, our products are periodically subjected to

analysis at our laboratories to confirm their compliance with European regulations on food contact, Good Manufacturing Practice (GMP) and the safety of the containers for cosmetics. In the three-year period 2021-2023, no cases of non-compliance with product health and safety regulations emerged.



OUR VALUE CHAIN







OUR BRANDS OF EXCELLENCE

The Bormioli Luigi Group creates innovative collections with different types of glass, both for perfume and cosmetic containers and for uses in the home, the food industry and catering, which have become veritable icons thanks to their quality and functionality.

Luigi Bormioli
ITALY

Continuous research and innovation, cutting-edge materials, creativity, taste and absolute elegance in design are the distinguishing features of a high-end tableware range. Luigi Bormioli is acknowledged as being the designer of glass, the embodiment of Italian-made products throughout the world, which it has always produced while conforming to the highest standards of quality and design content.

ACCADEMIA *Luigi Bormioli*

ITALY

A collection that offers a wide range of professional products, the fruit of technical research, sensory analysis and scientific studies on shapes, sizes, materials and innovative treatments. As a result, a wide variety of ultra-high-precision instruments has been produced, dedicated to the world of wine tasting and blending. All Accademia Luigi Bormioli items are made of SON.hyx® High-Tech Blown Superior Crystal Glass: the Pb (Lead), Hg (Mercury), Cr (Chromium) (VI) and Cd (Cadmium) contents are undetectable, and therefore below the threshold value of 100 ppm. The stems of the goblets undergo Titanium Reinforced® anti-abrasion treatment, which increases their resistance to breakage, for longer service life.

Lock-eat®

A patented collection designed for food preservation, which caters for the various preservation techniques needed for different recipes (vacuum-packed, pickled in vinegar/salted, pickled in brine, etc.). All containers have glass tops that can be easily detached from the container and from the stainless steel closing mechanism to facilitate use, even in the microwave and dishwasher. Their attractive design makes them also suitable for table service.

THERMIC GLASS

Wide range of elegant, highly functional mouth-blown articles for food and beverage service. All the products are made of borosilicate glass, an exclusive material that is highly resistant to temperature changes, and characterised by a double wall thanks to which the contents are thermally insulated. As a result, the liquid or food inside is kept at the right temperature for perfect tasting. The refined but essential shapes are in line with the latest trends in home decor.



This brand stands out for its broad selection of glass goblets, glasses, plates and accessories, offering a true experience at the table with style and personality. A brand appreciated at an international level, both by consumers and catering professionals.



A brand symbol of home-canning and Made-in-Italy quality, which now proposes new sizes to suit new usage requirements while continuing to guarantee healthful, simple, safe food preservation. The natural, safe, hygienic glass containers are 100% recyclable.



Iconic, versatile, airtight jar since the early 1960s, Fido is perfect for preserving food, serving and decorating the table. With their unmistakably vintage look, the products are proposed in a wide variety of sizes for different uses and have now acquired a decidedly contemporary style. Natural, safe, hygienic, 100% recyclable glass containers and lids. In 2021, Fido was awarded the prestigious Historical Trademark of national interest. An achievement that testifies to the value and excellence of the brand.



For over forty years, this brand has been combining qualities like airtightness, multi-functionality (fridge, freezer, microwave, traditional oven) and designer looks in a single food preserving container. The offer is continually evolving, since the aim is to meet all modern food-preservation requirements: from fridge to table, from takeaway to food delivery services. The natural, safe, hygienic glass container is 100% recyclable.



A collection created for the Communal Catering. Versatile, functional, perfectly compatible with the meal distribution systems and compliant with the international regulations. The material used is food-grade, porosity-free "Durable & Secure" glass, which is also free from lead and other heavy metals, thus guaranteeing total hygiene throughout the entire life of the product. Careware also possesses high impact and thermal shock resistance, is long-lasting, dishwasher-safe and suitable for use in microwave ovens.

2.2.

CUSTOMER SATISFACTION AND THE END CONSUMER

Customer satisfaction and the safety of the End Consumer are the Group's priority. Versatile, reusable, recyclable, properly used glass meets the needs and demands of all Customers.

THE IMPORTANCE OF RESPONSIBLE COMMUNICATION

Among the Bormioli Luigi Group's main goals is that of **responsible communication** towards all stakeholders with which it has established a relationship of mutual trust, transcending mere regulations governing the sector. This commitment is confirmed by the fairness and transparency of its actions and the characteristics of its products, which enable its customers to make judicious, informed decisions.

The firm commitment is confirmed by the fact that, in the 2021-2023 three-year period, there were no cases in 2023 of confirmed non-compliance with regulations and/or self-regulatory codes on product information and labelling and on marketing communications, advertising, promotion and sponsorship.



Thanks to its **versatility**, glass can be made into products of infinite shapes and colours. Thanks to the continuous innovation promoted by the Group, increasingly sustainable forms of products have been crafted, made of ultralight and fully recyclable glass.



If properly used, glass is an optimal material to ensure **food safety** during preservation: it does not absorb or release odours or substances, it preserves the vitamin content, taste and freshness of food without additives being required.

GLASS AS THE FOUNDATION FOR CUSTOMER SATISFACTION AND THE SAFETY OF END CONSUMERS

In addition to its transparency, chemical inertia and impermeability to liquids and gases, glass stands out due to its numerous positive aspects, including from a **sustainability** and **safety** perspective, which can meet the myriad demands of our Customers:

1. Safe material for the packaging of food, beverages, cosmetics and medicines

By preventing microbes and bacteria from entering, it protects the contents from the risk of infection. Glass can withstand pasteurization and sterilization processes, thereby becoming a safe and sterile receptacle.

2. Infinitely reusable and recyclable

In contrast with other materials,

SOME MARKET RESEARCH HIGHLIGHTS¹³

80%

80% of European consumers would recommend the use of glass as a packaging material to their friends and family



8 out of 10 say they 'always' or 'often' recycle their glass packaging and, with 9 consumers out of 10, Italy achieves a record recycling rate of

82%

82% (86% in Italy) appreciate the simplicity of instructions for correct disposal of glass in the recycled waste system. Such clarity is, however, lacking for other packaging materials

glass can be recycled and re-used an infinite number of times without losing its transparency, purity or quality. As such, the material offers an example of the circular economy in action, because, once produced, used, collected and processed, it can once again become a raw material to be used in new and infinite production cycles.

3. Sustainable

The use of cullet properly disposed of in the recycled waste system and appropriately processed as a secondary raw material makes it possible to limit greenhouse gas emissions (CO₂), save energy, and reduce the quantities

of new raw material used.

4. Excellent for packaging

Being reusable and recyclable, glass is a valid, sustainable alternative to disposable containers. The qualities of glass are confirmed by the European Commission, which defines it as one of the safest materials for packaging, particularly for children's containers, due to its ability to maintain food unaltered and protect it from contamination by chemical substances contained in packaging produced using other materials.

5. Design

Enhances the characteristics and the value of the product contained inside it.

ABSENCE OF BPA IN GLASSWARE AND BEAUTY PRODUCTS

All plastic accessories included in our product assortment are formulated without Bisphenol A (BPA), a chemical that has been used worldwide since the 1960s in the production of polycarbonate plastics for food containers. This substance is now suspected of damaging health and is considered an endocrine disruptor¹². Moreover, coloured Glassware and Beauty products that undergo a lacquering process use only organic, BPA-free, 100% food-safe and environmentally-friendly colours.

12 Source: ECHA - European Chemical Agency: Bisphenol A - Chemicals In Our Life - ECHA (europa.eu) (<https://echa.europa.eu/it/hot-topics/bisphenols>).

13 Source: Gift (<https://www.greatitalianfoodtrade.it/imbballaggi-e-moca/8-consumatori-su-10-scelgono-il-packaging-in-vetro-ricerca-insites/>).

2.3.

POISED BETWEEN TRADITION AND INNOVATION

Thanks to decades of experience, investment in research and development and the constant desire to improve, we create solutions every year that are increasingly innovative and sustainable.

In addition to a rich history based on tradition, Bormioli products are also imbued with deep passions and continuous developments, prompted by market innovations and demands. Thanks to our teams of specialists, whose strength lies in experience, tech-

nical expertise, and craftsmanship, the Group is able to **combine glass, design and sustainability into a unique, quality product every day**, thereby satisfying the wide and varied needs of its customers.

Our Research & Development de-

partment is constantly striving to create value by always developing new aesthetic and functional solutions capable of anticipating market trends.

To date, product innovation activities have been managed by the two Business Units:

OUR TWO BUSINESS UNITS



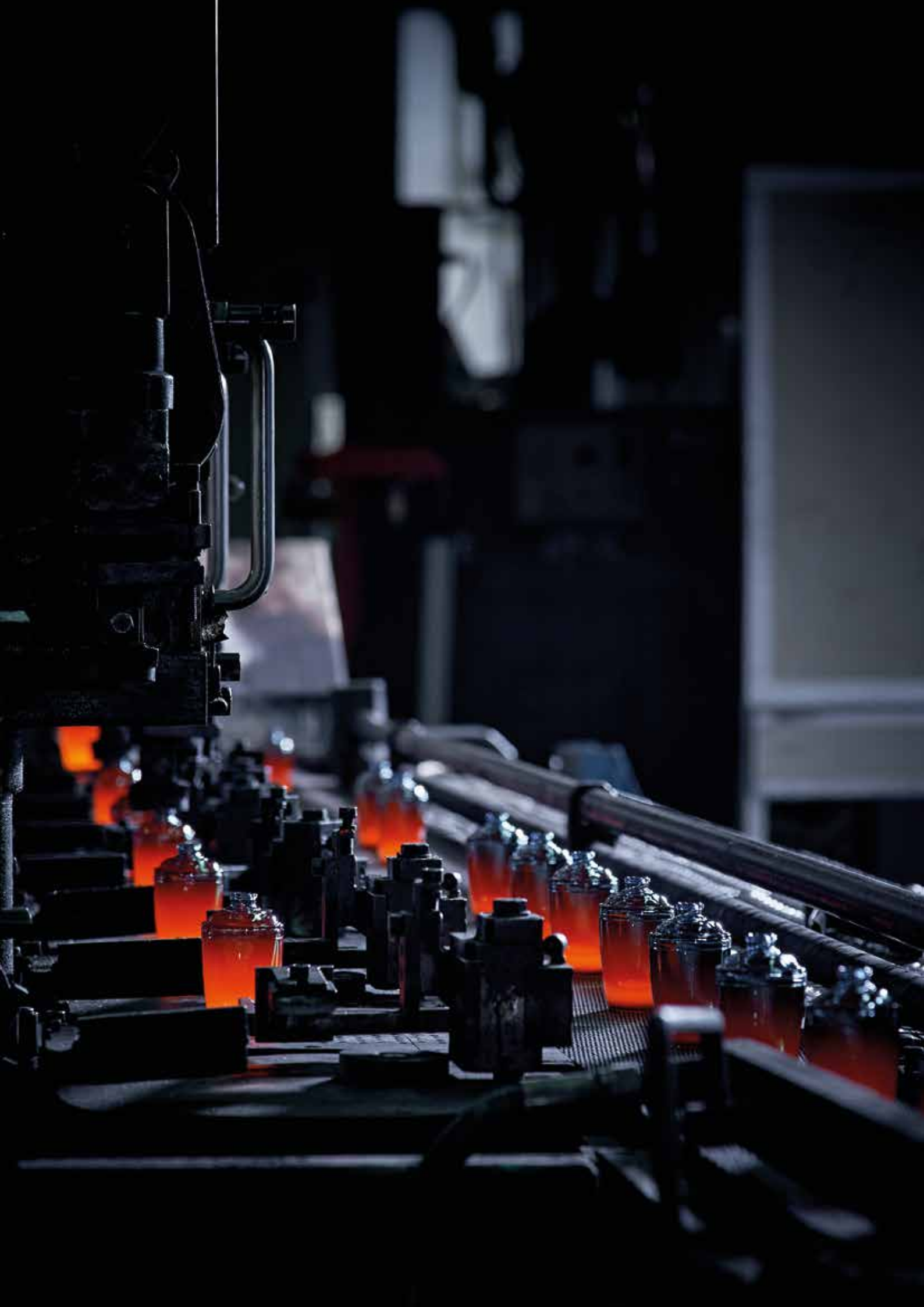
PRODUCTS FOR PERFUMERY AND COSMETICS

Research and development in this field is focused on the study of new techniques for manufacturing bottles that are increasingly more sustainable, advanced and sophisticated in terms of shape, weight and processing, through creative and elegant solutions and customisations. Moreover, in order to obtain innovative products, minimising defects and constantly increasing production efficiency, the R&D department conducts studies on the mixes, on the materials of the moulds and on the forming machines, in collaboration with Universities, Research Centres and the Experimental Station for Glass (SSV) in Murano.

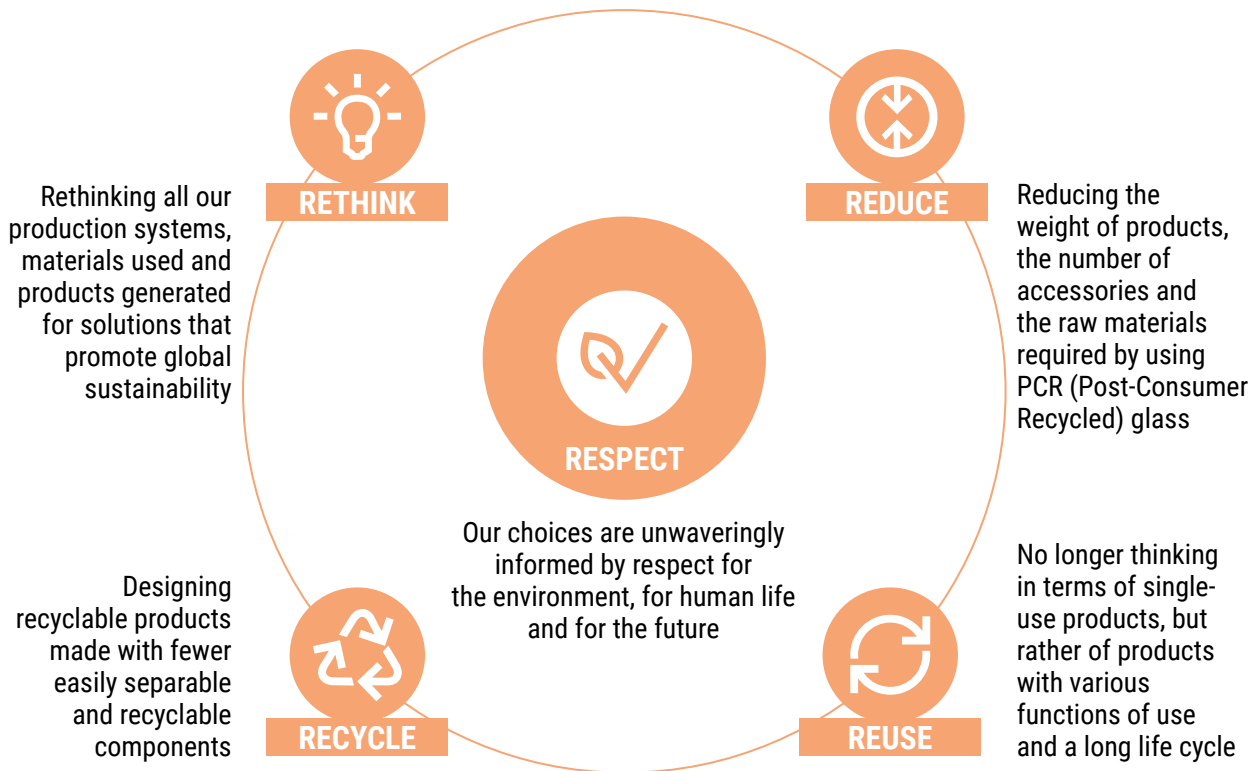


GLASSWARE PRODUCTS

The main research and development topics concerning Glassware innovation relate to the pursuit of increasingly environmentally-friendly packaging materials and, from the perspective of the circular economy, to the ongoing search for sophisticated and innovative shapes for specific uses, increasingly lightweight products, and treatments to extend product life.



SUSTAINABILITY THROUGH INNOVATION: THE CIRCULAR ECONOMY AND THE 5RS



From the earliest stages of product design to its application in production processes, particular attention is paid to environmental impacts; it is precisely through integrated treatment of these impacts that a reduction in the amount of nitrates in the glass formulation has been possible over the years - leading to a decrease in NO_x emissions - as well as the introduction of PCR (Post Consumer Recycled) glass, while maintaining high quality standards. Continuous innovation has always

motivated the Group to launch new projects and to seek solutions able to improve the performance and efficiency of its products and processes. This is demonstrated by the continuously increasing number of national and international patents owned by the company. As at 31 December 2023, the Group has a total of **49 patents**. To date, innovation has been guided by the theme of sustainability, and involved both product and process innovation projects. This is demonstrated by the fact that the latest

patents filed were almost all related to sustainability issues. Despite the great potential of glass, Bormioli Luigi Group is aware of the environmental impacts inherent to its sector. In fact, due to the high temperatures required to melt raw materials, glass production is an energy-intensive activity that generates greenhouse gas (GHG) emissions, mainly CO_2 and NO_x . In recent years, the Group has become increasingly committed to sustainable production, limiting consumption and waste of resources by



developing a strategic programme to integrate environmental responsibility into its business model. The strategy that inspires the Group in its business model, in the improvement of processes and development of innovative and sustainable products can be summed up in the principle of the 5Rs - Rethink, Reduce, Reuse, Recycle, Respect. Underlying this strategy is the inspiring concept of a modern circular economy that can ensure a sustainable growth system in which the word **waste** is synonymous with

resource. In this perspective, glass proves to be a very valuable material. In fact, because with recycling it retains its inherent mechanical and optical properties, without degradation of its structure or the need to add new raw materials, it turns out to be 100% percent recyclable for a potentially indefinite length of time. As a result, thanks to the recycling of glass, there is a significant reduction in the consumption of virgin raw materials. The Bormioli Luigi Group is constantly committed, through contin-

uous dialogue with its customers, and thanks to the continuous development of essential technical know-how, to raising awareness among its stakeholders of the benefits of glass and devising sustainable products that can minimise and mitigate environmental impacts, applying the principles of the 5Rs at all stages of the value chain, thereby protecting nature and the planet, without forgetting to preserve the aesthetic value of the product, which has always been an added value for the Group.

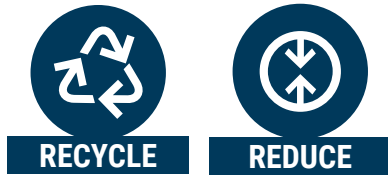
OUR PRODUCTS EVER MORE SUSTAINABLE



BEAUTY GLASS PACKAGING

At the request of our customers, bottles in the perfumery line also undergo continuous transformations and innovations related to environmental protection. To this end, there are studies that have developed prototypes that will reduce the presence of elements normally external to the bottle itself such as explanatory leaflets, typical for perfumery bottles, by replacing them with QR codes or permanent labels printed using the screen printing technique.

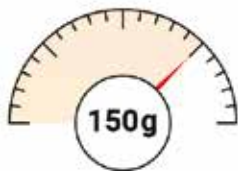




ECOLINE

ecoLine is the fruit of the Bormioli Luigi Group's desire to create a line of ultralight, sustainable glass packaging. Being small, light products, they are directly proportional to a reduction in the raw materials used. The focus on sustainability also extends to composition, as all products contain PCR (Post-Consumer Recycled) glass, and to recycling, with the Group expanding its EcoLine range in 2023 to offer new volumes and shapes. In this way, the Group strives to offer its customers more choice, thus meeting increasingly targeted and specific demands.

Laura Jar 50 ml
Pot Laura 50 ml



Jar 50 ml
Pot 50 ml



-40%
External volume
Volume extérieur

-58%
Glass weight
Poids de verre





RESPECT



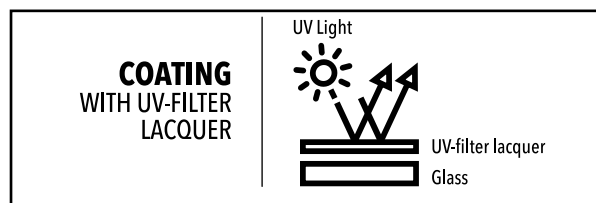
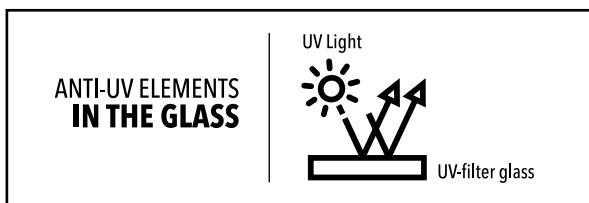
Patent

10202000021751
102021000002693

UV PROTECTION

The idea for this innovative proposal stems from the need to create the right solution for modern creams and fragrances, which contain natural formulas that are more unstable when exposed to sunlight.

Thanks to its R&D, the Group is able to offer two different **anti-UV** solutions: using lacquer or a specific glass composition (patented solution). Both have been developed without the use of heavy metals, thereby maintaining the recyclability of the glass. These solutions are also compatible with the use of PCR glass, with no aesthetic impact and lending itself to limitless decoration.





RETHINK



REDUCE

INTERCHANGEABLE NECKS



Patent
102020000025327

The power of this patented solution starts with the design: thanks to innovative customization of the mould, different neck patterns can be created. So the same bottle can be modulated and transformed into different models through modifications ranging from neck dimensions to the choice of a threaded or crimp neck. Thanks to this process, the Bormioli Luigi Group can reduce the number of mould sets, thereby reducing both costs and raw materials used.

ONE BOTTLE, ANY NECK

Moulding innovation allowing interchanging of the necks





RETHINK



INSIDE

INSIDE, a coating applied to the internal surface of the bottle which highlights the thickness of the glass, creating a 3D effect. Its special feature is that it is compatible with all the various traditional decoration techniques such as screen printing, hot stamping or lacquering.

Additionally, thanks to the development of a specific laser technology, a design or inscription can be made to emerge from INSIDE, offering yet another solution of choice.

The characteristics of the innovative raw material (water base), the absence of heavy metals, PCR glass-compatible technology, and guaranteed recyclability for products with INSIDE decoration provide yet another added value.



INSIDE-MIRROR

Created with the same chemical and mechanical characteristics as the classic version of INSIDE, this solution displays a new metallic decoration technique. The Inside-Mirror coating applied to the internal surface of the glass bottle or jar lends a brilliant mirror effect (gold, silver or any shade with covering capacity) to the volume of the glass, enhancing its reflections and shapes. It is also a sustainable product since it does not contain heavy metals and the recyclability of the product at the end of its service life is effectively maintained.





REVERRE



REVERRE is the result of continuous research into product innovations. The container combines eco-design, elegance and high quality in one product. With an inner jar made of 100% glass, directly replaceable by the end consumer, and a fully customisable outer container, REVERRE offers users a versatile product that can be separated into its component parts to facilitate recyclability after use, meeting even the most demanding requirements.

The other component parts used to complete the product are made of recycled material. The Group thus consolidates its commitment to further reducing the environmental impact of its products.



PRISMA

PRISMA is the fruit of an innovative under vacuum evaporation production process, developed by the Bormioli Luigi Group. Used in perfumery and luxury cosmetics, this process creates a true play of light and colour on the surface of the bottle, an iridescent effect that can be combined with any predominant shade of colour. An eco-friendly product, no solvent is required for its application and it contains no heavy metals or SVHC.





REDUCE

SAFEGLASS



This solution is applied like a lacquer and reinforces even the most exposed bottles by protecting the glass up to 40% more from impacts and, in the event of a breakage, holding the fragments together. This solution increases the scope for using glass, even lightweight glass, in applications where plastic is normally used. Furthermore, the SAFEGLASS solution does not compromise the reusability of glass, which is a great advantage in terms of the circular economy.



VELVET ON GLASS



Velvet on glass is the whole process of laying eco-designed - and therefore biodegradable - fibres on glass using a specially developed process compatible with market resistance specifications, in order to create a velvety effect. Velvety fibres of any colour can be applied as a uniform coating on the bottle, or only in specific areas, using an alternative application technology such as screen printing. In this way a decorative effect that enhances the tactile effect is obtained, thanks to the contrast between the warm velvet and the cold glass surface. Laser etching on the flocked surface provides yet another way to customise the product: the process is automatic, extremely accurate and perfectly repeatable, meaning that any motif or text can be etched on the coating.

THE CHARACTERISTICS OF OUR PRODUCTS



LONG SERVICE LIFE

Glass has a long service life and when tempered, its resistance increases 2.5 times



HYGIENIC

It preserves the quality of cosmetics, by not absorbing or releasing elements



SAFE

Our products do not contain heavy metals



SUSTAINABLE

Our products are 100% recyclable and infinitely reusable



NATURAL AND RECYCLED MATERIALS

Aware of the positive impacts that glass can have, the sector is witnessing a return to its use, a trend that the Bormioli Luigi Group is also promoting through new partnerships. This is evident, for example, in the new **Tango** line, developed in collaboration with the Minelli Group, which combines wood and glass in a lipstick container.



RETHINK

LIFE CYCLE ASSESSMENT

In 2021, Bormioli Luigi developed a system for calculating the environmental footprint of the entire life cycle of all its products. In the course of 2022, the same system was developed for calculating the LCA of all the decorating technologies and was implemented on the new decorated items. Bormioli Luigi uses a customised LCA tool to facilitate the decision-making process. The tool makes it possible to optimise product design for better environmental performance and provides customers with a criterion for assessing and comparing various potential designs for their glassware. This LCA tool was developed in collaboration with SPHERA, taking into account all the process parameters for glass production and decoration. Despite the sensitive results of the LCA analysis with respect to the input parameters, making it difficult to compare with other analyses performed, the methodology applied by the Tool was made compliant with ISO 14040:2016 and ISO14044:2016. Following this standardisation, the system certification process was initiated, and is expected to be completed by 2024.

OUR DECORATIONS

In addition to glass production, the Group offers its customers innovative decoration solutions through After Glass and Bormioli Luigi France. Among the initiatives undertaken in recent years, there are new techniques that enable the Group to meet the increasingly more demanding needs of its customers while reducing its environmental impact. The new decoration techniques, or improvements to such techniques, lead the way in playing a key role in the effort to reduce this impact, as they make it easier to increase the recyclability rate of the Group's products.

As such, the Group has thus improved its **Inside** technique in recent years. Given the chemical nature and application system developed, the transmission of light is confirmed, allowing such products to be treated as **glass with sufficient residual transmittance** to be correctly separated and recovered in the recycling process. At the request of its customers, the Group has refined this technique over the years on other raw materials.

The year 2023 saw the new **'Sputtering'** technique go-live, consolidating the Group's commitment to increasing its recyclability rate. Thanks to the vacuum deposition of micro metal flakes on the glass, this technique allows the product to be coated - in a particularly detailed and uniform manner - with an extremely thin layer, while nevertheless maintaining sufficient residual transparency to guarantee the transmission of light and thus its recyclability. The sputtering process involves three macro-phases, each carried out on an ad hoc production line to guarantee the high quality required by customers. Before and after the main processing in the vacuum machine, the product respectively undergoes treatment that further prepares and protects the surface. Thanks to this process and the inherent characteristics of the technique, the end product is suitable for recycling. Moreover, the Group is also committed to expanding its process of reviewing the raw materials used in the decoration plants.



