Sustainability Report 2025

Voluntary sustainability reporting under the VSME Standard



Contents

LETTER TO STAKEHOLDERS 3

METHODOLOGICAL NOTE 4

BUSINESS MODEL AND CORPORATE IDENTITY 6

The origins of Casone 6

Development, markets and organisation 7

Certifications and sustainable growth 8

ENVIRONMENT

Our environmental objectives 11

Energy and greenhouse gas emissions 13

Air, water and soil pollution 16

Biodiversity 18

Water use 20

Waste 23

Climate risks 25

HUMAN CAPITAL 28

The Casone Team 28

Inclusion and equal opportunities 31

Employee health and safety 32

Collective bargaining coverage and social dialogue 33

Training and skills development 34

Protection and safeguarding of human rights 36

GOVERNANCE AND BUSINESS CONDUCT 39

Relationships with the local community 41

LETTER TO STAKEHOLDERS

Dear Stakeholders,

The publication of our first Sustainability Report marks an important milestone for Casone: an opportunity to communicate our journey transparently and to share how our environmental, social and governance commitments are reflected each day in specific decisions, projects and actions.

For us, sustainability is not merely an objective to pursue; it is an integral part of our identity and of the ***responsibility we feel towards people, our local area, the environment and future generations.***

Our work has always been grounded in values such as ***loyalty, professionalism, integrity, expertise and transparency.*** *We operate in compliance with the law, market rules and the principles of fair competition, with the aim of safeguarding the interests and legitimate expectations of customers, employees, suppliers and everyone who engages with our company.*

The United Nations Sustainable Development Goals remind us that ***people are at the heart of all genuine progress****. We have always been committed to fostering an environment based on respect, inclusion, appreciation of diversity, freedom of expression and participation. We recognise that meaningful change also begins* ***with responsible everyday conduct and a shared commitment****.*

We believe that doing business means not only generating economic value but also creating social value, making a tangible contribution to people's well-being and community development*. We therefore strive to embed responsibility, inclusion and care for our local area in our decisions, with the aim of promoting sustainable, shared growth.*

We look to the future with confidence and a strong sense of responsibility. We want to pass on to the next generations a financially sound, innovative company capable of evolving over time, while helping to build a fairer, more inclusive society that respects the environment and all forms of life.

The challenges ahead call for commitment, courage and the ability to adapt. We will continue to address them with determination, investing in innovation, continuous improvement and an increasingly sustainable development model.

We thank everyone whose work, trust and cooperation make this journey possible*. Our sincere thanks also go to those who take the time to read this Report, which is intended not only as a reporting document but also as a tangible commitment to the future.*

The Adami Family



METHODOLOGICAL NOTE

VSME B1

This Sustainability Report has been prepared by Casone S.p.A. to provide its stakeholders with transparent, structured information about its environmental, social and governance (ESG) activities.

The Report covers the 2025 financial year. Wherever possible and appropriate, data for the latest completed financial year have been compared with those for the preceding period to enable an assessment of the Company's performance over time.

The Report has been prepared in accordance with the Voluntary Sustainability Reporting Standard for Non-listed Small and Medium-sized Enterprises (VSME).

This standard was developed and published by the European Financial Reporting Advisory Group (EFRAG). It is designed to guide companies that are not subject to mandatory sustainability reporting requirements but wish to prepare a report aligned with the sustainability information requirements established under the European Sustainability Reporting Standards (ESRS) for large undertakings.

The Company has selected the Comprehensive Module for its reporting.

Where considered relevant, the Report also includes information not expressly required under the VSME Standard, drawing on the Italian Ministry of Economy and Finance (MEF) document "Document for Sustainability Dialogue between SMEs and Banks", to provide readers with more comprehensive information.

The Report enables an assessment of the Company's sustainability performance from the perspective of medium- and long-term value creation for all stakeholders, also taking into account the 17 United Nations Sustainable Development Goals (SDGs) under the 2030 Agenda. It has been prepared voluntarily with the aim of providing clear, accurate and comparable information, supported by reliable and complete data.



The reporting boundary covers the Company's site in Noceto, in the province of Parma (Italy).

The general information is summarized below**:**

- Legal form: Joint-stock company (Società per Azioni)
- NACE code: 22.2
- Revenue from core operations: €59,096,385
- Total assets: €93,725,752
- Number of employees (headcount): 134

As this is the Company's first Sustainability Report, no restatement of previously published data or information has been necessary.

The Report has not been subject to external assurance.

BUSINESS MODEL AND CORPORATE IDENTITY

The origins of Casone

Casone S.p.A. is an Italian company that has manufactured plastic containers for a range of industrial sectors, including chemicals, food and pharmaceuticals, since 1973.

Founded by the Adami family in Noceto (Parma), the Company has developed over time while maintaining strong management continuity and steady growth. Today, it benefits from an established presence in European and non-European markets and a solid industrial base.

Its operations focus on designing and manufacturing plastic packaging using injection-moulding technologies and advanced customisation solutions. Its portfolio consists of over 90 models in conical, rectangular, cylindrical and oval shapes for the chemical, food and pharmaceutical markets.

Over the years, the Company has invested in technological innovation, increased production capacity and the continuous development of new products, with an unwavering focus on the quality and performance of its containers.

Alongside its industrial growth, Casone has progressively embedded a structured approach to environmental and social considerations in its processes, steering its activities towards more sustainable production models and promoting the use of recycled materials and solutions consistent with circular-economy principles.

Against this backdrop, the Sustainability Report seeks to provide stakeholders with a transparent account of the Company's economic, environmental and social performance, commitments and outlook, offering a comprehensive view of its activities and the value created over time.



Development, markets and organisation

VSME C1, C9

Over the years, Casone S.p.A. has developed its industrial model and consolidated its position in the plastic packaging sector. Its progressive growth has been driven by an expanded product portfolio, technological innovation and increased production capacity.

The Company's development has been supported by continuous investment in production equipment and processes, aimed at ensuring high quality standards for its packaging and meeting the needs of the various markets it serves.

Casone operates in domestic and international markets, serving customers in diverse industries, including chemicals, food and pharmaceuticals.

Its presence across multiple markets is supported by an established sales organisation and production capabilities that can accommodate different volumes and specific requirements, including product customisation.

From an organisational perspective, Casone has an integrated structure, with design, manufacturing and quality control activities managed in-house.

This structure enables direct oversight of the critical stages of production and greater consistency between product development and industrial manufacturing.

Overall, Casone's development reflects a progressive and structured growth trajectory, underpinned by industrial experience, production capacity, diversified markets and management continuity.



Certifications and sustainable growth

VSME B1, B2, C1, C2

Casone integrates environmental and social sustainability principles into its business development model. Its approach is to pursue economic objectives while remaining attentive to the environmental and social impacts of its activities, consistent with the values of business ethics and social responsibility embedded in its mission and corporate culture.

Casone's commitment is directly linked to the nature of its business: manufacturing plastic packaging. The Company recognises the importance of protecting the environment and minimising the risks associated with container production and the environmental impact of products at the end of their life.

Initiatives in this area include the use of **pre-consumer and post-consumer recycled materials**, Plastica Seconda Vita (Plastic Second Life) certification obtained in 2020, **Organisation Carbon Footprint certification in accordance with UNI EN ISO 14064-1**, the exclusive use of electric production machinery, research and development investment to design high-performance containers that require less raw material.

The Company's ESG journey has also been structured with reference to **the United Nations Sustainable Development Goals** considered priorities for Casone. The SDGs most closely aligned with its business model relate to health and safety, clean energy, decent work, innovation, responsible consumption and responsible governance. SDG 5 is also addressed through Company policies on equal opportunities, non-discrimination and skills development.

