

Fedrigoni Group Annual Report 2021

FEDRIGONI

Index

Fedrigoni Group

Sustainability Report

Fedrigoni is synonymous with excellence in specialty papers for luxury packaging and other creative applications, as well as in premium self-adhesive materials.

Fedrigoni today

Founded in **1888**

€1,6 Billion turnover 2021

€221 Million EBITDA 2021*

More than 4.000 people in **27** countries

52 between production, slitting and distribution centres

25.000 products

Distributing in **132** countries


*Proforma adjusted taking into account the impact of M&As (including Divipa) and that of other synergies as well as operating efficiencies.


Our mission


We elevate the creativity of brands, designers, printers, converters, providing best-in-class product offering and service in the world of specialty papers for luxury packaging and other creative application, as well as in self-adhesive materials. We guarantee the same excellence at a global scale, thanks to the presence of offices and warehouses all over the world.

We are committed to the sustainable growth of the entire supply chain, with an approach based on transparency, circularity, and partnership.

Our strategy pillars

 **We provide** premium and sustainable solutions through continuous innovation of our products towards adjacencies and mega-trends such as Plastic-to-Paper and RFID.

 **We offer** a superior experience to our clients, through a deep understanding of their needs and a distinctive, reliable and personalized service.

 **We relentlessly pursue** quality, efficiency and sustainability through operational excellence in procurement and production.

 **We continue** to expand our global presence and product portfolio through organic growth and acquisitions to ensure the availability of our core segments around the world and foster growth opportunities in adjacencies.

 **We lead** the industry by caring for our people through attraction, engagement, development, recognition and by boosting opportunities for everyone to collectively make a difference.

 **We pursue** sustainable growth by leveraging our talents, implementing best governance practices, innovating the product portfolio with cutting-edge and environmentally friendly solutions, constantly improving our production and procurement processes to reduce our carbon footprint, managing waste and water responsibly.

Our sustainability journey

Making *Progress*

At Fedrigoni, sustainability is about making progress every day. Our mission is to elevate brands and the creativity of designers, printers, converters. Our commitment is to elevate them sustainably, honestly sharing our daily progress, fostering circularity and partnership with the entire ecosystem.

2021 results

Environment

325 kt CO₂ emissions

97% clean water returned to the environment and zero cases of noncompliance

86% recovered waste

Social & Governance

14 Injury frequency rate (number of injuries per 1,000,000 employee-hours worked)

25% women in managerial positions

17% people involved in individual development conversations

Product Development

18% volume of special papers with advanced ESG features

37% volume of self-adhesive material with advanced ESG features

81% suppliers also assessed according to ESG criteria

100% purchase of FSC® certified pulp

Transparency and Endorsement



Our 2030 goals

Environment

-30% 240 kt CO₂ emissions (330 kt in 2019)

95% clean water returned to the environment (92% in 2019)

100% industrial waste recovery (80% in 2019)

Social & Governance

-67% Injuries with an Injury frequency rate of 7 (21 in 2020)

30% women in managerial positions (22% in 2020)

100% people involved in individual development conversations (9% in 2020)

Product Development

26% volume of special papers with advanced ESG features (13% in 2019)

70% volume of self-adhesive material with advanced ESG features (35% in 2019)

95% suppliers also assessed according to ESG criteria (50% in 2020)

Transparency and Endorsement

ESG among the KPIs of individual performance assessment

Reporting according to GRI standards

Joining the UN Global Compact and ScienceBased Targets Initiative

ESG ratings by accredited firms

Highlights 2021

Dear Stakeholders,

I am particularly proud to share with you our results from 2021, which has just ended. It was a year of great intensity, which saw moving forward on our strategic plan with determination to guarantee the full continuity of the business. We honoured our commitments with all customers and coped with both the ongoing global health emergency and the profound disruptions of the market due to the shortage and increase in the price of raw materials. We remain optimistic for the future, particularly due to the very positive results from the first quarter of 2022 where, despite the serious global tensions because of the war in Ukraine, we are continuing to grow our global presence without delay.

Our strategic plan has been implemented effectively and this can be seen in the extremely positive results that we have achieved: a turnover of €1.6 billion, with a total growth in revenue of over 20% and an EBITDA of €221 million. This is a growth of 30% compared to 2020. We have continued with the plan to attract talent to strengthen our team, with over 377 new people joining the Fedrigoni family worldwide - 900 new recruits in the last 3 years - . We have continued to invest in growth and development of our people. We have extended our global presence in Europe, Latin America, the USA and Asia with the opening of new offices and warehouses in the UK, Poland, China, Indonesia, Philippines. We have also acquired three new companies: the Mexican Ri-Mark, the North American Acucote, in addition to 70% of a newco - in a joint venture with the Italian Tecnoform - for the production of innovative solutions for thermoformed cellulose packaging. Thanks to the path we have taken until now, in 2021 we have become the first player at global level in both luxury packaging and premium labels for wines and the third worldwide player in self-adhesive solutions.

On the product portfolio side - one of the pillars of our strategy - an essential ingredient over the last three years has been the repositioning of both business units towards premium market sectors, where customers were able to absorb price increases to offset the overall increase in upstream costs. From the world of luxury packaging and other creative applications to labels for more sophisticated wines and more exclusive personal care products. The biggest challenge for our customers in the near future is undoubtedly sustainability, and Fedrigoni is at their side in this evolutionary path.

With a constant effort in research and development, we support our customers in the transition to replace plastic with ecological materials like paper; we are at their side from the creation of premium self-adhesive solutions realized with ever more recyclable raw materials to supporting the customers in managing their waste sustainably, according to a circular model, where waste is re-used as raw materials in new chains instead of being thrown away in disposal sites.

Creating a distinctive and effective experience for our customers is another fundamental pillar for us. This year, we have accelerated our digitalization journey aiming at making the relationship between Fedrigoni and its 30,000 customers worldwide easier, faster, and instant. For example, we have worked on our customer portal that guarantees up-to-date information in real time in all stages of the relationship - from order to delivery and up to management of claims and collection of feedbacks. Our customer-centred approach, pervading all our actions and daily decisions, starts with listening. We have implemented the Net Promoter Score in all the world markets in 2021: thanks to this we can now constantly collect comments and suggestions, feeding our process of continuous improvement. We are just at the beginning, and we have a clear roadmap in front of us which we will pursue over the next few years.

Excellence in the production process and procurement is another significant field for the solidity of our Group. The shortage of raw materials and the general increase in costs has put the world economy to a test, and many companies have interrupted production to limit damages. Gas and electricity have respectively increased by 345% and 222%. Cellulose has undergone an increase of 49%, pallets 90%, product packaging 20%, chemical materials (adhesives, silicones, stabilizers) 20% and even transport and logistics have increased by between 15% and 20%. In this context, it was key for us to implement preventive operations to the whole supply chain, to make improvements in the planning of purchases and diversification of suppliers, to implement careful management of stocks and constant monitoring of transport to prevent slowdowns as much as possible.

Such an ambitious path starts with people and the over 4,000 Fedrigoni people, whose 65% work in production, are the most important resource for us. We have made consistent steps forward in health and safety. Thanks to a

widespread awareness programme on correct behaviour and the risks to avoid, we reduced the injury frequency index by 32%, getting closer to our goal of -67% in 10 years. We have worked to foster a culture increasingly based on excellence, internal collaboration, and partnership with customers. A culture that embraces transformation. We have introduced recurrent conversations between managers and employees, as well as trainings for people development. We have worked to create a diverse and equal environment, where every person can feel valued when expressing their talent and uniqueness, and we have involved all our managers in inclusive leadership development programmes.

With 8 acquisitions over the last 3 years, two of which in the first quarter of 2022, the M&A platform is a key accelerator in the Fedrigoni growth plan. Our strategy rests on three main directives: geographical expansion to strengthen our global position, increase the production capacity to meet a demand that is growing strongly and entry into adjacent and complementary markets to enrich our premium product portfolio. For us is fundamental to integrate all the companies that have become part of the Group, spreading the Fedrigoni culture and making new colleagues feel part of One Company.

Finally, the commitment to sustainability, which is part of our DNA and a goal for the whole Group, pervading our entire strategic plan, thanks to a widespread ESG strategy management model and a clear shared roadmap towards 2030. In the dedicated section of this Annual Report, we will describe our path to reduce the environmental impact of the Group and the initiatives for our people and the local communities. The most complex area of improvement - never to be taken for granted given the high amounts of energy our company consumes - is our effective contribution to the global challenge of climate crisis. We are working to reduce CO₂ emissions by 30% over the next 10 years (starting from 2020) and in 2021 we achieved a reduction of 1.5% in absolute CO₂ emissions against an increase in volumes of about 5%. We will continue to dedicate our work and investments in the effort towards the ecological transition, knowing that a collective intervention and an active role of the institutions are imperative for reaching the goal, all together.

On behalf of the management team, I would like to thank all my colleagues in Fedrigoni Group who, with passion,

commitment, and professionalism, have brought forward all the initiatives started, making the achievement of such important results possible.

And I would like to thank our customers and stakeholders, for giving us the reason to progress everyday: they are our indispensable travel companions on this journey to creating an ever more sustainable chain.

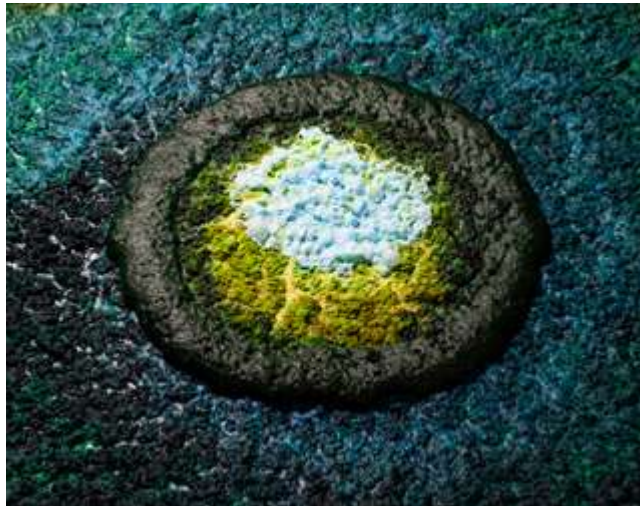

Marco Nespolo
CEO Fedrigoni Group



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Our Group

Fedrigoni is synonymous with excellence in specialty papers for luxury packaging and other creative applications, as well as premium self-adhesive materials. Our story of growth, started in 1888, has been further accelerated in the last year thanks to significant acquisitions. In June 2021 the RIMARK slitting centre in Mexico City and Acucote in North America; in August the acquisition of 70% of a Newco, a joint venture with Tecnoform, producing thermoformed cellulose solutions. Our Group closes 2021 with a revenue of more than €1.6 billion and and EBITDA Adjusted of €221 million. Today we are the global leader in wine labels and specialty papers for luxury packaging and the third player in the world in self-adhesive materials. We count over 4,000 people worldwide, own 52 production plants and slitting centres, produce more than 25,000 products - in addition to 10,000 papers produced exclusively for major fashion and luxury brands - and distribute in over 130 countries.