GLASSWARE



The **Exclusiva - Longer Service Life Barware** collection is one of the most interesting lines for the Group in the tableware sphere: it consists of three different types of goblets, characterised by a thin and perfectly flat base, thin edges and a resistant stem, the product of exclusive XLT technological innovation, designed to maximise the stem's resistance to the most frequent causes of breakage (washing, twisting, daily use). The three glasses are complemented by three types of glasses, the product of a new heat-hardening process featuring the **Secure Edge** registered trademark, making the edges twice as resistant to impact compared to untreated edges. This process results in stronger, more durable glassware that is less susceptible to breaking during use, thus reducing the need for replacement. Aesthetics also play an important role: the facets lend the goblets and glasses an optical effect that makes them shine, enhancing the colours of each drink.



DRINKWARE

Our products are subject to a continuous process of reinvention, the aim of which is to extend their life and reduce their environmental impacts. The **Grandioso line** uses less glass, but without compromising on optimal functionality. The resulting products are lighter weight, with improved aesthetic appeal and quality.



RETHINK



REDUCE

In line with its 5R strategy, the Group pays particular attention to the choice of packaging materials.

The packaging design departments are working in cooperation with marketing and suppliers to develop and propose new solutions for more environmentally sustainable packaging, while verifying their costs, technical feasibility and resource requirements.

This trend has been evident for a number of years in some of the company's decisions implemented in the 'Beauty' product production and decoration plants, and is also now evident in the Glassware BU plants. Of particular note are the conversion in pallet wrapping technology, aimed at prioritising film-wrapping over other less sustainable techniques such as shrink-wrapping, and the studies carried out to make stretch plastic film thinner. Film-wrapping gives rise to a reduction in the use of plastic and natural gas, and an increase in operator safety. Overall, these changes have the potential to result in a 20-30% reduction in the consumption of plastics used for packaging.

Of note, finally, are the efforts made by the Glassware Business Unit, which conducted several studies into alternatives to plastic, mainly using recycled materials, including in response to the new European regulatory framework.

2.4.

SUPPLY CHAIN MANAGEMENT: A VIRTUOUS ECOSYSTEM

We pursue responsible sourcing practices through an ongoing commitment to sourcing sustainable raw materials while respecting human rights and the workers in our supply chain.

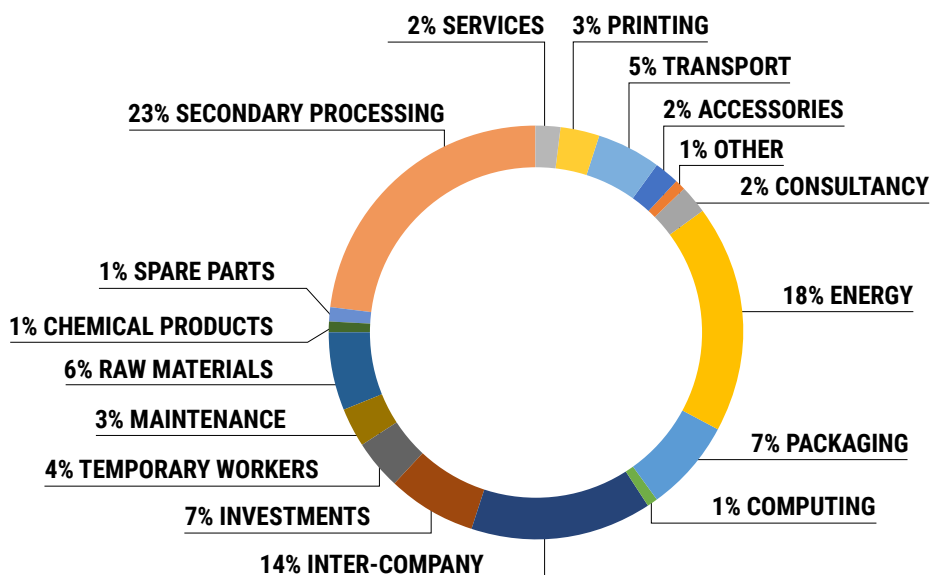
SUPPLIER SELECTION

To raise awareness among its suppliers of the importance of selecting increasingly sustainable materials, the Group has been implementing a supplier assessment and screening process in recent years. Currently, such assessments are only performed for suppliers of primary importance to the parent company, providing goods and services that have a significant impact on the industrial process. Specifically, these suppliers



















are required to sign the **Labour and Human Rights Policy** and the **General Purchase Conditions** in which direct reference is made to the Code of Ethics and the Organisation, Management and Control Model adopted by the Bormioli Luigi Group. Drafted in 2021, the new Supplier Code of Conduct was also signed by this group of suppliers during the year. There are plans to expand the current scope in the future, to include all those working at the Group's large construction sites.

Furthermore, and also with a view to being able to guarantee its stakeholders the high quality of the raw materials used or products/services purchased, the Group reserves the right to conduct audits at its primary suppliers' premises, sharing a report stating the results obtained. Before a new supplier can be entered in the Company register, the Bormioli Luigi Group carries out an additional screening process to gather general information on the company and on its service performance level and

DISTRIBUTION OF SUPPLIERS PER TYPE OF EXPENDITURE – 2023



OUR CHECKLIST FOR SUPPLIERS

WORK ETHICS	SALES ETHICS	ENVIRONMENTAL ETHICS
 CODE OF ETHICS	 CORRUPTION	 ENVIRONMENTAL CERTIFICATIONS
 DISCRIMINATION	 SUPPLIER ASSESSMENT	 WATER
 EMPLOYMENT CONTRACTS	 ETHICS AND TRAINING	 GHG EMISSIONS
 SAFETY IN THE WORKPLACE	 CERTIFICATIONS	 WASTE
 CHILD LABOUR	 PURCHASING POLICIES	 ENERGY
 FREEDOM OF ASSOCIATION	 LEGAL VIOLATIONS	 POLLUTING EMISSIONS

product quality. Only if this process produces a positive outcome does the Group proceed to add the supplier to the register.

ASSESSMENT ACCORDING TO SOCIAL AND ENVIRONMENTAL CRITERIA

With the aim of ensuring the highest quality products for its customers, the

Group's supply chain plays a key role in achieving this constant goal. Basing ourselves on sound principles of quality, ethics and sustainability, the Group subjects 100% of the new suppliers of its glass production plants to a social and environmental criteria assessment, in order to be able to guarantee responsible supply chain selection and management. In order

to make this assessment more efficient, Bormioli Luigi S.p.A. has drawn up a checklist containing the most relevant ESG aspects for an in-depth analysis of the Beauty BU suppliers in order to verify the minimum criteria of respect for the environment and social rights within the supply chain, while maintaining the utmost attention to the quality of products and services.



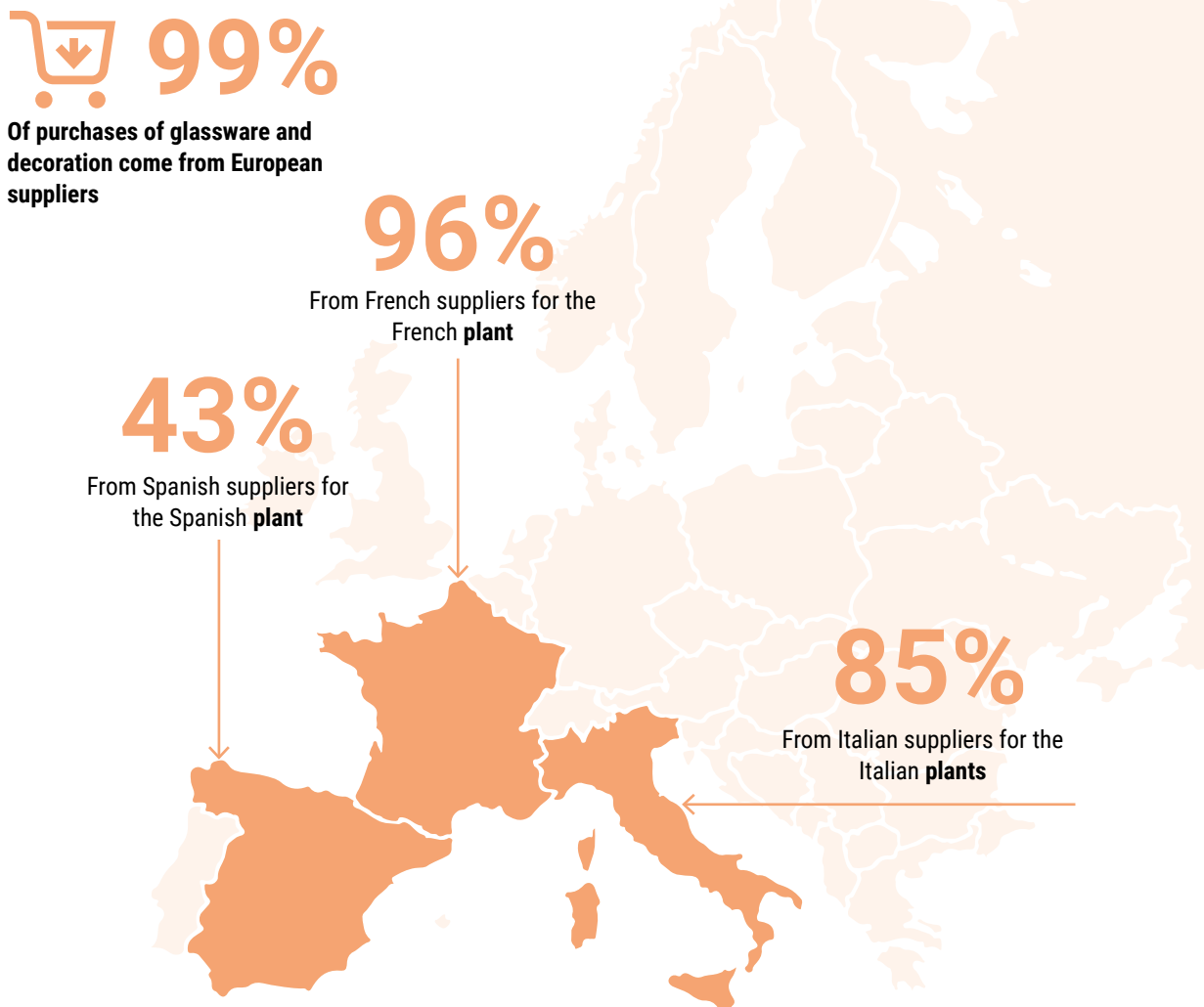
OUR SUPPLIERS' RISK ANALYSIS

To date, the Parent Company has conducted a preliminary sustainability risk analysis for each major supplier, using the following criteria: impact on the product or process, supplier location¹⁴, supplier replaceability, safety of the activities carried out by the supplier and environmental impact. The level of risk thus assigned defines the actions that the Group decides to take with respect to the supplier:

Extremely low risk

The Parent Company undertakes to raise the supplier's awareness and disseminate its own approach to sustainability by sending them a letter of invitation to join the Eco-vadis and Sedex platforms.

PERCENTAGE OF LOCAL PURCHASES¹⁵ FOR THE SIGNIFICANT SITES¹⁶ IN 2023



Low risk

In this case, in addition to sending the above-mentioned letter, the Parent Company will also conduct a questionnaire, drawn up for the purpose of delving into the supplier's management of ESG aspects.

Medium risk

For suppliers assigned a medium risk, an audit is conducted; based on the results of the audit, the Parent Company verifies various specific aspects concerning labour, business and environmental ethics, set out in a dedicated check-list. If the assessment process produces a negative outcome, the supplier is asked to

implement a series of corrective actions.

High risk

If the level of risk assigned is high, the audit is conducted following the SMETA procedure - Sedex Members Ethical Trade Audit - an internationally recognised methodology for assessing all aspects related to responsible business practices.

THE GROUP'S PURCHASES

Purchases for 2023 account for an annual expenditure of over €440,030 thousand. Most of the Group's purchases involved suppliers located in the European Union, in line with


the previous year. With only 1% (3% in 2022) of expenditure by the production and decoration sites in non-European countries, the Group confirms its commitment to promoting the creation of value for its local communities and supporting the expertise of the European glass industry, as well as its focus on reducing consumption and emissions generated by transport activities. Sustainable purchasing is, for the Group, the new frontier for launching a sustainable transformation of business, guaranteeing production that is increasingly more responsible and aware.

¹⁴ The supplier location risk level was assigned on the basis of the "ITUC Global Rights Index 2019" report.

¹⁵ The term "local suppliers" refers to all those suppliers who have their registered office in the national territory in which each company operates.






























¹⁶ The term "significant sites" refers to all the Group's production plants.

OUR AIMS

 **2026**
30% REDUCTION OF
 CO₂ EMISSION (SCOPE 1
 AND SCOPE 2) COMPARED
 TO 2019
2030
50% REDUCTION OF
 CO₂ EMISSION (SCOPE 1
 AND SCOPE 2) COMPARED
 TO 2019

 **2025**
OVERALL 30% REDUCTION
 OF WASTE GENERATED
 COMPARED TO 2019

 **2025**
OVERALL 10% REDUCTION
 OF WATER CONSUMPTION
 COMPARED TO 2019

	2022	2023	2024	2025	2026
	BORMIOLI LUIGI	BORMIOLI LUIGI	BORMIOLI LUIGI	BORMIOLI LUIGI	BORMIOLI LUIGI
 Technological efficiency improvements of the furnaces and production plants during refurbishment					
 Start up of the photovoltaic system at the Fidenza plant					
 Reduction of coloured cullet consigned as waste					
 Reduction of disposable consumables					
 Increased use of PCR with percentages available to customers of between 5% and 40% on articles for the perfumery and cosmetics sector					
 Installation of a number of hybrid furnaces, or furnaces constantly fed with EE (*) for a share of between 20% and 40%					
 Certification of all the categories relevant to Scope 3					
 Drafting of a water use efficiency improvement plan					
 ISO 50001 energy certification of all the Bormioli Luigi Group's glass plants in Italy					
 Energy certification ISO 50001 energy certification of the Bormioli Luigi Group glass plant in Spain					
 Implementation of the water use efficiency improvement plan					
 Acquiring 50% EE (*) from certified renewable sources					

(*) Electrical energy

03

RESPECT **OF THE ENVIRONMENT**

- 3.1.** The production process:
responsible management of
environmental impacts
- 3.2.** Monitoring and control
of energy consumption
and emissions
- 3.3.** The processing of the raw
materials: an art that is
reflected in the excellence of
the product
- 3.4.** Water resources management
and protection of the subsoil
- 3.5.** Waste management

3.1.

THE PRODUCTION PROCESS: RESPONSIBLE MANAGEMENT OF ENVIRONMENTAL IMPACTS

Our responsibility towards the environment is a process that begins with becoming aware of our impacts and is developed by conducting business in a responsible manner with a constant focus on sustainability.

The Group manages each of its production processes through the adoption of technological and operational options that allow it to monitor and minimise the environmental impacts of its operations.

Commitments to sustainable development and a continuous reduction of its environmental impacts are reflected in various systems and policies. An **Environmental Policy**¹⁷ has been adopted for all the Group's glassworks. In addition to focusing on all of the company's environmental impacts, this policy promotes certain solutions to reduce energy and water consumption and harmful emissions. The Parma and Abbiategrasso plants have had their **Environmental Management System (EMS)** certified since 2011, in compliance with the requirements of the **UNI EN ISO 14001** standard, and since 2013 have been involved in the **CDP (Carbon Disclosure Project)**, an independent organisation that offers companies and

countries a system for measuring, managing and sharing information on their impact on climate change. The Environmental Management System pursues the objective of continuous improvement of environmental performance, taking into account the entire product life cycle, and adopting instructions and procedures geared to control activities associated with significant environmental aspects. All environmental-related reports are handled by the **Environmental Manager**, a Group-level role.

Additionally, for all glassworks, the Group has an **Energy Policy and**

UNI EN ISO 14001:2015

The Environmental Management System (EMS) of the Parma and Abbiategrasso plants is certified in accordance with ISO 14001:2015

Strategy¹⁸, through which a commitment was made in 2021 to create and maintain an **Energy Management System** that meets the requirements of the **UNI EN ISO 50001** standard¹⁹, awarded in 2022, as a strategic element for achieving the best possible energy efficiency and for sustainable and lasting development.

In particular, the Energy Policy and Strategy is implemented through:

- the setting of energy performance goals, updated annually, and associated with specific programmes to facilitate their achievement, documented in the Energy Goals Plan, approved annually by the company management;
- support to guarantee availability of the information and resources required to achieve the energy performance goals;
- optimisation of energy consumption and reduction of greenhouse gas emissions, including by purchasing and self-generating energy from renewable sources;

¹⁷ Environmental Policy - Bormioli Luigi (<https://www.bormioliugi.com/it/sviluppo.html>)

¹⁸ Energy Policy and Strategy (https://www.bormioliugi.com/file/en/POLITICA_ENERGIA.pdf)

¹⁹ The Group's certified plants are those belonging to the company Bormioli Luigi Italia S.p.A. (Parma, Abbiategrasso, Fidenza and Altare).

OUR PRIMUS AND VITRUM PROJECTS

The Bormioli Luigi Group has drawn up an energy transition strategy to reduce its emissions by increasing the use of electricity, replacing natural gas, and simultaneously increasing the amount obtained from renewable sources.

With this in mind, it applied for and received funding through the Innovation Fund to launch two projects: 'Primus' and 'Vitrum'.

The 'Primus' project was completed at the Fidenza plant in 2023 and decarbonisation reporting will begin in 2024.

The Vitrum project, meanwhile, will be carried out at the Abbiategrasso plant in autumn 2024.

The goal of the Primus project is to identify new technologies for the construction of a more energy-efficient furnace for the production of superior crystal glass that will be able to reduce the amount of GHG emissions. This solution involves the partial electrification of the furnace, the recovery of the residual heat from the furnace's exhaust gases and an innovative solution to recover the heat of the exhaust gases in



Co-funded by
the European Union

the furnace ducts. The project will be implemented at the Fidenza factory and will contribute to the decarbonisation of the production of superior crystal glass. The expected result is a significant reduction in GHG emissions of 28% compared to the existing solution.

In addition to the partial electrification of the furnace, the reduction in GHG emissions is attributable to the system for recovering the residual heat of the furnace exhaust gases, and from the exhaust gases in the hybrid furnace ducts. The first will collect the heat generated by the fumes of three melting furnaces and use it to generate domestic hot water, thus bringing about a

significant reduction in the heating consumption of the entire plant.

The second, on the other hand, is an important attempt on the part of the hollow glass manufacturing sector, to apply regenerative technology to the burners of the glass cooling channels. This technology is patent pending. Potentially, this development will be able to recover approx. 85-90% of exhaust gas heat with an impact on the reduction of input consumption of 45%. Thanks to the Primus project, CO₂ emissions will be cut from 6.8 tonnes to 2.6 tCO₂eq, achieving a reduction of 61%. After ten years of operation, therefore, an absolute GHG reduction of 42,000 tCO₂eq will be obtained.

The goal of the Vitrum project is to develop an innovative technology for a melting furnace powered both by natural gas and by electricity, for the production of high-quality glass. This will be combined with substantial use of cullet (PCR) and a more efficient furnace duct conduction system. The project will be developed at the Abbiategrasso plant.

- support to purchase efficient technologies and services that improve energy performances and support to consider improvement of energy performances in the context of planning activities.

All actions also implemented at an individual company level are intended to implement the principles of environmental responsibility in keeping with the goals of the 2030 Agenda for Sustainable Development adopted by the United Nations, with particular reference to Sustainable Development Goals 6, 7, 12 and 13.

These include, for example:

- identification of the figure of **Energy Manager**, pursuant to Italian Law 10/91, following the awarding of ISO 50001:2018 certification;
- **energy analyses** aimed at analysing the main sources of consumption and deciding upon potential actions for improvement.

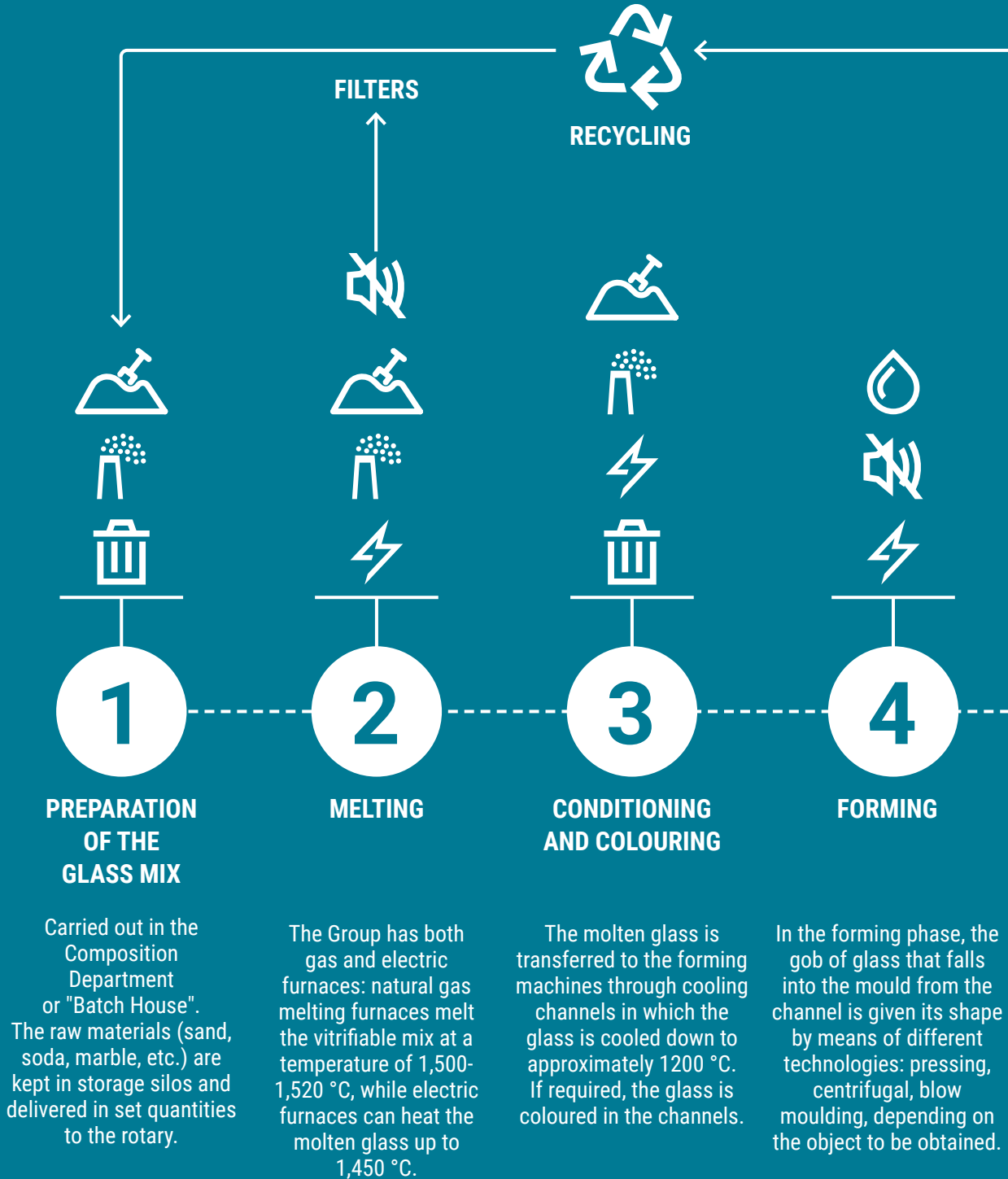
All the glassworks²⁰ in the Bormioli Luigi Group are required to obtain an authorisation in accordance with the principles of IPPC (Integrated Pollution Prevention and Control) and with Italian Legislative Decree

152/06. Accordingly, the company is obliged to observe a Monitoring and Control Plan, drawn up by the local authorities, to ensure compliance with the environmental legislation in force.

Moreover, the use of larger melting furnaces, instead of a higher number of small furnaces, brings about a reduction in specific consumption and emission levels for the same amount of molten glass. The Group continues to improve its system for reducing the dust and fumes dispersed in the workplace, especially in the coloured glass production areas.

²⁰ Reference is to Bormioli Luigi S.p.A.

THE PRODUCTION OF THE BORMIOLI LUIGI GROUP





KEY MANAGEMENT OF THE WASTE PRODUCED



EMISSIONS INTO THE ATMOSPHERE



CONSUMPTION OF RESOURCES



ENERGY CONSUMPTION

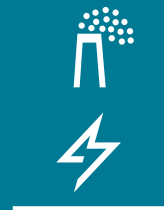


WATER RESOURCES MANAGEMENT



NOISE EMISSIONS

WASTE RECOVERY



5

ANNEALING AND TEMPERING

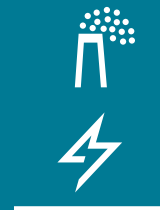
Achieved by gradually cooling the articles inside a gas, electric or hybrid furnace. This is to avoid the formation of permanent stress inside the glass which could affect the strength of the final product.



6

CONTROL AND REUSE OF CULLET

The articles reach the quality control, selection and packaging zone where they are each manually and automatically checked using sophisticated optical machinery to detect defects. Rejected articles are sent to the crushing systems to generate new cullet to be sent back to the production cycle.



7

OPTIONAL DECORATION AND FIRING

By means of various techniques (e.g. lacquering, screen printing, Inside®, gluing, etc.), the glass is decorated and customised. Many decorations require a “firing” process, involving heating in a controlled manner in a furnace to ensure their quality and stability.



8

PACKAGING AND STORAGE

Articles that pass quality control are packaged in cardboard or plastic ready to be sent to the customer and stored while awaiting shipping.



3.2.

MONITORING AND CONTROL OF ENERGY CONSUMPTION AND EMISSIONS

By investing in the maximum efficiency of our production plants and developing new technologies, we are passionately committed to reducing our consumption of energy and respective emissions to a minimum in order to guarantee increasingly sustainable quality glass.

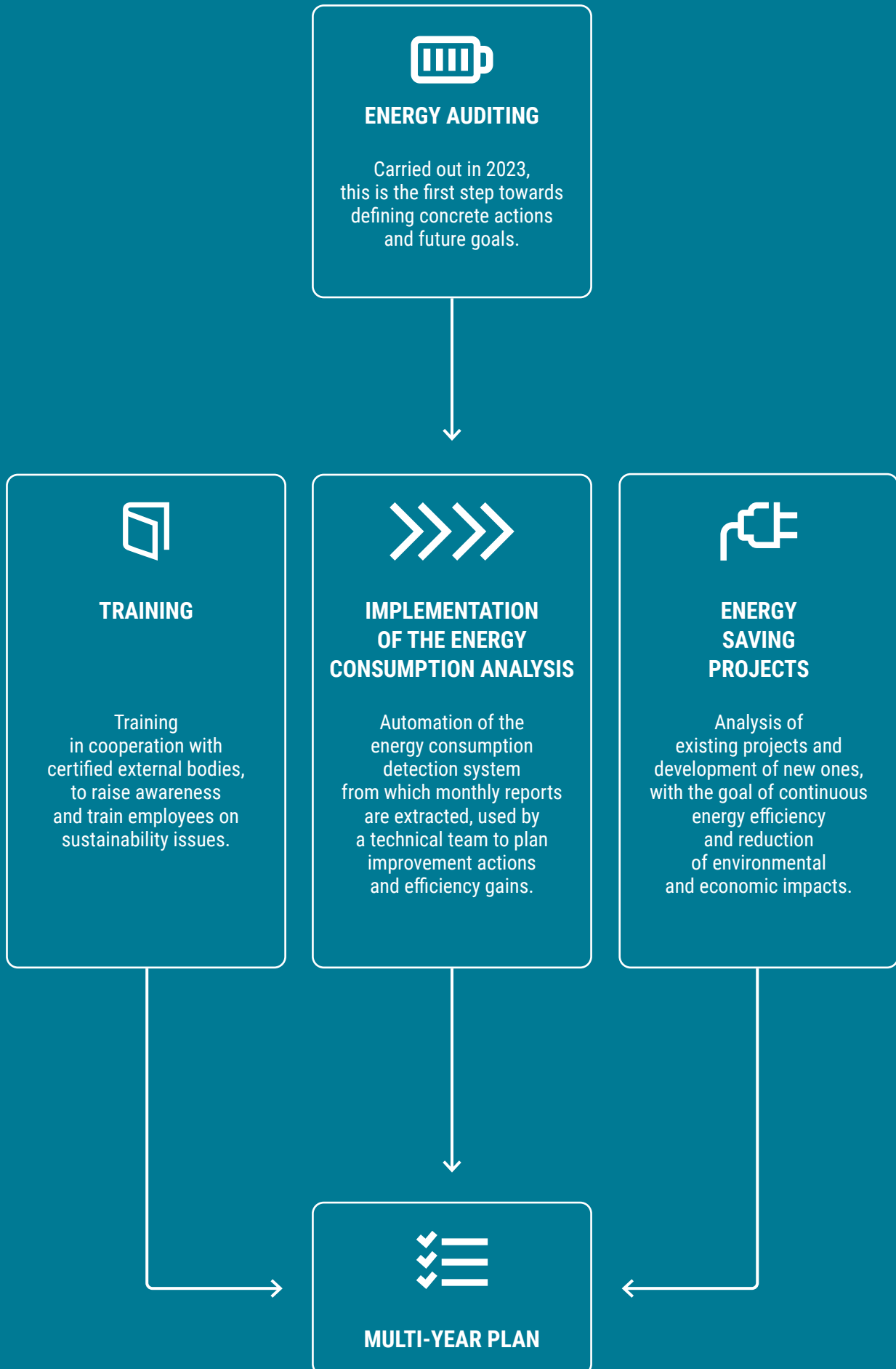
By its very nature, the glass-making process is extremely energy-intensive, due to the very high temperatures required to melt the vitrifiable mix in furnaces that are constantly in operation, to the production of compressed air, and to annealing operations.