In terms of governance, Casone has adopted an **Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001.** The Model is designed to prevent legal risks, safeguard corporate integrity and promote ethical, compliant conduct throughout business processes. An independent Supervisory Body oversees the Model's operation and implementation, supported by a whistleblowing channel accessible from the Company website's home page.

At the date of publication of this Report, Casone has an established framework of corporate policies setting out its strategic approach and commitments in relation to quality and food safety; health, safety and the environment (HSE); human rights and social responsibility; gender equality; ethics and business conduct in dealings with commercial partners; and sustainable procurement.

For employees, the Company's internal regulations, Employee Code of Ethics and Conduct, Charter of Values, "People at Casone" document and Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001 are available and shared through the corporate portal.

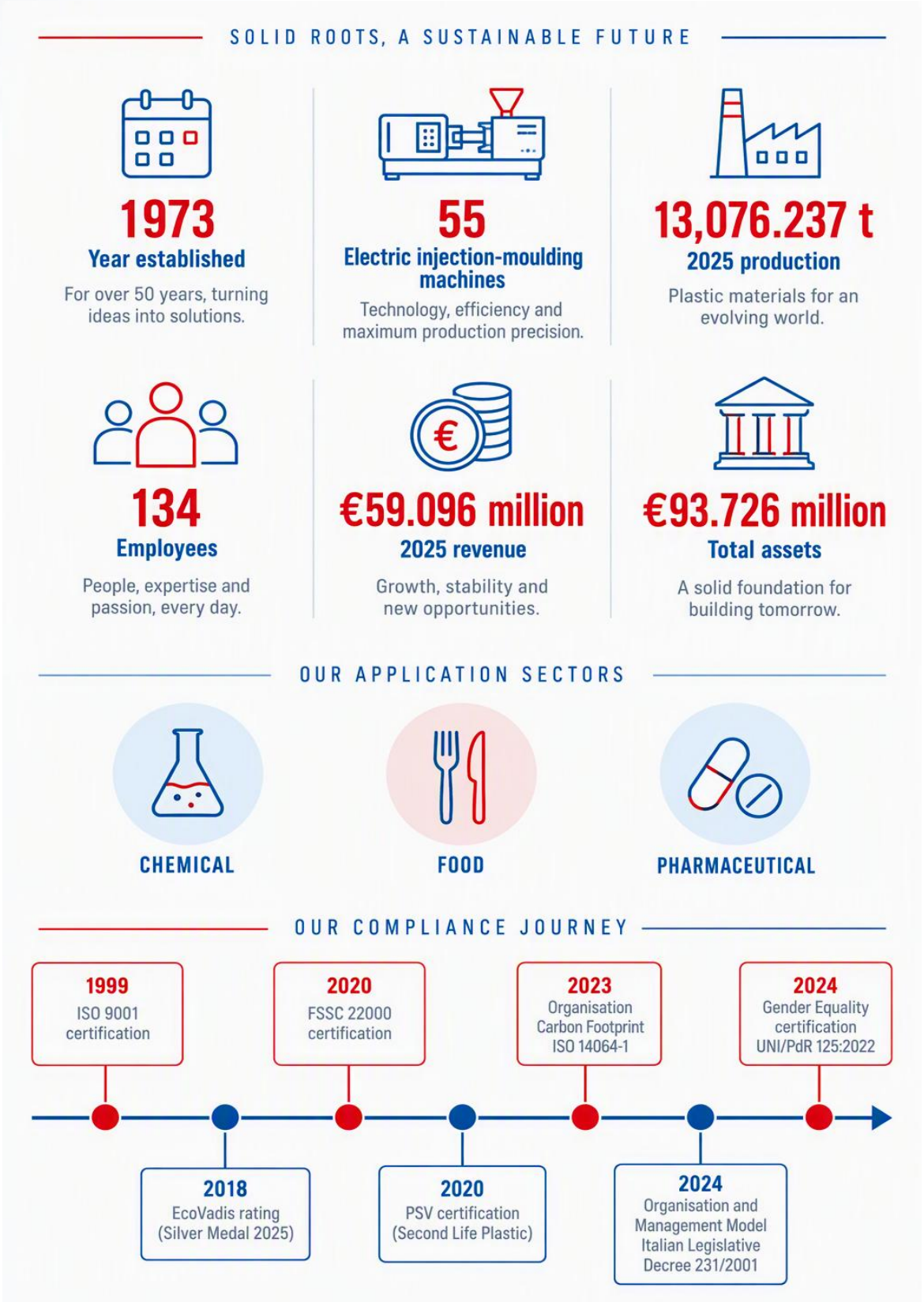
The management and control system is supported by certifications and assessment tools, including ISO 9001 since 1999, EcoVadis since 2018, FSSC 22000 since 2020, Plastic Second Life since 2020, Organisation Carbon Footprint certification in accordance with UNI EN ISO 14064-1 since 2023, the Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001, and gender equality certification under UNI/PdR 125:2022 since 2024.

In environmental matters, Casone has an internal function responsible for environmental management and holds a valid Italian Single Environmental Authorisation (Autorizzazione Unica Ambientale). No instances of non-compliance were identified by the competent environmental authorities during the reporting period. The Company also monitors energy consumption, emissions, waste, recycled material use and other environmental aspects relevant to its manufacturing activities.

This Sustainability Report is therefore part of an existing journey of reporting and improvement. Its purpose is to provide a transparent account of the actions, controls and objectives through which Casone seeks to combine industrial continuity, product quality, care for people, sound governance and the progressive reduction of environmental impacts.



KPI OVERVIEW



ENVIRONMENT

The key areas of environmental focus are:

- **Climate and energy**: consumption reduction, improving equipment efficiency, increasing in the share if renewable energy and greenhouse gas emission reduction targets supported by realistic intermediate milestones.
- **Water:** responsible resource use, monitoring of water withdrawals, prevention of waste and protection of water bodies.
- **Materials and waste**: prevention, reuse and recovery as key priorities; traceability of material flows and circular solutions across the entire product and process lifecycle.
- **Local environment and biodiversity**: assessing potential impacts, taking precautions in sensitive areas and implementing targeted environmental improvements where necessary.
- **Compliance and oversight:** adherence to permits, regular monitoring activities, prompt management of any non-conformities, and active whistleblowing and reporting channels.

Accordingly, measurable objectives, clear operational responsibilities, annual improvement plans, periodic reviews and transparent reporting mechanism have been established.

Our environmental objectives

Casone has already implemented various environmental and management controls consistent with its manufacturing operations:

- a company photovoltaic installation in operation since 2019, with a new installation completed and undergoing commissioning;



- 100% of purchased electricity is covered by the cancellation of Guarantees of Origin (GOs), ensuring the traceability of renewable electricity attributes;
- energy efficiency measures, including LED lighting, motion sensors, timed equipment operation and a variable-speed drive on the well pump;
- electricity consumption monitoring both at site level and for each injection-moulding machine;

- a valid AUA (Autorizzazione Unica Ambientale - Italian Single Environmental Authorization), kept up to date;
- annual environmental audits and periodic internal monitoring;
- structured management of emissions, water, waste and chemicals;
- "Plastic Second Life" certification of buckets manufactured from recycled material;
- Certified Carbon Footprint of the Organisation in accordance with UNI EN ISO 14064-1;
- an ISO 9001 quality management system;
- adoption of an Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001, including specific provisions aimed at preventing environmental offences.

Company Environmental goals aligned with the company's organizational perimeter.

The following objectives are based on available Company information and initiatives already implemented or announced.