Despite the uncertain global context and deep disruptions in the market - first with the Covid emergency, then with shortages and unprecedented price increases on all raw materials - Fedrigoni has guaranteed the full continuity of the business. We have strengthened the long-term sustainability of our business also thanks to the strategic repositioning of the Group towards premium market sectors. During 2021 we took preventive measures on the entire supply chain, planning purchases and stocking up to meet the commitments with our customers, also thanks to the proprietary distribution network with warehouses located all over the world. Moreover, with the help of the well-known London agency Pentagram we have created and consolidated our global image. Elegant in its essentiality, it has contributed to convey a unified identity both within

the company and in the market. Fedrigoni Group today consists of the complementary worlds of Fedrigoni Self-Adhesives and Fedrigoni Paper.

Thanks to a constant teamwork, in 2021 we reached all our strategic goals in terms of acquisitions, optimization of processes, development, and innovation of products with circularity features. Following our Making Progress motto we have accelerated on actions to achieve our commitment to become an increasingly sustainable business, and we have reached a number of important results. From the creation of a more inclusive environment and a solid culture of safety at work in the Social area, to a responsible water management as well as recovery and recycling of our industrial waste in the Environmental field. We have also implemented a stronger and more structured Governance, also thanks to the review of our work by internationally accredited third parties.

Fedrigoni has always supported the creators of innovative products based on paper and self-adhesive materials, providing the best advice to bring to life any creative idea, in luxury packaging as well as in the most refined labels, or in art and publishing. Elevating Creativity is our mission: the staircase, symbol of the city of Verona, is our icon representing our desire to support our 30,000 customers worldwide in improving and elevating their brands sustainably. The journey of transformation to consolidate our global Group continues, doing our bit every day, redesigning and innovating, with sustainability as our beacon. We start by recognizing that we must act responsibly, always raising the bar in our industry, sharing our daily progress with transparency, and fostering circular models and partnerships with our customers, suppliers, and the entire ecosystem.



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Paper

Luxury packaging
Specialty graphic paper for luxury packaging

Other creative applications
Premium coated and uncoated wood-free paper for graphics, school and office usage

Self-Adhesives

Range of self-adhesive products for the production of labels for a wide range of consumer and industrial end markets

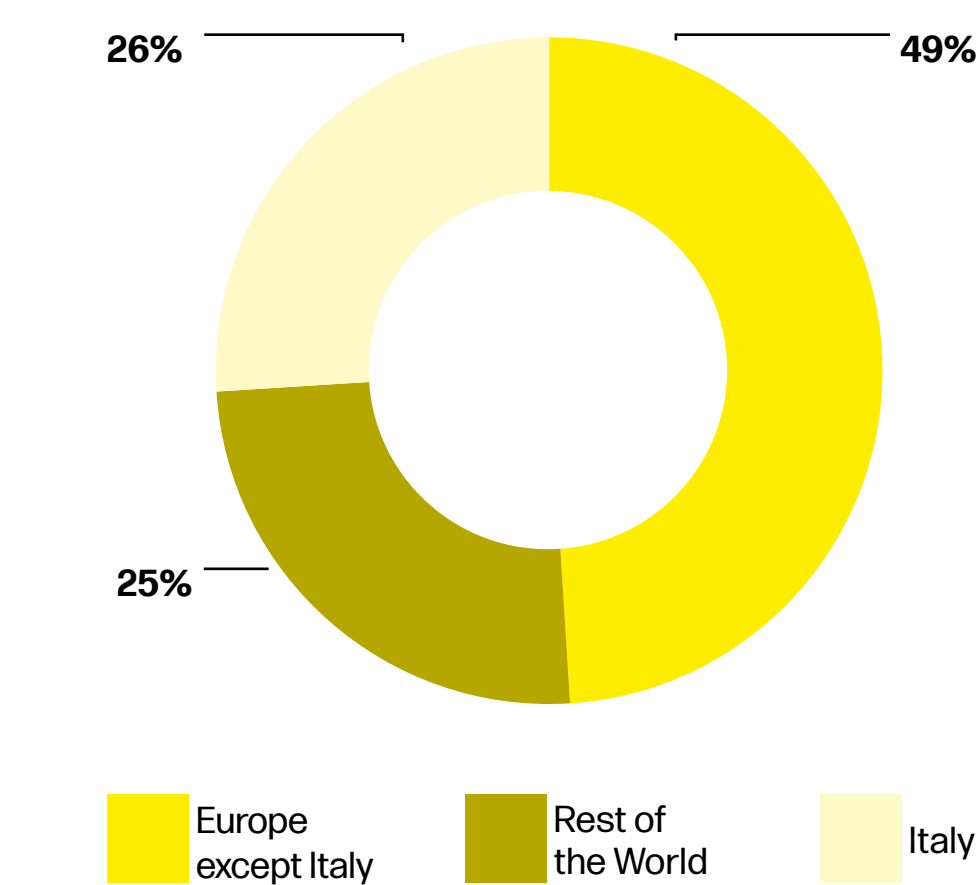
Leading position in attractive premium niche markets

Product offering targeted primarily to attractive end markets.

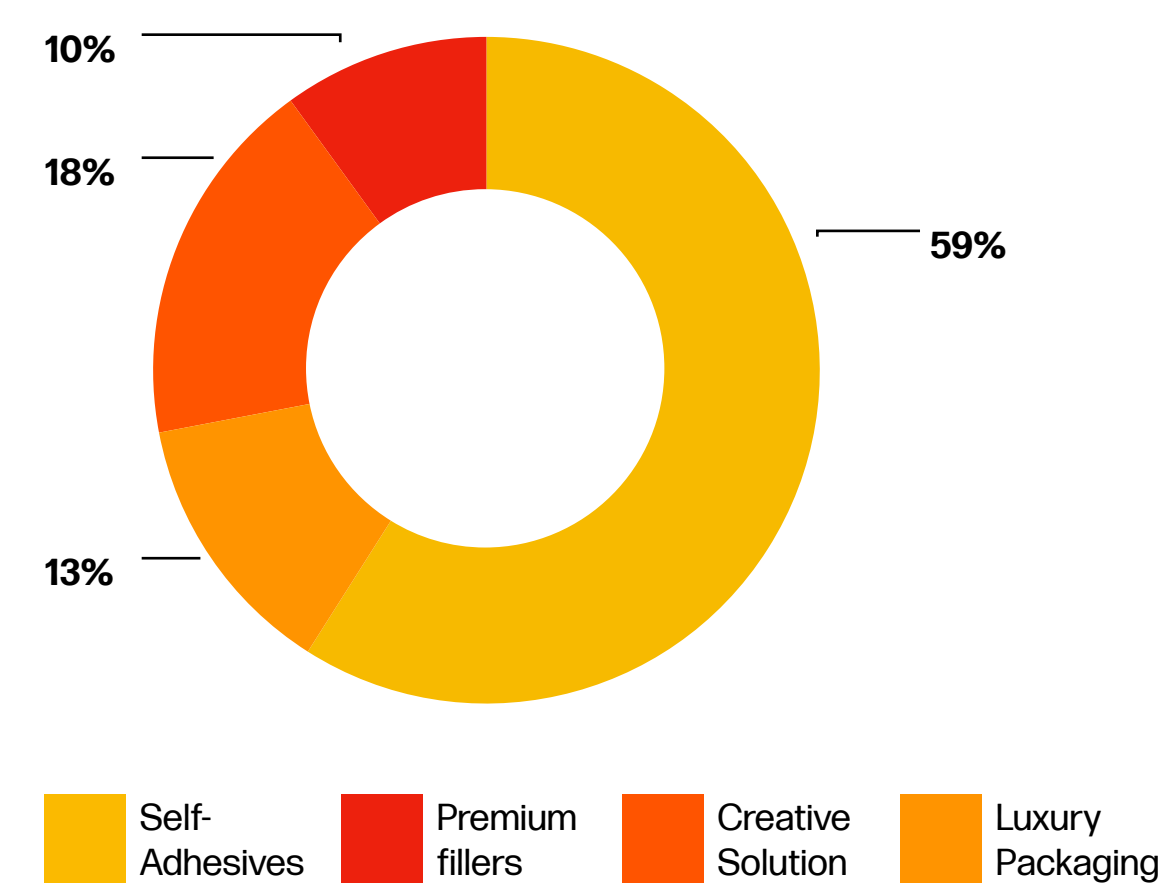
PRODUCT	END MARKET	MARKET POSITION		
Self-Adhesives	Wine and spirits, premium beers, food, cosmetics, pharma, chemicals	1° Global Wine	3° Global Self-Adhesives	3° LatAm Self-Adhesives
		1° Europe Fine Paper	1° LatAm Fine Paper	
Speciality graphic paper	Luxury packaging, digital printing, fine stationary			
Drawing/Art	Students, Artists, Hobbyists	2° Global Drawing & Art		

Source: market positions taken from a leading paper industry consulting firm report.