Specifically, the high-temperature melting furnaces used as part of the glass production process are characterised by emissions into the atmosphere of greenhouse gases

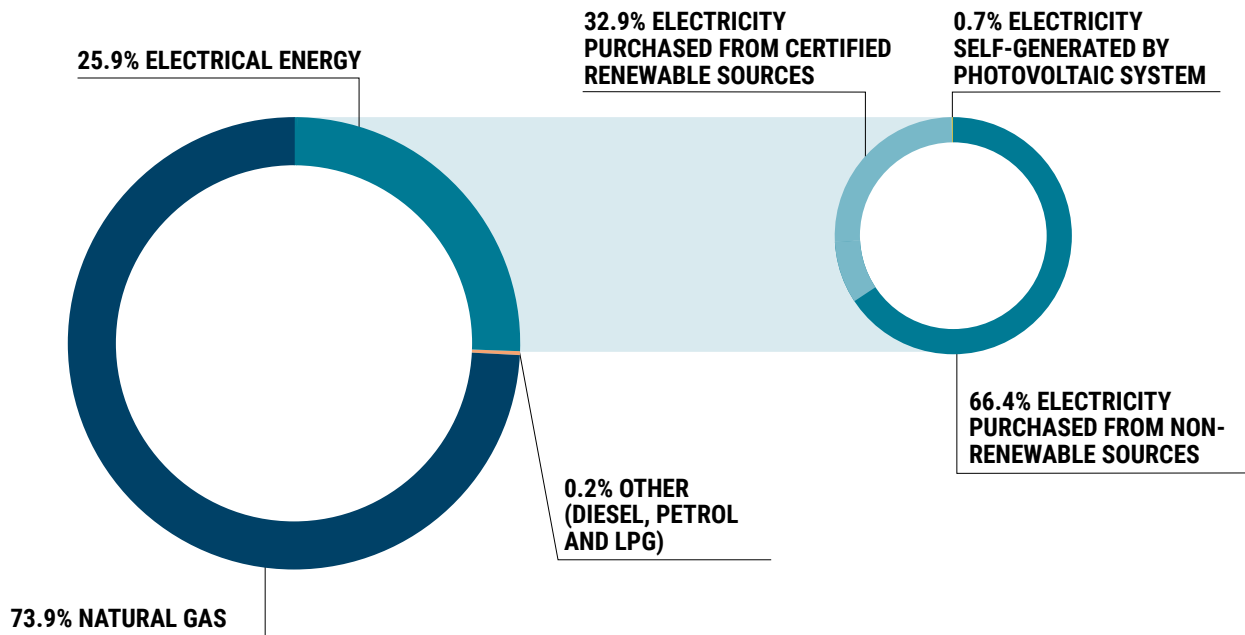
(GHG) and other polluting gases.

Acknowledging this, the Group has always been committed to monitoring and reducing the energy consumption of its plants, a goal confirmed by the various activities undertaken by the Group, such as the **2023-2027 industrial plan** that is focused on an internal reorganisation of the production lines. This commitment by the Group is in line with its stated decarbonisation goals. The Group's **Energy Manager** contributes to

the company's sustainable growth and to monitoring KPIs related to energy consumption. The figure is supported by several **Energy Teams** at the glass production sites certified in accordance with ISO 50001:2018. The Group has formalised and scheduled meetings between the Energy Manager and the various teams, to ensure regular updates are provided on progress with regard to the goals and initiatives, and on the overall energy situation.



ENERGY CONSUMPTION BY ENERGY SOURCE 2023²¹



The main energy sources used by the Bormioli Luigi Group are natural gas (73.9%) and electricity (25.9%). Remaining energy consumption is accounted for by other non-renewable sources (0.2%), i.e. diesel, petrol, LPG and HVO. Almost one third of energy consumption from electricity consists of purchased electricity from renewable sources, with certified **Guarantees of Origin** (GO), while a small portion consists of self-generated renewable energy (0.7%), up from last year (+33%). In fact, a photovoltaic plant with a

design capacity of 1,900 MWh/year was commissioned at the Fidenza plant in 2022, installed on the roofs of all warehouses.

Energy consumption totalled 3,121,326 GJ in 2023, a reduction of approx. 9% compared to 2022²².

Used for melting, cooling the glass and, to a lesser degree, for other uses, natural gas plays an important role in the production process, and residually, in heating the premises and producing hot water.

Electricity is predominantly used for the electric melting furnaces, producing compressed air for the compressors, and the operation of all general systems and machinery.

Other consumption related to fossil fuels primarily involves internal use to fuel vehicles (forklift trucks, wheel loaders), company cars, and the emergency generator sets.

As far as atmospheric emissions are concerned, the Bormioli Luigi Group operates in compliance with European regulations on CO₂ emis-

²¹ The scope of reporting concerning consumption and related emissions is limited exclusively to the glassmaking and decoration companies of the Group, i.e. Bormioli Luigi S.p.A., Bormioli Rocco S.A.U., Bormioli Luigi Francia S.A.R.L. and After Glass S.p.A.

²² Given the marginal consumption by the non-productive sites - mainly small offices and warehouses - the scope of reporting for this indicator is limited exclusively to the Group's glass production and decoration sites.

OUR LOGISTICS

As it is fully aware of the environmental impact of its transport, the Bormioli Luigi Group is committed to optimising and implementing actions designed to reduce emissions produced by said transport. From this perspective, the Group prefers to move its products by intermodal transport; the reorganisations of the production lines currently under way are also aimed, among other things, at reducing transport between the various sites.

In 2023, total consumption for in-house logistics consisted of: 116,488 litres of diesel, 18,665 litres of petrol, 73 litres of biodiesel and 7,007 kg of LPG.



sions, monitoring its allowance of carbon dioxide emissions annually, and promoting a constant commitment to progressively reducing it.

The specific focus on monitoring GHG emissions is reflected in its preparation of a GHG inventory. Certified until 2023 for the Parma and Abbiategrasso plants in accordance with the ISO 14064-1 standard, this inventory will be certified in 2024 on the basis of the international GHG Protocol Corporate Accounting and Reporting Standard and will cover the Group's five glass production plants.

This reporting process gives rise to monitoring of the various sources of GHG that generate direct (Scope 1²³), or indirect (Scope 2²⁴) emissions from electricity consumption. With regard to calculating Scope 2 emissions, the reporting standard used (GRI Sustainability Reporting Standards 2021) provides for two different approaches: **Location-Based** and **Market-Based**. Location-Based emissions are detailed in the diagram, while for details on emissions calculated using the Market-Based methodology, please refer to the tables provided in the appendix to this report.

OTHER POLLUTING EMISSIONS RELEASED INTO THE ATMOSPHERE

The activities carried out at the Group's production plants require the use of natural gas combustion and the melting of raw materials at high temperatures, leading to the emission of gas pollutants, among which, in particular, carbon dioxide (CO₂), nitrogen oxides (NO_x), sulphur oxides (SO_x), dust and carbon monoxide (CO).

The same types of emissions also exist at our decorating plants, albeit in limited quantities.

With a view to containing and reducing its polluting emissions, the Group has been implementing a number of measures for the past two years, including installation of electric melting furnaces, hybrid annealing furnaces, and burners with reduced NO_x emissions.

Emission abatement systems were installed, including electrofilters (at the Fidenza and Altare plants) and bag filters (at the Parma and Abbiategrasso plants), to reduce the amount of pollutants released into the atmosphere.

Finally, pollutant emission detection systems were installed at the Parma and Abbiategrasso sites for control and monitoring purposes.

The tables in the appendix show the details of the trends in the Group's main pollutant emission categories.

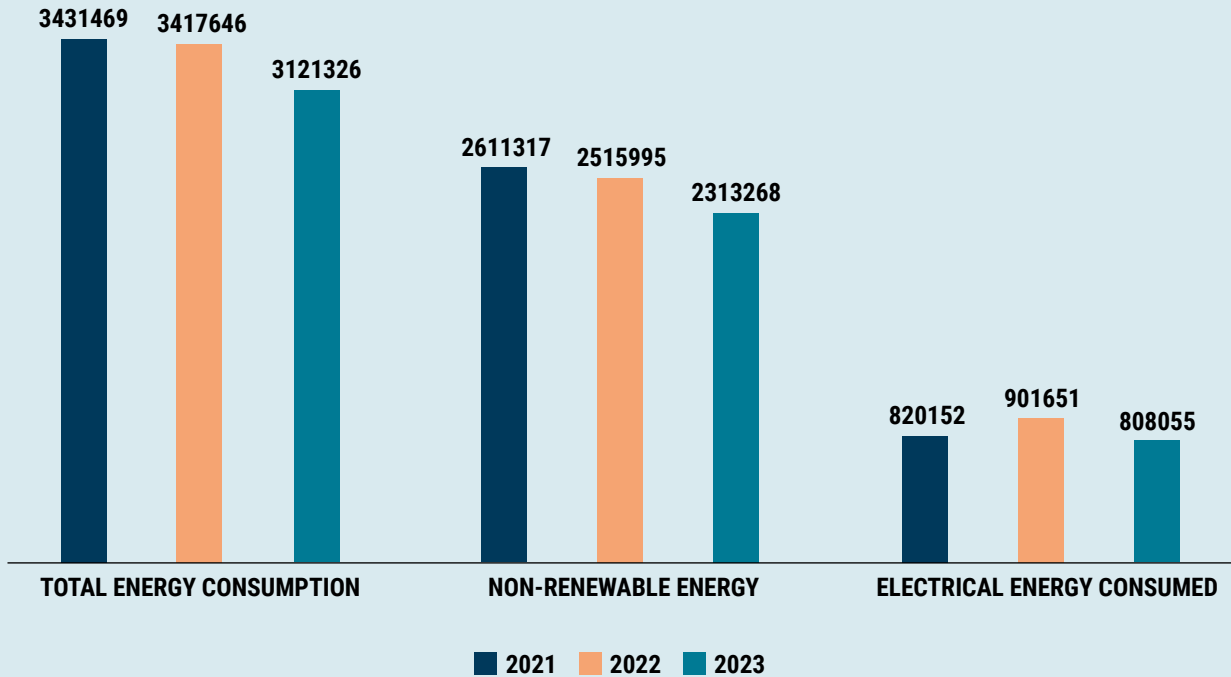
Compared to the previous year, the Group's overall emissions decreased by 9.61% to 210,866 tCO₂eq. Most of these emissions (73.74%) are direct emissions, generated during the Group's production process, while indirect emissions, following the Location-Based methodology, account for 26.26% of the total emitted by the Group in 2023.

The above-mentioned reduction in energy consumption and emissions between 2022 and 2023 is mainly attributable to the hybridisation and refurbishment of some melting furnaces, conversion of the product category of some production lines, the consequent reduction in production activities, and the increasing purchase of energy from GO-certified renewable sources. In fact, following the company merger in 2023, the Group's glassworks underwent a production reorganisation process, arising from the company's desire to assign specialisations to the various plants and ensure a more homogeneous breakdown of production among the two divisions.

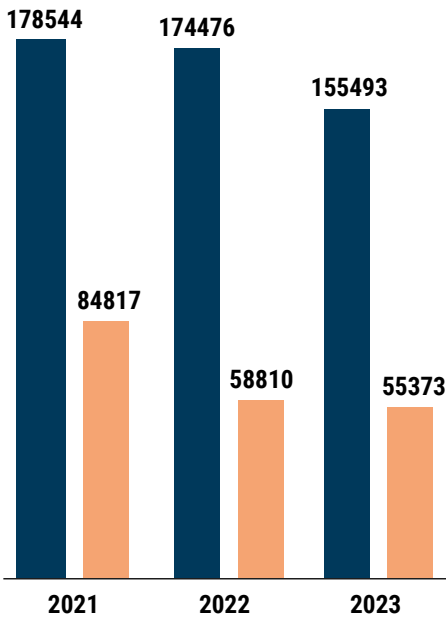
23 2023 emissions were calculated in terms of CO₂ equivalent in accordance with the inventory of CO₂ emissions envisaged by the GHG Protocol Corporate Accounting and Reporting Standard and certified by an independent third party company. For more details on the emission factors used to calculate the 2023 inventory, please refer to the tables in the appendix to this report. For further information on the calculation of emissions for 2021 and 2022, please refer to the Sustainability Report 2022.

24 The reporting standard used (GRI Sustainability Reporting Standards) provides for two different approaches for calculating Scope 2 emissions: "Location-Based" and "Market-Based". The "Location-Based" approach involves the use of average emission factors relating to specific national energy mixes of electrical power generation while the "Market-Based" approach involves the use of emission factors defined on a contractual basis with the electricity supplier. In 2023, emissions were calculated in terms of CO₂ equivalent in accordance with the GHG Protocol. It is hereby noted that emissions relating to the Bormioli Luigi S.p.A. companies (for the Parma, Abbiategrasso, Fidenza and Altare sites) and Bormioli Rocco S.A.U. have also been certified by an independent third party. For more details on the emission factors used to calculate the 2023 inventory, please refer to the tables in the appendix to this report. For further information on the calculation of emissions for 2021 and 2022, please refer to the respective 2022 Sustainability Reports.

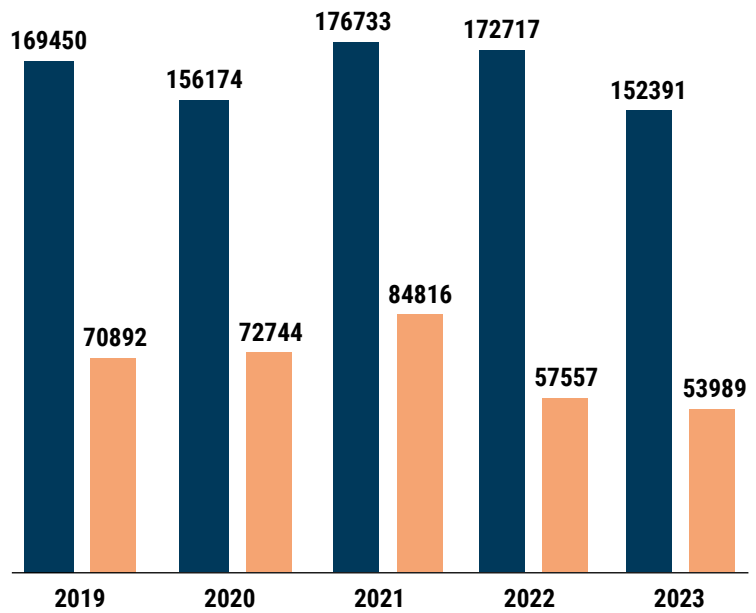
ENERGY CONSUMPTION GROUP (GJ)



SCOPE 1 AND SCOPE 2 LOCATION-BASED (tCO₂eq)



SCOPE 1 AND SCOPE 2 LOCATION-BASED (tCO₂eq)²⁵ OF THE GLASS PRODUCTION PLANTS



■ Scope 1 ■ Scope 2 (Location-based)

²⁵ This table presents the emissions of the Bormioli Luigi S.p.A. companies (Parma, Abbiategrosso, Fidenza and Altare) and Bormioli Rocco S.A.U. only, with respect to the base year 2019 (and subsequent years), in order to make this figure easily comparable.

3.3.

THE PROCESSING OF THE RAW MATERIALS: AN ART THAT IS REFLECTED IN THE EXCELLENCE OF THE PRODUCT

The quality of Bormioli Luigi products is defined by the way we work: in order to guarantee products of excellence, we control and select raw materials extremely carefully and meticulously.

The raw materials necessary for the production of glass, which is one of the oldest materials known to man, are typically defined as being non-renewable, i.e. they cannot be renewed in a short period of time. Glass is produced from raw materials such as quartz sand, which is transformed into the end

product by melting. The careful selection and mixing of these components guarantees the extremely high quality of the Bormioli Luigi Group's glass products. From their production through to packaging, the following materials²⁶ are used: virgin raw materials, secondary raw materials²⁷, semi-finished products for mould

construction, packaging materials such as paper, wood and plastic, and raw materials for decoration, such as lacquers, varnishes and glues. With a view to reducing the use of virgin raw materials as much as possible, the Group favours the use of **PCR (Post-Consumer Recycled) glass** and **internal cullet**.



²⁶ Included within the scope of reporting for the GRI indicator relating to the materials are the companies Bormioli Luigi S.p.A., Bormioli Rocco S.A.U., Bormioli Luigi France S.A.R.L. and After Glass S.p.A.

²⁷ Reference is to PCR (Post-Consumer Recycled) glass.



3.4.

WATER RESOURCES MANAGEMENT AND PROTECTION OF THE SUBSOIL

To reduce our water withdrawals and promote sustainable and compatible use of this resource, we adopt recycling and recovery measures as far as possible, through the use of closed industrial circuits, and we use waste water treatment systems before releasing the water back into the environment.

Aware of the importance of water, the Bormioli Luigi Group takes great care and attention to reduce its water consumption, by minimising waste as much as possible. With a view to effectively managing effluents as well, the Group has equipped itself with waste water treatment systems, which run a final check on the quality of the water being discharged before it is released into the environment.

Water withdrawals²⁸ are mainly used for industrial production purposes and partly, in much smaller quantities, for domestic supplies. Well water, and to a lesser extent water from surface water bodies, is used for industrial activities such as the cooling of the glass, the cooling of the machinery most subject to thermal stress, and the washing of the moulds and the mechanical parts, while the water withdrawn from the mains serves exclusively for municipal use.

Consistent with the Group's focus on saving and recovering water

resources, various initiatives have been undertaken at the level of the individual production sites, such as the Parma plant where a system for the depuration and recycling of water has been in operation for many years now, thanks to which about 60% of the water withdrawn at the plant is purified and reused. In the production plants in Abbiategrosso and Fidenza, on the other hand, the Group uses a recirculation system that makes it possible to limit the quantity of water drawn from the well.

Evaporative cooling towers are also installed at Altare and Parma to recover cooling water from the circuits of a furnace and from the compressors, respectively, leading to significant savings in water withdrawals from the river.

With regard to the impacts of the Group's activities in water-stressed areas²⁹, only the Azuqueca plant in Spain presents a high risk, due to the fact that areas of the territory are characterised by the inability to meet water, human and ecological

demands. In order to identify water-stressed areas, use was made of the 'Aqueduct Water Risk Atlas' tool developed by the World Resources Institute³⁰.

As the plant operates in a water-stressed area, the Spanish company has in the past been affiliated with the 'COGEVI' consortium, allowing the Group to treat industrial water by means of a purification plant and promoting the reuse of water discharges within the production process. This has meant that all the water withdrawn could be recovered, forming a closed loop and leading to a 67% drop in consumption.

In 2023, total water withdrawals amounted to 1,550 megalitres (ML), a slight decrease on the previous year, the majority (i.e. 95%) of which was withdrawn from non-water-stressed areas. As shown in the diagram, these withdrawals mainly come from groundwater and surface water and, to a limited extent, from third parties, i.e. water mains.

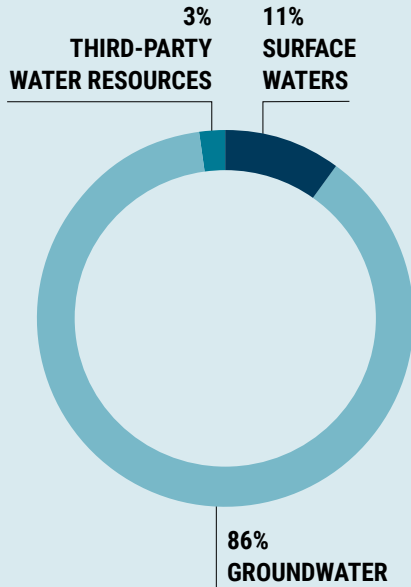
²⁸ All the Group's plants use fresh water, i.e. water with a total dissolved solids concentration of 1,000 mg/l or less.

²⁹ Water stress can refer to the availability, quality or accessibility of water.

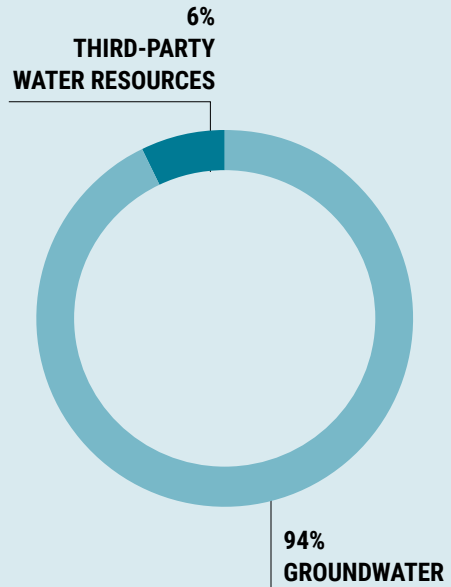
³⁰ The tool is available online on the website: <https://www.wri.org/our-work/project/aqueduct>. In this report, only sites to which the above tool attributes a high risk are deemed to be in water-stressed areas.

WATER WITHDRAWAL BY SOURCE 2023

NOT UNDER WATER STRESS

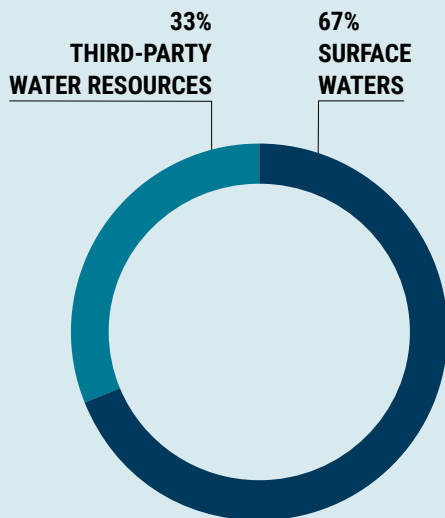


UNDER WATER STRESS

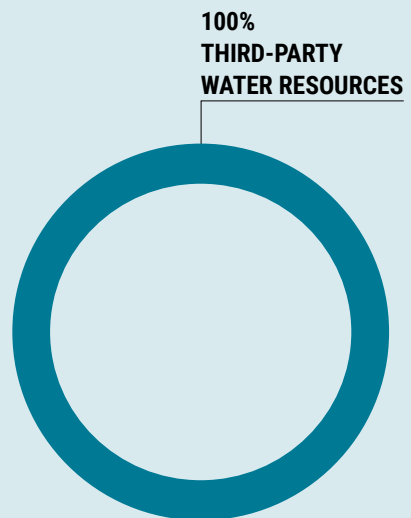


WATER DISCHARGE BY SOURCE 2023

NOT UNDER WATER STRESS



UNDER WATER STRESS



WATER MANAGEMENT POLICY

Bormioli Luigi S.p.A. is aware of the extent to which water is an indispensable resource for life and how the problems associated with its availability affect many areas; this is why it is committed to the sustainable management of this precious commodity, aligning itself with the UN 2030 Agenda for Sustainable Development Goal, SDG 6, "Preventing wastage of water resources". Water is indispensable in the activities of a glassworks and is mainly used for the cooling of production waste. Bormioli Luigi is therefore committed to the use of technologies designed to improve the efficiency of industrial water management so as to increase the rate of water recovery and recycling and reduce fresh water withdrawals.

A more sustainable use of water resources is a key theme for Bormioli Luigi in the present and in the future. The company uses purification systems to help preserve fresh water, reducing consumption and pollution, avoiding the use of substances that can lead to chemical pollution, and monitoring the first

layer of the groundwater, while also safeguarding local communities. Since the late 1990s, Bormioli Luigi has put in place an industrial waste water purification system in the Parma production plant, with the aim of recycling this water, thereby reducing the consumption of fresh water. Nowadays, four of the five glass production plants of the Group are equipped with waste water purification systems. Thanks to the recycling of purified waste water since the early 2000s, the amount of water drawn from wells has been reduced by 70%. Furthermore, it has adopted measures to mitigate the impacts of climate change by collecting rainwater from heavy rainfall events and arranging for its gradual release.

The company's commitment to responsible water management is further confirmed through the adoption and maintenance of ISO 14001 certification, membership of the Ecovadis and Sedex platforms and participation in the CDP Water Security questionnaire.

As regards water discharges, the total volume discharged by the Group's plants was 1,475 ML, a trend consistent with withdrawals. Total water consumption, calculated as water withdrawal net of water discharged, amounted to 75 ML for the 2023 financial year, a decrease on last year³¹.

Most of the Group's water discharges are released into surface waters and are subject to monitoring from a prevention perspective. In fact, the waste water from production activities is used in cooling operations and therefore contains traces of lubricants. As such, before such water can be discharged, it undergoes various treatment processes. At the Parma plant, for example, the waste water is treated preventively at a chemical-physical purification plant, followed by a

sand filtering phase. A portion of the water purified by the company purification system is then put back into the production plant to be reused in the production cycle, while the rest (approx. 40%) is discharged into surface water bodies following a further sand filtering treatment.

A project to improve the system for collecting and discharging rainwater has been underway at the Abbiategrosso plant since 2019, with the aim of mitigating the effects of the most intense rainfalls and the load on the public sewer system. The rainwater from the roofs are channelled into a system of dispersion trenches which discharge the water into a large surface area underground.

BORMIOLI'S ACTION AGAINST SOIL POLLUTION

The Group does not carry out any activities that could result in direct inputs of substances into the ground likely to cause chemical pollution. Contamination of the ground could only derive from accidental events such as oil spills or fugitive emissions, due to leaks from the underground sewage system of the production plants.

In order to avoid the risk of these substances becoming incorporated in the soil or transported by irrigation water or rainwater, resulting in pollution, provisions have been made at the Parma, Fidenza and Altare plants to monitor the first layer of the groundwater. The data of the water samples withdrawn are analysed periodically, on the basis of the parameters considered most important.



3.5.

WASTE MANAGEMENT³²

Proper waste management is essential to avoid burdening the environment, which is why the Group is constantly researching innovative methods to reduce waste production and find new ways to recover it.