1. Increase energy from renewable sources.
   Continue expanding photovoltaic electricity generation to increase self-generation and reduce electricity drawn from the grid. Once fully operational, the plant will enable a reduction in CO_2 emissions of approximately 1,400 tonnes per year. At the date of issue of this document, the installation has been completed.
2. Environmental compliance and oversight.
   Ensure ongoing compliance with requirements concerning water, waste, soil and air through up-to-date corporate procedures and delegated operational responsibilities, aiming for zero documented and procedural non-compliances.
3. Process quality in support of sustainability.
   Integrate environmental verification workflows into the Company Management System to improve process efficiency and environmental compliance.

Topic	Commitment	SDG
Climate change mitigation	In line with the objectives of the 2030 Agenda, Casone has embarked on a gradual environmental transition focused on energy efficiency and sustainable resource management. Initial results have been achieved through the adoption of electric machinery and the optimization of production processes. The Company's commitment is also reflected by its growing attention to material selection, prioritizing recycled materials and reducing waste across the value chain.	

Energy and greenhouse gas emissions

VSME B3

This section reports Casone's energy consumption and greenhouse gas emissions in accordance with the approach set out in VSME B3.

The aim is to provide a transparent account of the organisation's energy consumption and associated CO_2-equivalent emissions, distinguishing between electricity and natural gas consumption and between direct and indirect emissions.

Methodology and boundaries

Reporting has been developed from the available Company data using a traceable and verifiable approach. In particular, the following have been considered:

- Electricity consumption, broken down where available into fossil and renewable sources.
- Natural gas consumption, expressed in both cubic metres and MWh.
- Scope 1 emissions, covering direct emissions.
- Scope 2 emissions, covering indirect emissions from purchased energy.

Energy consumption

For Casone, energy management is closely linked to the characteristics of its production process.

The Noceto plant manufactures plastic packaging by injection moulding and has 55 electric machines, all equipped for customisation using in-mould labelling (IML) technology.

In this context, consumption monitoring and ongoing improvements in energy efficiency are relevant both to environmental performance and to process efficiency.

The facility's energy demand is met through electricity drawn from the grid, electricity self-generated through the photovoltaic system and natural gas, the latter also supporting the operation of the trigeneration system.

The trigeneration unit is a distinctive feature of the plant's energy configuration, making it necessary to consider electricity and natural gas consumption trends together: changes in electricity purchased from the grid may reflect not only production levels but also changes in the operation of the self-generation system and/or of the trigeneration unit.

The reporting boundary for this section includes:

- electricity purchased from the national grid;
- natural gas used in Company processes.

Energy consumption table

Year	Electricity	Natural gas
2023	7,560,478 kWh	323,230 standard m^3
2024	2,602,638 kWh	1,604,988 standard m^3
2025	2,576,603 kWh	1,669,095 standard m^3

Greenhouse gas emissions

- Understanding its climate footprint is essential for Casone to assess the environmental impacts associated with plant operations and identify areas for future improvement.
- The Company has obtained a certificate of conformity with ISO 14064-1 concerning verification of its organisation-level greenhouse gas emissions inventory.
- In 2025, the analysis of greenhouse gas emissions directly and indirectly associated with energy consumption was based on Casone's actual recorded consumption data. Specifically, it considered natural gas used at the plant and electricity purchased from the grid, which are Casone's main energy sources.
- The aim is to translate energy data into readily understandable information: the greenhouse gas emissions associated with the energy used by Casone and the effects of the Company's energy procurement choices.
- Emissions have been divided into Scope 1 and Scope 2:
- Scope 1: the organisation's direct emissions.
- Scope 2: indirect emissions associated with purchased and consumed electricity.

GHG emissions table (tCO_2e)

Category	Source	2025 activity data	Emission factor used	2025 emissions
Scope 1	Gas naturale	1,669,095 Sm^3	DEFRA	**3,382.14 t CO_2e**
Scope 2 – Location-based	Energia elettrica acquistata	2,576,603 kWh	ISPRA	**514.29 t CO_2e**
Scope 2 – Market-based	Energia coperta da GO	2,576,603 kWh	Energia coperta da GO	**0 t CO_2e***

The location-based figure represents the impact of the electricity used by Casone based on the average grid mix. irrespective of the supply contract selected by the Company, it estimates the emissions associated with electricity generation within the national system.

Alongside this approach, **the market-based** approach takes into consideration the company's specific energy sourcing decisions.

For the electricity purchased during the year, Casone purchased renewable electricity attributes through its supplier's "Energia Verde" programme, supported by the cancellation of Guarantees of Origin (GOs) in an amount equivalent to the electricity purchased.

Emissions intensity indicators

To assess environmental efficiency in relation to production, the following annual emissions intensity indicators are reported:

Indicator	2025
Production	13,076.237 tonnes
Revenue	€ 59.096 million
Emissions intensity per unit of production	0.298 tCO_2e per tonne produced
Emissions intensity per unit of revenue	65.93 tCO_2e per € million

Summary KPIs

- **Purchased electricity: 2,576.60 MWh**
- **Natural gas: 1,669,095 standard m^3**
- **Purchased electricity covered by cancellation of Guarantees of Origin: 100%**
- **Scope 1: 3,382.14 tCO_2e**
- **Scope 2 – location-based: 514.29 tCO_2e**
- **Scope 2 – market-based: 0 tCO_2e**
- **Total GHG Scope 1 + Scope 2 – location-based: 3,896.43 tCO_2e**
- **Total GHG Scope 1 + Scope 2 – market-based: 3,382.14 tCO_2e**
- **Emissions intensity per unit of production, location-based: 0.298 tCO_2e per tonne produced**
- **Emissions intensity per unit of revenue, location-based: 65.93 tCO_2e per € million**

*As Guarantees of Origin equivalent to purchased electricity consumption were cancelled, market-based Scope 2 emissions have been assumed to be 0 tCO_2e.

Air, water and soil pollution

VSME B4

The main environmental aspects managed and monitored by Casone include atmospheric emissions, water resource and wastewater management, soil pollution prevention, and the management of chemicals and waste.

The Company holds a valid Single Environmental Authorisation (AUA), no. DET-AMB-2016-1730, issued on 8 June 2016. The most recent amendment no. DET-AMB-2026-201 dated 15 January 2026, which authorised certain changes to emission points.

During the reporting period, no instances of non-compliance were identified by the competent environmental authorities.

Atmospheric emissions

Casone conducts periodic monitoring of air emissions by means of sampling carried out by an accredited laboratory, in compliance with the procedures and frequencies specified in its environmental authorization.

The main monitored parameters are:

particulate matter;

volatile organic compounds (VOCs);

nitrogen dioxide (NO_2);

carbon monoxide (CO).

The maximum values recorded in 2025 were below their respective authorised limits.

Parameter	Maximum value in 2025 (mg/Nm³)	Statutory limit (mg/Nm³)
Particulate matter	0.51	10
VOCs	16.6	20
NO_2	91.9	95
CO	72	240

Emissions arise mainly from polypropylene moulding processes and the equipment supporting those operations. The moulded material is polypropylene, a thermoplastic with a low volatile substance content. Its moulding process generates mild odours that are neither persistent nor harmful.

To prevent soil and groundwater pollution, Casone has implemented specific organisational and operational measures, including:

- Mapping sensitive areas where chemicals, raw materials and waste are present.
- Periodic monitoring as part of internal audits.
- A collection tank for first-flush rainwater.
- A prohibition on transferring liquids in areas without impermeable surfaces.
- Availability of absorbent materials for accidental spills.
- Scheduled maintenance of equipment and pipework.
- Analytical monitoring of groundwater.

Regarding chemicals, Casone does not manufacture or process substances classified as hazardous, except for certain types of waste.

The substances used for maintenance and cleaning operations are internally catalogued and managed through dedicated registers, technical data sheets and safety data sheets ensuring their safe handling and compliance with the REACH Regulation.