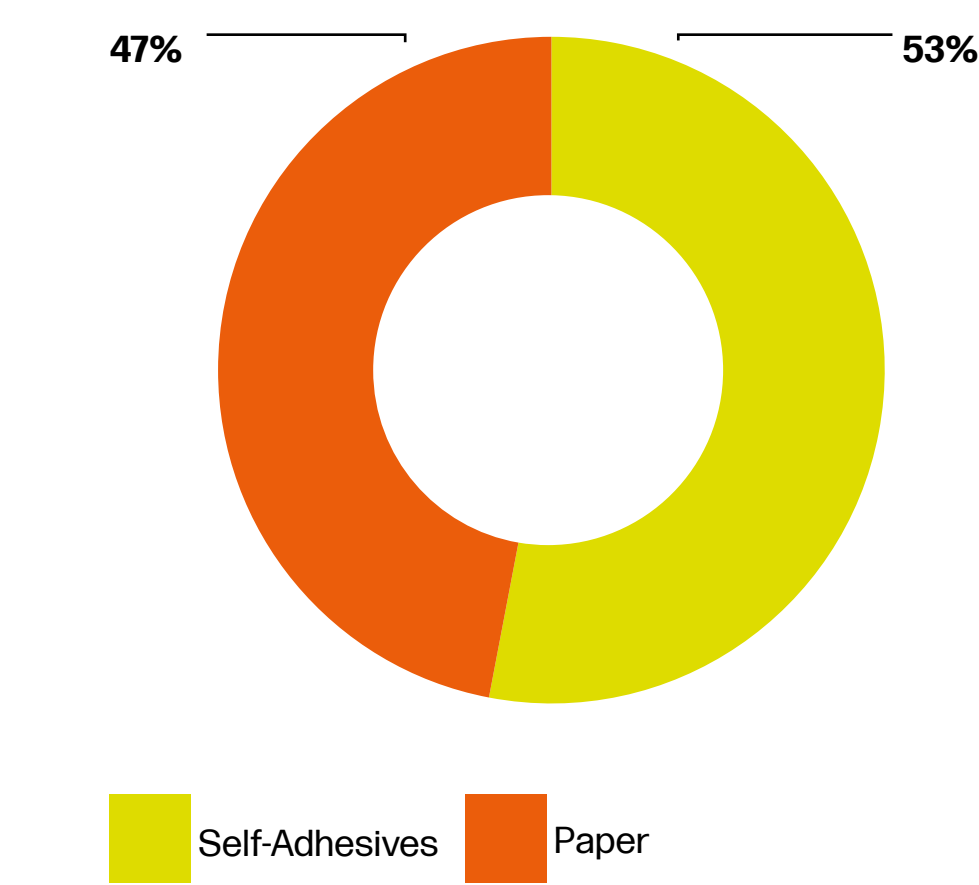
Adjusted Sales Revenues by geography



Adjusted Sales Revenues by business



Adjusted EBITDA by segment



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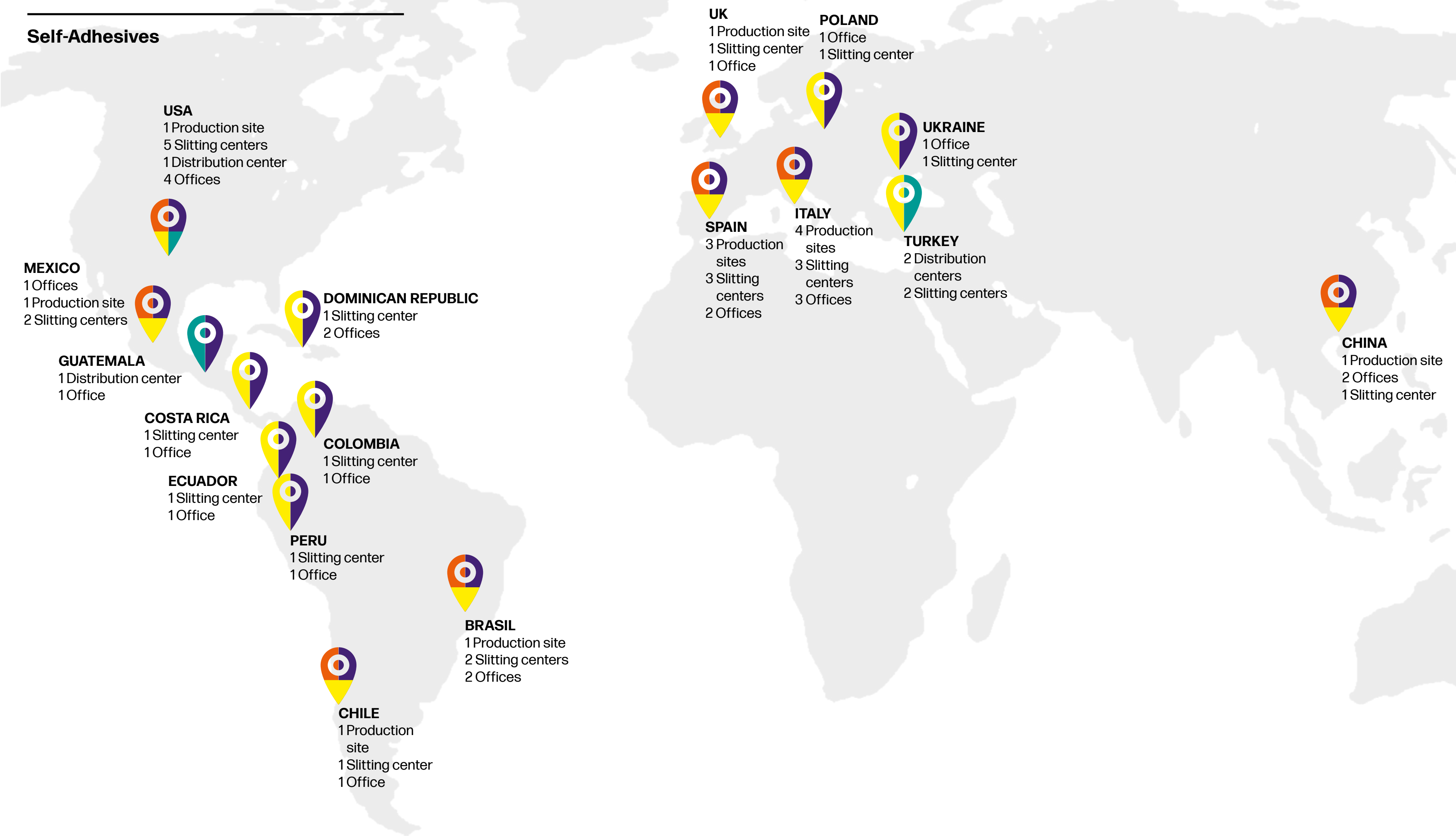
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Where we are

Self-Adhesives



 **13**
Production Sites

 **27**
Slitting Centers

 **4**
Distribution Centers

 **25**
Offices

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Where we are

Paper



 9
Production Sites

 20
Warehouses

 8
Boutique

 27
Offices

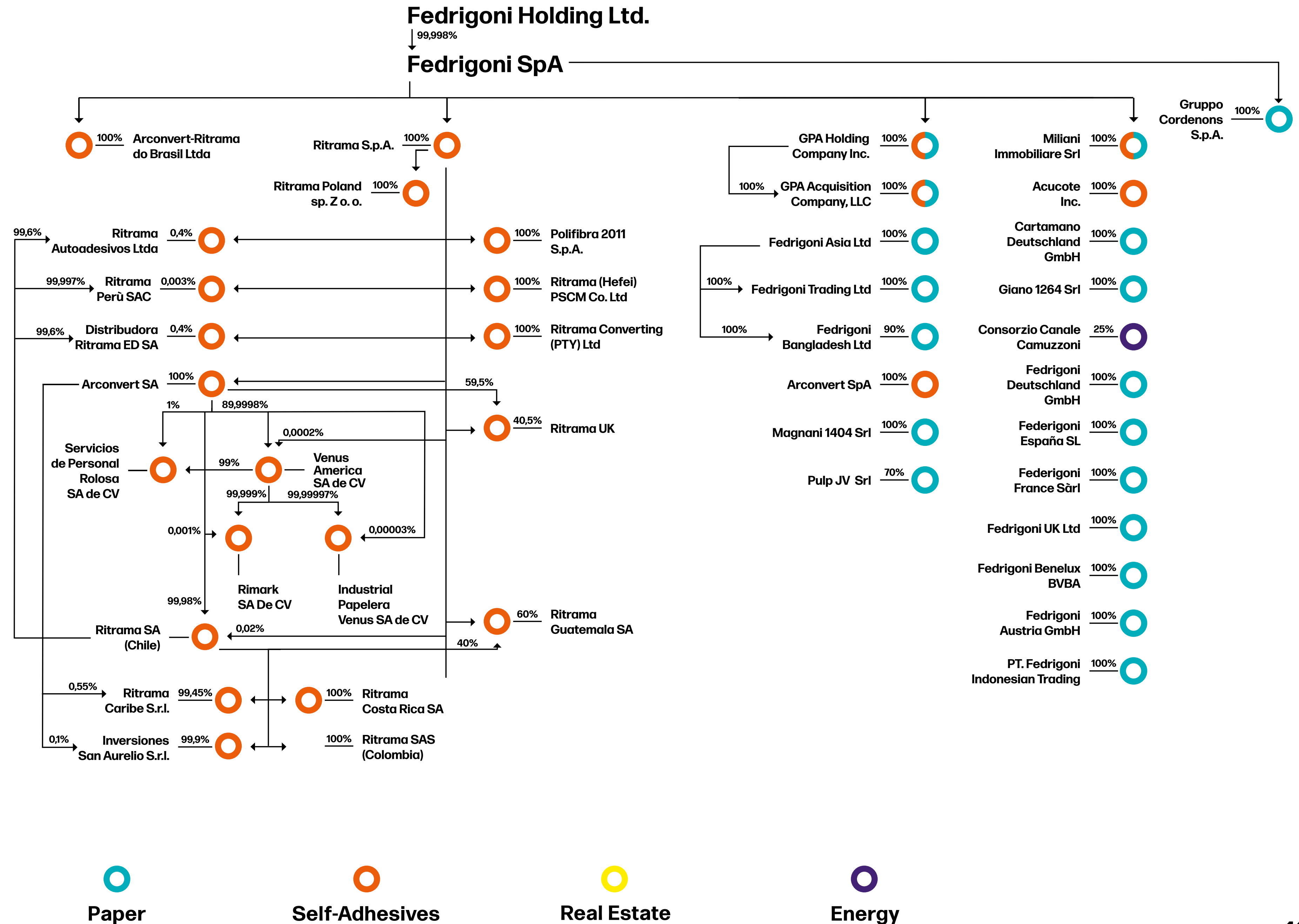
 1
Distributor

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Methodological Note

This Sustainability Report has been prepared in accordance with the GRI Standards of the Global Reporting Initiative (GRI), Core option, and describes the business model, identified risks, policies, targets and environmental, social, and governance performance. Relevant and reportable issues and indicators were identified using the Materiality Matrix, which was updated this year to include key stakeholder groups, including customers, investors, and our Executive and Leadership Team. In addition, the reporting is based on the principles of stakeholder Inclusivity and completeness and presents the sustainability context in which the material issues are included.

For the first time, the document is subject to a limited assurance engagement (according to the criteria indicated in ISAE 3000 Revised) by Deloitte & Touche S.p.A. in accordance with the procedures indicated in the Independent Auditors’ Report included in this document. The list of indicators can be found in the GRI Content Index which is available on the website.