Most of the waste produced by the Bormioli Luigi Group derives from the production process, which has been reviewed over the years for the purpose of reducing final waste.

Today, the Group recovers **100%** of its colourless glass waste internally, reintroducing it into its production process. This not only leads to a saving in terms of raw materials purchased, but also enables the Group to reduce its energy consumption.

Coloured glass waste, on the other hand, is sent for recovery at authorised plants and then used at other glassworks as secondary raw materials.

At other levels of the value chain, such as packaging materials, the Group has always placed great emphasis on seeking feasible alternatives to reduce the quantities used. This is why research for a material to replace plastic in packaging will continue in the years to come, as it is the only material capable of withstanding the heat emitted by the finished product.

In the 2023 financial year, a total of 16,347 tonnes of waste was generated at a Group level, up 23% on the revised 2022³³ figure, most of which (92% of the total) was non-hazardous waste.

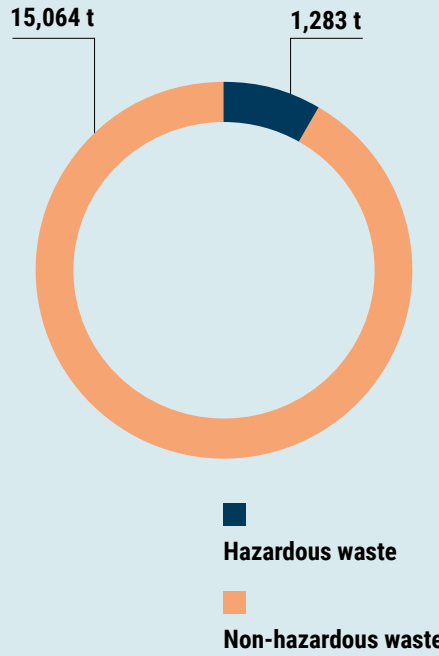
The Group's commitment to increasingly responsible waste management is reflected in the rate of the waste sent for recovery, amounting to 75% of the total hazardous and non-hazardous waste. In fact, even the hazardous waste (a total of 1,283 tonnes generated in the course of the year) was also partially recovered.

For more details on waste data and trends, please consult the Appendix to this Annual Report.

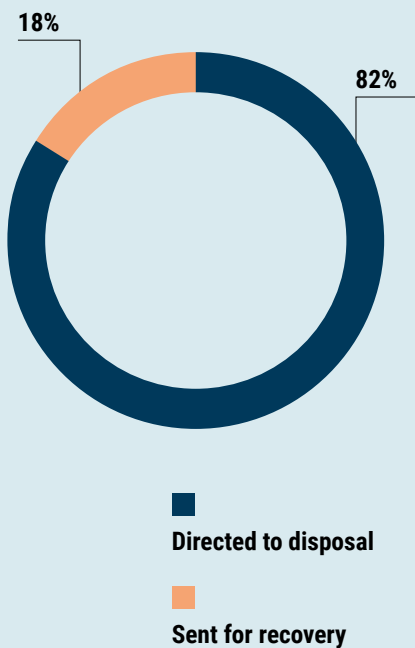
³² The scope of reporting concerning consumption and related emissions is exclusively limited to the glassmaking and decoration companies of the Group, i.e. Bormioli Luigi S.p.A., Bormioli Rocco S.p.A., Bormioli Rocco S.A.U., Bormioli Luigi Francia S.A.R.L. and After Glass S.p.A.

90 ³³ It should be noted that the data for the years 2021 and 2022, presented in the Appendix, have been revised following an improvement of the data collection process. For previously published data, please refer to the 2022 Sustainability Report. The increase on 2022 is mainly attributable to an increase in glass waste delivered to authorised plants.

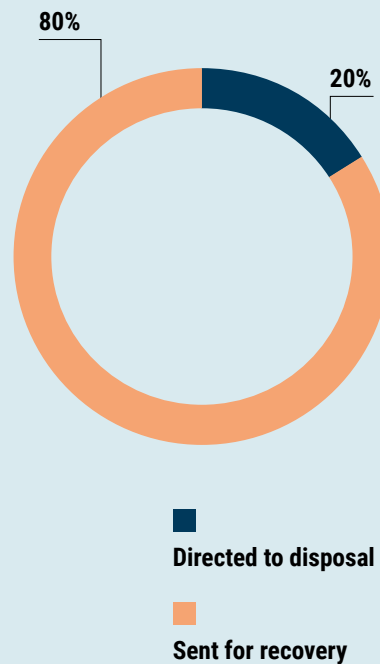
BORMIOLI LUIGI GROUP WASTE (2023)



HAZARDOUS WASTE (2023)



NON-HAZARDOUS WASTE (2023)



OUR AIMS



2025
CONSTANTLY INCREASE
THE VALUE OF OUR
PEOPLE



2025
CONTINUOUS IMPROVEMENT
OF OUR OCCUPATIONAL
HEALTH AND SAFETY
INDICATORS IN TERMS OF
FREQUENCY RATE AND
SEVERITY OF INJURIES

	2022	2023	2024	2025	2026
	BORMIOLI LUIGI	BORMIOLI LUIGI	BORMIOLI LUIGI	BORMIOLI LUIGI	BORMIOLI LUIGI
Provide at least 10 hours/ year on average of training per worker (*)					
Specific training programme to increase awareness on health and safety matters					
Specific sustainability training for staff					
Structure the company's system of knowledge and talent development more effectively					
ISO 45001 certification of all the Bormioli Luigi Group's glass plants in Italy					

(*) The figure was confirmed for both employees and temporary staff for the year 2022.



Recurrent
goal



Continuous
activity
underway



Goal
achieved



Future
goal

04

THE VALUE **OF OUR PEOPLE**

- 4.1.** A company made of people
- 4.2.** Professional growth:
training and development
- 4.3.** The commitment to health and safety
in the workplace
- 4.4.** Relations with the local communities

4.1.

A COMPANY MADE OF PEOPLE

People, their well-being, growth and professional development have always been our priority and are the real strength of the company: a working environment that is stimulating and healthy, collaborative and inclusive, able to develop our resources both personally and professionally.

The Group puts people first: they are the beating heart of the company, and their dedication and technical expertise enable the Group to maintain its position as a global industry leader. The Group supports continuous investment in developing high-level know-how, and offers each employee the optimal conditions to fully achieve their level of job satisfaction.

As at 31 December 2023, the Group's workforce consisted of **2,305** employees, **5%** more than the previous year. The positive trend is also seen in the category of external collaborators on temporary contracts, up 16% compared to 2022. The latter category, accounting for 687 persons in the 2023 financial year, mainly work in production and decoration.

97.7% of employees on permanent contracts, confirming the Group's

orientation towards solid, long-lasting working relationships, thus enabling the steady and continuous growth of its workers. Additionally, the Group gives its workers the possibility to choose a part-time contract; **60** employees (equivalent to approx. **2.6%** of the total workforce) opted for this solution last year.

DIVERSITY AND INCLUSION

Notwithstanding the fact that the Group operates in a sector that has, historically, been predominantly male, it is actively committed to the promotion of equal opportunities, assigning tasks and promotions exclusively according to the individual's skills, and prohibiting any form of discrimination, on the basis of gender, age, sexual orientation, race, disability or religion or any other characteristic not related to the sphere of work.

Diversity is seen as a strategic element for corporate competitiveness and the development of its people. Teams with different skills, experiences and backgrounds enrich the work environment and stimulate creativity, fostering a more effective leadership style and nurturing an increasingly open corporate culture.

With regards to the above, the Group undertakes to:

- create an inclusive work environment that ensures respect, integrity, personal growth and equal opportunities (including as regards training, development, and career), for current, as well as potential, employees;
- increase employee awareness on diversity and equal opportunities within the Company, including through the development of training programmes;
- comply with rules and laws on

equal opportunities;

- foster a commitment among all collaborators to act with respect and integrity in every relationship with colleagues, customers, suppliers and all persons with whom they interact;
- encourage all suppliers to be mindful of respect for human dignity as regards non-discrimination and protection of diversity.

Promotion of diversity and inclusion present an opportunity to create value; as such, the Group is committed to respecting the fundamental elements of universal accessibility for people with disabilities in the workplace, taking into account the characteristics of the workplace and the type of production activity in question.

This is confirmed by the fact that in the course of the three-year period 2021-2023, no cases of misconduct or discrimination were recorded within the Group.

As at the end of 2023, the percentage of women employed totals **27,9%** of the overall workforce, a figure consistent with previous years. Women accounted for **13.2%** in the executive category, **26.8%** in the middle management category, **42.2%** in the office staff category and **24.9%** in the production worker category. The Group acknowledges that another key element for maintaining a high-level team involves the recruitment and selection of new resources. During 2023, there



WELFARE IN BORMIOLI LUIGI

With the aim of continuously improving the well-being of its resources, the welfare programme promoted by the Group once again continued in 2023. Each year, the company pays all employees working at the Italian offices under permanent contracts a sum of up to €250, which they can spend, via a digital welfare platform, in various spheres, from education to health, and from travel to non-work activities.

In addition, the company has maintained the practice of paying a results bonus (albeit with different award criteria) to both employees and to workers holding temporary contracts. To demonstrate once again its interest in the well-being of its employees, the Group has also undertaken the responsibility to clean the work clothes for production employees who work in the machine, mould changing and furnace departments at the Italian glass production plants.



were **307** new hires, with a recruitment rate of **13.3%**, and an outgoing turnover rate of **8.2%**³⁴.

The guideline followed by the company is to seek to employ young talented people with the right kind of specialisation and training to enable the development of the skills required to achieve excellence in the glassmaking sector. In keeping with the previous year, the Group added a significant number of talented young people to its workforce: **38.8%** of all new hires are young people under the age of 30.

WELL-BEING OF EMPLOYEES

The Group believes that the protection of the fundamental rights of the individual is essential for any manifestation of social co-existence, starting with the right to work in environments and conditions suitable for ensuring the health and safety of workers. The Group shows constant commitment to guaranteeing healthy and safe working conditions and to promoting the dissemination and consolidation of a culture of safety among all workers, including within the supply chain. Appropriate indicators are drawn up to assess the effectiveness of its prevention actions, and a risk analysis was drafted for the health and safety of the workers. The Group is committed to putting in place and implementing preventive measures, providing workers with all the appropriate protective equipment free of charge.

BORMIOLI ROCCO S.A.U.'S NEW EQUALITY PLAN

The Azuqueca plant, in response to Spanish law, was the first to draft an Equality Plan.

This Plan was approved on January 15, 2023 and is valid for three years. Its main purpose is to promote the development of a corporate culture based on the principle of equal opportunity, focusing on various aspects such as:



dissemination, awareness raising and training of employees on the subject of gender equality;



improving the ratio of men to women, especially in positions predominantly occupied by males;



promoting measures to increase the percentage of women in top positions;



ensuring pay equity between men and women with similar job categories and levels of responsibility, both in terms of salary and bonuses;



preparing and disseminating a protocol on harassment in the workplace, as well as developing preventive measures for situations of discrimination;



formalising the use of non-sexist communication in the company;



including a guide for women victims of gender-based violence;



including measures closely related to the issue of gender in terms of occupational health, including those related to maternity and breastfeeding.

TRADE UNION RELATIONS

Preserving and cultivating an open and transparent relationship with the workers' trade union representatives enables the establishment of well-balanced cooperation, which benefits workers and the Company alike. In 2023, the company-level supplementary agreements (*contratti integrativi aziendali* - CCAL) for the Parma and Fidenza offices

were renewed, applicable to all company staff, albeit on different bases.

It should also be noted that in 2023, **100%** of Italian staff was covered by a National Collective Labour Contract (CCNL)³⁵. In the event of significant changes to the company organisation, the Group has stipulated a longer notice period than required by the CCNL.

³⁴ For further information on the incoming and outgoing turnover rates please refer to the "Additional information" section of this document.

³⁵ Overall, 97% of the Group's employees are covered by various contracts pursuant to the various national laws applicable to our foreign sites.

The scope of the employee data covered by collective bargaining agreements does not include the sites attributable to Bormioli Luigi Do Brasil, Bormioli Rocco Central Europe GMBH, Bormioli Rocco Asia Pacific LTD and Bormioli Luigi Corporation as they were not available at the time of preparing this document.

4.2.

PROFESSIONAL GROWTH: TRAINING AND DEVELOPMENT

The Group's ability to successfully position itself on the market, with products of excellence, has been made possible by the skill, passion and technical know-how of our people. Ongoing professional and personal growth is a moral priority and a choice of strategic importance.

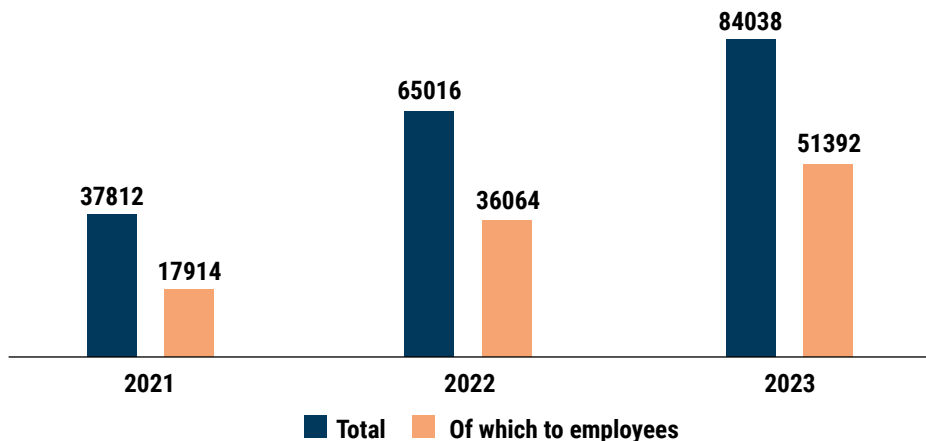
Ever since it was founded, there has always been a strong belief within the Group that the development and training of its resources is fundamental to offering customers products of impeccable design and quality. This commitment has been further strengthened with the

appointment of a Training Manager as part of the Group Human Resources Department in July 2023. The aim is to better identify staff training needs, with a view to producing true **glass artisans** within the production departments, developing individual skills, and creating a single Group identity at

both a cultural and management level.

In order to offer people appropriate training paths, when drafting the training plans, consideration is always given to the tasks assigned, the levels of specialisation, and the experience of the workers in question. As such, the training

TOTAL TRAINING HOURS PROVIDED IN THE THREE-YEAR PERIOD 2021-2023





and refresher courses delivered can be tailored to each individual professional function, with a view to creating and developing specific skills for the various roles, and training courses applicable across the board to all job profiles.

The Group's commitment is not limited to its own employees, but also extends to workers with temporary contracts, who are treated and trained in the same way as employees.

In 2023, a total of **84,038** training hours were provided, of which **61.1% were delivered to company employees**, working out at an **average of 22.30 hours** per employee. This represents an increase of 36% on the previous year, a significant figure that reflects the Group's commitment to further contributing to the development and training of its employees. In addition, the data collection system was optimised in 2023, allow-

ing the Group to record the courses delivered during the year in a more precise and timely manner. Training activities are conducted by the Group in two different ways:



ON-THE-JOB TRAINING

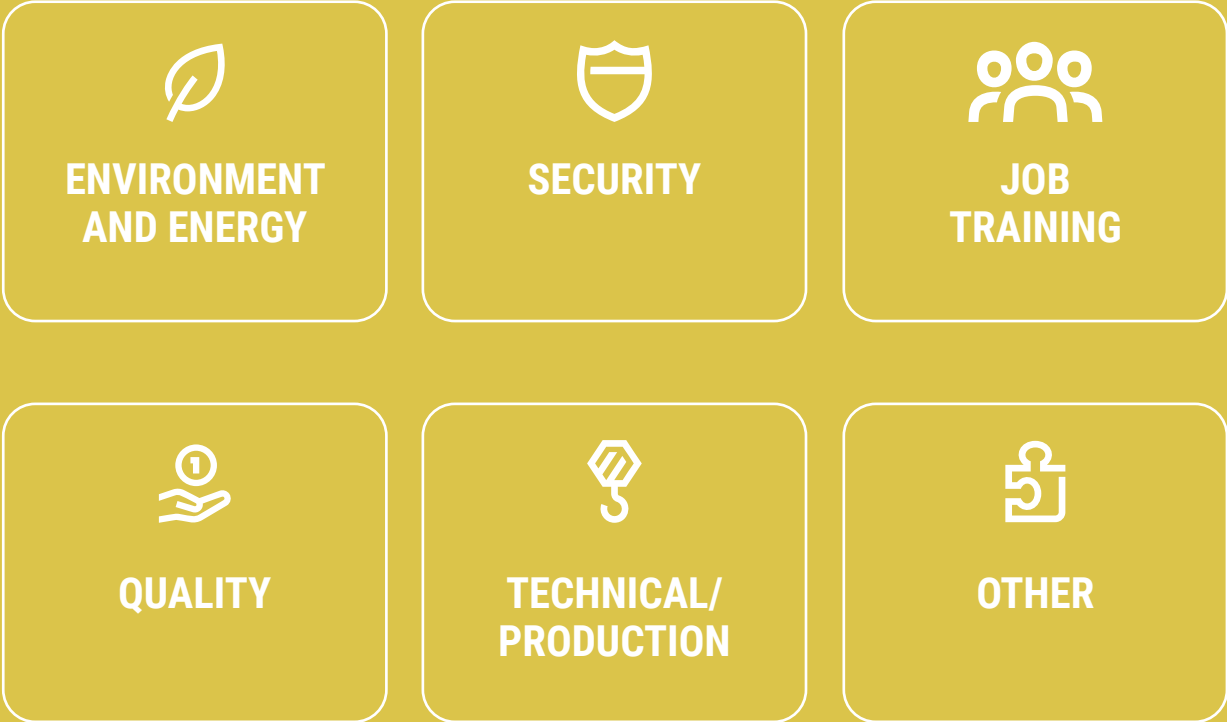
"On-the-job" training, aimed at developing specific technical skills, delivered by expert company resources.



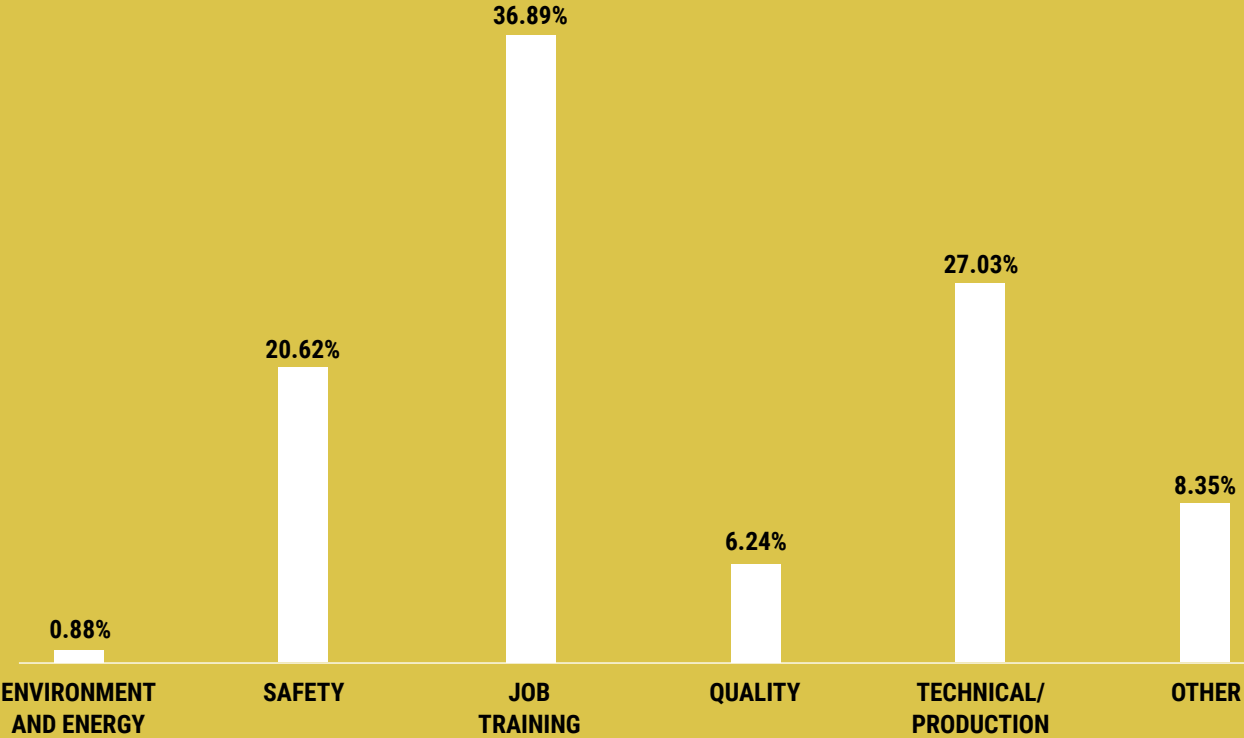
CLASSROOM AND REMOTE TRAINING

Employees and temporary workers in all areas of the company are periodically delivered lessons, either face-to-face or via software or online platforms (a method increasingly used). The courses cover both specific job-related topics and broader topics of interest such as quality, safety and the environment.

OUR TRAINING MACRO AREAS



DISTRIBUTION OF TRAINING HOURS BY MACRO AREA



During the year, different types of training were offered to employees and temps, categorised into 6 macro areas: **environment and energy, safety, job training, quality, technical-production and other types**³⁶. In addition to the training courses regularly held each year, and as a testament to the close collaboration among the various companies and significant exchange of know-how within the Group, a specific training programme was run in relation to the new lines installed at the Azuqueca plant (Spain). The programme involved rotation of staff among the various sites in order to share the required skills and align the operating methods.

The Group recognises that it is important for its newly recruited employees to receive appropriate induction at the beginning of their journey, and has therefore developed a number of onboarding initiatives with particular reference to the Beauty BU. The objective of this process is to foster an understanding of the key production processes and a familiarity with the key figures in the different company functions.

Several courses were delivered to Energy Team members, including on the topics of energy accounting, refrigeration systems, compressed air, electric motors, energy auditing and the carbon footprint.

³⁶ The "other" category mainly contains courses focusing on business administration, human resources management, information technology, foreign languages, logistics and legal aspects.



4.3.

THE COMMITMENT TO HEALTH AND SAFETY IN THE WORKPLACE

The health and safety in the workplace has always been our priority: safeguarding our people is an essential prerequisite for the correct performance of all corporate activities, from the production departments to the offices.

The Bormioli Luigi Group has always put the health of its employees and collaborators first, acknowledging its absolute priority. With a view to making the work environment increasingly safer, there is an ongoing commitment to keep abreast of the innovations and regulations in each country where the Group operates, continuously adopting improvements to make its machinery, devices and production systems safer. Indeed, the Group recognises that a mindful approach to the health and safety of its workers begins within the company itself.

The Group has equipped itself with a Health and Safety Management System, defining the responsibilities, processes and resources necessary to guarantee a corporate prevention and protection policy in compliance with current regulations. In 2022, accomplishing the

first part of the goal set by the Group, **ISO 45001:2018** certification was awarded for the Fidenza and Altare production plants. The other two glass production plants in Italy, and the one in Spain, are also expected to be certified in the coming years. Fully aware of its role and responsibilities towards people, the Group is committed to disseminating **a culture of safety in the workplace**, promoting safe behaviour on the part of all workers. To ensure the accomplishment of these goals, the Group's Safety Policy³⁷ has been disseminated and communicated to internal and external parties.

THE INVOLVEMENT OF OUR PEOPLE ON HEALTH AND SAFETY

Involving one's own people - whether it be internal or external to the company - in identifying risks is critical to achieving a comprehensive analysis.

To this end, the Group's various **Risk Assessment Documents** (*Documenti di Valutazione dei Rischi* - DVR), which are subject to periodic updates, break down the risks by job profile and identify the most effective prevention measures, considering as the main factors: the magnitude of the risk, the severity of the consequences, and their likelihood or frequency. When assigning works, services and supplies, the Group verifies the technical and professional suitability of contractors and external workers, requesting detailed information on the specific risks and the **Single Document for the Assessment of Interferential Risks** (*Documento Unico di Valutazione dei Rischi Interferenziali* - DUVRI). To ensure the correct implementation of this organisational model, periodical internal audits are held, following which any necessary corrective actions are defined.

OUR PROJECTS TO PROTECT HEALTH



AUTOMATIC DEVICES

With a view to continuously safeguarding and improving the health and safety of workers, the “uomo a terra” (man down) project was implemented, which involves a device that can be worn by workers when they are working alone in an isolated location, for their safety in the event of sudden illness; moreover an “anti-collision” system was adopted, to be installed on forklifts, which, when a pedestrian approaches, automatically triggers a warning light and sound signal for the driver, so as to avoid man-vehicle collisions.



ERGONOMICS IN THE WORKPLACE

A project to improve ergonomic conditions in the workplace was implemented at the Azuqueca plant in Spain, assessing the ergonomic risks deriving from exposure to the repetitive movements typical of product packaging work. The project was based on not keeping workers operating at the same workstation for more than an hour, in order to avoid prolonged exposure. The project continued in 2023 at the Altare and Fidenza plants with the inclusion of sensorised suits. The above activities were all accompanied by specific on-the-job training.



TRAINING OF FOREIGN WORKERS

In the case of foreign workers, the Prevention and Protection Service (*Servizio Prevenzione e Protezione - SPP*) ensures that they have sufficient knowledge of the Italian language to ensure that they can learn the content of health and safety training activities, and where necessary, adopts measures to make the content accessible to them, for example, by providing teaching materials in a language known to them, or by providing an interpreter.

FIGURES INVOLVED IN THE MANAGEMENT OF COMPANY SAFETY



PREVENTION & PROTECTION SERVICE

Experts working to ensure workers' health and proper prevention of occupational risks.



EMPLOYER

Responsible for the organisation of all work activities and all related safety measures.



OCCUPATIONAL PHYSICIAN

Is appointed by and cooperates with the employer to support the risk assessment and carry out tasks such as health surveillance.



PLANT HR DEPARTMENT

Is in charge of reporting accidents to INAIL (National Institute for insurance against accidents at work), and recording them in the Accident Register.



DESIGNATED SUPERVISOR

Guarantees implementation of the instructions received, ensuring that they have been properly carried out by the workers.



Our people's involvement in health and safety is chiefly through the **Workers' Safety Representatives** (RLS), who have always ensured a strong bond between the Group Management and the workers. As the Parma office representatives had reached the end of their three-year term, new elections were held in May 2023. There are currently 17 Workers' Safety Representatives across the various Italian production sites, including the two elected in Abbiategrasso in May 2022.

With the aim of reducing the existing risks, as well as making its people as aware as possible and improving general working conditions, the Group gives priority to training in this area. In 2023, a total of **17,279 hours of safety training** was provided, 12,192 of which to employees and 5,086 to temps, with specific training given on the basis of the tasks assigned. In this context, it should be noted that 2023 was characterised by the pro-

vision of awareness raising courses concerning various risk factors within the production departments, and courses on leadership topics for Group managers, aimed at offering additional transferable skills, such as resource management and problem-solving, closely linked to their role.

MANAGEMENT OF INJURIES/ ACCIDENTS

With regard to continuous improvement, a procedure for handling accidents has been implemented, defining, in addition to the various functions and responsibilities involved, the activities to be carried out following an accident, together with the reporting of a near miss, the investigation of the causes that led to the event and the subsequent implementation of corrective actions. With this procedure, the Group monitors the various dynamics and causes of accidents and encourages organisational learning.