Casone has authorised discharge points S1 and S3, through which wastewater is discharged into the Borghetto stream. These discharges undergo annual analytical monitoring; the results comply with requirements and show no evidence of contamination.

Water supply is sourced from duly registered and authorized wells. Water is used for sanitary services, staff break rooms and mould cooling; for the latter application, a closed-loop cooling system is employed.

Biodiversity

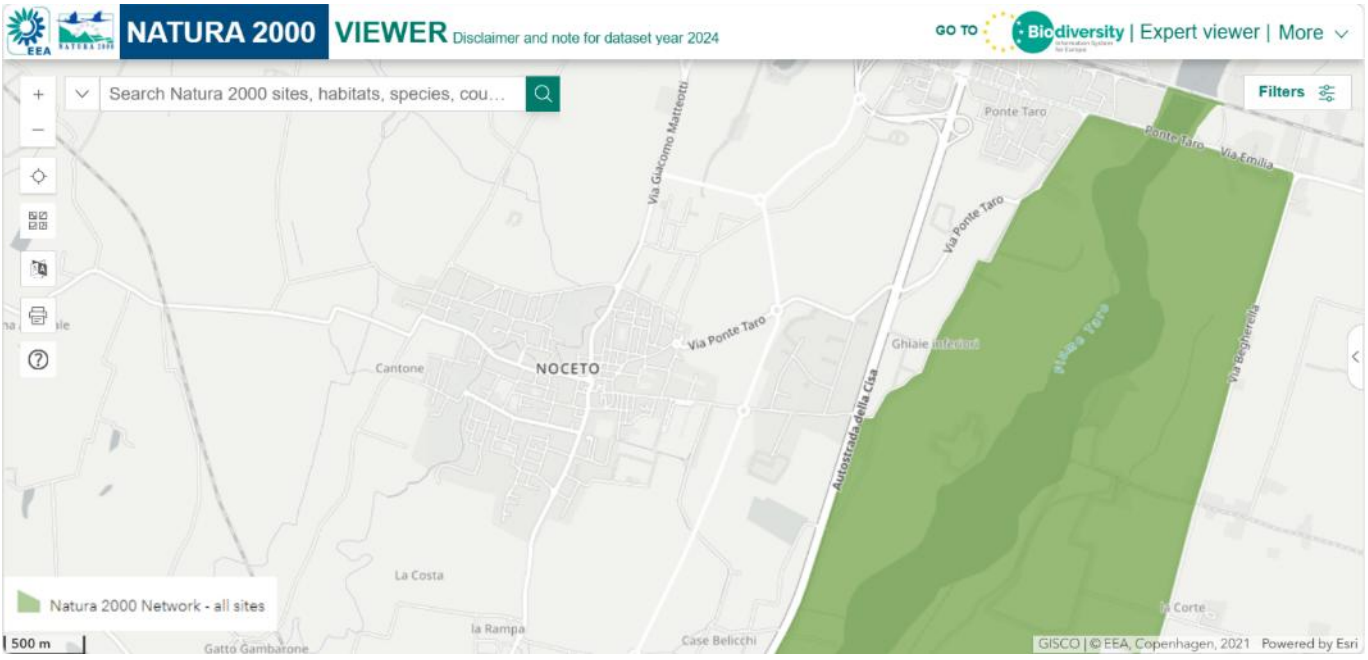
VSME B5

Local setting and the Natura 2000 network

Casone's production site, located in the municipality of Noceto in the province of Parma, is close to the ecological system of the River Taro. The surrounding area includes Natura 2000 site IT4020021, "Medio Taro", designated as a Special Area of Conservation and Special Protection Area (SAC/SPA), with an updated total area of approximately 3,827 hectares. The site covers several municipalities within the province of Parma, including Noceto, and includes 22 habitats of Community interest, six of which are classified as priority habitats.

The Natura 2000 site extends along the River Taro and forms an important ecological corridor between the hills and the plain. Regional documentation identifies riverine and riparian habitats, grasslands and woodland formations of significant ecological interest.

The Casone facility is not located within the perimeter of the Natura 2000 site. Nevertheless, its location near the river corridor requires particular attention to the management and control of potentially relevant environmental pressures, including emissions, discharges and noise. In the case of developments or significant modifications, the requirement to undertake an Appropriate Assessment will be assessed in relation to potential impacts on the protected site.



Land use

As part of its biodiversity disclosures, Casone reports the distribution of land use within the Company operational perimeter. This information illustrates the extent of impermeable surfaces and areas of a naturalistic character, both within the site and in the surrounding areas outside the facility boundary.

Land use category	Area (m^2)
Sealed area	46,767
Nature-oriented area on-site	27,865
Nature-oriented area off-site	65,886
Total area	140,518

The total reported area is 140,518 m^2, equal to the sum of the land use categories shown. The presence of areas of a naturalistic character both within and outside the defined perimeter represents a useful indicator for monitoring land use over time.

Casone will continue to oversee the environmental aspects associated with its production site, monitor changes in local conditions. In the event of future plant modifications or expansions, the need to update the assessments concerning the facility's location with respect to areas of naturalistic interest will be evaluated, considering any potential environmental implications.

Water use

VSME B6

Responsible water management is an important part of environmental oversight at Casone's Noceto plant. Although its production processes do not require substantial amounts of water, the Company monitors withdrawals and controls aspects relating to water supply, use and return to the environment.

The entire water demand is met through company-owned wells that have been duly registered and are covered by specific water-use permits.

Withdrawal points are located near the office building, close to the southern boundary towards the Borghetto stream and near the trigeneration unit.

Withdrawn water is used mainly for the plant's **sanitary facilities, staff break rooms, and for mould cooling**.

For mould cooling, Casone uses a **closed-loop system** in which the water is recirculated; therefore, water withdrawal is required mainly to replenish the circuit.

Total water withdrawal in 2025 was 40,394 m³, entirely supplied by wells.

Accordingly, **100% of Casone's withdrawn water comes from groundwater**, with no withdrawals from the mains water supply.

Based on the classification used for VSME reporting purposes, **no water withdrawals were made from sites located in areas of high water stress**. Accordingly, the volume attributed to such areas is equal to 0 m³.

Main indicators 2025

Indicator	2025
Total water withdrawal	**40,394 m³**
Withdrawal from wells	**40,394 m³**
Share of withdrawals from wells	**100%**
Withdrawal from mains water supply	**0 m³**
Withdrawals in areas of high water stress	**0 m³**
Share of withdrawals in areas of high water stress	**0%**
Production processes requiring substantial amounts of water	**No**

Water use and discharge

Available withdrawal data are not currently matched by precise quantitative measurements of water discharges. The Company's ESG Report highlights that it is not currently possible to accurately determine either the volume of water actually used by individual utilities or the total volume discharged.

However, the nature of these uses makes it possible to formulate a technical estimate. As water is used mainly for sanitary facilities and support activities, and that mould cooling is carried out through a closed loop system supplied mainly through make-up water, Casone estimates that approximately 95% of the withdrawn volume is subsequently returned via discharges.