During 2021, the acquisitions of Rimark SA DE CV in Mexico, Acucote Inc. in the USA, and Pulp JV S.r.l. in Italy (in which Fedrigoni holds a 70% stake) and the sale of the Paper plant in Salto, Brazil were finalised. In addition, the Bollate plant was sold, and with it the entire specialty banknote paper business of the Paper Business Unit. Finally, Fedrigoni Bangladesh LTD, PT Fedrigoni Indonesian Trading and Ritrama Poland were established, while Concept Couleurs Sàrl, CD Design GmbH and Ritrama A.G. were liquidated.

The data and information provided in this document refer to all companies in the Fedrigoni Group included in the Consolidated Financial Statements and are related to the period from 1 January 2021 to 31 December 2021.

Staff data is processed in the new Group HR database (implemented in 2021) and data from

companies currently not included in this database (Ritrama Polonia, GPA, Acucote, IP Venus and Polifibra) are tracked in Excel files that are updated monthly and counted in the reported data. In our internal definitions, Leaders are employees who are part of the Group’s Executive Committee and/or Leadership Team, Managers are all employees in a leadership role managing a team, White collars are employees in an office position who do not manage people (individual contributors) and Blue collars are employees in a production position who do not manage people (individual contributors).

As far as qualitative information and quantitative data relating to environmental aspects are concerned, Group companies operating production sites are included, except for companies with only commercial activities and the slitting centres for the Self-Adhesive Business Unit, which have less impact than the rest of the Group’s activities. The data reported in the Environment chapter is presented with reference to each business unit (Paper and Self-Adhesives) because of the specific environmental impacts of the two production activities.

The Report can be viewed and downloaded in the Sustainability section of **www.fedrigoni.com**¹

For further information, please contact:
Isabella Bussi
Head of Group Sustainability
isabella.bussi@fedrigoni.com

¹ In addition, the GRI content index is available in the website section.

Our aim

At Fedrigoni we have been producing high quality specialty papers and self-adhesive materials for years with the aim of being the best supplier for the best customers, producing responsibly and making products that meet our customers’ creative and technical needs and last over time. Sustainability is a living thing for us. It is the ability to progress on a daily basis, measurably and transparently, raising the bar in our industry and supply chain.

Our products

Founded back in 1717 with a small plot of land just outside Rovereto (Italy) purchased by Giuseppe Fedrigoni, we now directly operate in 25 countries with our own plants and sales networks and are distributed in 132 countries worldwide. We are a leading player in the production and sale of paper for packaging, printing, graphics and art, as well as premium self-adhesive materials.

The two core bodies of our Group, the Paper Business Unit and the Self-Adhesive Business Unit, work together to provide our customers with the best products and the most extensive experience available on the market. The integration of speciality papers and self-adhesive materials means constant innovation between different industries and materials, enabling us to offer advanced, customised solutions to our customers.

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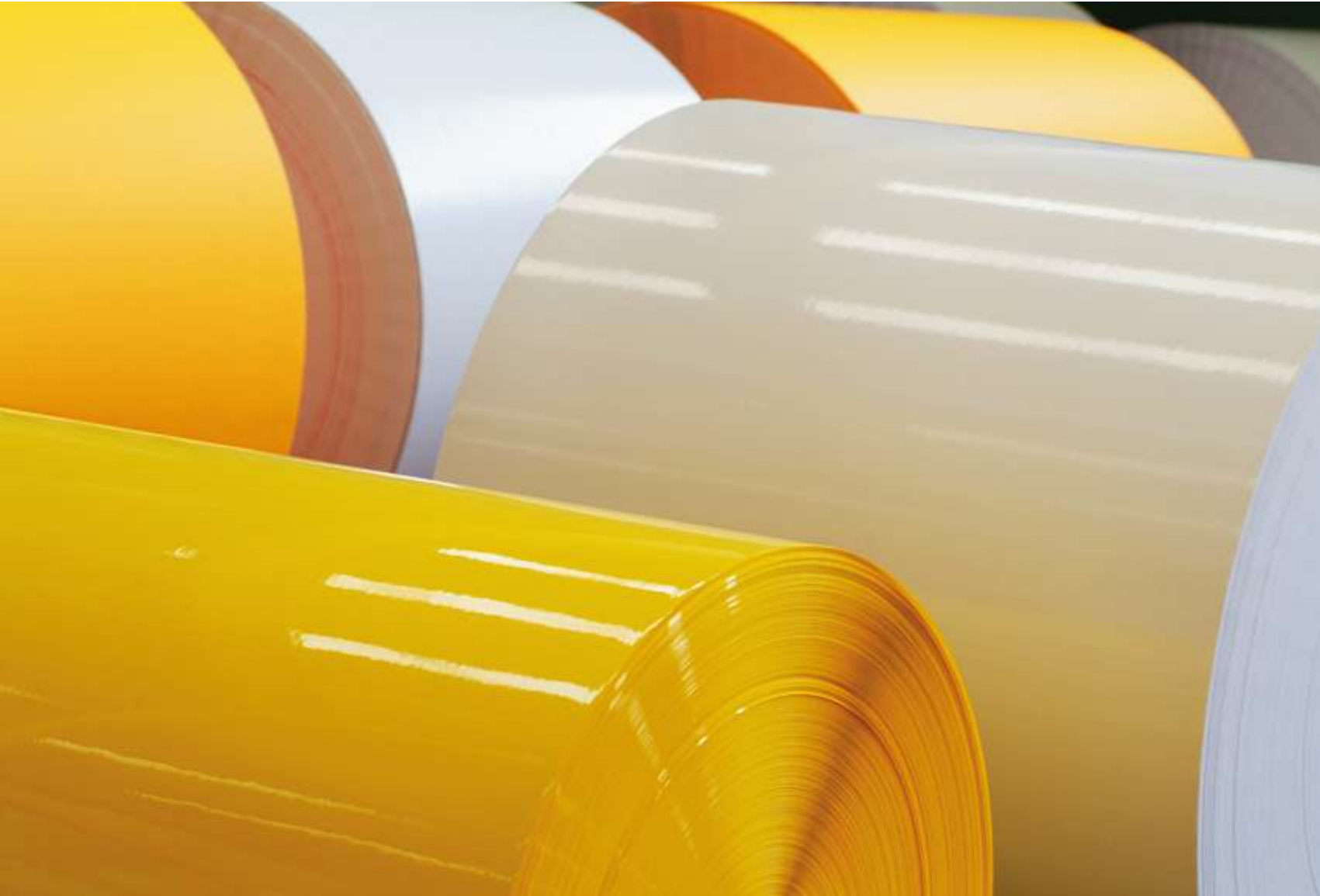
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The Paper Business Unit is the European leader in specialty papers with a range of products from specialty graphic papers for packaging and printing to art and design papers, to natural and coated papers.

The Self-Adhesives Business Unit is number one in the world for wine labels and the third largest player in the world for self-adhesive materials used in the food, pharmaceutical, automotive, chemical and cosmetics industries and beyond.



Our
business units

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Specialty papers

Paper has always been *special* to Fedrigoni: we produce it in Italy in 10 paper mills in Verona, Arco, Varone, Scurelle, Buttapietra, Castelraimondo, Cordenons, Pioraco, Rocchetta, and Fabriano. Over time we have mastered the technique and care in processing that make it possible for us to offer our customers and partners the best quality and most unique, innovative products every day. We have approximately 3,000 products in our catalogue, high quality papers in all grammages and colours. Our job is to help our customers find the best solution for their creative project and, when necessary, develop it together with them.

- Luxury Packaging Paper
- Printing & Publishing Paper
- Technical Paper
- Tailor-Made Paper

Fabriano, the oldest paper manufacturer, is part of this business unit and still works according to the three historical processes: hand-made papers, mould-made papers, and Fourdrinier-made papers. We are the only company in the world that still produces paper in all these three ways. Our master papermakers are trained for five years to learn the art of papermaking. This is mastery that perpetuates a timeless craft, an all-Italian production, characterised by constant innovation.

- Art and drawing
- Stationery
- Office

Self-adhesive materials

The **Fedrigoni Self-Adhesives** business unit, involved in the design and production of self-adhesive materials, was created from the merger of some of the leading companies in the sector, such as Ritrama, Arconvert, Acucote and Manter. With 12 production plants (Italy, Spain, UK, Brazil, Chile, Mexico, USA, China) and 8 slitting and distribution centres (Italy, Poland, the Caribbean, Brazil, Costa Rica, Guatemala, Colombia and Mexico), we serve markets ranging from food labels to pharmaceuticals and visual communication. We provide our customers with the support in choosing the right type of paper or materials for their self-adhesive projects, including wine and spirits labels, gourmet food and premium cosmetics labels, designer labels, and special projects. A booming sector, where skills and creativity, communications, and technology converge.

- Self-adhesive labels
- Visual communication

Our customers

Fedrigoni is synonymous with excellence for brands, printers, designers and converters and works every day with the aim of accelerating innovation, guaranteeing the highest quality of its products and developing solutions with increasingly advanced sustainability features.



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Scenario 2021

Environment, climate, circularity, people, ethics, transparency, equity, innovation, community: these are the words that resonate in the ecological and digital transition that the world is facing everywhere. The goals set by the **2030 Agenda** can no longer be postponed and companies are playing an increasingly decisive role in the communities in which they operate through their actions and leadership.

Fedrigoni has responsibly embraced this commitment for a long time, which now is expressed in the acronym **ESG**. Environmental, Social, and Governance, the three key dimensions for verifying, measuring, monitoring, and supporting our sustainability commitment.

Through the Green Deal, the work on the European taxonomy and the new standards for **drawing up sustainability reports**, the European Union is pointing to a new economic policy approach that combines the objectives of competitiveness with those of sustainable development. In addition to this, the new Corporate Sustainability Reporting Directive will require companies to provide in-depth reporting on a broader range of data, including carbon emissions, which are key to addressing the climate crisis.

Fedrigoni is ready to take on these challenges and has been voluntarily providing stakeholders with reports on these figures, alongside financial ones, for over twenty years.

Making Progress

This concept leads us in a transformation process involving the entire ecosystem - brands, printers, converters, graphic designers, and suppliers - encouraging the circularity of our products and the creation of partnerships with players who, like us, feel a sense of responsibility to change.

Making Progress is a profound concept, involving awareness and measurability, two crucial aspects when it comes to impact, sustainability, business, and people. These two aspects are also key when it comes to the sustainability report, the most effective tool to describe what we have done and what we will do to become a better company.

These last 12 months have required great efforts, during which we have expedited implementing the strategic lines of the 2030 plan. We aim to reduce CO₂ emissions by 30%, recover all waste without sending it to landfill, return 95% of clean water to the environment and have zero water pollution. We also aim to achieve 95% of suppliers who are also qualified according to ESG criteria and reduce injuries in the workplace by 67%. We want to raise the percentage of women in managerial positions to 30% compared with 2020 and to train 100% of our 4,000 employees on the Code of Ethics, which collects the principles that should influence our daily behavior.