In order to be able to respond effectively to health and safety issues in the workplace, a **HSE Committee** was set up within the Group. Following the company merger, the scope of application of this Committee, previously only responsible for the Fidenza and Altare sites, was extended in 2023 to cover all the Group's Italian production sites. The main responsibilities of the Committee include analysing the dynamics leading to accidents and near misses, and assessing the results of any audits, discussed and addressed at the monthly meetings, such as the Sedex Member Ethical Trade Audit (SMETA).

Over the course of 2023, a total³⁸ of 134 accidents occurred in the workplace. Despite the increase on 2022, this figure should be considered in the context of the increase **(+12%)** in number of hours worked by the Group.

38 Figure calculated based on employees, and temporary and external workers.

4.4.

RELATIONS WITH THE LOCAL COMMUNITIES

Aware of the importance of an ongoing supportive and collaborative relationship with the local communities, we actively take on the role of promoters of initiatives that can bring shared benefit while respecting the people and territories in which we operate.

Since its foundation, the Group has always considered the relationship of mutual trust and cooperation established with the local communities and territories in which it operates to be of fundamental importance.

Also in 2023, initiatives were carried out to support charitable associations and projects and partnerships were developed that enabled the Group to let the local communities share in its success, demonstrating its sense of responsibility and belonging.

The main initiatives and partnerships for the 2023 financial year are below.

THE BRIDGE BETWEEN THE CLASSROOM AND WORKING LIFE

To foster interest in technical disciplines from an early age, the Fidenza plant periodically opens its doors to several classes from the **Liceo Scientifico Paciolo d'Annunzio** secondary school.

Also, like every year, the Group took part in the **school-work project** working with various institutes in the area including **ITIS Berenini in Fidenza**, **ITIS Leonardo da Vinci**,

and ITE Melloni in Parma. These longstanding collaborations, which have been running for a number of years, involve the students undertaking two- or three-week placements at the end of the school term. These experiences support the students in developing an awareness of the workplace environment and help bridge the gap between education and the working world. Students are supported by a company tutor throughout the experience; over the years, feedback on these projects has always been extremely positive, from both students and company tutors.

The Group stands out as an active promoter in supporting undergraduates and graduates with regard to work and research opportunities in the area, setting up initiatives including the **Fidenza Digital Farm**.

This year, in particular, the Group had information stands at both the **Science and Technology Fair** and the **Parma Open Day**. Such collaborations with local universities and associations offer excellent opportunities to inform and educate students on how technology and innovation can influence glass

production, as well as on the job and research opportunities available in the provinces of Parma and Piacenza.

These encounters with interested students serve as an important source of recruitment for the Group, which aims to further consolidate its role as an 'institute' in the area, establishing lasting relationships with local communities.

Bormioli Luigi has a 'ANZIANI E MEDAGLIE D'ORO' (seniors and gold medal) group, which includes all employees with at least 25 years' service ('seniors'), who are rewarded when they reach the milestone of 30 years' service.

A ceremony takes place each year, during which the Chairman presents a gold medal to all employees who have been with the company for 30 years.

Thanks to a generous contribution from the company, the Anziani e Medaglie d'Oro Committee also organises a 3-day trip once a year, open to all those who have been with the company for at least 25 years (as well as those who achieved 25 years' service and have since retired).



METHODOLOGICAL
NOTE

This document is the Sustainability Report of the Bormioli Luigi Group (also referred to in the text as the “Group” or “Bormioli Luigi Group”), which includes all the companies fully consolidated by the Parent Company, Bormioli Luigi S.p.A.

The Sustainability Report has been drawn up with the aim of reporting and communicating in a transparent manner the Group’s performance and commitment to issues deemed relevant in terms of economic, environmental and social sustainability, with reference to the financial year 2023 (1 January to 31 December). The document has been drafted to include a description of the company’s business activities, its performance, results and any impacts produced. The data were collected for the purpose of providing a clear and balanced vision of the operations and characteristics of the Group, underlining its strengths and weaknesses, in addition to its prospects for improvement.

The selection of the aspects and indicators deemed useful for defining the content reported was made through a materiality analysis

which took into account the industry’s best practices and the expectations for Bormioli Luigi S.p.A., as described in the paragraph entitled “Materiality analysis”.

The Sustainability Report 2023 was drafted in compliance with the GRI Standards: “in accordance” option, defined by the Global Reporting Initiative (GRI)

The scope of the reporting of economic-financial data and information corresponds to that of the Consolidated Financial Statements as at 31 December 2023 of the Bormioli Luigi Group. The scope of the corporate and environmental data and information covers that of the companies consolidated on a line-by-line basis.

Any scope limitations with regard to individual topics or indicators are explicitly stated within the text or as notes in the quantitative tables in the “Additional Information” section of this document.

On 1 July 2023, the merger by incorporation of the company Bormioli Rocco S.p.A. into the company Bormioli Luigi S.p.A. was completed, as anticipated in the previous Sustainability Report. The opera-

tion took place, first and foremost, in response to the need for the Group to be able to present itself as a single legal entity to both external and internal counterparts; it also enables the rationalisation of the organisation in terms of structures and processes, reducing costs and streamlining procedures.

In order to enable the data and information to be compared over time and to assess the company’s business performance, a comparison with the previous two years is proposed.

If previously published comparative data are restated, an express indication to this fact is made.

In order to ensure greater reliability of the reported data, the use of estimates has been limited as much as possible. If, however, they are included they are appropriately reported and based on the best available methodologies.

The document will be published on the website of the Parent Company Bormioli Luigi S.p.A.³⁹ The 2023 Sustainability Report is voluntary and is not subject to limited assurance engagement according to the criteria of ISAE 3000 Revised.

Further information and details on the sustainability strategy of the Bormioli Group and on the contents of this Sustainability Report can be obtained by writing to the following email address:

info@bormioliluigi.com

³⁹ www.bormioliluigi.com
<https://www.bormiolirocco.com/en/>

ADDITIONAL
INFORMATION

ADDITIONAL INFORMATION CHAPTER 1.

BORMIOLI LUIGI: THE ART OF GLASSMAKING, HANDED DOWN FOR GENERATIONS

THE MAIN SECTOR ASSOCIATIONS

[Disclosure 2-28]

In manufacturing its products, the Bormioli Luigi Group has always adopted a rigorous, transparent and cooperative approach in order to ensure the eco-compatibility of its products and their approval by its stakeholders. Over the course of time, Bormioli Luigi has developed a strong network of relations with industrial sector associations at local, national and European levels. The company contributes to the work of these associations, offering its commitment and its expertise and taking part in the innovation and development processes.

AICE - Società Consortile A.R.L. (International energy purchasing consortium)

AICEP - Associazione Italiana Consumatori Energia di Processo (Italian association of process energy consumers)

ASSONIME - Associazione fra le Società Italiane per Azioni (Association of Italian Joint Stock Companies)

ASSOVETRO - Associazione Nazionale degli Industriali del Vetro (National glass industries association)

C.E.T.I.E. - Centre Technique de l'Emboutillage (International Technical Centre for Bottling and related Packaging)

CEOE Confederación Española de Organizaciones Empresariales (Spanish Confederation of Business Organisations)

CO.RE.PLA - Consorzio Nazionale per la Raccolta, il Riciclo e il Recupero degli Imballaggi in Plastica (National consortium for the collecting, recycling and recovery of plastic packaging)

COMIECO - Consorzio Nazionale Recupero e Riciclo degli Imballaggi a base Cellulosica (Italian Consortium for the Recovery and Recycling of Cellulose-based Packaging)

DSD - Der Grüne Punkt Duales System Deutschland GmbH (The Green Dot - European network of industry-funded systems for recycling the packaging materials of consumer goods)

EDG - European Domestic Glass

FAOVI Fabricantes de Otros Vidrios (Other Glass Manufacturers)

FEVE - The European Container Glass Federation

IBC - Associazione delle Industrie dei Beni di Consumo (Association of consumer goods industries)

IEIC: Istituto Eccellenze Italiane Certificate (Institute of Italian Certified Excellences)

Istituto Italiano Imballaggio (Italian Institute of Packaging)

RILEGNO - Consorzio Nazionale per la raccolta, il recupero e il riciclaggio degli imballaggi di legno (National consortium for the collecting, recovery and recycling of wooden packaging)

SREP S.A.

SSV - Stazione Sperimentale del Vetro SCPA (Experimental Station for Glass)

UNI - Ente Nazionale Italiano di Unificazione (Italian national unification body)

UPI - Unione Parmense degli Industriali (Parma union of industrialists)

BORMIOLI STAKEHOLDERS AND MAIN CHANNELS OF COMMUNICATION

[Disclosure GRI 2-16 and 2-29]

CATEGORIES OF STAKEHOLDERS	FREQUENCY	MAIN DIALOGUE CHANNELS
Employees (and their families)	Periodic Daily	<ul style="list-style-type: none"> • Training courses • Company notice board and monitors
Shareholders	Periodic	<ul style="list-style-type: none"> • Shareholders' Meeting
Industrial customers	Periodic	<ul style="list-style-type: none"> • Sector trade fairs • Meetings and visits to the plants • Joint development of the product • Audits and evaluations by customers • E-mails, phone calls • Customer service
Large scale-distribution	Periodic	<ul style="list-style-type: none"> • Audits and evaluations by customers • E-mails, phone calls • Customer service
End consumer	Periodic	<ul style="list-style-type: none"> • Indirect relationships through customer
Suppliers	Periodic	<ul style="list-style-type: none"> • Supplier qualification and auditing activities • Supplier portal, e-mails, phone calls
Local community	Periodic	<ul style="list-style-type: none"> • Meetings with representatives of local organisations, local communities and associations
Lawmakers and regulatory bodies	Periodic	<ul style="list-style-type: none"> • Dialogue and participation in work groups
Banks	Periodic	<ul style="list-style-type: none"> • Financial communication, dedicated meetings, institutional website, e-mail, phone calls



ADDITIONAL INFORMATION CHAPTER 2.

THE VALUE OF QUALITY AND INNOVATION

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation, Bormioli Rocco do Brasil LTDA, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco Tableware France S.A.S. and Bormioli Rocco Central Europe GMBH

NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

[GRI 308-2]

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation, Bormioli Luigi Do Brasil LTDA, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco Tableware France S.A.S. and Bormioli Rocco Central Europe GMBH.

GROUP

TYPE	U.o.M.	2021	2022	2023
Number of suppliers assessed for environmental impacts	no.	47	70	62
Number of suppliers found to have significant current environmental impacts and potential negative environmental impacts	no.	6	6	4
Percentage of suppliers with which relationships have been terminated as a result of the assessment, and the reasons for doing so	%	0%	0%	0%
Percentage of suppliers with which improvements have been agreed as a result of the assessment	%	100%	84%	100%

NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

[GRI 414-2]

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation, Bormioli Luigi Do Brasil LTDA, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco Tableware France S.A.S. and Bormioli Rocco Central Europe GMBH.

GROUP

TYPE	U.o.M.	2021	2022	2023
Number of suppliers assessed for social impacts	no.	47	70	62
Number of suppliers found to have significant current social impacts and potential negative social impacts	no.	0	6	4
Percentage of suppliers with which relationships have been terminated as a result of the assessment, and the reasons for doing so	%	-	0%	0%
Percentage of suppliers with which improvements have been agreed as a result of the assessment	%	-	84%	100%

RAW MATERIALS USED BY WEIGHT OR VOLUME

[GRI 301-1]

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation, Bormioli Luigi Do Brasil LTDA, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco Tableware France S.A.S. and Bormioli Rocco Central Europe GMBH.

GROUP

RAW MATERIALS USED					
MATERIAL TYPE	RENEWABLE / NON-RENEWABLE	U.o.M.	2021	2022	2023
Raw materials	Renewable	t	4605	6399	9730
	non-renewable	t	228993	217040	169505
Semi-finished products for moulds ⁽¹⁾	Renewable	t	-	-	-
	non-renewable	t	241	186	593
Packaging ⁽¹⁾	Renewable	t	29632	28012	22156
	non-renewable	t	3170	2135	1642

(1): Some figures concerning pallets and mould materials are estimates.

PROPORTION OF SPENDING ON LOCAL SUPPLIERS

[GRI 204-1]

ITALY

PURCHASES	U.o.M.	2021	2022	2023
Total purchases	€	€213,814,237	€429,731,761	€368,833,426
of which made from local suppliers	%	86%	90%	85%

SPAIN

PURCHASES	U.o.M.	2021	2022	2023
Total purchases	€	€55,360,392	€71,887,379	€64,879,088
of which made from local suppliers	%	63%	63%	43%

FRANCE

PURCHASES	U.o.M.	2021	2022	2023
Total purchases	€	€3,732,533	€4,462,033	€6,318,403
of which made from local suppliers	%	83%	86%	96%

ADDITIONAL INFORMATION CHAPTER 3.

RESPECT FOR THE ENVIRONMENT

ENERGY CONSUMPTION WITHIN THE GROUP

[GRI 302-1]

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation, Bormioli Luigi Do Brasil LTDA, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco Tableware France S.A.S. and Bormioli Rocco Central Europe GMBH.)

(1) In 2022 and 2023, the non-renewable sources that have been taken into account are natural gas, diesel, petrol, biodiesel and LPG.

GROUP

ENERGY CONSUMPTION				
ENERGY SOURCE TYPE	U.o.M.	2021	2022	2023
Total fuel consumption from non-renewable sources (1)	GJ	2611317	2515995	2313268
Total fuel consumption from renewable sources	GJ	-	-	3
Total electrical energy	GJ	820152	901651	808055
of which from certified renewable sources	GJ	253202	314678	265495
of which self-generated via photovoltaics	GJ	-	4326	5775
Total energy consumption	GJ	3431469	3417646	3121326

BORMIOLI LUIGI S.P.A.

ENERGY CONSUMPTION					
ENERGY SOURCE TYPE	U.o.M.	2023			
		PARMA	ABBIATEGRASSO	ALTARE	FIDENZA
Total fuel consumption from non-renewable sources (1)	GJ	417769	291839	481242	750808
Total fuel consumption from renewable sources	GJ	0.96	-	-	1.54
Total electrical energy	GJ	422458	57970	65831	115391
of which from certified renewable sources	GJ	122825	21175	-	-
of which self-generated via photovoltaics	GJ	-	-	-	5775
Total energy consumption	GJ	840228	349809	547073	866201

BORMIOLI ROCCO S.A.U.

ENERGY CONSUMPTION		
ENERGY SOURCE TYPE	U.o.M.	2023
		AZUQUECA
Total fuel consumption from non-renewable sources ⁽¹⁾	GJ	316737
Total fuel consumption from renewable sources	GJ	-
Total electrical energy	GJ	122164
of which from certified renewable sources	GJ	121495
of which self-generated via photovoltaics	GJ	-
Total energy consumption	GJ	438232

WATER AND EFFLUENTS

[GRI 303-3, GRI 303-4, GRI 303-5]

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation,

Bormioli Luigi Do Brasil LTDA, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco Tableware France S.A.S. and Bormioli Rocco Central Europe GMBH.

GROUP

WATER WITHDRAWAL (GRI 303-3)							
SOURCE OF WITHDRAWAL	U.o.M.	2021		2022		2023	
		ALL AREAS	AREAS UNDER WATER STRESS	ALL AREAS	AREAS UNDER WATER STRESS	ALL AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS							
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	167.00	-	155.00	-	156.61	-
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	-	-	-	-	-	-
GROUNDWATER							
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	1203.69	145.06	1342.93	81.22	1269.88	70.91
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	-	-	-	-	-	-
THIRD-PARTY WATER RESOURCES							
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	32.32	5.00	28.15	8.15	47.65	4.51
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	-	-	-	-	-	-
TOTAL WATER WITHDRAWAL	ML	1403.01	150.06	1526.08	89.38	1474.15	75.42

Note: Water withdrawals for 2021 and 2022 for the Spanish company (Bormioli Rocco S.A.U.) were restated following an improvement in the data collection process. For previously published data, please refer to the 2022 Sustainability Report.

BORMIOLI LUIGI S.P.A. - PARMA

WATER WITHDRAWAL (GRI 303-3)			
SOURCE OF WITHDRAWAL	U.o.M.	2023	
		ALL AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
GROUNDWATER			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	642.3	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
THIRD-PARTY WATER RESOURCES			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	9.6	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
TOTAL WATER WITHDRAWAL	ML	651.9	0.0

BORMIOLI LUIGI S.P.A. - ABBiateGRASSO

WATER WITHDRAWAL (GRI 303-3)			
SOURCE OF WITHDRAWAL	U.o.M.	2023	
		ALL AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
GROUNDWATER			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	191.1	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
THIRD-PARTY WATER RESOURCES			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	5.1	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
TOTAL WATER WITHDRAWAL	ML	196.2	0.0

BORMIOLI ROCCO S.P.A - ALTARE

WATER WITHDRAWAL (GRI 303-3)			
SOURCE OF WITHDRAWAL	U.o.M.	2023	
		ALL AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	156.6	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
GROUNDWATER			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
THIRD-PARTY WATER RESOURCES			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	20.4	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
TOTAL WATER WITHDRAWAL	ML	177.0	0.0

BORMIOLI LUIGI S.P.A. - FIDENZA

WATER WITHDRAWAL (GRI 303-3)			
SOURCE OF WITHDRAWAL	U.o.M.	2023	
		ALL AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
GROUNDWATER			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	436.4	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
THIRD-PARTY WATER RESOURCES			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	11.1	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
TOTAL WATER WITHDRAWAL	ML	447.5	0.0

BORMIOLI ROCCO S.A.U. - AZUQUECA

WATER WITHDRAWAL (GRI 303-3)			
SOURCE OF WITHDRAWAL	U.o.M.	2023	
		ALL AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
GROUNDWATER			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	0.0	70.9
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
THIRD-PARTY WATER RESOURCES			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	0.0	4.5
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
TOTAL WATER WITHDRAWAL	ML	0.0	75.4

WATER AND EFFLUENTS

[GRI 303-3, GRI 303-4, GRI 303-5]

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation, Bormioli Luigi Do Brasil LTDA, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco Tableware France S.A.S. and Bormioli Rocco Central Europe GMBH.

GROUP

WATER DISCHARGE (GRI 303-4)							
WATER DISCHARGE BY DESTINATION	U.o.M.	2021		2022		2023	
		ALL AREAS	AREAS UNDER WATER STRESS	ALL AREAS	AREAS UNDER WATER STRESS	ALL AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS							
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	937.57	-	1009.38	-	968.11	-
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	-	-	-	-	-	-
GROUNDWATER							
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	-	-	-	-	-	-
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	-	-	-	-	-	-
THIRD-PARTY WATER RESOURCES							
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	434.94	39.44	459.55	15.18	482.73	23.86
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	-	-	-	-	-	-
TOTAL WATER DISCHARGE	ML	1372.51	39.44	1468.93	15.18	1450.85	23.86

Note: The 2021 and 2022 water discharges for the Spanish company (Bormioli Rocco S.A.U.) were restated following an improvement in the data collection process. For previously published data, please refer to the 2022 Sustainability Report.

BORMIOLI LUIGI S.P.A. - PARMA

WATER DISCHARGE (GRI 303-4)			
WATER DISCHARGE BY DESTINATION	U.o.M.	2023	
		ALL AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	406.6	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
GROUNDWATER			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
THIRD-PARTY WATER RESOURCES			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	245.3	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
TOTAL WATER DISCHARGE	ML	651.9	0.0

BORMIOLI LUIGI S.P.A. - ABBiateGRASSO

WATER DISCHARGE (GRI 303-4)			
EFFLUENTS BY DESTINATION	U.o.M.	2023	
		ALL AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
GROUNDWATER			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
THIRD-PARTY WATER RESOURCES			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	202.7	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
TOTAL WATER DISCHARGE	ML	202.7	0.0

BORMIOLI ROCCO S.P.A - ALTARE

WATER DISCHARGE (GRI 303-4)			
WATER DISCHARGE BY DESTINATION	U.o.M.	2023	
		ALL AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	156.6	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
GROUNDWATER			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
THIRD-PARTY WATER RESOURCES			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	20.4	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
TOTAL WATER DISCHARGE	ML	177.0	0.0

BORMIOLI ROCCO S.P.A. - FIDENZA

WATER DISCHARGE (GRI 303-4)			
WATER DISCHARGE BY DESTINATION	U.o.M.	2023	
		ALL AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	404.9	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
GROUNDWATER			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
THIRD-PARTY WATER RESOURCES			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	14.4	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
TOTAL WATER DISCHARGE	ML	419.3	0.0

BORMIOLI ROCCO S.A.U. - AZUQUECA

WATER DISCHARGE (GRI 303-4)			
WATER DISCHARGE BY DESTINATION	U.o.M.	2023	
		ALL AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
GROUNDWATER			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
THIRD-PARTY WATER RESOURCES			
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	ML	0.0	23.9
Other types of water ($> 1,000$ mg/l total dissolved solids)	ML	0.0	0.0
TOTAL WATER WITHDRAWAL	ML	0.0	23.9

WATER AND EFFLUENTS

[GRI 303-3, GRI 303-4, GRI 303-5]

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation, Bormioli Luigi Do Brasil LTDA, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco Tableware France S.A.S. and Bormioli Rocco Central Europe GMBH.

GROUP

TOTAL WATER CONSUMPTION (GRI 303-5)							
CONSUMPTION	U.o.M.	2021		2022		2023	
		ALL AREAS	AREAS UNDER WATER STRESS	ALL AREAS	AREAS UNDER WATER STRESS	ALL AREAS	AREAS UNDER WATER STRESS
Water withdrawals (total)	ML	30.50	110.62	57.15	74.20	23.30	51.56
Variation in water storage	ML	-	-	-	-	-	-

Note: The 2021 and 2022 water consumption for the Spanish company (Bormioli Rocco S.A.U.) was restated following an improvement in the data collection process. For previously published data, please refer to the 2022 Sustainability Report.

BORMIOLI LUIGI S.P.A. - PARMA

TOTAL WATER CONSUMPTION (GRI 303-5)			
CONSUMPTION	U.o.M.	2023	
		ALL AREAS	AREAS UNDER WATER STRESS
Water withdrawals (total)	ML	0.0	0.0
Variation in water storage	ML	-	-

BORMIOLI LUIGI S.P.A. - ABBiateGRASSO

TOTAL WATER CONSUMPTION (GRI 303-5)			
CONSUMPTION	U.o.M.	2023	
		ALL AREAS	AREAS UNDER WATER STRESS
Water withdrawals (total)	ML	-6.5	0.0
Variation in water storage	ML	-	-

BORMIOLI LUIGI S.P.A. - ALTARE

TOTAL WATER CONSUMPTION (GRI 303-5)			
CONSUMPTION	U.o.M.	2023	
		ALL AREAS	AREAS UNDER WATER STRESS
Water withdrawals (total)	ML	0.0	0.0
Variation in water storage	ML	-	-

BORMIOLI LUIGI S.P.A. - FIDENZA

TOTAL WATER CONSUMPTION (GRI 303-5)			
CONSUMPTION	U.o.M.	2023	
		ALL AREAS	AREAS UNDER WATER STRESS
Water withdrawals (total)	ML	28.2	0.0
Variation in water storage	ML	-	-

BORMIOLI ROCCO S.A.U. - AZUQUECA

TOTAL WATER CONSUMPTION (GRI 303-5)			
CONSUMPTION	U.o.M.	2023	
		ALL AREAS	AREAS UNDER WATER STRESS
Water withdrawals (total)	ML	0.0	51.6
Variation in water storage	ML	-	-

DIRECT (SCOPE 1) GHG EMISSIONS

[GRI 305-1]

INDIRECT (SCOPE 2) GHG EMISSIONS

[GRI 305-2]

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation, Bormioli Rocco Do Brasil LTDA, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco Tableware France S.A.S. and Bormioli Rocco Central Europe GMBH.

GROUP

DIRECT (SCOPE 1) GHG EMISSIONS				
SCOPE 1 EMISSIONS	U.o.M.	2021	2022	2023
Total	t CO₂eq	178544	174476	155493

NOTE: Climate-altering emissions resulting from the consumption of natural gas, factory fuels (diesel, methane), fuel for the company fleet (petrol, diesel and LPG) and generated by the decomposition of raw materials containing carbonates (soda, limestone, dolomite, potassium carbonate, barium carbonate, graphite) and by the possible leakage of coolant gases used for the air conditioning of offices and the cold storage facilities required for production purposes. The sources of emission factors used to calculate Scope 1 emissions in the inventory certified according to the GHG Protocol are: DEFRA 2023 for NG, fuels, combustibles and F-GAS data; Glass Experimental Station (accredited laboratory) analyses for raw materials; the stoichiometric ratio of the oxidation reaction for acetylene and fuel additive. It should be noted that the certified inventory is that relating to the five glass production sites.

BORMIOLI LUIGI S.P.A.

DIRECT (SCOPE 1) GHG EMISSIONS					
SCOPE 1 EMISSIONS	U.o.M.	2023			
		PARMA	ABBIATEGRASSO	FIDENZA	ALTARE
Total	t CO₂eq	29928	19061	48664	33548

BORMIOLI ROCCO S.A.U.

DIRECT (SCOPE 1) GHG EMISSIONS		
SCOPE 1 EMISSIONS	U.o.M.	2023
		AZUQUECA
Total	t CO₂eq	21189

GROUP

INDIRECT (SCOPE 2) GHG EMISSIONS				
SCOPE 2 EMISSIONS	U.o.M.	2021	2022	2023
Market-based	t CO ₂ eq	75383	71587	73735
Location-based	t CO ₂ eq	84817	58810	55373

NOTE: Specifically, market-based data for 2021 and 2022 only include Bormioli Luigi S.p.A. and Bormioli Rocco S.A.U. The source of the emission factors used to calculate Scope 2 emissions in the inventory certified according to the GHG Protocol is the European Residual Mixes 2023 - Association of Issuing Bodies, and specifically Table 5 for the "Location-based" approach and Table 2 for the "Market-Based" approach. It should be noted that the certified inventory is that relating to the five glass production sites.

BORMIOLI LUIGI S.P.A.

INDIRECT (SCOPE 2) GHG EMISSIONS					
SCOPE 2 EMISSIONS	U.o.M.	2023			
		PARMA	ABBiateGRASSO	FIDENZA	ALTARE
Market-based	t CO ₂ eq	41668	5116	15242	9154
Location-based	t CO ₂ eq	32113	4406	8332	5004

BORMIOLI ROCCO S.A.U.

INDIRECT (SCOPE 2) GHG EMISSIONS		
SCOPE 2 EMISSIONS	U.o.M.	2023 AZUQUECA
Market-based	t CO ₂ eq	53
Location-based	t CO ₂ eq	4135

NITROGEN OXIDES (NO_x), SULFUR OXIDES (SO_x) AND OTHER SIGNIFICANT AIR EMISSIONS [GRI 305-7]

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation, Bormioli Luigi Do Brasil LTDA, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco Tableware France S.A.S. and Bormioli Rocco Central Europe GMBH.

GROUP

NO _x , SO _x AND OTHER POLLUTING EMISSIONS				
TYPE OF POLLUTING EMISSIONS	U.o.M.	2021	2022	2023
Nitrogen oxides (NO _x)	t	479.91	431.51	424.49
Sulphur oxide (SO _x)	t	47.94	55.88	64.42
Persistent organic pollutants (POPs)	t	0.29	0.31	0.26
Total organic carbon (TOC)	t	3.07	1.59	3.34
Acidic substances (such as NaOH from neutr.)	t	0.02	0.02	0.02
Alkaline substances (such as Na ₂ O)	t	24.79	24.20	22.45
Carbon Monoxide (CO)	t	5.02	7.04	8.46
Volatile organic compounds (VOCs)	t	0.00	0.00	0.00
Hazardous air pollutants (HAPs)	t	6.44	8.93	9.01
Particulate matter (PM)	t	0.00	0.00	0.00

Note: The values for 2021 and 2022 for the Spanish company (Bormioli Rocco S.A.U.) were restated following an improvement in the data collection process. For previously published data, please refer to the 2022 Sustainability Report.