By applying this percentage to the total water withdrawal for 2025, the water report gives the following indicative water balance:

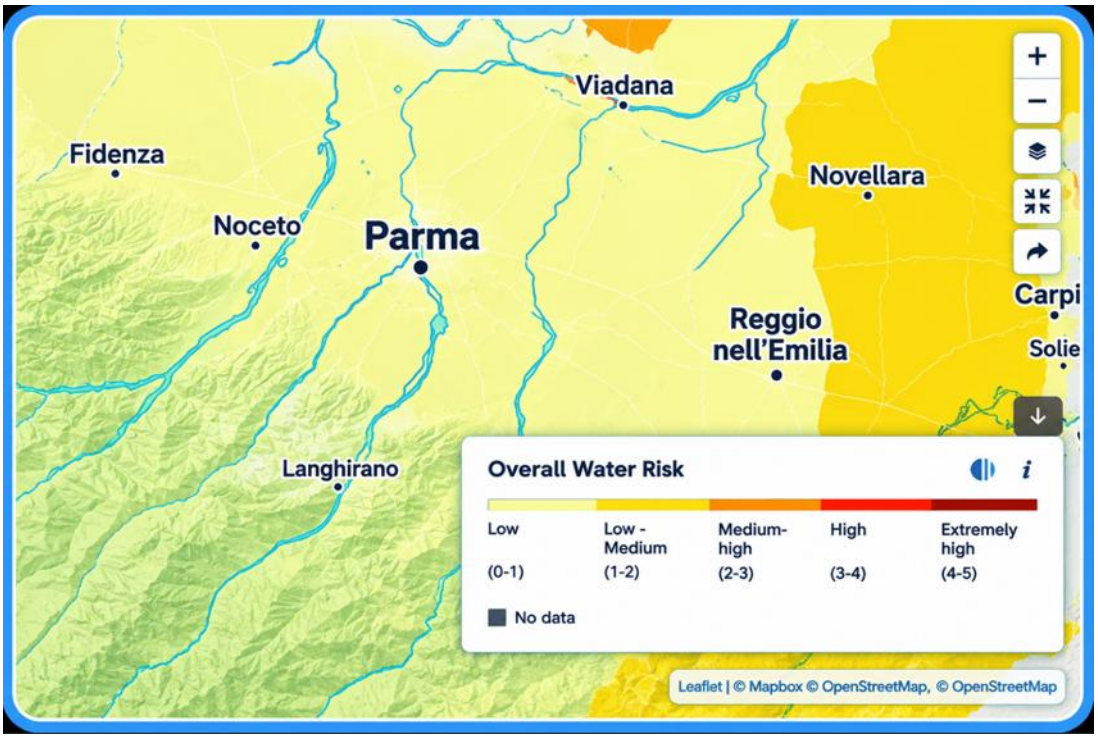
Water balance 2025	Value
Measured withdrawals	**40,394 m³**
Estimated discharges — approximately 95% of withdrawals	**≈ 38,374 m³**
Estimated net water consumption	**≈ 2,020 m³**
Estimated net consumption as a share of withdrawals	**≈ 5%**

The figures relating to water discharges and net water consumption are estimates and not direct measurements. This distinction is important for transparent reporting: the figure 40,394 m³ represents the actual measured water withdrawal data, while the discharged volume has been reconstructed based on water-use patterns within the facility.

Wastewater is discharged into the Borghetto stream, located along the southern boundary of the facility, through the authorized discharge points S1 and S3, which are covered by the Italian Single Environmental Authorization (AUA). These discharges undergo annual analytical monitoring; Company's documentation reports compliant results and no evidence of contamination. Groundwater quality is also monitored by an accredited laboratory.

Water risk assessment

According to the maps published on the **WRI Aqueduct Water Risk Atlas** portal, Casone's site area in Noceto, Parma, **has a low overall water risk**, with a score between 0 and 1 on a scale of 0 to 5.



With regard to water stress, defined as the ratio between water consumption and water availability, the area is classified as "Low" (0–10%), indicating good water availability relative to current levels of use.

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Waste

VSME B7

Casone applies circular economy principles in the management of materials and waste generated by its activities, favouring recovery and recycling over final disposal wherever technically feasible.

This approach applies especially to **plastic production scrap**, as well as other recoverable materials such as cardboard, metals and wood. The VSME checklist confirms the application of circular economy principles through recycling production waste and the main recoverable waste streams.

In **2025, Casone managed a total of 1,223.056 tonnes of waste**. Of this, **1,206.736 tonnes were sent for recycling or reuse**, while **16.320 tonnes were sent for disposal**.

The data highlights a strong recovery-oriented waste management approach: the Company's ESG Report confirms that in 2025, the percentage of waste sent for recovery was **98.67%.**

Main indicators 2025

Indicator	2025
Application of circular economy principles	**Yes**
Total waste managed	**1,223,056 kg**
Waste sent for recycling or reuse	**1,206,736 kg**
Waste sent for disposal	**16,320 kg**
Share sent for recycling or reuse	**98.67%**
Share sent for disposal	**1.33%**

Particular significance is given to the management of **plastic scrap arising from molding and sorting activities.** These materials are sent to authorised operators for grinding; following any necessary separation of metal parts, the material is processed into **secondary raw material**, which can then be reused in the production of pails.

This process retains part of the materials' value within the supply chain and forms part of the Company's broader use of recycled raw materials. In this context, Casone has been certified under the **Plastic Second Life (Plastica Seconda Vita PSV)** scheme since 2020, with the certification being renewed on an annual basis.

Waste management is also subject to internal oversight: during 2025, the HSE Team conducted two internal audits that also covered environmental and waste management.

Overall, the 2025 profile shows a system in which disposal accounts for a residual share compared with recovery. Plastic scrap management, in particular, provides a practical example of circular economy principles by enabling some waste materials to be converted into new raw material for reuse in production processes.



Climate risks

VSME C4

Climate change is becoming an increasingly relevant factor for manufacturing activities, affecting economic, managerial and operational aspects.

Casone has initiated a qualitative and quantitative analysis of potential physical risks and opportunities associated with climate change, evaluating both extreme events and chronic conditions.

The climate risk analysis has a dual focus:

1. Transition events: regulatory, technological and market changes associated with the climate transition.
2. Physical hazards: chronic or acute changes in temperature, wind patterns, water levels and soil/subsoil conditions.

For each scenario, the table below records the magnitude of the risk to the Company, its presence/relevance (risk assessment) and the indicated time horizon. The assessment is qualitative and structured to support priority setting and integration into decision-making process.

Climate-related transition events

Transition scenario	Risk to the Company (magnitude)	Risk assessment (presence)	Time horizon
Regulatory changes	LOW	YES	MEDIUM TERM
Technological changes	LOW	YES	MEDIUM TERM
Market changes	LOW	YES	MEDIUM TERM
Loss of reputation	LOW	YES	SHORT TERM
Environmental damage and harm to human health	LOW	YES	SHORT TERM

Regulatory and technological vulnerability over the medium term has been identified, consistent with the progressive development of climate policies, standards and supply-chain technologies. Reputational aspects and environmental/health impacts are recorded as **low magnitude with a short-term** horizon.

Climate-related physical hazards

Physical hazard	Risk to the Company (magnitude)	Risk assessment (presence)	Time horizon
Chronic temperature changes	LOW	YES	SHORT TERM
Acute temperature changes	LOW	YES	SHORT TERM
Chronic changes in wind patterns	LOW	YES	SHORT TERM
Acute changes in wind patterns	LOW	YES	SHORT TERM
Chronic changes in water levels	LOW	YES	SHORT TERM
Acute changes in water levels	LOW	YES	SHORT TERM
Chronic changes in soil/subsoil levels	LOW	YES	SHORT TERM
Acute changes in soil/subsoil levels	LOW	YES	SHORT TERM

A widespread presence of low-magnitude physical risks was identified. The assessment systematically distinguishes between chronic conditions (long-term trends) from acute events (high-impact episodes), enabling the company to support preventive planning and, where necessary, operational response measures.