We have worked on attracting talent, launched a new global image, stepped up our acquisition plan to expand our global presence and invested in increasingly sustainable and circular product innovation. We expect to achieve a 50% increase in the volume of products with advanced sustainability features: from 13% to 26% in the Paper Business Unit (where we already use only pulp from FSC certified forests and all products are recyclable) and from 35% to 70% in the Self-Adhesives Business Unit.

We have officially joined the United Nations Global Compact, an initiative created to encourage companies around the world to adopt sustainable policies and publish the results of their actions.

One of the things we are proud of in 2021 is that we received a Gold rating from Ecovadis - the internationally recognised Platform for Assessing Corporate Social Responsibility and Sustainable Procurement - whose score is based on policies, actions, and achievements in four key sustainability areas: Environment, Work and Human Rights, Business Ethics, and Sustainable Procurement. This rating places Fedrigoni in the top 5% of companies with the best sustainability performance in the world. We have been making progress, but we will continue to make even more as we aspire to reach Platinum level by 2024.



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2021 was a busy and intense year for Fedrigoni in which we carried out numerous initiatives that brought us closer to the ESG 2030 objectives, despite the delicate market context linked to the impact of Covid-19.

The company culture based on excellence, relationships and transformation, the strong drive to improve occupational safety, the acquisitions plan (some significant acquisitions being made in the area of replacing single-use plastics in packaging), product innovations to reduce the carbon footprint and encourage circularity, and the new global image. All these initiatives have contributed to achieving the first results compared with 2020 (described in detail in the relevant sections). Among the significant milestones, we reduced the injury frequency rate by 32%, initiated in-depth discussions on how to expedite the green transition (achieving -1.5% of absolute CO₂ emissions compared to a volume increase of around 5%, compared to base year 2019); accelerated R&D projects aimed at replacing single-use plastics with paper-based products for our packaging customers (launch of Paper Snap at the LuxePack trade fair in Munich).

Environment, People & Governance

Several initiatives were carried out in the three areas (environment, people, and governance). We drew up our **Sustainability Charter** and an initial mapping of climate change **risks** at our production sites around the world. Within the company, we put the safety of our **employees** and policies for an inclusive, stimulating working environment for everyone first. As one of the leading companies in our industry, we never forget to involve our **supplier** ecosystem in ESG strategies, through our Code of Conduct which is in line with the principles of our Code of Ethics, and our membership to the Ecovadis platform. Finally, we are proud to have had our carbon emissions reduction targets endorsed by the **Science Based Target initiative (SBTi)**, the most authoritative scientific initiative on combating climate change, promoted by the partnership formed by the Carbon Disclosure Project (CDP), UN Global Compact (UNGC), World Resource Institute (WRI), and WWF.

Here is a list of the initiatives we have planned and implemented globally:

Laying the foundation for an
inclusive work environment

inspiring for everyone through a policy based on diversity, equity, and inclusion.

Promoting the
Sustainability Policy

which outlines ‘how we work’ regarding issues that are material to the company and our stakeholders, such as quality, safety, environment, supply chain, people and local communities.

Our
Sustainability Charter

sets out simple, everyday rules for minimising possible risks in the workplace.

The first in a series of
Sustainability Pills

that will allow us to present our views on key issues for the company and our stakeholders, starting with the recyclability, biodegradability, and compostability of our speciality papers.

The main initiatives planned
and implemented in 2021

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Science Based Target initiative (SBTi)

has endorsed our CO₂ reduction target: the 30% reduction in absolute carbon dioxide emissions (Scope 1+2) is therefore in line with the goal set in Paris in 2015 to limit the earth’s temperature increase to well below 2°C.

The first Group-wide ESG database

with monthly aggregation by site of all environmental and social data, plus two new systems for human resources and purchasing data.

Impact Eco-design Tool

(Life Cycle Assessment tool), verified by a third party, to calculate the water and energy balances and the carbon footprint of our specialty paper and self-adhesive materials product families throughout their life cycle (from Cradle to gate).

The first Climate Change Risk Assessment at our production sites worldwide with third-party support.

Updating of the Materiality Matrix

through the direct involvement of relevant stakeholders: brands and customers, shareholders and investors, and the Leadership Team (50 Group managers, including the Executive Team).

Updating of the Code of Ethics

(which the Group has had in place since 1998). The Code sets out the principles and duties regarding conduct at Fedrigoni, covering the most relevant Human Rights. Employee training activities are underway, with sessions focused on specific examples, provided in person at the factories and online for management and employees.

New ESG package with Supplier Code of Conduct, Procurement Policy and General Purchasing Conditions

Membership to the Ecovadis

platform for qualifying and managing suppliers.

Acquisition of 70% of Pulp JV S.r.l. Tecnoform

to produce luxury packaging with innovative all-cellulose solutions as an alternative to plastics.

We officially joined the United Nations Global Compact an initiative created to encourage companies around the world to adopt sustainable policies and publish the results of their actions.

The main initiatives planned and implemented in 2021

FEDRIGONI

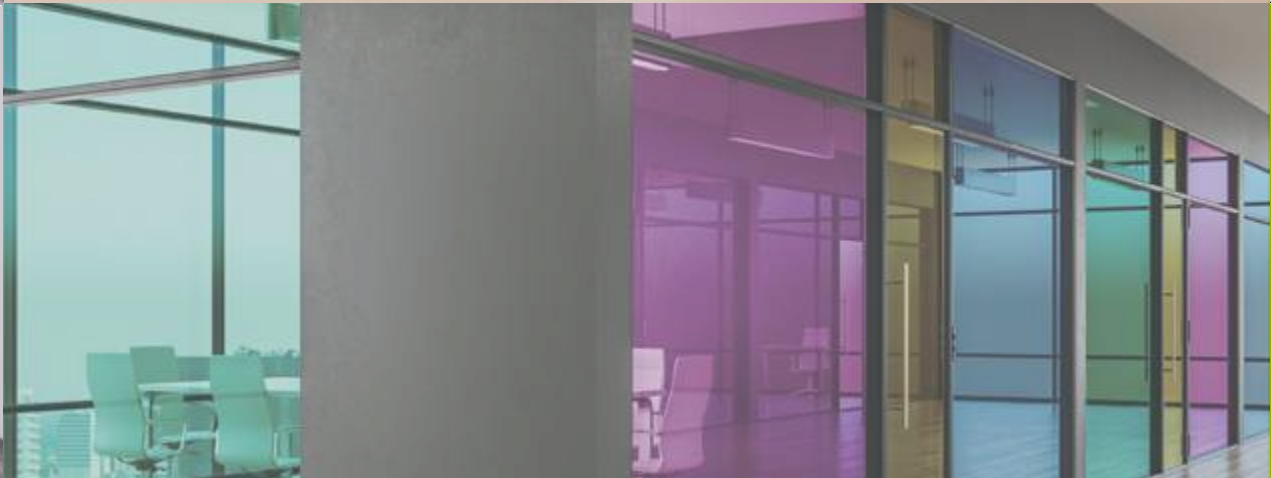
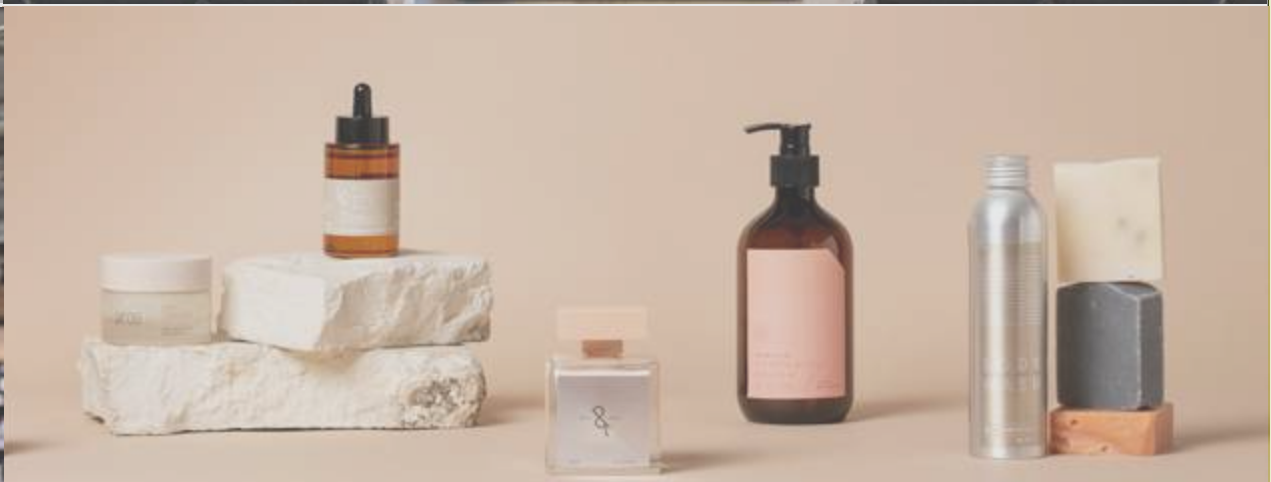
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Sustainability Report

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We rely on tradition to ensure the quality and technical performance of our speciality papers and self-adhesive materials, and on our talents to deliver highly aesthetic, innovative content. We know how to meet the needs of our customers and designers in terms of:

- The quality and performance of our products.
- The sustainability of our supply chain.
- The sustainability of our production processes.

Fedrigoni’s history is the guiding light that motivates us to work ever harder to be known as an ‘Industry Champion’, a value that today translates into wanting to outdo ourselves in reducing the environmental impact of our products. We want to achieve this through ambitious industrial decisions focusing on the circular economy and eco-design; by using only raw materials from responsibly managed forests (FSC certified) and by making the most of our process waste, as well as by working with qualified suppliers to find solutions that are in line with our philosophy. All this is based on the ever-developing skills of our people and an increasingly inclusive environment that values talent. People are the driving force behind our transformation.





Making Better

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The industries we serve
At Fedrigoni, every day we put all our efforts into being the first choice for so many brands, printers, designers and converters. We do this through innovation, quality and providing increasingly sustainable solutions for our customers.



Art & Drawing
From sketching papers to high-end watercolour papers we offer a range of colours, weight and surfaces to respond to students up to the most demanding artist needs.



Publishing
Papers for exhibition catalogues and art publications, brochures, and much more.



Beauty, Personal & Home Care
We can dress up any home and personal cosmetic care products, from labels to the complete packaging.