BORMIOLI LUIGI S.P.A.

NO_x, SO_x AND OTHER POLLUTING EMISSIONS					
TYPE OF POLLUTING EMISSIONS	U.o.M.	2023			
		PARMA	ABBIATEGRASSO	ALTARE	FIDENZA
Nitrogen oxides (NO _x)	t	9.74	53.92	144.04	176.40
Sulphur oxide (SO _x)	t	0.00	8.88	17.00	32.10
Persistent organic pollutants (POPs)	t	0.00	0.00	0.00	0.00
Total organic carbon (TOC)	t	0.82	0.00	0.00	2.52
Acidic substances (such as NaOH from neutr.)	t	0.02	0.00	0.00	0.00
Alkaline substances (such as Na ₂ O)	t	6.20	0.06	0.00	15.80
Carbon Monoxide (CO)	t	0.50	0.00	0.00	0.00
Volatile organic compounds (VOCs)	t	0.00	0.00	0.00	0.00
Hazardous air pollutants (HAPs)	t	3.53	0.04	0.27	3.90
Particulate matter (PM)	t	0.00	0.00	0.00	0.00

BORMIOLI ROCCO S.A.U.

NO_x, SO_x AND OTHER POLLUTING EMISSIONS		
TYPE OF POLLUTING EMISSIONS	U.o.M.	2023
		AZUQUECA
Nitrogen oxides (NO _x)	t	38.98
Sulphur oxide (SO _x)	t	2.10
Persistent organic pollutants (POPs)	t	0.26
Total organic carbon (TOC)	t	0.00
Acidic substances (such as NaOH from neutr.)	t	0.00
Alkaline substances (such as Na ₂ O)	t	0.12
Carbon Monoxide (CO)	t	0.00
Volatile organic compounds (VOCs)	t	0.00
Hazardous air pollutants (HAPs)	t	0.50
Particulate matter (PM)	t	0.00

WASTE

[GRI 306]

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation, Bormioli Luigi Do Brasil LTDA, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco Tableware France S.A.S. and Bormioli Rocco Central Europe GMBH.

GROUP

WASTE DIVERTED FROM DISPOSAL (GRI 306-4)										
TYPE OF WASTE RECOVERY	U.o.M.	2021			2022			2023		
		IN SITU	EXTERNAL SITE	TOTAL	IN SITU	EXTERNAL SITE	TOTAL	IN SITU	EXTERNAL SITE	TOTAL
HAZARDOUS WASTE										
Reuse	t	-	52.52	52.52	-	42.95	42.95	-	40.56	40.56
Recycling	t	-	28.49	28.49	-	33.07	33.07	-	37.96	37.96
Other recovery operations	t	-	99.80	99.80	-	93.37	93.37	-	158.11	158.11
Total	t	-	180.81	180.81	-	169.39	169.39	-	236.62	236.62
NON-HAZARDOUS WASTE										
Reuse	t	-	981.75	981.75	-	556.10	556.10	-	1050.02	1050.02
Recycling	t	-	579.58	579.58	-	511.27	511.27	-	439.18	439.18
Other recovery operations	t	-	11922.76	11922.76	-	6720.85	6720.85	-	10527.52	10527.52
Total	t	-	13484.09	13484.09	-	7788.22	7788.22	-	12016.72	12016.72
Total hazardous and non-hazardous waste	t	-	13664.90	13664.90	-	7957.61	7957.61	-	12253.34	12253.34

Note: The values for 2021 and 2022 for the Spanish company (Bormioli Rocco S.A.U.) were restated following an improvement in the data collection process. For previously published data, please refer to the 2022 Sustainability Report.

GROUP

WASTE DIRECTED TO DISPOSAL (GRI 306-5)										
TYPE OF WASTE RECOVERY	U.o.M.	2021			2022			2023		
		IN SITU	EXTERNAL SITE	TOTAL	IN SITU	EXTERNAL SITE	TOTAL	IN SITU	EXTERNAL SITE	TOTAL
HAZARDOUS WASTE										
Other disposal operations	t	-	914.59	914.59	-	1036.65	1036.65	-	1046.82	1046.82
Total	t	-	914.59	914.59	-	1036.65	1036.65	-	1046.82	1046.82
NON-HAZARDOUS WASTE										
Other disposal operations	t	-	4256.34	4256.34	-	4343.45	4343.45	-	3047.05	3047.05
Total	t	-	4256.34	4256.34	-	4343.45	4343.45	-	3047.05	3047.05
Total hazardous and non-hazardous waste	t	-	5170.93	5170.93	-	5380.10	5380.10	-	4093.87	4093.87
TOTAL WASTE	t	-	18835.84	18835.84	-	13337.71	13337.71	-	16347.21	16347.21

WASTE DETAILS						
TYPE OF WASTE	U.o.M.	2023				
		PARMA	ABBIATEGRASSO	ALTARE	FIDENZA	AZUQUECA
HAZARDOUS WASTE	t	189.57	102.71	185.42	646.81	111.10
NON-HAZARDOUS WASTE	t	8621.78	135.21	303.59	3070.33	1086.08
RECOVERED WASTE	t	6909.21	154.69	310.89	3123.56	1091.44

Note: The values for 2021 and 2022 for the Spanish company (Bormioli Rocco S.A.U.) were restated following an improvement in the data collection process. For previously published data, please refer to the 2022 Sustainability Report.



ADDITIONAL INFORMATION CHAPTER 4. THE VALUE OF OUR PEOPLE

INFORMATION ON EMPLOYEES AND OTHER WORKERS

[GRI 2-7 and 2-8]

TOTAL GROUP WORKFORCE				
WORKER TYPE	U.o.M.	2021	2022	2023
Employees	No. of people	2056	2186	2305
Temporary workers	No. of people	541	571	665
Interns	No. of people	11	2	5
Total	No. of people	2608	2759	2975

Note: The number of temporary workers for the Spanish company (Bormioli Rocco S.A.U.) was restated for both 2021 and 2022, following an improvement in the data collection process. For previously published data, please refer to the 2022 Sustainability Report.

GROUP

NUMBER OF EMPLOYEES PER TYPE OF CONTRACT BY GENDER AS AT 31 DECEMBER										
CONTRACT TYPE	U.o.M.	2021			2022			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Permanent contract	No. of people	1491	543	2034	1560	596	2156	1623	628	2251
Temporary contract	No. of people	16	6	22	18	12	30	38	16	54
Total	No. of people	1507	549	2056	1578	608	2186	1661	644	2305

Note: The figures reported for 2021 do not include Bormioli Rocco Tableware France S.A.S.

ITALY - BORMIOLI LUIGI S.P.A. + AFTER GLASS S.P.A.

NUMBER OF EMPLOYEES PER TYPE OF CONTRACT BY GENDER AS AT 31 DECEMBER										
CONTRACT TYPE	U.o.M.	2021			2022			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Permanent contract	No. of people	1220	439	1659	1264	482	1746	1310	502	1812
Temporary contract	No. of people	15	4	19	16	9	25	16	14	30
Total	No. of people	1235	443	1678	1280	491	1771	1326	516	1842

SPAIN - BORMIOLI ROCCO S.A.U.

NUMBER OF EMPLOYEES PER TYPE OF CONTRACT BY GENDER AS AT 31 DECEMBER										
CONTRACT TYPE	U.o.M.	2021			2022			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Permanent contract	No. of people	246	64	310	264	70	334	276	84	360
Temporary contract	No. of people	0	1	1	1	2	3	19	1	20
Total	No. of people	246	65	311	265	72	337	295	85	380

FRANCE - BORMIOLI LUIGI S.A.R.L. + BORMIOLI ROCCO TABLEWARE FRANCE S.A.S.

NUMBER OF EMPLOYEES PER TYPE OF CONTRACT BY GENDER AS AT 31 DECEMBER										
CONTRACT TYPE	U.o.M.	2021			2022			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Permanent contract	No. of people	13	23	36	20	27	47	25	26	51
Temporary contract	No. of people	1	1	2	1	1	2	3	1	4
Total	No. of people	14	24	38	21	28	49	28	27	55

Note: Figures for 2021 do not include figures for Bormioli Rocco Tableware France S.A.S.

OTHER COUNTRIES

NUMBER OF EMPLOYEES PER TYPE OF CONTRACT BY GENDER AS AT 31 DECEMBER										
CONTRACT TYPE	U.o.M.	2021			2022			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Permanent contract	No. of people	12	17	29	12	17	29	12	16	28
Temporary contract	No. of people	0	0	0	0	0	0	0	0	0
Total	No. of people	12	17	29	12	17	29	12	16	28

Note: The data reported here refer to the Group's other trading companies (Bormioli Luigi Corporation, Bormioli Luigi Do Brasil LTDA, Bormioli Rocco Central Europe GMBH, Bormioli Rocco Asia Pacific LTD, operating in Brazil, the USA, Germany and Hong Kong).

GROUP

NUMBER OF EMPLOYEES PER JOB TYPE BY GENDER AS AT 31 DECEMBER										
EMPLOYMENT TYPE	U.o.M.	2021			2022			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Full-time	No. of people	1489	487	1976	1563	547	2110	1647	598	2245
Part-time	No. of people	18	62	80	15	61	76	14	46	60
Total	No. of people	1507	549	2056	1578	608	2186	1661	644	2305

Note: The figures reported for 2021 do not include Bormioli Rocco Tableware France S.A.S.

ITALY - BORMIOLI LUIGI S.P.A. + AFTER GLASS S.P.A.

NUMBER OF EMPLOYEES PER JOB TYPE BY GENDER AS AT 31 DECEMBER										
EMPLOYMENT TYPE	U.o.M.	2021			2022			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Full-time	No. of people	1220	388	1608	1268	440	1708	1314	471	1785
Part-time	No. of people	15	55	70	12	51	63	12	45	57
Total	No. of people	1235	443	1678	1280	491	1771	1326	516	1842

SPAIN - BORMIOLI ROCCO S.A.U.

NUMBER OF EMPLOYEES PER JOB TYPE BY GENDER AS AT 31 DECEMBER										
EMPLOYMENT TYPE	U.o.M.	2021			2022			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Full-time	No. of people	245	59	304	264	65	329	295	85	380
Part-time	No. of people	1	6	7	1	7	8	0	0	0
Total	No. of people	246	65	311	265	72	337	295	85	380

FRANCE - BORMIOLI LUIGI S.A.R.L. + BORMIOLI ROCCO TABLEWARE FRANCE S.A.S.

NUMBER OF EMPLOYEES PER JOB TYPE BY GENDER AS AT 31 DECEMBER										
EMPLOYMENT TYPE	U.o.M.	2021			2022			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Full-time	No. of people	13	24	37	20	27	47	27	27	54
Part-time	No. of people	1	0	1	1	1	2	1	0	1
Total	No. of people	14	24	38	21	28	49	28	27	55

Note: Figures for 2021 do not include figures for Bormioli Rocco Tableware France S.A.S.

OTHER COUNTRIES

NUMBER OF EMPLOYEES PER JOB TYPE BY GENDER AS AT 31 DECEMBER										
EMPLOYMENT TYPE	U.o.M.	2021			2022			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Full-time	No. of people	11	16	27	11	15	26	11	15	26
Part-time	No. of people	1	1	2	1	2	3	1	1	2
Total	No. of people	12	17	29	12	17	29	12	16	28

COLLECTIVE BARGAINING AGREEMENTS

[GRI 2-30]

EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS				
	U.o.M.	2021	2022	2023
Total number of employees	No. of people	2056	2186	2305
Number of employees covered by a collective labour contract	No. of people	2008	2133	2247
Total percentage	%	98%	98%	97%

Note: Figures for 2021 do not include figures for Bormioli Rocco Tableware France S.A.S.

COMPLIANCE & CASES OF NON-COMPLIANCE

[GRI 2-27; GRI 205-3; GRI 206-1; GRI 406-1; GRI 416-2; GRI 417-3]

GROUP - CASES OF NON-COMPLIANCE

ETHICS AND HUMAN RIGHTS				
CASES OF NON-COMPLIANCE	U.o.M.	2021	2022	2023
Cases of loss and breach of customers' personal data	no.	0	0	0
Confirmed incidents concerning information security	no.	0	0	0
Confirmed cases of anti-competitive behaviour	no.	0	0	0
Confirmed incidents of corruption	no.	0	0	0
Significant sanctions received in relation to non-compliance with social and economic laws and regulations	no.	0	0	0
Cases of non-compliance with regulations and/or self-regulatory codes on marketing communications, including advertising, promotion and sponsorship	no.	0	0	0
Confirmed cases of breaches of human rights, including child labour, penal or mandatory labour or discrimination	no.	0	0	0
Total	no.	0	0	0

GROUP - CASES OF NON-COMPLIANCE

LOCAL AND ACCIDENTAL POLLUTION				
CASES OF NON-COMPLIANCE	U.o.M.	2021	2022	2023
Significant sanctions* relating to emissions into the atmosphere (e.g. COV, PM, NOx, etc.)	no.	0	0	0
Significant sanctions* relating to noise emissions	no.	0	0	0
Significant sanctions* relating to effluents	no.	0	0	0
Significant sanctions* for cases of accidental spillage of hazardous substances	no.	0	0	0
Total	no.	0	0	0

GROUP - CASES OF NON-COMPLIANCE

LAWS AND REGULATIONS				
CASES OF NON-COMPLIANCE	U.o.M.	2021	2022	2023
Monetary sanctions*	€	0	0	0
	no.	0	0	0
Non-monetary sanctions	no.	0	0	0
Cases resolved through the dispute settlement mechanism	no.	0	0	0
Total	no.	0	0	0

*Note: Significant sanctions are understood to mean those above €5,000

BORMIOLI LUIGI S.P.A. & BORMIOLI ROCCO S.A.U. - CASES OF NON-COMPLIANCE

ETHICS AND HUMAN RIGHTS						
CASES OF NON-COMPLIANCE	U.o.M.	PARMA	ABBIATEGRASSO	FIDENZA	ALTARE	AZUQUECA
Cases of loss and breach of customers' personal data	no.	0	0	0	0	0
Confirmed incidents concerning information security	no.	0	0	0	0	0
Confirmed cases of anti-competitive behaviour	no.	0	0	0	0	0
Confirmed incidents of corruption	no.	0	0	0	0	0
Significant sanctions received in relation to non-compliance with social and economic laws and regulations	no.	0	0	0	0	0
Cases of non-compliance with regulations and/or self-regulatory codes on marketing communications, including advertising, promotion and sponsorship	no.	0	0	0	0	0
Confirmed cases of breaches of human rights, including child labour, penal or mandatory labour or discrimination	no.	0	0	0	0	0
Total	no.	0	0	0	0	0

BORMIOLI LUIGI S.P.A. & BORMIOLI ROCCO S.A.U. - CASES OF NON-COMPLIANCE

LOCAL AND ACCIDENTAL POLLUTION						
CASES OF NON-COMPLIANCE	U.o.M.	PARMA	ABBIATEGRASSO	FIDENZA	ALTARE	AZUQUECA
Significant sanctions* relating to emissions into the atmosphere (e.g. COV, PM, NOx, etc.)	no.	0	0	0	0	0
Significant sanctions* relating to noise emissions	no.	0	0	0	0	0
Significant sanctions* relating to effluents	no.	0	0	0	0	0
Significant sanctions* for cases of accidental spillage of hazardous substances	no.	0	0	0	0	0
Total	no.	0	0	0	0	0

BORMIOLI LUIGI S.P.A. & BORMIOLI ROCCO S.A.U. - CASES OF NON-COMPLIANCE

LAWS AND REGULATIONS						
CASES OF NON-COMPLIANCE	U.o.M.	PARMA	ABBIATEGRASSO	FIDENZA	ALTARE	AZUQUECA
Monetary sanctions*	€	0	0	0	0	0
	no.	0	0	0	0	0
Non-monetary sanctions	no.	0	0	0	0	0
Cases resolved through the dispute settlement mechanism	no.	0	0	0	0	0
Total	no.	0	0	0	0	0

*Note: Significant sanctions are understood to mean those above €5,000

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

[GRI 401-1]

Note: The figures reported for 2021 do not include Bormioli Rocco Tableware France S.A.S.

Note: The figures for new hires and outgoing employees do not include seasonal staff and infra-group

movements and transfers. The incoming turnover rate is calculated as follows: the number of employees hired during the year/the total number of employees at the end of the year*100. The outgoing turnover rate is calculated as follows: the number of outgoing employees during the year/the total number of employees at the end of the year*100.

GROUP**NEW EMPLOYEES BY AGE GROUP AND GENDER**

	U.o.M.	2021				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	41	34	9	84	5.6%
Women	No. of people	10	11	6	27	4.9%
Total	No. of people	51	45	15	111	5.4%
Turnover	%	36.7%	4.9%	1.5%	5.4%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER

	U.o.M.	2022				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	64	62	28	154	9.8%
Women	No. of people	23	55	16	94	15.5%
Total	No. of people	87	117	44	248	11.3%
Turnover	%	48.1%	12.4%	4.2%	11.3%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER

	U.o.M.	2023				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	85	103	20	208	12.5%
Women	No. of people	34	48	17	99	15.4%
Total	No. of people	119	151	37	307	13.3%
Turnover	%	53.8%	14.2%	3.6%	13.3%	-

ITALY - BORMIOLI LUIGI S.P.A.+ AFTER GLASS S.P.A.

NEW EMPLOYEES BY AGE GROUP AND GENDER

	U.o.M.	2021				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	39	29	7	75	6.1%
Women	No. of people	8	10	3	21	4.7%
Total	No. of people	47	39	10	96	5.7%
Turnover	%	37.3%	5.8%	1.1%	5.7%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER

	U.o.M.	2022				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	56	46	17	119	9.3%
Women	No. of people	20	43	14	77	15.7%
Total	No. of people	76	89	31	196	11.1%
Turnover	%	46.3%	13.1%	3.3%	11.1%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER

	U.o.M.	2023				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	55	82	18	155	11.7%
Women	No. of people	30	40	13	83	16.1%
Total	No. of people	85	122	31	238	12.9%
Turnover	%	43.8%	15.5%	3.6%	12.9%	-

SPAIN - BORMIOLI ROCCO S.A.U.

NEW EMPLOYEES BY AGE GROUP AND GENDER

	U.o.M.	2021				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	2	3	1	6	2.4%
Women	No. of people	1	0	0	1	1.5%
Total	No. of people	3	3	1	7	2.3%
Turnover	%	42.9%	1.4%	1.0%	2.3%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER

	U.o.M.	2022				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	5	14	9	28	10.6%
Women	No. of people	0	6	1	7	9.7%
Total	No. of people	5	20	10	35	10.4%
Turnover	%	56.0%	9.0%	10.0%	10.0%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER

	U.o.M.	2023				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	29	16	1	46	15.6%
Women	No. of people	4	7	3	14	16.5%
Total	No. of people	33	23	4	60	15.8%
Turnover	%	143.5%	9.7%	3.3%	15.8%	-

FRANCE - BORMIOLI LUIGI S.A.R.L. + BORMIOLI ROCCO TABLEWARE FRANCE S.A.S.

NEW EMPLOYEES BY AGE GROUP AND GENDER

	U.o.M.	2021				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	0	0	1	1	7.1%
Women	No. of people	0	0	1	1	4.2%
Total	No. of people	0	0	2	2	5.3%
Turnover	%	0.0%	0.0%	14.3%	5.3%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER

	U.o.M.	2022				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	3	2	0	5	23.8%
Women	No. of people	3	4	0	7	25.0%
Total	No. of people	6	6	0	12	24.5%
Turnover	%	85.7%	20.7%	0.0%	24.5%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER

	U.o.M.	2023				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	1	5	1	7	25.0%
Women	No. of people	0	1	1	2	7.4%
Total	No. of people	1	6	2	9	16.4%
Turnover	%	25.0%	18.2%	11.1%	16.4%	-

OTHER COUNTRIES

NEW EMPLOYEES BY AGE GROUP AND GENDER

	U.o.M.	2021				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	0	2	0	2	16.7%
Women	No. of people	1	1	2	4	23.5%
Total	No. of people	1	3	2	6	20.7%
Turnover	%	50.0%	23.1%	14.3%	20.7%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER

	U.o.M.	2022				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	0	0	2	2	16.7%
Women	No. of people	0	2	1	3	17.6%
Total	No. of people	0	2	3	5	17.2%
Turnover	%	0.0%	14.3%	21.4%	17.2%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER

	U.o.M.	2023				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	0	0	0	0	0.0%
Women	No. of people	0	0	0	0	0.0%
Total	No. of people	0	0	0	0	0.0%
Turnover	%	-	0.0%	0.0%	0.0%	-

Note: The data reported here refer to the Group's other trading companies (Bormioli Luigi Corporation, Bormioli Luigi Do Brasil LTDA, Bormioli Rocco Central Europe GMBH, Bormioli Rocco Asia Pacific LTD, operating in Brazil, the USA, Germany and Hong Kong).

GROUP

TERMINATIONS BY AGE GROUP AND GENDER						
	U.o.M.	2021				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	9	20	83	112	7.4%
Women	No. of people	6	13	22	41	7.5%
Total	No. of people	15	33	105	153	7.4%
Turnover	%	10.8%	3.6%	10.4%	7.4%	-

TERMINATIONS BY AGE GROUP AND GENDER						
	U.o.M.	2022				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	7	24	55	86	5.4%
Women	No. of people	5	13	18	36	5.9%
Total	No. of people	12	37	73	122	5.6%
Turnover	%	6.6%	3.9%	6.9%	5.6%	-

TERMINATIONS BY AGE GROUP AND GENDER						
	U.o.M.	2023				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	18	51	56	125	7.5%
Women	No. of people	7	22	34	63	9.8%
Total	No. of people	25	73	90	188	8.2%
Turnover	%	11.3%	6.8%	8.8%	8.2%	-

ITALY - BORMIOLI LUIGI S.P.A.+ AFTER GLASS S.P.A.

TERMINATIONS BY AGE GROUP AND GENDER

	U.o.M.	2021				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	9	16	78	103	8.3%
Women	No. of people	5	11	19	35	7.9%
Total	No. of people	14	27	97	138	8.2%
Turnover	%	11.1%	4.0%	11.0%	8.2%	-

TERMINATIONS BY AGE GROUP AND GENDER

	U.o.M.	2022				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	5	18	51	74	5.8%
Women	No. of people	4	12	13	29	5.9%
Total	No. of people	9	30	64	103	5.8%
Turnover	%	5.5%	4.4%	6.9%	5.8%	-

TERMINATIONS BY AGE GROUP AND GENDER

	U.o.M.	2023				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	15	39	55	109	8.2%
Women	No. of people	5	21	32	58	11.2%
Total	No. of people	20	60	87	167	9.1%
Turnover	%	10.3%	7.6%	10.1%	9.1%	-

SPAIN - BORMIOLI ROCCO S.A.U.

TERMINATIONS BY AGE GROUP AND GENDER

	U.o.M.	2021				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	0	1	2	3	1.2%
Women	No. of people	0	0	1	1	1.5%
Total	No. of people	0	1	3	4	1.3%
Turnover	%	0.0%	0.5%	3.1%	1.3%	-

TERMINATIONS BY AGE GROUP AND GENDER

	U.o.M.	2022				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	0	3	3	6	2.3%
Women	No. of people	0	0	0	0	0.0%
Total	No. of people	0	3	3	6	1.8%
Turnover	%	0.0%	1.0%	3.0%	2.0%	-

TERMINATIONS BY AGE GROUP AND GENDER

	U.o.M.	2023				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	3	11	1	15	5.1%
Women	No. of people	1	1	0	2	2.4%
Total	No. of people	4	12	1	17	4.5%
Turnover	%	17.4%	5.1%	0.8%	4.5%	-

FRANCE - BORMIOLI LUIGI S.A.R.L. + BORMIOLI ROCCO TABLEWARE FRANCE S.A.S.

TERMINATIONS BY AGE GROUP AND GENDER

	U.o.M.	2021				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	0	0	1	1	7.1%
Women	No. of people	0	1	2	3	4.2%
Total	No. of people	0	1	3	4	10.5%
Turnover	%	0.0%	5.0%	21.4%	10.5%	-

TERMINATIONS BY AGE GROUP AND GENDER

	U.o.M.	2022				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	2	2	0	4	19.0%
Women	No. of people	1	0	3	4	14.3%
Total	No. of people	3	2	3	8	16.3%
Turnover	%	42.9%	6.9%	23.1%	16.3%	-

TERMINATIONS BY AGE GROUP AND GENDER

	U.o.M.	2023				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	0	1	0	1	3.6%
Women	No. of people	0	0	2	2	7.4%
Total	No. of people	0	1	2	3	5.5%
Turnover	%	0.0%	3.0%	11.1%	5.5%	-

Note: Figures for 2021 do not include figures for Bormioli Rocco Tableware France S.A.S.

OTHER COUNTRIES

TERMINATIONS BY AGE GROUP AND GENDER

	U.o.M.	2021				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	0	3	2	5	41.7%
Women	No. of people	1	1	0	2	11.8%
Total	No. of people	1	4	2	7	24.1%
Turnover	%	50.0%	30.8%	14.3%	24.1%	-

TERMINATIONS BY AGE GROUP AND GENDER

	U.o.M.	2022				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	0	1	1	2	16.7%
Women	No. of people	0	1	2	3	17.6%
Total	No. of people	0	2	3	5	17.2%
Turnover	%	0.0%	14.3%	21.4%	17.2%	-

TERMINATIONS BY AGE GROUP AND GENDER

	U.o.M.	2023				
		< 30	30-50	> 50	TOTAL	TURNOVER %
Men	No. of people	0	0	0	0	0.0%
Women	No. of people	1	0	0	1	6.3%
Total	No. of people	1	0	0	1	3.6%
Turnover	%	-	0.0%	0.0%	3.6%	-

Note: The data reported here refer to the Group's other trading companies (Bormioli Luigi Corporation, Bormioli Luigi Do Brasil LTDA, Bormioli Rocco Central Europe GMBH, Bormioli Rocco Asia Pacific LTD, operating in Brazil, the USA, Germany and Hong Kong).

TRAINING HOURS PROVIDED TO EMPLOYEES

[GRI 404-1]

GROUP

AVERAGE NUMBER OF TRAINING HOURS PER CAPITA BY GENDER				
GENDER:	U.o.M.	2021	2022	2023
Men	average no. of hours	9.3	18.2	21.9
Women	average no. of hours	10.2	11.7	23.4
Total	average no. of hours	9.4	16.4	22.3

GROUP

AVERAGE NUMBER OF TRAINING HOURS PER CAPITA BY PROFESSIONAL CATEGORY				
PROFESSIONAL CATEGORY	U.o.M.	2021	2022	2023
Senior Managers	average no. of hours	14.9	9.1	22.9
Middle managers	average no. of hours	16.1	13.1	35.1
Office workers	average no. of hours	9.4	14.6	22.0
Production workers	average no. of hours	8.8	17.2	21.4
Total	average no. of hours	9.4	16.4	22.3

NOTE: The figures reported for the year 2021 exclusively refer to Bormioli Luigi S.p.A.