Analytical approach and practical use

- **Classification by risk type.** A clear distinction is made between transition risks (regulation, technology, markets, reputation and environmental/health impacts) and physical risks (temperature, wind, water and soil/subsoil).
- **Qualitative metrics.** For each scenario a magnitude score ("Risk to the Company"), a presence/relevance assessment, and a corresponding time horizon were assigned.
- **Operational purpose.** The framework enables the integration of climate-related risks into planning, emergency management, business continuity, and investment processes (e.g., prioritization of mitigation measures, review of insurance coverage, and updating of technical specifications).

The analysis did not identify immediate catastrophic impacts but found **low relevance across all areas assessed**. No losses associated with climate events have been reported in recent years. However, the Company has initiated a review of adaptation and resilience measures, also in light of the growing regulatory and institutional focus on the issue.

KPI OVERVIEW

PURCHASED ELECTRICITY

2,576.60 MWh

100%

purchased electricity covered by the cancellation of Guarantees of Origin (GOs)

GHG EMISSIONS Location-based

3,896.43 tCO_2e

Scope 1
3,382.14 tCO_2e
Scope 2 (location-based)
514.29 tCO_2e
Scope 2 (market-based)
0 tCO_2e

WASTE RECOVERED

98.67%

Total waste managed
1,223.056 t
Recycled/reused
1,206.736 t
Disposal
16.320 t

WATER

40,394 m^3
measured withdrawal

≈38,374 m^3 ESTIMATED
estimated discharge volume

≈2,020 m^3 ESTIMATED
estimated net water consumption

REPORTED LAND AREA

140,518 m^2

ENVIRONMENTAL NON-COMPLIANCES

0

ESTIMATED EMISSIONS

avoided through the Photovoltaic System

≈1,400 tCO_2/ year

calculated based on an annual electricity generation of 3.0 GWh and an emission factor of 0.46 kg CO_2e/kWh for the national thermal power generation fleet (source: ENEA)

HUMAN CAPITAL

The Casone Team

VSME B8

People are at the heart of Casone's success. The Company is dedicated to creating a safe and positive workplace that empowers people to make the most of their talents and provides ongoing opportunities encourages continuous improvement for development and improvement.

Casone considers the well-being and satisfaction of its people to be a key factor in fostering positive relationships and maintaining lasting collaboration with its employees.

To this end, the Company offers employees a range of initiatives to support work–life balance, promote individual health and well-being, and strengthen their sense of belonging to the Company community.

Since 2018, Casone has also implemented a **voluntary corporate welfare program** linked to the achievement of business objectives, with the aim of sharing the organization's results and successes with its people

In addition, Casone has implemented a **benefits system** the provides support for employees' daily needs, including meal vouchers and initiatives linked to family milestones, such as a birth bonus for new parents.

Casone also promotes **social and personal well-being initiatives**, such as the second Family Wellness Day, held in September 2025, which aimed to increase awareness of healthy eating habits and mental well-being.

To support employees' health and wellbeing, Casone has established an agreement with a multi-specialty medical center in Parma, allowing employees to benefit for diagnostic examinations and specialist consultations, as well aa an agreement with a gym located near the company's facility.

Day-to-day well-being is also supported through various on-site-services, such as personal parcel delivery to company premises, access to the corporate library, and dedicated indoor and outdoor areas designed for breaks and relaxation.


casone S.p.A.

Topic	Commitment	SDG
Human capital management and development	The Company is committed to promoting the continuous development of skills and the professional growth of all personnel, thereby strengthening its know-how. It also aims to consolidate employees' trust and commitment by creating a stimulating working environment in which people can feel fulfilled.	

Casone recognises people's contribution as fundamental to the organisation's continuity and development. Human resources management focuses on health and safety, skills development, continuous training and an inclusive working environment.

Workforce data are reported as employee headcount at the end of the reporting period.

At 31 December 2025, Casone had 134 employees, all working at its sole site. Its workforce is characterised by a predominance of permanent contracts, covering 93.3% of total employees.

Indicator	2025
Total employees	134
Employees on permanent contracts	125
Employees on fixed-term contracts	9
Share of permanent contracts	93.3%
Share of fixed-term contracts	6.7%
Male employees	114
Female employees	20
Women as a share of total employees	14.9 %
Employees with employment contracts in Italy	134

Workforce stability is a key asset for a manufacturing company, where technical skills, process expertise and knowledge of with production systems are essential drivers of product quality, safety and operational continuity.

Inclusion and equal opportunities

VSME B8, B10, C2, C5

Topic	Commitment	SDG
Diversity, inclusion and equal opportunities	The Company is committed to protecting every individual's dignity and ensuring equal opportunities for all employees, while rejecting any forms of discrimination. Diversity is recognized at all organizational level as a strategic asset to be valued and cultivated, contributing to innovation, strengthening corporate reputation, and driving economic performance.	

Casone promotes a working environment based on respect for individual dignity, equal treatment and the prevention of discrimination and harmful conduct in all forms.

These principles guide people management throughout the various stages of the employment relationship, from recruitment and hiring to professional development and internal career growth, with the aim of promoting equal opportunities and recognizing individual skills and competencies.

Women's representation is particularly significant in leadership roles.

The **Board of Directors** consists of two men and one woman, who also holds the position of Chairwoman. Among the Company's first-line management, namely functional managers, there are **five women and three men**, resulting in a female representation of **62.5%.**

Women in leadership roles

Indicator	2025
Total functional Managers	**8**
Male functional Managers	3
Female functional Managers	5
Female Representation among Functional Managers	**62.5%**
Female-to-male ratio among Functional Managers	**1.67**
Board members	3
Women on the Board	1
Percentage of women on the Board of Directors	**33.3%**
Female Chair of the Board	Yes

Employee health and safety

VSME B9, C2

Topic	Commitment	SDG
Health and safety of all employees	The Company is committed to periodically updating its corporate risk assessment, implementing preventive and protective measures, and promoting a safety culture based on continuous training, engagement and awareness across the entire workforce.	

The protection of the health and safety of employees and all stakeholders is a core element of Casone's management practices. Safety oversight involves the relevant internal functions, area managers, the Workers' Safety Representative and qualified professionals, including the Head of the Prevention and Protection Service (RSPP), the Occupational Health physician, specialized consultants, and accredited laboratories.

Prevention begins with understanding risks and enabling people to act with awareness. To this end, Casone complements the health surveillance required for different job positions with ongoing **training, practical instruction and awareness-raising initiatives,** focusing particularly on safety procedures, emergency response and fire prevention. Mandatory training deadlines are monitored by the Human Resources function.

In 2025, **seven injury events** were recorded. These included two commuting accidents, one incident that occurred in the Company parking area, and four accidents related to accidental or behavioural causes. A total of **219,504.75** working hours were recorded during the year.

No fatal work-related injuries occurred during the year.

Health and safety indicators 2025

Indicator	2025
Total recorded injury events	**7**
Of which commuting accidents	2
Of which in the Company car park	1
Of which accidental/behavioural	4
Total working hours	**219,504.75**
Rate of recordable work-related accidents*	**6.38**

***Calculated by treating all seven events as recordable accidents for VSME purposes**: 7 / 219,504.75 × 200,000 = **6.38**.*

VSME uses a standard reference of 200,000 hours, corresponding to the annual working hours of approximately 100 full-time employees.

Casone considers it essential to maintain a strong focus on prevention and continue **strengthening training and practical instruction**, spreading a safety culture and promoting informed behaviour, with the aim of progressively reducing accident frequency.

Collective bargaining coverage and social dialogue

VSME B10, C2

Topic	Commitment	SDG
Respect of human rights	The Company is committed to safeguarding workers' right to form, join and organize trade unions, recognizing them as a means of free and open social dialogue, in order to build strong relationships and supporting the sustainable management of human resources.	

Casone recognizes dialogue with its people as a key element in building stable and transparent employment relationships. As of 31 December 2025, 100% of employees were covered by collective bargaining agreements, ensuring a common framework for the regulation of employment relationships.