Food & Beverage
Packaging, labels and seals accompany these products for their whole lives. We accompany our customers with versatile products in terms of type and performance.



Automotive
Solutions for customising the exterior and internal details of any mean of transport, with tailor-made designs for every possible decorative, protective or informative use.



Logistics
Self-adhesive solutions to manage your logistics operations perfectly.



Architecture & Design
From interiors to exteriors, from walls to floors, all the way to the most beautiful catalogues, our self-adhesives solutions to help brands in making their mark.



Wine & Spirits
Labels in paper and film for red, white and sparkling wines, packaging for spirits and craft beers.



Office
Starting from our reams of paper all the way to our self-adhesive solutions for any archive, our range of products for the everyday working needs.



Advertising & Promotion
Paper for posters, folders and invitations and anything that brings a brand to life, indoors or outdoors.



Industrial
We offer the correct solution for any product, need or industry, including all the most advanced technical papers.



Fashion & Luxury
From watches to hi-tech products, we know how to add value with the highest aesthetic standards.



Stationery
Handcrafted notepads and notebooks Made in Italy and designed by Fabriano, using the very best materials.



Brand protection & Security
From our anti-counterfeiting systems to self-adhesive solutions for protection.



Retail
We can offer varied solutions for the retail industry's different shopping experiences, from store fronts to products, as well as sales materials.



Corporate Branding
With our solutions for brand identity as well as projects of wider breadth and impact, we can offer the right answer to the needs of any brand.



Pharmaceutical
Technical experience, compliance with regulations, safety for patients and a global presence.

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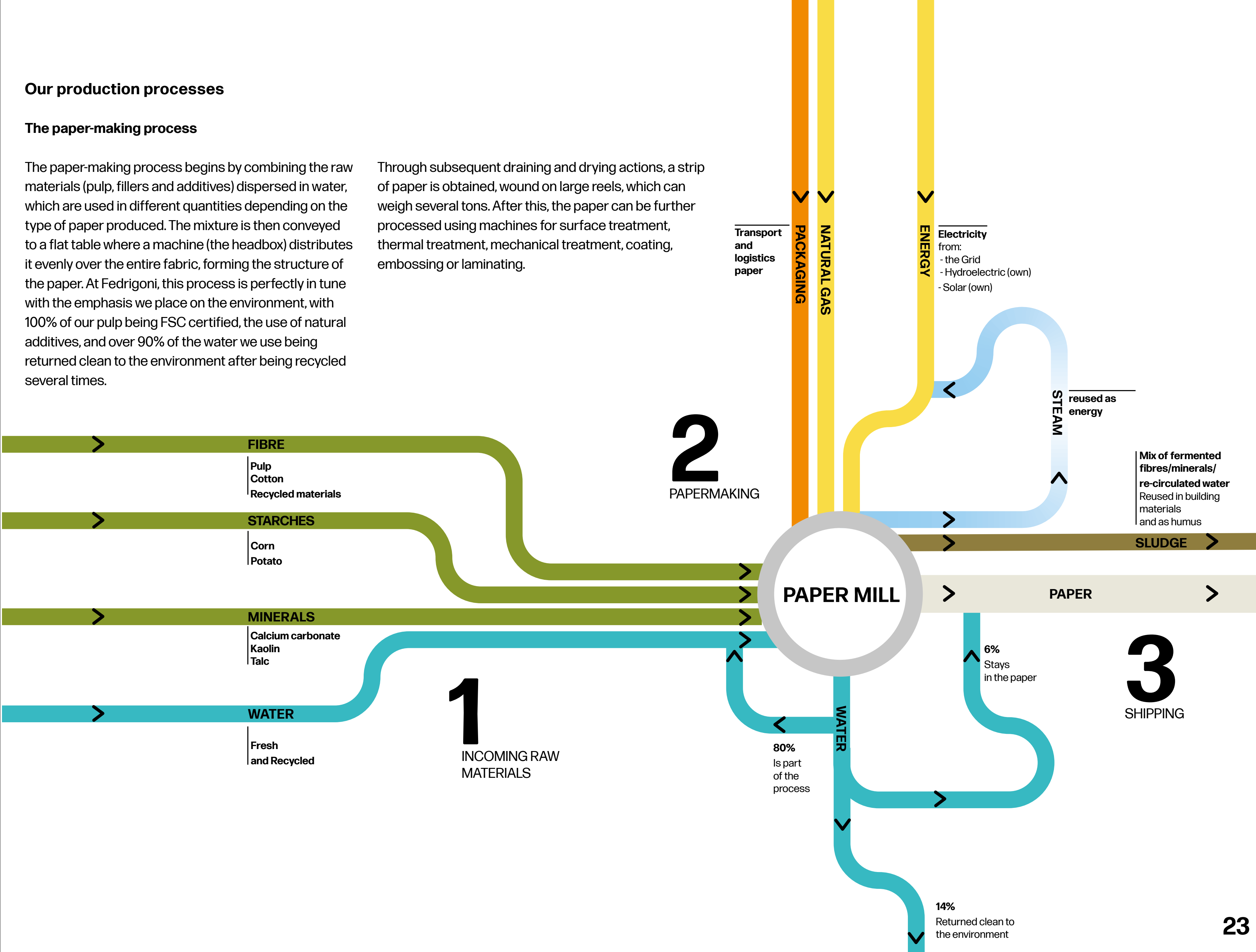
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Our production processes

The paper-making process

The paper-making process begins by combining the raw materials (pulp, fillers and additives) dispersed in water, which are used in different quantities depending on the type of paper produced. The mixture is then conveyed to a flat table where a machine (the headbox) distributes it evenly over the entire fabric, forming the structure of the paper. At Fedrigoni, this process is perfectly in tune with the emphasis we place on the environment, with 100% of our pulp being FSC certified, the use of natural additives, and over 90% of the water we use being returned clean to the environment after being recycled several times.

Through subsequent draining and drying actions, a strip of paper is obtained, wound on large reels, which can weigh several tons. After this, the paper can be further processed using machines for surface treatment, thermal treatment, mechanical treatment, coating, embossing or laminating.

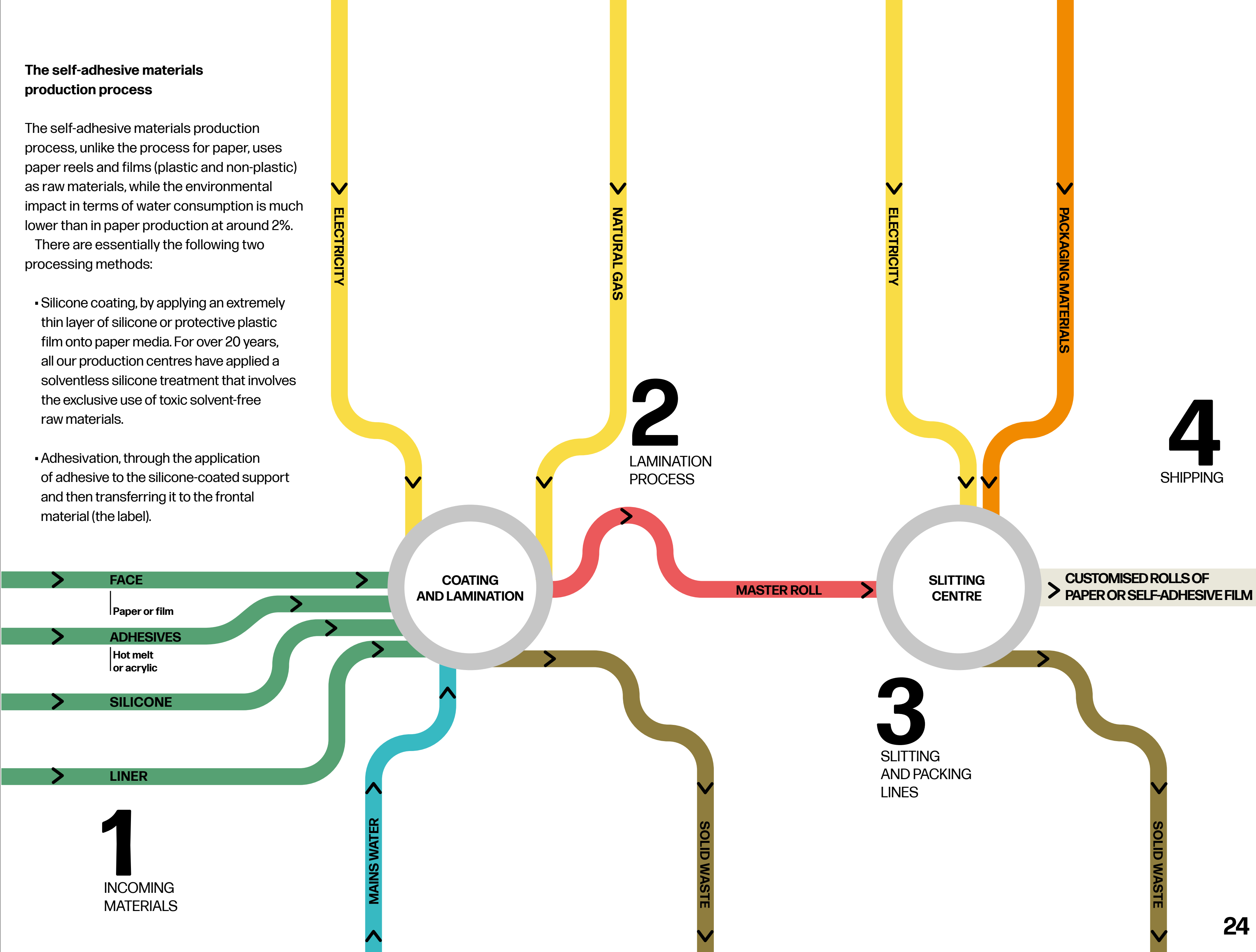


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Our certifications

Our path to sustainability began 30 years ago and since then we have relied on tools that measure and verify our actions and progress.

We got our first certification in 1993 and since then we have operated in accordance with existing international standards, several of which are voluntary.



FSC - For the protection and preservation of forest heritage

The Forest Stewardship Council (FSC) created an internationally recognised forestry certification system to ensure proper forest management and traceability of forest products. 100% of our pulp is FSC certified.

Fabriano has been a supporter of FSC Italy since 2021: a sign of the ever-increasing collaboration between them.



ISO 9001 - Quality Management Systems

100% of the Italian Paper sites are ISO 9001 certified.
100% of the Self-Adhesives sites have product and process quality management procedures that are aligned to ISO 9001 principles, without external certification.



WWF Environmental Paper Company Index

Voluntary participant since 2013.