BORMIOLI LUIGI S.P.A. & BORMIOLI ROCCO S.A.U.**AVERAGE NUMBER OF TRAINING HOURS PER CAPITA BY GENDER AND PROFESSIONAL CATEGORY**

PROFESSIONAL CATEGORY	U.o.M.	2023					
		PARMA			ABBIATEGRASSO		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Senior Managers	average no. of hours	21.4	178.0	33.4	21.0	-	21.0
Middle managers	average no. of hours	27.0	43.3	29.3	13.0	-	13.0
Office workers	average no. of hours	18.3	22.4	20.0	20.7	3.6	16.4
Production workers	average no. of hours	13.5	15.2	13.9	13.3	7.2	11.6
Total	average no. of hours	15.3	19.1	16.3	13.8	7.0	12.0

AVERAGE NUMBER OF TRAINING HOURS PER CAPITA BY GENDER AND PROFESSIONAL CATEGORY

PROFESSIONAL CATEGORY	U.o.M.	2023					
		ALTARE			FIDENZA		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Senior Managers	average no. of hours	11.5	-	11.5	19.3	17.0	19.0
Middle managers	average no. of hours	38.8	-	38.8	50.5	31.6	41.4
Office workers	average no. of hours	20.4	29.4	24.7	22.2	27.5	24.2
Production workers	average no. of hours	8.7	2.9	7.0	6.6	4.7	6.2
Total	average no. of hours	9.8	6.8	8.9	12.2	17.5	13.5

AVERAGE NUMBER OF TRAINING HOURS PER CAPITA BY GENDER AND PROFESSIONAL CATEGORY

PROFESSIONAL CATEGORY	U.o.M.	2023		
		AZUQUECA		
		MEN	WOMEN	TOTAL
Senior Managers	average no. of hours	1.9	57.5	13.0
Middle managers	average no. of hours	65.5	46.6	61.7
Office workers	average no. of hours	32.2	25.6	29.8
Production workers	average no. of hours	65.0	103.0	72.8
Total	average no. of hours	60.9	84.6	66.2

BORMIOLI LUIGI S.P.A. & BORMIOLI ROCCO S.A.U.**AVERAGE NUMBER OF TRAINING HOURS PER ISSUE**

AREA OF TRAINING PROVIDED TO EMPLOYEES	U.o.M.	2023				
		PARMA	ABBiateGRASSO	ALTARE	FIDENZA	AZUQUECA
Environment	average no. of hours	0.3	0.4	0.2	0.5	0.0
Safety	average no. of hours	5.3	8.0	7.1	7.2	1.4
Job training	average no. of hours	3.3	1.9	0.1	0.8	4.9
Quality training	average no. of hours	3.0	0.8	0.0	0.3	3.5
Technical/production	average no. of hours	0.7	0.4	0.0	0.1	54.2
Other	average no. of hours	3.7	0.6	1.6	4.6	2.1
Total	average no. of hours	16.3	12.0	8.9	13.5	66.2

DIVERSITY OF EMPLOYEES

[GRI 405-1]

Note: The figures reported for 2021 do not include Bormioli Rocco Tableware France S.A.S.

GROUP**BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER**

PROFESSIONAL CATEGORY	U.o.M.	2021			2022			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Senior Managers	%	89.7%	10.3%	1.9%	87.2%	12.8%	1.8%	86.8%	13.2%	1.6%
Middle managers	%	73.6%	26.4%	4.4%	73.4%	26.6%	5.0%	73.2%	26.8%	5.3%
Office workers	%	58.8%	41.2%	18.5%	59.2%	40.8%	17.8%	57.8%	42.2%	18.1%
Production workers	%	76.4%	23.6%	75.1%	74.8%	25.2%	75.4%	75.1%	24.9%	74.9%
Total	%	73.3%	26.7%	100.0%	72.2%	27.8%	100.0%	72.1%	27.9%	100.0%

BORMIOLI LUIGI S.P.A. - ABBiateGRASSO**BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER**

PROFESSIONAL CATEGORY	U.o.M.	2023		
		MEN	WOMEN	TOTAL
Senior Managers	%	100.0%	0.0%	0.5%
Middle managers	%	100.0%	0.0%	0.5%
Office workers	%	75.0%	25.0%	6.1%
Production workers	%	72.0%	28.0%	92.9%
Total	%	72.4%	27.6%	100.0%

BORMIOLI LUIGI S.P.A. - PARMA**BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER**

PROFESSIONAL CATEGORY	U.o.M.	2023		
		MEN	WOMEN	TOTAL
Senior Managers	%	92.3%	7.7%	1.5%
Middle managers	%	85.4%	14.6%	5.6%
Office workers	%	57.8%	42.2%	20.2%
Production workers	%	76.2%	23.8%	72.6%
Total	%	73.2%	26.8%	100.0%

BORMIOLI LUIGI S.P.A. - ALTARE**BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER**

PROFESSIONAL CATEGORY	U.o.M.	2023		
		MEN	WOMEN	TOTAL
Senior Managers	%	100.0%	0.0%	0.5%
Middle managers	%	100.0%	0.0%	0.5%
Office workers	%	52.6%	47.4%	9.5%
Production workers	%	71.7%	28.3%	89.6%
Total	%	70.1%	29.9%	100.0%

BORMIOLI LUIGI S.P.A. - FIDENZA**BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER**

PROFESSIONAL CATEGORY	U.o.M.	2023		
		MEN	WOMEN	TOTAL
Senior Managers	%	87.5%	12.5%	0.8%
Middle managers	%	51.9%	48.1%	10.9%
Office workers	%	61.4%	38.6%	42.9%
Production workers	%	82.2%	17.8%	45.4%
Total	%	74.7%	25.3%	100.0%

BORMIOLI ROCCO S.A.U. - AZUQUECA**BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER**

PROFESSIONAL CATEGORY	U.o.M.	2023		
		MEN	WOMEN	TOTAL
Senior Managers	%	80.0%	20.0%	1.3%
Middle managers	%	80.0%	20.0%	6.6%
Office workers	%	64.4%	35.6%	11.8%
Production workers	%	79.3%	20.7%	80.3%
Total	%	77.6%	22.4%	100.0%

GROUP

BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP					
PROFESSIONAL CATEGORY	U.o.M.	2021			
		< 30	30-50	> 50	TOTAL
Senior Managers	%	0.0%	23.1%	76.9%	1.9%
Middle managers	%	2.2%	45.1%	52.7%	4.4%
Office workers	%	10.0%	48.8%	41.2%	18.5%
Production workers	%	6.4%	43.6%	50.0%	75.1%
Total	%	6.8%	44.3%	49.0%	100.0%

BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP					
PROFESSIONAL CATEGORY	U.o.M.	2022			
		< 30	30-50	> 50	TOTAL
Senior Managers	%	0.0%	33.3%	66.7%	1.8%
Middle managers	%	2.8%	49.5%	47.7%	5.0%
Office workers	%	12.6%	44.9%	42.6%	17.8%
Production workers	%	7.8%	42.7%	49.5%	75.4%
Total	%	8.3%	43.3%	48.4%	100.0%

BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP					
PROFESSIONAL CATEGORY	U.o.M.	2023			
		< 30	30-50	> 50	TOTAL
Senior Managers	%	0.0%	34.2%	65.8%	1.6%
Middle managers	%	1.6%	56.9%	41.5%	5.3%
Office workers	%	14.4%	46.8%	38.8%	18.1%
Production workers	%	9.2%	45.7%	45.1%	74.9%
Total	%	9.6%	46.3%	44.1%	100.0%

BORMIOLI LUIGI S.P.A. - ABBiateGRASSO

BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP					
PROFESSIONAL CATEGORY	U.o.M.	2023			
		< 30	30-50	> 50	TOTAL
Senior Managers	%	0.0%	0.0%	100.0%	1.3%
Middle managers	%	0.0%	100.0%	0.0%	0.0%
Office workers	%	16.7%	41.7%	41.7%	6.6%
Production workers	%	5.5%	56.0%	38.5%	92.1%
Total	%	6.1%	55.1%	38.8%	100.0%

BORMIOLI LUIGI S.P.A. - PARMA

BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP					
PROFESSIONAL CATEGORY	U.o.M.	2023			TOTAL
		< 30	30-50	> 50	
Senior Managers	%	0.0%	23.1%	76.9%	1.5%
Middle managers	%	0.0%	47.9%	52.1%	5.6%
Office workers	%	18.5%	43.4%	38.2%	20.2%
Production workers	%	10.6%	35.3%	54.1%	72.6%
Total	%	11.5%	37.4%	51.1%	100.0%

BORMIOLI LUIGI S.P.A. - ALTARE

BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP					
PROFESSIONAL CATEGORY	U.o.M.	2023			TOTAL
		< 30	30-50	> 50	
Senior Managers	%	0.0%	100%	0%	0%
Middle managers	%	0.0%	0%	100%	0%
Office workers	%	15.8%	37%	47%	9%
Production workers	%	5.0%	49%	46%	90%
Total	%	6.0%	48%	46%	100%

BORMIOLI LUIGI S.P.A. - FIDENZA

BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP					
PROFESSIONAL CATEGORY	U.o.M.	2023			TOTAL
		< 30	30-50	> 50	
Senior Managers	%	0%	38%	63%	2%
Middle managers	%	0%	52%	48%	6%
Office workers	%	15%	43%	42%	28%
Production workers	%	5%	42%	52%	65%
Total	%	8%	43%	49%	100%

BORMIOLI ROCCO S.A.U. - AZUQUECA

BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP					
PROFESSIONAL CATEGORY	U.o.M.	2023			TOTAL
		< 30	30-50	> 50	
Senior Managers	%	0%	40%	60%	1%
Middle managers	%	8%	64%	28%	7%
Office workers	%	0%	67%	33%	12%
Production workers	%	7%	62%	31%	80%
Total	%	6%	62%	32%	100%

GROUP

BREAKDOWN OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES										
PROFESSIONAL CATEGORY	U.o.M.	2021			2022			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Senior Managers	%	100.0%	0.0%	1.4%	100.0%	0.0%	1.4%	100.0%	0.0%	1.4%
Middle managers	%	100.0%	0.0%	1.4%	100.0%	0.0%	1.4%	100.0%	0.0%	1.4%
Office workers	%	77.8%	22.2%	12.2%	75.0%	25.0%	11.6%	77.8%	22.2%	13.0%
Production workers	%	69.8%	30.2%	85.1%	67.8%	32.2%	85.5%	67.2%	32.8%	84.1%
Total	%	71.6%	28.4%	100.0%	69.6%	30.4%	100.0%	69.6%	30.4%	100.0%

BORMIOLI LUIGI S.P.A. - ABBiateGRASSO

BREAKDOWN OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES				
PROFESSIONAL CATEGORY	U.o.M.	2023		
		MEN	WOMEN	TOTAL
Senior Managers	%	-	-	0.0%
Middle managers	%	-	-	0.0%
Office workers	%	-	-	0.0%
Production workers	%	66.7%	33.3%	100.0%
Total	%	66.7%	33.3%	100.0%

BORMIOLI LUIGI S.P.A. - PARMA

BREAKDOWN OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES				
PROFESSIONAL CATEGORY	U.o.M.	2023		
		MEN	WOMEN	TOTAL
Senior Managers	%	-	-	0.0%
Middle managers	%	100.0%	0.0%	3.0%
Office workers	%	75.0%	25.0%	12.1%
Production workers	%	78.6%	21.4%	84.8%
Total	%	78.8%	21.2%	100.0%

BORMIOLI LUIGI S.P.A. - ALTARE

BREAKDOWN OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES				
PROFESSIONAL CATEGORY	U.o.M.	2023		
		MEN	WOMEN	TOTAL
Senior Managers	%	-	-	0.0%
Middle managers	%	-	-	0.0%
Office workers	%	-	-	0.0%
Production workers	%	25.0%	75.0%	100.0%
Total	%	25.0%	75.0%	100.0%

BORMIOLI LUIGI S.P.A. - FIDENZA

BREAKDOWN OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES				
PROFESSIONAL CATEGORY	U.o.M.	2023		
		MEN	WOMEN	TOTAL
Senior Managers	%	100.0%	0.0%	7.1%
Middle managers	%	-	-	0.0%
Office workers	%	100.0%	0.0%	28.6%
Production workers	%	77.8%	22.2%	64.3%
Total	%	85.7%	14.3%	100.0%

BORMIOLI ROCCO S.A.U. - AZUQUECA

BREAKDOWN OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES				
PROFESSIONAL CATEGORY	U.o.M.	2023		
		MEN	WOMEN	TOTAL
Senior Managers	%	0.0%	0.0%	0.0%
Middle managers	%	0.0%	0.0%	0.0%
Office workers	%	0.0%	0.0%	0.0%
Production workers	%	0.0%	0.0%	0.0%
Total	%	0.0%	0.0%	0.0%

GROUP

BREAKDOWN OF EMPLOYEES IN PROTECTED CATEGORIES BY PRODUCTION PLANT						
	U.o.M.	2023				
		PARMA	ABBIATEGRASSO	ALTARE	FIDENZA	AZUQUECA
Total number of employees in protected categories out of plant total	%	3.9%	4.6%	4.0%	3.0%	0.0%
Total number of employees in protected categories out of Group total	%	1.4%	0.4%	0.3%	0.6%	0.0%

WORK-RELATED INJURIES

[GRI 403-9]

Note: The figures reported for the year 2021 do not include Bormioli Rocco Tableware France S.A.S., Bormioli Luigi Corporation, Bormioli Luigi Do Brasil LTDA, Bormioli Rocco Asia Pacific LTD.

GROUP

INJURY INDICATORS FOR EMPLOYEES				
INJURY INDICATOR	U.o.M.	2021	2022	2023
Total number of work-related fatalities	no.	0	0	0
Total number of severe work-related injuries (excluding fatalities)	no.	0	0	0
Total number of work-related injuries recorded	no.	73	90	101
Hours worked	hours	3340244	3301597*	3528616
Rate of work-related fatalities ⁽¹⁾	no. of fatalities/ hours worked	0.0	0.0	0.0
Rate of severe work-related injuries (excluding fatalities) ⁽²⁾	no. of severe injuries/ hours worked	0.0	0.0	0.0
Rate of work-related injuries recorded ⁽³⁾	no. of injuries/ hours worked	21.9	27.3	28.6

(1) : The rate of work-related fatalities is calculated as the ratio of fatalities in the reference year to hours worked by employees, multiplied by 1,000,000.

(2) : The rate of severe injuries is calculated as the ratio of severe injuries in the reference year to hours worked by employees, multiplied by 1,000,000.

(3): The rate of work-related injuries recorded is calculated as the ratio of work-related injuries recorded in the reference year to hours worked by employees, multiplied by 1,000,000.

BORMIOLI LUIGI S.P.A. - PARMA

INJURY INDICATORS FOR EMPLOYEES		
INJURY INDICATOR	U.o.M.	2023
Total number of work-related fatalities	no.	0
Total number of severe work-related injuries (excluding fatalities)	no.	0
Total number of work-related injuries recorded	no.	33
Hours worked	hours	1309261
Number of days lost due to work-related injuries, fatalities, health problems	no.	693
Rate of work-related fatalities ⁽¹⁾	no. of fatalities/hours worked	0.0
Rate of severe work-related injuries (excluding fatalities) ⁽²⁾	no. of severe injuries/hours worked	0.0
Rate of work-related injuries recorded ⁽³⁾	no. of injuries/hours worked	25.2

(1) : The rate of work-related fatalities is calculated as the ratio of fatalities in the reference year to hours worked by employees, multiplied by 1,000,000.

(2) : The rate of severe injuries is calculated as the ratio of severe injuries in the reference year to hours worked by employees, multiplied by 1,000,000.

(3): The rate of work-related injuries recorded is calculated as the ratio of work-related injuries recorded in the reference year to hours worked by employees, multiplied by 1,000,000.

*Note: Hours worked in 2022 were restated for the French company (Bormioli Rocco Tableware France S.A.S.) following an improvement in the data collection process. For previously published data, please refer to the 2022 Sustainability Report.

BORMIOLI LUIGI S.P.A. - ABBIEGRASSO

INJURY INDICATORS FOR EMPLOYEES		
INJURY INDICATOR	U.o.M.	2023
Total number of work-related fatalities	no.	0
Total number of severe work-related injuries (excluding fatalities)	no.	0
Total number of work-related injuries recorded	no.	9
Hours worked	hours	311159
Number of days lost due to work-related injuries, fatalities, health problems	no.	155
Rate of work-related fatalities ⁽¹⁾	no. of fatalities/hours worked	0.0
Rate of severe work-related injuries (excluding fatalities) ⁽²⁾	no. of severe injuries/hours worked	0.0
Rate of work-related injuries recorded ⁽³⁾	no. of injuries/hours worked	28.9

BORMIOLI LUIGI S.P.A. - ALTARE

INJURY INDICATORS FOR EMPLOYEES		
INJURY INDICATOR	U.o.M.	2023
Total number of work-related fatalities	no.	0
Total number of severe work-related injuries (excluding fatalities)	no.	0
Total number of work-related injuries recorded	no.	10
Hours worked	hours	312688
Number of days lost due to work-related injuries, fatalities, health problems	no.	233
Rate of work-related fatalities ⁽¹⁾	no. of fatalities/hours worked	0.0
Rate of severe work-related injuries (excluding fatalities) ⁽²⁾	no. of severe injuries/hours worked	0.0
Rate of work-related injuries recorded ⁽³⁾	no. of injuries/hours worked	32.0

BORMIOLI LUIGI S.P.A. - FIDENZA

INJURY INDICATORS FOR EMPLOYEES		
INJURY INDICATOR	U.o.M.	2023
Total number of work-related fatalities	no.	0
Total number of severe work-related injuries (excluding fatalities)	no.	0
Total number of work-related injuries recorded	no.	15
Hours worked	hours	756429
Number of days lost due to work-related injuries, fatalities, health problems	no.	604*
Rate of work-related fatalities ⁽¹⁾	no. of fatalities/hours worked	0.0
Rate of severe work-related injuries (excluding fatalities) ⁽²⁾	no. of severe injuries/hours worked	0.0
Rate of work-related injuries recorded ⁽³⁾	no. of injuries/hours worked	19.8

*Note: Of the 604 days total, 297 refer to injuries occurring in 2023, while the remainder occurred in 2022

BORMIOLI ROCCO S.A.U. - AZUQUECA

INJURY INDICATORS FOR EMPLOYEES		
INJURY INDICATOR	U.o.M.	2023
Total number of work-related fatalities	no.	0
Total number of severe work-related injuries (excluding fatalities)	no.	0
Total number of work-related injuries recorded	no.	27
Hours worked	hours	535588
Number of days lost due to work-related injuries, fatalities, health problems	no.	402
Rate of work-related fatalities ⁽¹⁾	no. of fatalities/hours worked	0.0
Rate of severe work-related injuries (excluding fatalities) ⁽²⁾	no. of severe injuries/hours worked	0.0
Rate of work-related injuries recorded ⁽³⁾	no. of injuries/hours worked	50.4

GROUP

INJURY INDICATORS FOR EXTERNAL COLLABORATORS				
INJURY INDICATOR	U.o.M.	2021	2022	2023
Total number of work-related fatalities	no.	0	0	0
Total number of severe work-related injuries (excluding fatalities)	no.	1	0	0
Total number of work-related injuries recorded	no.	10	7	8
Hours worked	hours	356401	234060	326051
Rate of work-related fatalities ⁽⁴⁾	no. of fatalities/ hours worked	0.0	0.0	0.0
Rate of severe work-related injuries (excluding fatalities) ⁽⁵⁾	no. of severe injuries/ hours worked	2.8	0.0	0.0
Rate of work-related injuries recorded ⁽⁶⁾	no. of injuries/ hours worked	28.1	29.9	24.5

(4) : The rate of work-related fatalities is calculated as the ratio of fatalities in the reference year to hours worked by external workers, multiplied by 1,000,000.

(5) : The rate of severe work-related injuries is calculated as the ratio of severe injuries in the reference year to hours worked by external workers, multiplied by 1,000,000.

(6) : The rate of work-related injuries recorded is calculated as the ratio of work-related injuries recorded in the reference year to hours worked by external workers, multiplied by 1,000,000.

GROUP

INJURY INDICATORS FOR TEMPORARY WORKERS				
INJURY INDICATOR	U.o.M.	2021	2022	2023
Total number of work-related fatalities	no.	0	0	0
Total number of severe work-related injuries (excluding fatalities)	no.	0	0	0
Total number of work-related injuries recorded	no.	8	16	25
Hours worked	hours	680285*	818397*	1003502
Rate of work-related fatalities ⁽⁷⁾	no. of fatalities/ hours worked	0.0	0.0	0.0
Rate of severe work-related injuries (excluding fatalities) ⁽⁸⁾	no. of severe injuries/ hours worked	0.0	0.0	0.0
Rate of work-related injuries recorded ⁽⁹⁾	no. of injuries/ hours worked	11.8	19.6	24.9






(7) : The rate of work-related fatalities is calculated as the ratio of fatalities in the reference year to hours worked by external workers, multiplied by 1,000,000.








(8) : The rate of severe work-related injuries is calculated as the ratio of severe injuries in the reference year to hours worked by external workers, multiplied by 1,000,000.

(9) : The rate of work-related injuries recorded is calculated as the ratio of work-related injuries recorded in the reference year to hours worked by external workers, multiplied by 1,000,000.

*Note: Hours worked in 2021 and 2022 were restated for the Spanish company (Bormioli Rocco S.A.U.) following an improvement in the data collection process. For previously published data, please refer to the 2022 Sustainability Report.

CORRELATION TABLE WITH THE UN GLOBAL COMPACT PRINCIPLES

UN GLOBAL COMPACT PRINCIPLES	REFERENCES TO THE SUSTAINABILITY REPORT 2023	GRI REFERENCE	SDGs
HUMAN RIGHTS			
<p>1. Businesses should support and respect the protection of internationally proclaimed human rights within the scope of their spheres of influence.</p> <p>2. Businesses should make sure that they are not complicit, even indirectly, in human rights abuses.</p>	<ul style="list-style-type: none"> Ref. Chapter 4.1. A company made of people Ref. Appendix: Ethics and human rights 	<p>GRI 405 Diversity and Equal Opportunity</p> <p>GRI 406 Non-discrimination</p> <p>GRI 414 Supplier Social Assessment</p>	 
LABOUR			
<p>3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<ul style="list-style-type: none"> Ref. Chapter 1. The art of glassmaking handed down for generations: <ul style="list-style-type: none"> - "Fight against discrimination, and respect for human rights in the workplace". Ref. Chapter 4. The value of our people: <ul style="list-style-type: none"> - "Trade union relations". 	<p>GRI 2-30 Collective bargaining agreements</p> <p>GRI 402 Labor/Management relations</p>	
<p>4. Businesses should support the elimination of all forms of forced or compulsory labour</p>	<ul style="list-style-type: none"> Ref. Chapter 1. The art of glassmaking handed down for generations: <ul style="list-style-type: none"> - "Fight against discrimination, and respect for human rights in the workplace". - "Responsible running of the company". Ref. Chapter 2. The value of quality and innovation: <ul style="list-style-type: none"> - "Supply chain management: a virtuous ecosystem". Ref. Appendix: Ethics and human rights. 	<p>GRI 406 Non-discrimination</p> <p>GRI 414 Supplier Social Assessment</p>	
<p>5. Businesses should uphold the effective abolition of child labour.</p>	<ul style="list-style-type: none"> Ref. Chapter 1. The art of glassmaking handed down for generations: <ul style="list-style-type: none"> - "Fight against discrimination, and respect for human rights in the workplace". Ref. Chapter 2. The value of quality and innovation: <ul style="list-style-type: none"> - "Supply chain management: a virtuous ecosystem". - "Our checklist for suppliers". Ref. Appendix: Ethics and human rights. 	<p>GRI 414: Supplier Social Assessment</p>	

UN GLOBAL COMPACT PRINCIPLES	REFERENCES TO BORMIOLI SUSTAINABILITY REPORT 2023	GRI REFERENCE	SDGs	
LABOUR				
6.	<p>Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>	<ul style="list-style-type: none"> • Ref. Chapter 1. The art of glassmaking handed down for generations: <ul style="list-style-type: none"> - "Fight against discrimination, and respect for human rights in the workplace". • Ref. Appendix: Ethics and human rights. 	<p>GRI 2-7 Employees</p> <p>GRI 2-8 Workers who are not employees</p> <p>GRI 401 Employment</p> <p>GRI 405 Diversity and Equal Opportunity</p> <p>GRI 406 Non-discrimination</p>	 
ENVIRONMENT				
7.	<p>Businesses should support a precautionary approach to environmental challenges.</p>	<ul style="list-style-type: none"> • Ref. Chapter 2. The value of quality and innovation: <ul style="list-style-type: none"> - "Supply chain management: a virtuous ecosystem". - "Our checklist for suppliers". - "Sustainability through innovation: The Circular Economy and the 5Rs". • Ref. Chapter 3. Respect for the environment • Ref Appendix: Additional information Chapter 3. 	<p>GRI 301 Materials</p> <p>GRI 302 Energy</p> <p>GRI 303 Water</p> <p>GRI 305 Emissions</p> <p>GRI 306 Waste</p> <p>GRI 308 Supplier Environmental Assessment</p>	   
8.	<p>Businesses should undertake initiatives to promote greater environmental responsibility.</p>			
9.	<p>Businesses should encourage the development and diffusion of environmentally-friendly technologies.</p>			
ANTI-CORRUPTION				
10.	<p>Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<ul style="list-style-type: none"> • Ref. Chapter 1. The art of glassmaking handed down for generations: <ul style="list-style-type: none"> - "Our goals". - "Responsible running of the company." 	<p>GRI 205 Anti-corruption</p>	

GRI

CONTENT INDEX

Declaration of use

The Bormioli Luigi Group has presented its reporting in compliance with GRI standards for the period 1 January 2023 to 31 December 2023

GRI 1 used

GRI 1 - Foundation (2021)

GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2 General Disclosures (2021)	2-1 Organizational details	14-15; 16-18; 109			
	2-2 Entities included in the organization's sustainability reporting	16; 109			
	2-3 Reporting period, frequency and contact point	19/07/2024; 109			
	2-4 Restatements of information	109			
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	2-7 Employees	94-95; 97; 129-131			
	2-8 Workers who are not employees	94; 129			
	2-9 Governance structure and composition	17-19			
	2-10 Nomination and selection of the highest governance body	-		Confidential information	
	2-11 Chair of the highest governance body	18	2-11 b.	Confidential information	
	2-12 Role of the highest governance body in overseeing the management of impacts	19; 28; 32; 34			
	2-13 Delegation of responsibility for managing impacts	19; 28			
	2-14 Role of the highest governance body in sustainability reporting	19			
	2-15 Conflicts of interest	18; 26-27			
	2-16 Communication of critical concerns	26-27; 112			
	2-17 Collective knowledge of the highest governance body	19			
	2-18 Evaluation of the performance of the highest governance body	19			
	2-19 Remuneration policies	18			
	2-20 Process to determine remuneration	-		Confidential information	
	2-21 Annual total compensation ratio	-		Confidential information	

GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
GRI 2 General Disclosures (2021)	2-22 Statement on sustainable development strategy	5; 7			
	2-23 Policy commitments	22-23; 26-28; 38; 68-69; 74; 88; 97; 102			
	2-24 Embedding policy commitments	22-23; 26-28; 38; 68-69; 74; 88; 97; 102			
	2-25 Processes to remediate negative impacts	26-27			
	2-26 Mechanisms for seeking advice and raising concerns	26-27; 109			
	2-27 Compliance with laws and regulations	27; 137-139			
	2-28 Membership associations	111			
	2-29 Approach to stakeholder engagement	32; 112			
	2-30 Collective bargaining agreements	97; 136			

MATERIAL TOPICS

GRI 3 Material topics (2021)	3-1 Process to determine material topics	34			
	3-2 List of material topics	35			

Material topic: Energy consumption and procurement and climate change

GRI 3 Material topics (2021)	3-3 Management of material topics	29; 35; 74-75; 78-83			
GRI 302 Energy (2016)	302-1 Energy consumption within the organization	80-83; 116-117			
GRI 305 Emissions (2016)	305-1 Direct (Scope 1) GHG emissions	82-83; 126			
	305-2 Energy indirect (Scope 2) GHG emissions	82-83; 127			
	305-3 Other indirect (Scope 3) GHG emissions	-		Information not available / partial	The information needed to calculate indirect GHG emissions (Scope 3) is currently not available due to the complexity of the value chain. The Group undertakes to include this information in future financial years.
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x) and other significant air emissions	82; 128-129			

GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION

Material topic: Business ethics and compliance

GRI 3 Material topics (2021)	3-3 Management of material topics	26-27; 35			
GRI 205 Anti-corruption (2016)	205-3 Confirmed incidents of corruption and actions taken	27; 137-138			
GRI 206 Anti-competitive behavior (2016)	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	137-138			
GRI 207 Tax (2019)	207-1 Approach to tax	22; 26			
GRI 207 Tax (2019)	207-2 Tax governance, control, and risk management	22; 26			

Material topic: Professional development of employees

GRI 3 Material topics (2021)	3-3 Management of material topics	35; 98-101			
GRI 404 Training and Education (2016)	404-1 Average hours of training per year per employee	99; 150-151			

Material topic: Employment protection

GRI 3 Material topics (2021)	3-3 Management of material topics	35; 94-96			
GRI 401 Employment (2016)	401-1 New employee hires and employee turnover	97; 140-149			

Material topic: Water resources management and protection of the subsoil

GRI 3 Material topics (2021)	3-3 Management of material topics	35; 86-88			
GRI 303 Water and Effluents (2018)	303-1 Interaction with water as a shared resource	86-88			
	303-2 Management of effluent-related impacts	86-88			
	303-3 Water withdrawal	87-88; 117-120			
	303-4 Water discharge	87-88; 121-124			
	303-5 Water consumption	87-88; 124-125			

GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION

Material topic: Occupational health and safety

GRI 3 Material topics (2021)	3-3 Management of material topics	29; 35; 102-105			
GRI 403 Occupational health and safety (2018)	403-1 Occupational Health and Safety Management System	29; 102-105			
	403-2 Hazard identification, risk assessment, and incident investigation	102-105			
	403-4 Worker participation, consultation, and communication on occupational health and safety	102-105			
	403-5 Worker training on occupational health and safety	102-105			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	102-105			
	403-9 Work-related injuries	102-105; 158-161			

Material topic: Well-being of employees and fair conditions of employment

GRI 3 Material topics (2021)	3-3 Management of material topics	26; 35; 94-95			
GRI 406 Non-discrimination (2016)	406-1 Incidents of discrimination and corrective actions taken	26; 95; 137-138			

Material topic: Creation and distribution of value

GRI 3 Material topics (2021)	3-3 Management of material topics	20; 35			
GRI 201 Economic performance (2016)	201-1 Direct economic value generated and distributed	20-21			

Material topic: Customer and end-consumer satisfaction and quality of the products

GRI 3 Material topics (2021)	3-3 Management of material topics	26; 35; 38; 46-47			
GRI 416 Customer health and safety (2016)	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	38			

GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION

Material topic: Promotion of diversity and equal opportunities

GRI 3 Material topics (2021)	3-3 Management of material topics	35; 94-97			
GRI 405 Diversity and Equal Opportunity (2016)	405-1 Diversity of governance bodies and employees	95; 97; 152-157 As at 31 December 2023, the composition of the Board of Directors of the Parent Company Bormioli Luigi S.p.A. was as follows: 66.67% male and 33.33% female, 66.67% of whom over 50 years old and 33.33% of whom in the 30-50 age group.			