Area	2025
Total employment	134 employees
Employment stability	125 employees on permanent contracts
Share of permanent contracts	93.3%
Collective bargaining coverage	100% of employees
Dialogue and reporting tools	Code of Ethics, Model 231 and whistleblowing channel
Stakeholder relationship management	Oversight through Company policies, internal procedures and compliance with applicable legislation

Stability is another characteristic of the workforce: of 134 employees, 125 are employed on permanent contracts, representing 93.3% of personnel.

This figure is particularly significant in a manufacturing environment, where experience, technical skills and process knowledge contribute to business continuity. Employee relations are also supported by dedicated communication and reporting tools, including the Code of Ethics, Model 231 and the whistleblowing channel. More broadly, relationships with the various stakeholders are managed through Casone's organisational tools and internal procedures.

Training and skills development

VSME B10, C2

Topic	Commitment	SDG
Training and human resources development	The Company is committed to investing in the skills development and professional growth of its people. Appropriate training is considered an essential tool for enhancing individual talent, fulfilling personal aspirations and strengthening the Company's know-how, thereby contributing to sustainable growth and development.	

For Casone, training represents a key tool for **developing people's skills, supporting their professional growth and keeping corporate know-how up to date**. Monitoring covers both formal training activities and the *on-the-job* training and coaching provided during the integration of newly hired personnel. Casone has introduced coaching programmes involving all senior managers and employees on professional development pathways, both individually and in groups.

Particular attention is devoted to **occupational health and safety**. HR monitors mandatory training deadlines through a dedicated dashboard. This is complemented by awareness sessions, updates and retraining on safety procedures, emergency management and fire prevention, involving external trainers and qualified internal personnel.

Over the three-year period **2023–2025, Casone provided a total of 4,798.5 training hours**. The elevated figure reported in 2023 reflects the completion of training activities that had been suspended or postponed as a consequence of the Covid-19 emergency.

Training hours provided

Indicator	2023	2024	2025
Total training hours	**2,109.0**	**1,256.0**	**1,433.5**
Change from previous year	–	-40.4%	**+14.1%**

Following the 2023 peak, training settled at more normal levels. In 2025, training hours increased by **14.1% from 2024**, rising from 1,256 to 1,433.5 hours.

In addition to meeting mandatory training requirements, Casone intends to continue investing, in addition to mandatory training programs aimed at enhancing and strengthening the technical, communication and organizational skills of its employees

Protecton and safeguarding of human rights

VSME C2, C6, C7

Topic	Commitment	SDG
Respect for human rights	The Company is committed to preventing all forms of human rights violations in order to protect employees and external stakeholders. Every employment and commercial relationship is conditional upon compliance with the principles set out in the Company's Code of Ethics.	

Casone recognises respect for human rights as an essential part of its corporate culture and of the responsible management of relationships with workers, business partners and other stakeholders.

The Company's commitment is formalised through its Human Rights and Social Responsibility Policy, Employee Code of Ethics and Conduct, Business Partner Code of Ethics and Conduct, and Organisation, Management and Control Model under Italian Legislative Decree 231/2001.

These documents provide the framework for internal behaviour and commercial relationships based on legality, fairness, respect for human dignity and social responsibility. In particular, they reaffirm the prohibition of child labour, forced labour, human trafficking, discrimination and conduct that undermines individual dignity, as well as the commitment to protecting health and safety in the workplace.

Employment relationships are conducted in compliance with applicable laws and regulations, as well as the relevant bargaining agreements. Employees are hired under regular employment contracts, in accordance with applicable provisions and managed through the Company's information systems.

Human rights protection is further strengthened by the 231 Organizational Model and the work of the Supervisory Body, which carries out documented audits and monitoring activities. Casone also provides a whistleblowing channel accessible from the Company website's home page, through which possible violations of Company policies, the Code of Ethics and Model 231 may be reported.

Oversight tools

Tool	Scope
Human Rights and Social Responsibility Policy	Defines Company principles on protecting individuals, working conditions, non-discrimination and social responsibility.
Employee Code of Ethics and Conduct	Guides employee conduct according to legality, fairness, respect and integrity.
Business Partner Code of Ethics and Conduct	It calls upon suppliers and other business partners to comply with the ethical and social principles adopted by the company
Organisation, Management and Control Model under Legislative Decree 231/2001	Addresses risks associated with non-compliant conduct and provides for oversight by the Supervisory Body.
Whistleblowing channel	Enables possible violations to be reported, including on a confidential basis, in accordance with the procedures set out in the Company's Protocol.

Human rights and reporting mechanisms

Indicator	2025
Human rights policy or code of conduct in place	Yes
Child labour, forced labour and human trafficking coverage	Yes
Coverage of discrimination and harassment prevention	Yes
Occupational health and safety coverage	Yes
Availability of a mechanism for employees to report concerns and potential violations.	Yes
Confirmed incidents of child labour, forced labour or human trafficking in the workforce	0
Confirmed incidents of discrimination or other human rights violations in the workforce	0
Confirmed human rights incidents in the value chain, affected communities, consumers or end-users of which Casone has become aware of.	0

Overall, Casone has established a system of policies, internal rules, and reporting tools aimed at preventing and detecting any non-compliant conduct. The Company intends to maintain these safeguards to preserve a culture of respect, legality and responsibility throughout its activities and buisness relationships.

KPI OVERVIEW

Our people make the difference, today and tomorrow

134 employees

93.3% permanent employees

1,433.5 training hours delivered

100% employees covered by collective bargaining agreements

PEOPLE AT CASONE

125 permanent **9** fixed-term

114 men **20** women

LEADERSHIP AND DIVERSITY

8 functional managers

5 women **62.5%**

Board of Directors

3 members

1 woman **33.3%**

Female Chair

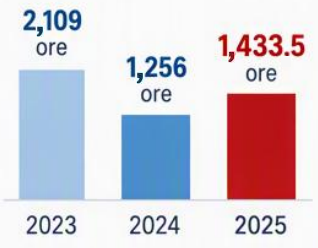
HEALTH AND SAFETY

7 recordable injury events per **219,504.75** total working hours

6.38 recordable injury rate per 200,000 working hours

0 fatal occupational injuries

TRAINING AND SKILLS DEVELOPMENT



+14.1% vs. 2024

GOVERNANCE AND BUSINESS CONDUCT

VSME B11

Topic	Commitment	SDG
Corporate ethics principles	The Company is committed to conducting its business in accordance with the principles of loyalty, professionalism, honesty, competence and transparency. It ensures strict compliance with applicable laws, market rules and fair competition principles, while respecting the legitimate interests and expectations of customers, suppliers, employees and all stakeholders engaged with the Company's activities.	

Casone's governance framework is founded on the principles of integrity, responsibility, transparency and compliance with applicable laws and regulations. These principles guide business decisions, internal management practices and relationships with customers, suppliers, business partners and other stakeholders.

The governance and control system is supported by a range of organizational and documentary tools aimed at preventing misconduct, promoting a culture of compliance and integrity, and ensuring the transparent management of Company activities.

The principal governance tools, including the Organizational, Management and Control Model in accordance with Italian Legislative Decree 231/2001, the Code of Ethics and Conduct for employees, the Code of Ethics and Conduct for Business Partners, the Values Charter, the "People at Casone" Manifesto and the IT Policy.

Casone also has an internal procedure governing gifts, hospitality expenses, donations and sponsorships, ensuring that these activities are conducted in compliance with the principles of fairness, traceability and transparency.