EU Ecolabel - European Union Ecolabel

This label distinguishes products and services with high performance standards and low environmental impact throughout their life cycle. We have the Ecolabel for 13% of our Paper sites.



ISO 14001 - Environmental Management Systems

67% of the Italian Paper sites and 77% of the Self-Adhesives production sites are ISO 140001 certified.



UNE 166002 Management system for technological research, development and innovation



Re-made in Italy

Certification of the verification of recycled and by-product content in a material or product (even multi-material) is a traceability system which complies with the Procurement Code and CAM (Minimum Environmental Criteria). This is implemented at 7% of our Paper sites.



ISO 45001 - Occupational Health and Safety Management Systems

100% of the Italian Paper sites and 62% of the Self-Adhesives production sites are ISO 45001 certified.



ISO 22000 for the quality of products for food use.



BRC - Global Standard for the safety of packaging in the food sector

Implemented at the Cordenons (Pordenone) paper mill and currently being implemented at the Arco (Trento) paper mill.



ISO 50001 - Energy Management Systems

13% of the Italian Paper sites are ISO 50001 certified. 100% of the Self-Adhesives sites have energy management procedures that are aligned with ISO 50001 principles, without external certification.



ISCC PLUS - specific certification for plastic film products.

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Sustainability Governance:
our widespread model

The Fedrigoni Group consists of the parent company Fedrigoni S.p.A. whose registered office is in Verona and 41 other companies in various countries around the world. Fedrigoni’s governance model is based on the traditional model consisting of the following corporate bodies: the Board of Directors and the Board of Statutory Auditors.

The Board of Directors is composed as follows

Members	Gender	Age	Executive	Independent	Member since
Charles Michel Henri Heaulme	M	>50		X	30/06/2021
Halvor Meyer Horten	M	30-50		X	12/12/2017
Giacomo Massetti	M	30-50		X	14/10/2019
Chiara Medioli	F	>50	X		16/04/2018
Marco Nespolo	M	30-50	X		15/11/2018
Ivano Sessa	M	30-50		X	12/12/2017

Fedrigoni’s culture of sustainability translates into daily actions carried out with clarity, transparency, responsibility, and expertise. It requires the entire company being involved, at every level, and identifying a structure for sharing objectives, practices, critical issues and ideas. We have called our approach to sustainability governance the **‘widespread model’**, as responsibilities are spread across all departments of our company.

Our Chief Executive Officer (CEO) is the prime sponsor of sustainability and through continuous teamwork, the **Chief Sustainability and Communication Officer** (CSO), who also serves as Vice-Chairman of the Board, reports to him. This combination ensures that ESG targets are always a top priority in the agendas of the Executive Committee and the Board of Directors.

In 2021, we added the position of **Head of Group Sustainability**, whose task is to support achieving the 2030 Goals and support building a long-term sustainability vision across all Group sites. CEOs, CSOs and Heads of Sustainability meet on a monthly basis at Sustainability Checkpoints to better integrate sustainability aspects into our daily business model. By constantly taking stock, it is possible to adapt sustainability policies to the ever-changing global needs.

The ‘widespread model’ of sustainability involves the **Leadership Team and the Sustainability Team**. The former is made up of some 50 Group managers, including the Executive Committee, selected to facilitate the implementation of our ESG strategy and the growth of our people in every business unit and sector of the company. The **Sustainability Team**, led by the Head of Group Sustainability, is more operational and broad-based, involving the key sustainability departments: health and safety, environment and energy, product development, reporting, purchasing, human resources and communications. The team meets once a month and is made up of 15 people chosen for their individual personality and the complementary nature of their skills and backgrounds. Together they are responsible for fostering a culture of sustainability and helping the Group to make progress towards achieving its ESG targets by 2030.

²The company Fedrigoni Holding Ltd. is not consolidated at Group level but it is the controlling company of Fedrigoni S.p.A.



People Progress

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Code of Ethics

Since 1998, the Code sets out the principles and requirements for conduct at Fedrigoni. In addition to rules on integrity, fairness and transparency in accounting and financial matters, it reiterates respect for Human Rights throughout the value chain. Issues such as child labour, forced labour, workplace harassment and discrimination of various kinds are social justice issues, and are deeply ingrained in our people-centred vision.

Training on the **Code of Ethics** for all employees started in 2021 and we are committed to reaching 100% of trained employees by 2022.

Since 2021, we have added a Code of Conduct to our **Code of Ethics**, because we want to ensure that human rights are also respected by all our suppliers and partners.

Sustainability Policy and Sustainability Charter

The company’s Sustainability Policy aims to integrate and balance our traditional range of products with the best technical and aesthetic performance whilst paying attention to environmental and social impacts. This is achieved because of the people who work with us, whose skills are crucial to efficiently managing the systems and recipes of our products (see section “The ESG features of our products”).

Our Sustainability Policy:

- applies to all Fedrigoni Group sites, laboratories, offices, and locations.
- applies to employees, contractors, and third parties when dealing with us.
- commits us to ESG performance reporting.
- complements the **Code of Ethics**, a reference point for all our behaviour.
- is inspired by the Universal Declaration of Human Rights, the Conventions of the International Labour Organisation and the 10 Principles of the United Nations Global Compact.
- is translated, distributed to everyone, and published on our websites.

At Fedrigoni, we also recently developed our first Group Sustainability Charter. In addition to simple, everyday rules based on an assessment of the risks we are exposed to, the Charter is based on the understanding that we are the leader in the world of specialty papers and self-adhesive materials in terms of performance and aesthetics. This is also reflected in a great attention to detail, especially in the production world. The Charter makes us aware that we are the main agents of our own and others’ safety and invites us to be open to change and learn from our own and others’ experiences.



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ESG targets by 2030

Our ESG strategy is divided into four action areas that represent our corporate identity and culture.

Environment

We want to be the leader in our industry for reducing environmental impacts. We monitor our environmental performance and aim for continuous improvement, including through an increasingly selected supplier base according to sustainable procurement criteria.

Product Development

Our customers increasingly demand sustainable and circular products. In the Paper Business Unit, we intend to make a significant contribution to the global ‘Plastics to Paper’ challenge with solutions that are plastic-like in performance (but with renewable raw materials) and recyclable downstream (examples: Paper Snap and the Materia Viva paper collection). In the Self-Adhesives Business Unit we are expanding our range of environmentally friendly self-adhesive solutions, especially in the Wine & Spirits segment (e.g. Core linerless solutions® and RIMove).

Social and Governance

We strive to attract, develop and retain the best talent, adopting best practices related to safety culture, diversity, equity and inclusion, active employee engagement, and personal development management. When it comes to Corporate Governance, we have implemented Group practices on issues such as anti-bribery, anti-trust, privacy and personal data management.

Transparency and Endorsement

The more we are all involved, the more attainable our goals are. That is why sustainability is everyone’s responsibility and an essential part of individual performance assessments. We also ensure transparency to stakeholders by communicating measurable targets and results.

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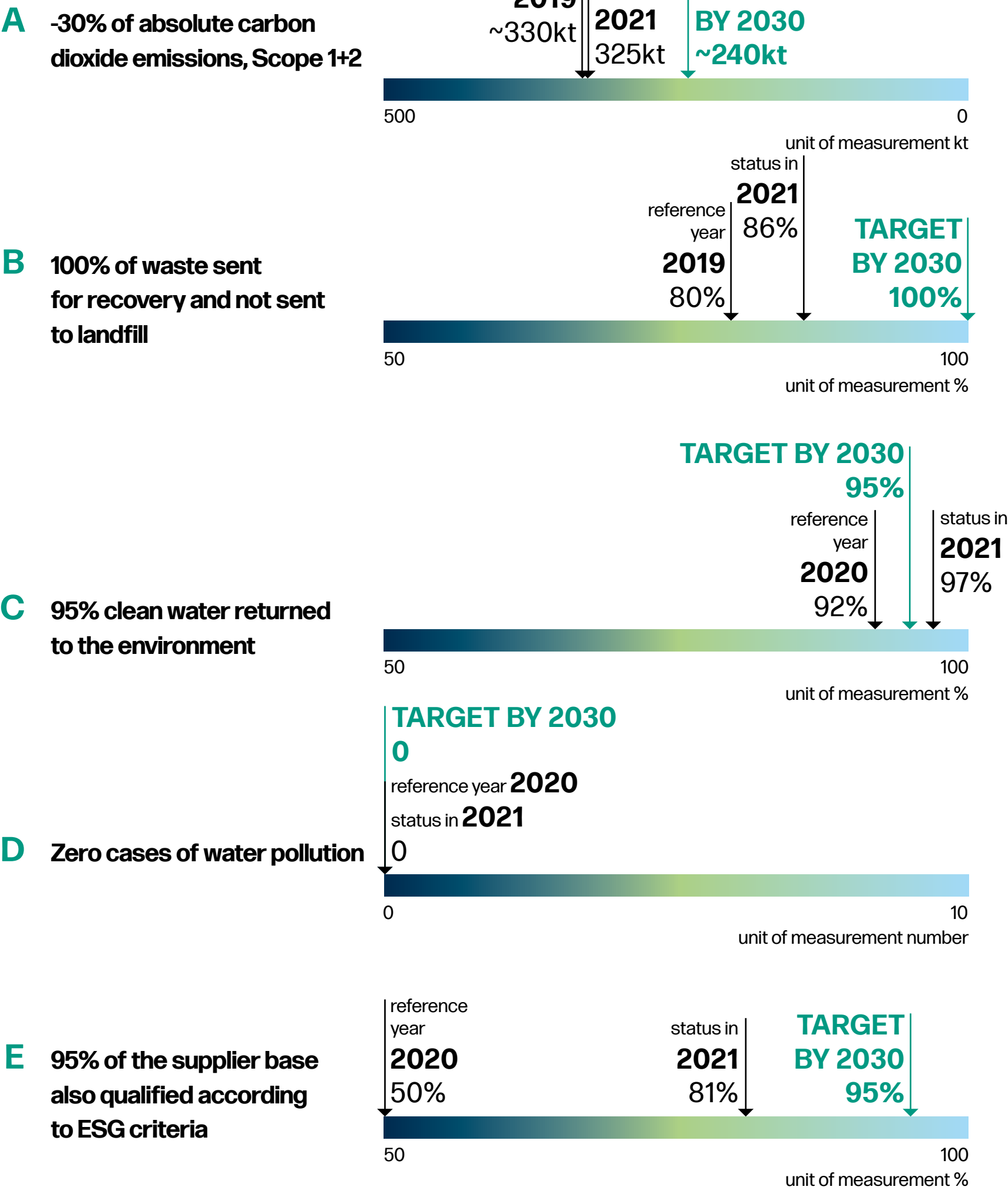
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Our goals by 2030: four pillars.