Material topic: Innovation of production processes

GRI 3 Material topics (2021)	3-3 Management of material topics	35; 48-51			
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Material topic: Trade union relations

GRI 3 Material topics (2021)	3-3 Management of material topics	35; 97			
GRI 402 Labor/Management Relations (2016)	402-1 Minimum notice periods regarding operational changes	97			

Material topic: Responsible management of the supply chain

GRI 3 Material topics (2021)	3-3 Management of material topics	35; 68-71			
GRI 204 Procurement practices (2016)	204-1 Proportion of spending on local suppliers	71; 115			
GRI 308 Supplier Environmental Assessment (2016)	308-2 Negative environmental impacts in the supply chain and actions taken	114			
GRI 414 Supplier Social Assessment (2016)	414-2 Negative social impacts in the supply chain and actions taken	114			

Material topic: R&D, product eco-design and the propensity towards a circular economy

GRI 3 Material topics (2021)	3-3 Management of material topics	35; 48-51			
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GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION

Material topic: Attention to impacts on the local community

GRI 3 Material topics (2021)	3-3 Management of material topics	35; 106			
GRI 413 Local communities (2016)	413-2 Operations with significant actual and potential negative impacts on local communities	74-75; 86; 88; 106			

Material topic: Responsible communication

GRI 3 Material topics (2021)	3-3 Management of material topics	35			
GRI 417 Marketing and Labeling (2016)	417-2 Incidents of non-compliance concerning product and service information and labeling	In the three-year period 2021-2023, no cases of non-compliance with regulations concerning marketing communications or product and service information and labelling emerged.			
	417-3 Incidents of non-compliance concerning marketing communications				

Material topic: Privacy and information security

GRI 3 Material topics (2021)	3-3 Management of material topics	21; 35			
GRI 418 Customer Privacy (2016)	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	137-138			

Material topic: Sustainable packaging

GRI 3 Material topics (2021)	3-3 Management of material topics	35; 84			
GRI 301 Materials (2016)	301-1 Materials used by weight or volume	84; 115			

Material topic: Waste management

GRI 3 Material topics (2021)	3-3 Management of material topics	35; 90			
GRI 306 Waste (2020)	306-1 Waste generation and significant waste-related impacts	90			
	306-2 Management of significant waste-related impacts	90			
	306-4 Waste diverted from disposal	90-91; 130			
	306-5 Waste directed to disposal	90-91; 131			

INFORMATION ON BORMIOLI ROCCO S.A.U. IN COMPLIANCE WITH LAW 11/2018

CONTEXT	CONTENTS	GRI	TITLE OF THE SESSION/COMMENTS
AREA: BUSINESS MODEL			
Business Model	A brief description of the Group's business model, including its corporate environment, organisation and structure, the markets in which it operates, its goals and strategies, and the main trends and factors that could affect its future evolution.	2-1 2-2 2-6 2-9 2-22	Section "A constantly evolving company: true to our roots with an eye towards the future".
Relevance	Relevance	3-1 3-2	Section "Methodological note". Section "Stakeholders and materiality analysis".
AREA: INFORMATION ON ENVIRONMENTAL ISSUES			
Policies	Description of the policies of the Group including the due diligence processes applied in relation to the identification, assessment, prevention and mitigation of significant risks and impacts, the verification and control processes and the measures adopted.	2-23 2-25 3-3	Section "The production process: responsible management of environmental impacts". "Monitoring and control of energy consumption" section.
Main risks	The main risks related to the Group's business, including, where applicable, the business relationships, products and services that may adversely affect these areas, and how the Group manages these risks, explaining the processes used to identify and assess them under national, European or international reference frameworks for each subject matter. Information on the effects observed and their breakdown, with particular reference to the main short-, medium- and long-term risks, must be included.	3-3	The main risks of Bormioli Rocco S.A.U.'s activities are connected with the emission of chemical compounds into the atmosphere, the production and management of hazardous and non-hazardous waste, the management of water consumption and, last but not least, noise impacts. These risks are managed through the following actions: - Atmospheric emissions are filtered and monitored by a continuous monitoring system. Additionally, environmental measurements and verification checks of the monitoring system are carried out on an annual basis. - Waste is stored correctly and transported and handled by external companies. - The water used in the production process is subjected to an external purification process, after which it is reused. Water sampling is carried out periodically to verify and ensure compliance with legal limits. The plant has an integrated environmental authorisation that regulates all obligations and emission limits, establishing environmental risk prevention procedures. - Noise emissions are measured every three years or in the event of changes to the facilities.

CONTEXT	CONTENTS	GRI	TITLE OF THE SESSION/COMMENTS
AREA: INFORMATION ON ENVIRONMENTAL ISSUES			
General overview	Current and foreseeable effects of the company's activities on the environment and, if applicable, on health and safety.	3-3	Bormioli Rocco S.A.U. pays particular attention to minimising its environmental impacts and any impacts on the health and safety of its workers deriving from its business activities. Section "The production process: responsible management of environmental impacts". Section "The commitment to health and safety in the workplace". Section "Annexes".
	Assessment or environmental certification procedures.		Section "Our certifications". Section "Products and processes of excellence: a bond of trust with customers".
	Resources dedicated to the prevention of environmental risks.		Section "The value of the environment". The main aspects of Bormioli Rocco S.A.U.'s environmental impact concern: - Energy consumption and emissions; - Water consumption; - Waste management. Emission and combustion monitoring systems are in place. A person responsible for monitoring environmental risks is also appointed.
	Application of the precautionary principle.	2-23 3-3	Section "Ethics and sustainable development as an integral part of corporate behaviour".
	Provisions and guarantees for environmental risks.	2-27	Section "Annexes".
Pollution	Measures to prevent, reduce or offset carbon emissions that have severe effects on the environment, taking into account any form of activity-specific air pollution, including noise and light pollution.	3-3 305-7	Through modernisation of its production process, its equipment and continuous process control, Bormioli Rocco S.A.U. has achieved a reduction in greenhouse gas emissions. With regard to noise pollution, the Spanish factory has no particular critical issues. Section "Communities".
Circular economy, prevention and management of waste	Prevention measures, recycling, reuse and other forms of recovery and elimination of waste.	3-3 306-1 306-2 306-3 306-4 306-5	Section "Waste management". Section "Annexes".
Sustainable use of resources	Water consumption and supply in accordance with local limits.	303-1 303-2 303-3 303-4 303-5	Section "Water resources management and protection of the subsoil".
	Consumption of raw materials and measures adopted to improve their efficiency of use.	3-3 301-1	Section "The processing of the raw materials: an art that is reflected in the excellence of the product". Section "Annexes".
	Energy: Direct and indirect consumption; measures taken to improve energy efficiency, use of renewable energy sources.	3-3 302-1	Monitoring and control of energy consumption and emissions section. Section "Annexes".

AMBITO	CONTENTS	GRI	TITLE OF THE SESSION/COMMENTS
AREA: INFORMATION ON ENVIRONMENTAL ISSUES			
Climate change	Greenhouse gas emissions.	3-3 305-1 305-2 305-7	Monitoring and control of energy consumption and emissions section. Section "Annexes".
	Measures taken to adapt to the consequences of climate changes.		Through modernisation of its production process, its equipment and continuous process control, Bormioli Rocco S.A.U. strives to bring about a reduction in greenhouse gas emissions. Section "Annexes".
	Voluntary reduction targets in the medium and long term to limit greenhouse gas emissions and resources implemented for this purpose.		Section "The value of the environment".
Safeguarding biodiversity	Measures taken to preserve or restore biodiversity.	3-3	The production activities of Bormioli Rocco S.A.U. have no negative effects on biodiversity.
	Effects of activities or operations on protected areas.		
AREA: INFORMATION ON STAFF-RELATED SOCIAL ISSUES			
Policies	Group policies that include the due diligence processes applied in relation to the identification, assessment, prevention and mitigation of significant risks and impacts, as well as the verification and control processes, and the measures adopted.	2-25 3-3	Section "A company made of people".
Main risks	The main risks related to the Group's business, including, where applicable, the business relationships, products and services that may adversely affect these areas, and how the Group manages these risks, explaining the processes used to identify and assess them under national, European or international framework references for each subject matter. Information on the effects observed and their breakdown, with particular reference to the main short-, medium- and long-term risks, must be included.	2-29 3-3	Section "A company made of people".
Employees	Total number and breakdown of employees by gender, age, country and professional category.	2-7 405-1	Section "A company made of people". Section "Diversity and inclusion". Section "Annexes".
	Total number and breakdown of types of employment contract.	2-7	Section "A company made of people". Section "Annexes".
	Annual average of permanent, fixed-term and part-time contracts by gender, age and professional category.	2-7	Section "Annexes".
	Number of dismissals according to gender, age and professional category.	401-1	Section "Diversity and inclusion". Section "Annexes".

CONTEXT	CONTENTS	GRI	TITLE OF THE SESSION/COMMENTS
AREA: INFORMATION ON STAFF-RELATED SOCIAL ISSUES			
Employees	Average wages and their evolution broken down by gender, age, professional category or equal value.	-	Bormioli Rocco S.A.U. has adopted an Equality Plan to promote equal opportunities and undertake improvement actions to guarantee equal pay within the company. Section "Diversity and inclusion"
	Wage gap, wages of equivalent or average job positions within the company.	-	
	Average salary of directors and managers, including variable pay, per diem allowances, contributions paid to long-term savings schemes and any other remuneration broken down by gender.	-	
	Implementation of measures for disconnection from work.	-	Bormioli Rocco S.A.U. ensures compliance with the agreement through the control exercised by the Joint Committee for the Supervision of the Agreement, consisting of members of the Company Management and the Works Committee. To date, there has been no agreed development in collective bargaining in terms of how to exercise rights of disconnection from work, beyond the transcribed contents of Article 65 of the Collective Contract.
	Employees with disabilities.	-	Bormioli Rocco S.A. respects the fundamental elements of universal accessibility for people with disabilities in the workplace, taking into account the characteristics of said workplace and the manufacturing nature of the production activity conducted in it, with particular reference to those contained in Article 22 of the General Law on Disability, Article 25 of the Law on Prevention of Occupational Risks, and Annex I of Royal Decree no. 486/1997 of 14 April, which lays down the minimum requirements for health and safety in the workplace.
Organisation of the work	Organisation of the work time.	3-3	Section "Well-being of employees"
	Number of hours of absence.	-	Total hours of absence were 44,591 in 2021, 52,518 in 2022 and 63,516 in 2023.
	Measures to facilitate the work-life balance and encourage both parents to share in their adoption.	3-3	Section "Well-being of employees".
Health and safety	Conditions for health and safety in the workplace.	3-3	Section "The commitment to health and safety in the workplace". Section "Annexes".
	Work-related injuries (frequency and severity) broken down by gender.	403-9	Section "The commitment to health and safety in the workplace". Section "Annexes".
	Occupational diseases (frequency and gravity) broken down by gender.	-	An occupational disease was recorded in the 2021-2023 three-year period.

CONTEXT	CONTENTS	GRI	TITLE OF THE SESSION/COMMENTS
AREA: INFORMATION ON STAFF-RELATED SOCIAL ISSUES			
Corporate relations	Organising dialogue between the social partners, including procedures to inform and consult with the staff and to negotiate with the employees.	3-3	Section "Trade union relations".
	Percentage of employees covered by collective bargaining agreement by country.	2-30	Section "Trade union relations".
	Evaluation of collective bargaining agreements, specifically regarding health and safety in the workplace.	3-3	Bormioli Rocco S.A.U. applies the collective bargaining agreements and rights already established by the law on the prevention of occupational risks in all workplaces.
Training	Policies implemented in the field of training.	3-3	Section "Professional growth: training and development".
	Total number of training hours by professional category.	404-1	Section "Professional growth: training and development". Section "Annexes".
Accessibility	Universal accessibility for people with disabilities.	405-1	Bormioli Rocco S.A. respects the fundamental elements of universal accessibility for people with disabilities in the workplace, taking into account the characteristics of said workplace and the manufacturing nature of the production activity conducted in it, with particular reference to those contained in Article 22 of the General Law on Disability, Article 25 of the Law on Prevention of Occupational Risks, and Annex I of Royal Decree no. 486/1997 of 14 April, which lays down the minimum requirements for health and safety in the workplace.
Equal opportunities	Measures taken to promote equal treatment and opportunities for men and women.	3-3	Equality Plan, detailed in the "Diversity and Inclusion" section.
	Plans for equality.	3-3	
	Measures taken to promote recruitment.	3-3	Section "Professional growth: training and development".
	Protocols against sexual harassment.	3-3	Equality Plan, detailed in the "Diversity and Inclusion" section.
	Integration and universal accessibility for people with disabilities.	3-3	
	Policy against all types of discrimination and, where appropriate, for the management of diversity.	3-3 406-1	
AREA: INFORMATION ON THE RESPECT OF HUMAN RIGHTS			
Policies	Group policies that include the due diligence processes applied in relation to the identification, assessment, prevention and mitigation of significant risks and impacts, as well as the verification and control processes, and the measures adopted.	2-23 3-3	Bormioli Rocco S.A.U. demonstrates its firm commitment to the protection of fundamental rights and hence in the fight against the violation of fundamental rights. This is reflected in its articles of association, its social responsibility codes and its Code of Ethics and Conduct. Section "Ethics and sustainable development as an integral part of corporate behaviour".

CONTEXT	CONTENTS	GRI	TITLE OF THE SESSION/COMMENTS
AREA: INFORMATION ON THE RESPECT OF HUMAN RIGHTS			
Main risks	The main risks related to the Group's business, including, where relevant, its commercial relations, the products and services that may have an adverse impact in these areas and the procedures for managing risk by the Group, explaining the processes used to identify and assess them under national, European or international reference frameworks for each subject matter. Information on the effects observed and their breakdown, with particular reference to the main short-, medium- and long-term risks, must be included.	3-3	Bormioli Rocco S.A.U. undertakes through virtuous behaviour to minimise the risks related to the respect of human rights.
Human Rights	Applications of due diligence processes in the field of human rights.	3-3 414-2	The company's compliance policies, verified by an external provider with expertise in the sector, contain numerous control procedures in the event of possible violations or difficulties in the exercising of human rights, including those recognised as fundamental rights in the Spanish Constitution. Respect for these rights is recognised in the company within the corporate regulatory instruments such as the Collective Contract, the Equality Plan, and the Code of Ethics and Conduct. Compliance with these documents is monitored through direct supervision by monitoring committees composed of company representatives and workers' representatives. Any events that may involve a violation of human rights can be reported through the appropriate channels. Section "Diversity and inclusion". Section "Responsible running of the company".
	Preventing human rights violation risks and, where relevant, taking measures to mitigate, manage and remedy any abuses.	3-3	
	Reporting of cases of human rights violations.	2-27 406-1	
	The main risks related to the Group's business, including, where applicable, the business relationships, products and services that may adversely affect in these areas and the procedures for managing risk by the Group, explaining the processes used to identify and assess them under of national, European or international reference frameworks for each subject matter. Information on the effects observed and their breakdown, with particular reference to the main short-, medium- and long-term risks, must be included.	3-3	Bormioli Rocco S.A.U. undertakes through virtuous behaviour to minimise the risks related to the respect of human rights.

CONTEXT	CONTENTS	GRI	TITLE OF THE SESSION/COMMENTS
AREA: INFORMATION ON THE FIGHT AGAINST CORRUPTION AND BRIBERY			
Corruption	Measures adopted to prevent corruption and bribery.	3-3 205-3	Compliance policies in relation to criminal law provisions and the prevention of criminal offences, defined within the company under the supervision of an independent expert who verifies compliance, guarantee the prevention of all types of criminal behaviour in the corporate field, including that related to corruption, bribery and money laundering. In the event of non-compliance, these procedures guarantee a rapid response from the corporate bodies and include a complaints channel for suppliers, workers and other parties connected with Bormioli Rocco Spain S.A.U.'s economic activity. Section "Responsible running of the company".
	Measures to combat money laundering.	3-3	
	Donations to foundations and non-profit organisations.	3-3	Section "Communities".
AREA: INFORMATION ON THE COMPANY			
Policies	Group policies that include the due diligence processes applied in relation to the identification, assessment, prevention and mitigation of significant risks and impacts, as well as the verification and control processes, and the measures adopted.		
Main risks	The main risks related to the Group's business, including, where applicable, the business relationships, products and services that may adversely affect these areas and how the Group manages risks, explaining the processes used to identify and assess them under national, European or international reference frameworks for each subject matter. Information on the effects observed and their breakdown, with particular reference to the main short-, medium- and long-term risks, must be included.	3-3	Section "A constantly evolving company: true to our roots with an eye towards the future".
The company's commitment towards sustainable development	Effects of the company's activity on labour and local development.	204-1 413-2	Section "Communities" and "Supply chain management". Bormioli Rocco Spain S.A.U. has a significant impact on the employment and development of the local area. It also has frequent relations (often on a monthly basis) with the various players and bodies operating in the territory such as trade unions at provincial level, other companies, ministries at national level, etc.
	Effects of the company's activities on local citizens and the local area.	413-2	
	Existing relations with representatives of local communities and forms of dialogue.	3-3	
	Involvement with associations or sponsorships.	2-28	

CONTEXT	CONTENTS	GRI	TITLE OF THE SESSION/COMMENTS
AREA: INFORMATION ON THE COMPANY			
Subcontractors and suppliers	Integration of social, gender and environmental issues into sales policy.	204-1 308-2 414-2	Section "Supplier selection".
	Consideration, in the context of relations with suppliers and sub-suppliers, of their social and environmental responsibility.		
	Monitoring and inspection systems and their results.		
Consumers	Measures for the health and safety of consumers.	3-3 416-2	Section "Customer and end-consumer satisfaction".
	Systems for handling complaints and grievances, and for resolving them.	416-2	
Tax-related information	Profits in Spain	3-3	Bormioli Rocco S.A.U. operates exclusively in Spain, the country in which it declares all its results.
	Tax paid on profits.	3-3	In 2023, Bormioli Rocco S.A.U. did not pay any taxes on profits.
	Public grants received.	201-4	In January 2022, Bormioli Rocco S.A.U. received confirmation of the granting of a public subsidy already referred to in the previous year's financial statements. To date, the amount has not yet been disbursed. It will be disbursed upon completion and verification of the project. In 2023, Bormioli Rocco S.A.U. received confirmation of the granting of a public subsidy to offset the increase in the price of gas, totalling €1,768,579. The amount was disbursed in January 2024.

1. BREAKDOWN OF PERMANENT EMPLOYEES

SPAIN

AVERAGE NUMBER OF PERMANENT EMPLOYEES BY EMPLOYMENT CATEGORY, GENDER AND AGE (2021)								
PROFESSIONAL CATEGORY	U.o.M.	MEN			WOMEN			TOTAL
		< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	
Senior Managers	Average no. of people	-	1	3	-	-	-	4
Middle managers	Average no. of people	2	6	5	-	2	-	15
Office workers	Average no. of people	-	19	6	-	11	2	38
Production workers	Average no. of people	4	142	58	-	28	21	253
Total	Average no. of people	6	168	72	-	41	23	310

AVERAGE NUMBER OF PERMANENT EMPLOYEES BY EMPLOYMENT CATEGORY, GENDER AND AGE (2022)

PROFESSIONAL CATEGORY	U.o.M.	MEN			WOMEN			TOTAL
		< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	
Senior Managers	Average no. of people	-	1	3	-	1	-	5
Middle managers	Average no. of people	1	11	5	-	-	2	19
Office workers	Average no. of people	-	20	7	-	11	2	40
Production workers	Average no. of people	8	145	63	-	32	22	270
Total	Average no. of people	9	177	78	-	44	26	334

AVERAGE NUMBER OF PERMANENT EMPLOYEES BY EMPLOYMENT CATEGORY, GENDER AND AGE (2023)

PROFESSIONAL CATEGORY	U.o.M.	MEN			WOMEN			TOTAL
		< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	
Senior Managers	Average no. of people	-	1	3	-	1	-	5
Middle managers	Average no. of people	1	14	5	1	2	2	25
Office workers	Average no. of people	-	20	9	-	12	4	45
Production workers	Average no. of people	8	139	76	1	35	26	285
Total	Average no. of people	9	174	93	2	50	32	360

2. BREAKDOWN OF FIXED-TERM EMPLOYEES

SPAIN

AVERAGE NUMBER OF FIXED-TERM EMPLOYEES BY CATEGORY, GENDER AND AGE (2021)

PROFESSIONAL CATEGORY	U.o.M.	MEN			WOMEN			TOTAL
		< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	
Senior Managers	Average no. of people	-	-	-	-	-	-	-
Middle managers	Average no. of people	-	-	-	-	-	-	-
Office workers	Average no. of people	-	-	-	-	-	-	-
Production workers	Average no. of people	-	-	-	1	-	-	1
Total	Average no. of people	-	-	-	1	-	-	1

AVERAGE NUMBER OF FIXED-TERM EMPLOYEES BY CATEGORY, GENDER AND AGE (2022)

PROFESSIONAL CATEGORY	U.o.M.	MEN			WOMEN			TOTAL
		< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	
Senior Managers	Average no. of people	-	-	-	-	-	-	-
Middle managers	Average no. of people	-	-	-	-	-	-	-
Office workers	Average no. of people	-	1	-	-	1	1	3
Production workers	Average no. of people	-	-	-	-	-	-	-
Total	Average no. of people	-	1	-	-	1	1	3

AVERAGE NUMBER OF FIXED-TERM EMPLOYEES BY CATEGORY, GENDER AND AGE (2023)								
PROFESSIONAL CATEGORY	U.o.M.	MEN			WOMEN			TOTAL
		< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	
Senior Managers	Average no. of people	-	-	-	-	-	-	-
Middle managers	Average no. of people	-	-	-	-	-	-	-
Office workers	Average no. of people	-	-	-	-	-	-	-
Production workers	Average no. of people	9	9	1	-	-	1	20
Total	Average no. of people	9	9	1	-	-	1	20

3. BREAKDOWN OF EMPLOYEES ON PART-TIME CONTRACTS

SPAIN

AVERAGE NUMBER OF PART-TIME EMPLOYEES BY EMPLOYMENT CATEGORY, GENDER AND AGE (2021)								
PROFESSIONAL CATEGORY	U.o.M.	MEN			WOMEN			TOTAL
		< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	
Senior Managers	Average no. of people	-	-	-	-	-	-	-
Middle managers	Average no. of people	-	-	-	-	-	-	-
Office workers	Average no. of people	-	-	-	-	3	-	3
Production workers	Average no. of people	-	1	-	-	2	-	3
Total	Average no. of people	-	1	-	-	5	-	6

AVERAGE NUMBER OF PART-TIME EMPLOYEES BY EMPLOYMENT CATEGORY, GENDER AND AGE (2022)								
PROFESSIONAL CATEGORY	U.o.M.	MEN			WOMEN			TOTAL
		< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	
Senior Managers	Average no. of people	-	-	-	-	-	-	-
Middle managers	Average no. of people	-	-	-	-	-	-	-
Office workers	Average no. of people	-	-	-	-	3	-	3
Production workers	Average no. of people	-	1	-	-	3	-	4
Total	Average no. of people	-	1	-	-	6	-	7

AVERAGE NUMBER OF PART-TIME EMPLOYEES BY EMPLOYMENT CATEGORY, GENDER AND AGE (2023)								
PROFESSIONAL CATEGORY	U.o.M.	MEN			WOMEN			TOTAL
		< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	
Senior Managers	Average no. of people	-	-	-	-	-	-	-
Middle managers	Average no. of people	-	-	-	-	-	-	-
Office workers	Average no. of people	-	-	-	-	-	-	-
Production workers	Average no. of people	-	-	-	-	-	-	-
Total	Average no. of people	-	-	-	-	-	-	-

BORMIOLI LUIGI

GLASSMAKER

www.bormioliluigi.com

Bormioli Luigi S.p.A.
Viale Europa, 72 A - 43122 Parma - Italia
Tel. +39 0521-7931 - info@bormioliluigi.com