The adoption of Model 231 on 29 January 2024 constitutes a cornerstone of the Company's Corporate risk prevention framework. The Model aims to prevent the offences covered by Legislative Decree 231/2001, protect the integrity of the organization, and foster behaviors that comply with the Company's ethical principles and internal procedures.

The Supervisory Body (Organismo di Vigilanza OdV) is responsible for overseeing the effective implementation and updating of the Model, performing monitoring and verification activities in accordance with the procedures defined within the Company's governance framework.

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Casone also provides a whistleblowing channel accessible from the Company website's home page. The whistleblowing channel enables confidential reporting of any breaches of the Code of Ethics, Company policies, the Organizational Model pursuant to legislative Decree 231/2001, and applicable legislation. The management of reports is regulated by specific internal Protocol, which is an integral part of the Company's control system.

Tool	Purpose
Organisation, Management and Control Model under Legislative Decree 231/2001	Preventing risks of offences, promoting legality and safeguarding corporate integrity.
Supervisory Body	Verifying implementation of Model 231 and overseeing the required information flows.
Employee Code of Ethics and Conduct	Defining principles of conduct in internal relationships and work activities.
Business Partner Code of Ethics and Conduct	Promoting ethics and responsibility in dealings with customers, suppliers and other business partners.
Procedure on gifts, hospitality expenses, donations and sponsorships	Ensuring transparency and traceability in activities that may present risks.
Whistleblowing channel	Confidential management of reports concerning possible breaches of laws, procedures and ethical principles.
IT Policy	Defining rules for the use of IT tools and protecting information security.

Convictions for corruption and bribery

Indicator	2025
Convictions for violations of anti-corruption and anti-bribery laws	0
Total fines for violations of anti-corruption and anti-bribery laws	0 €
Whistleblowing reports received	0
Reported information security incidents	0

Casone intends to maintain and update its governance, internal control and prevention tools over time, reinforcing conduct based on transparency, responsibility and respect for rules throughout the organization.

Relationships with the local community

VSME B2

Topic	Commitment	SDG
Sustainable communities	The Company is committed to contributing to the economic and social development of the area in which it operates by creating stable, decent employment and supporting community activities and project.	

Casone believes in the importance of its social role in the area where it operates and considers its relationship with the local community a relevant aspect of its corporate responsibility.

The Company's contribution is expressed first and foremost through the creation and maintenance of lawful, stable employment opportunities.

Permanent contracts cover 93.3% of the total workforce, helping generate economic and social value locally and retain professional expertise and technical skills.

The connection to the local area is also evident in where Casone's employees live most reside in the province where the Company is based, with some living in neighboring provinces.

Casone operates in compliance with environmental authorizations, applicable statutory requirements and internal conduct rules, aiming to prevent or limit potentially harmful impacts associated with its activities and maintain transparent relationships with external stakeholders.

The Company considers it important to maintain fair, collaborative relationships with organizations and individuals in its local area, progressively strengthening dialogue with stakeholders, including workers, customers, suppliers, institutions, regulatory bodies and local communities.

During 2025, Casone supported numerous local community initiatives and social, cultural and healthcare projects.

In the cultural sphere, the Company contributed to the adult theatre season and children's programme at the Teatro Moruzzi in Noceto, as well as supporting the Museo della Vasca Votiva di Noceto.

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Casone participated in the 11th Science and Technology Day organized by the Istituto Superiore Berenini in Fidenza, supporting dialogue between education and business and **narrowing the gap between training and manufacturing practice**.

Particular attention was given to vulnerable individuals and families. Casone took part in an initiative for families in need, selected according to the ISEE household economic assessment ranking, by providing Christmas parcels that also included LILT membership cards, with the aim of raising awareness of the importance of cancer prevention.

The Company also joined the "**Città ad Impatto Positivo**" ("Positive Impact Cities") project, contributing to the donation of a community transport vehicle to the municipality of Noceto for vulnerable people and those with reduced mobility. The same project also funded a sports scholarship for an athlete with a disability.

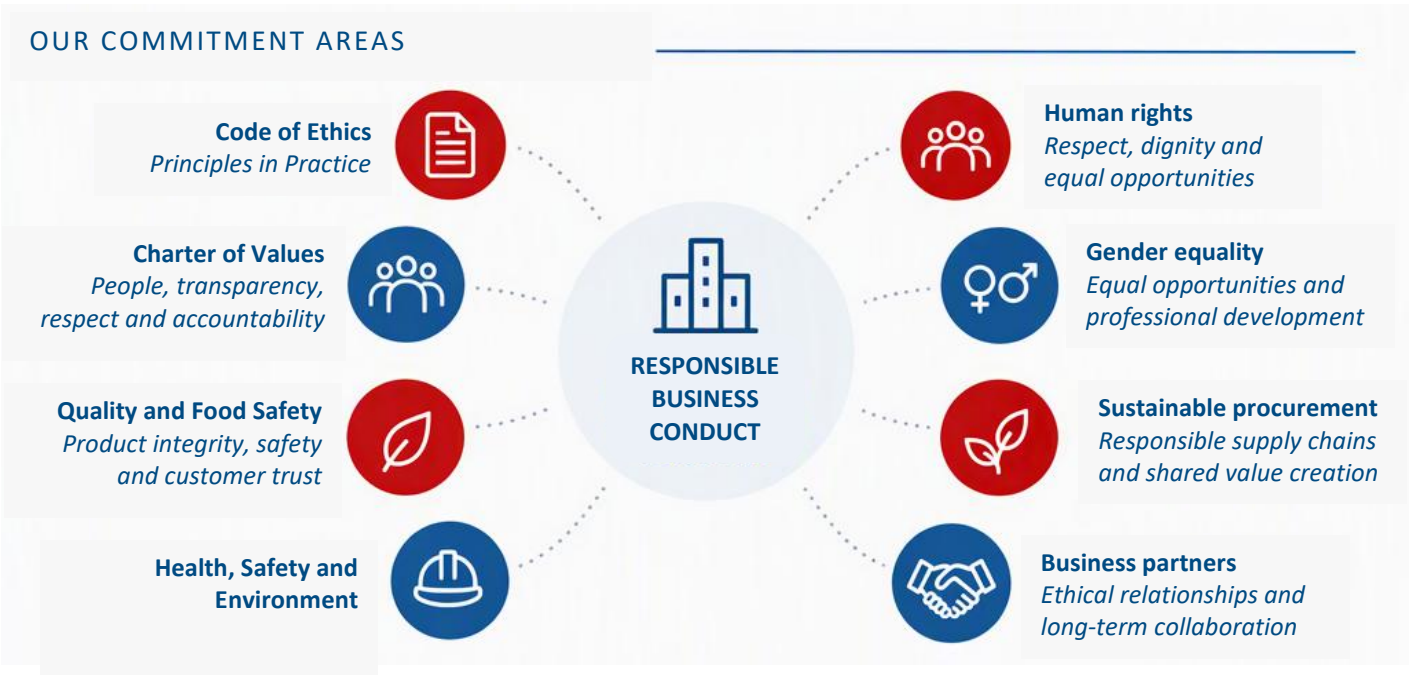
Support extended to national and international initiatives through donations to **Caritas Children Onlus** for child sponsorship programmes, the **Associazione Nazionale Alpini** and the **Fondazione Opera San Francesco per i poveri**.

In healthcare, Casone donated to the **Associazione Nazionale Cavalieri della Repubblica** for the purchase of IV stands and medical equipment donated to pediatric departments across the province and region, helping improve the quality and safety of patient care.

Finally, the Company supported the **Il Giardino** cooperative with a contribution towards its community celebration, confirming its commitment to inclusion, participation and community cohesion.

KPI OVERVIEW

0	€0	0	0
corruption convictions	fines and penalties	whistleblowing reports	cybersecurity incidents





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