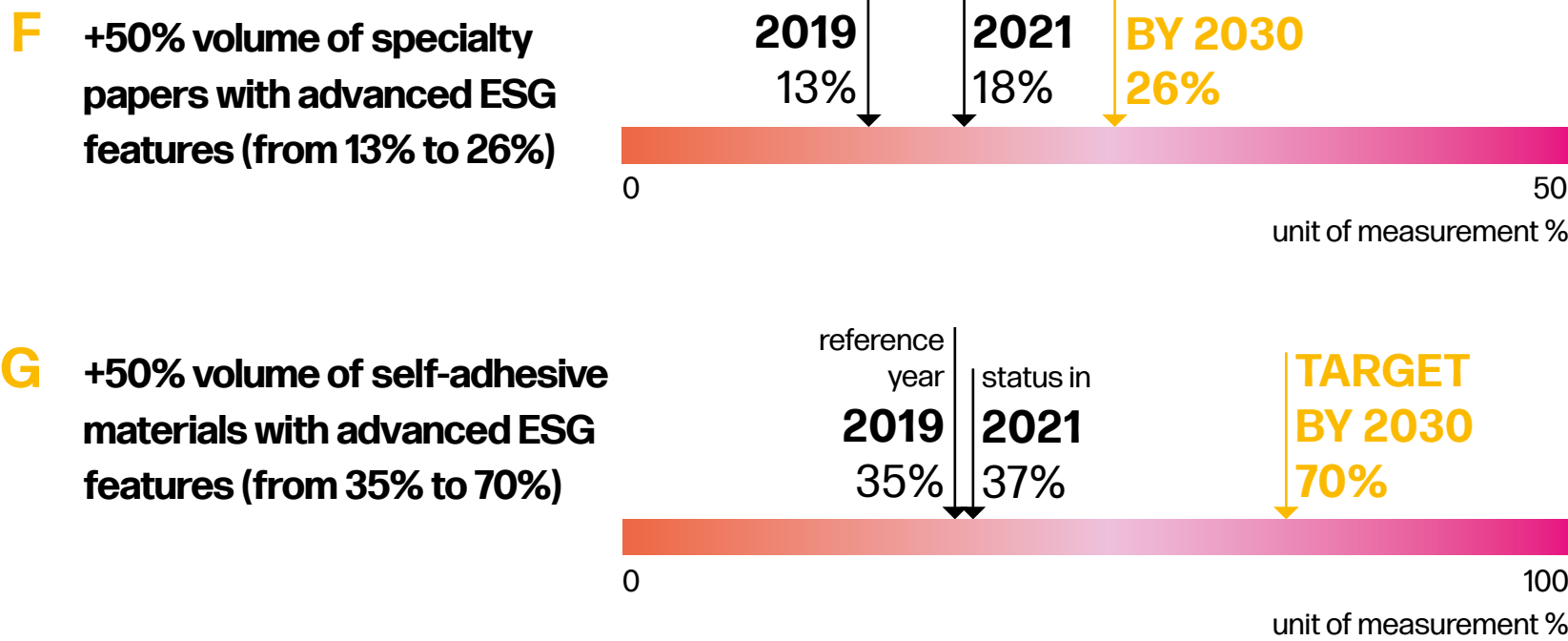
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ESG targets by 2030



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The background image shows a long, industrial factory interior. On the left, there are metal walkways and railings. In the center and right, there are large industrial machines, possibly part of a manufacturing line. The ceiling is high with a corrugated metal structure. A large, semi-transparent white arrow points from the left towards the right, passing behind the text. The text "Making Circular" is written in a bold, black, sans-serif font across the middle of the image.

Making Circular

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Risk management, including water and climate change (TCFD)

In 2021, we began the process of adopting a structured, integrated risk management system that also reflects the guidance of the Task Force on Climate-related Financial Disclosures (TCFD) promoted in 2015 by the Financial Stability Board (FSB) to monitor the impact of climate change on financial markets and became, for all intents and purposes, part of Enterprise Risk Management.

The TCFD is a framework for identifying, assessing, managing, and monitoring risks and related methodological tools, which allows us to map potential risks related to achieving our strategic objectives. Risks have been identified with the support of the Group Risk Model and assessed in terms of probability of occurrence, impact, and maturity of the risk management system.

The main risks identified fall into the following four categories: Strategic Risks, Financial Risks, Legal and Compliance Risks, and Operational Risks.

The ESG issues were found to span across the above risk categories. The main sustainability challenges that emerged from the risk assessment relate to the following:

- Reducing CO₂ emissions
- Waste recovery
- Increasing customer focus on sustainable products
- Monitoring and adapting to regulatory changes in terms of ESG
- Managing extreme weather events and natural disasters

ERM governance model

The ERM governance model has been established in line with the best global benchmarks. It assigns the task of coordinating and facilitating the ERM process to the Internal Audit & Compliance department, the role of supporting the CEO in decisions related to the ERM system to the Executive Committee, and the task of supporting the Board in developing risk control activities to the Audit & Risk Committee.

For Fedrigoni, risk management is part of the broader scenario of *Making Progress*, since every risk identified and managed becomes an opportunity for growth and achieving results that create an impact.

The table below summarises what we are doing with regard to the TCFD requirements on governance, strategy, risks, and metrics:

TCFD requirements

Fedrigoni’s approach

Governance

- Our CEO is the prime sponsor of the risks and opportunities associated with climate change and the need for an affordable energy transition.
- The Executive Committee is responsible for developing and executing the ESG strategy by 2030, including the energy transition strategy with our contribution to reducing CO₂ emissions. Each quarter an in-depth section of the ExCo meeting is devoted to addressing ESG issues in greater depth.
- Monthly meetings (Sustainability Checkpoint) between the CEO, CSO, and Head of Group Sustainability.
- Monthly meetings (Transformation Review) with the entire Leadership Team to track ESG performance.
- Monthly Sustainability Team meetings to ensure that the ESG initiatives are implemented effectively.
- In 2022, we will hold two meetings dedicated to analysing the results of the Materiality Matrix update and our CO₂ emissions strategy.

Strategy

- We have adopted a medium-term strategy by 2030 (-30% absolute CO₂ emissions Scope 1 + 2) and a long-term strategy by 2050 (carbon neutrality).
- Both strategies are aligned with the commitments made in the Paris Agreement in 2015 and the Sustainable Development Goals (SDGs).
- We are working on our Scope 3 reduction target.

Risk management

- A new department to strengthen and manage compliance and audit issues: the Group Compliance Officer & Chief Internal Auditor, reporting directly to the CEO, contributes to supporting the Group’s ESG activities in coordination with the other corporate departments.
- In 2021, we did our first Transition Risk mapping under the new Enterprise Risk Management.
- We have developed the first Physical Risk mapping related to climate change (Climate Change Risk Assessment) for our production sites.

Metrics and targets

- Our medium-term strategy by 2030 calls for a 30% reduction in absolute CO₂ emissions, Scope 1 + 2.
- Our long-term strategy by 2050 calls for carbon neutrality.
- In the short term we are also developing the Scope 3 emission reduction target that is aligned to the Science Based Target methodology (as was done for Scope 1 + 2).
- All metrics are reviewed every month (Transformation Review and Sustainability Checkpoint) with top management and the Board of Directors in order to most effectively monitor the projects and lines of action that will lead to the agreed reductions.
- ESG objectives are part of all managers’ MBOs. The current weighting, between 5% and 10%, will be increased to 25% in 2022.

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Mapping climate risks

In 2021, we mapped our physical risks related to climate change for the first time. The analysis is based on climatology data and is in line with TCFD guidelines and conducted with the support of a third party (sources: IPCC, NASA, World Meteorological Organization), environmental risks (sources: World Resource Institute, Acqueduct) and global economic data (sources: The World Bank, World Economic Forum, Trucost). The criteria for this analysis include detailed projections of change in extreme events such as rainfall intensity and frequency, high temperatures, historical tropical cyclone activity, coastal flooding, drought and water stress, and forest fire potential. The analysis focuses on extreme weather impacts (e.g. tropical cyclones) which occur today and other medium-term climate impacts. For each climate change risk category, five risk levels were taken into account (from no exposure to existing risk). Below are the first exposure results for our production sites (time horizon 2030-2040).

We are doing further site-specific mapping at all exposed locations with the support of local experts. We will spend 2022 exploring how to reduce exposure levels at our sites and assessing further analyses.

% of our production sites exposed to the various climate risks mapped

Heat waves	Floods	Water stress	Earthquakes	Fires	Hurricanes and typhoons	Sea level rise
59%	41%	35%	29%	18%	0%	0%

European taxonomy

In 2020, the Technical Expert Group on Sustainable Finance (TEG) published the final report on the European Taxonomy, the new common EU-wide classification of economic activities that can be considered environmentally sustainable. At Fedrigoni, we are excluded from reporting which, for now, does not apply to companies that do not fall within the scope defined by Legislative Decree 254/2016. In the coming months, the progressive evolution of the European Regulation will be monitored for future reporting.

Cybersecurity

Cybersecurity is a risk element that companies in all sectors face. Our focus on this issue has intensified in recent years, partly in response to the increasing complexity and frequency with which cyberattacks are being waged against national and international companies. Since 2019, we have established a cybersecurity strategy with the following aims:

- Creating an organisation-wide awareness of the importance of cybersecurity through communication campaigns on the main corporate channels (Workplace, email, monitors at plants).
- Identifying the main cybersecurity risks for the business.
- Assessing the maturity level of the cybersecurity control system in relation to the international framework (NIST).
- Identifying the areas of intervention and mitigation actions to reduce the risks of cyberattacks, drawing up a multi-year cybersecurity transformation plan.

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In 2021, we further bolstered our ability as a Group to respond to cyberattacks and took out an **insurance policy against cyber risks**.

At Fedrigoni, the Group IT Security Manager reports directly to the Group Chief Information Officer (who is a member of the Executive Committee).

Cybersecurity issues are periodically shared with the Board of Directors.

In order to cope with ever-increasing cyber risks, the actions of our cybersecurity reinforcement programme are reviewed and adapted annually, and focus on four main areas of action:

- **Culture:** raising awareness and training all employees on cybersecurity issues.
- **Organisation:** increasing the supervision of cybersecurity issues from the point of view of the number of dedicated resources and skills required.
- **Processes:** defining and structuring the governance of activities, processes, and procedures in the cyber sphere (examples: vulnerability management, incident management, and patch management).
- **Technologies:** adopting integrated technological security solutions (examples: SIEM, Endpoint Detection and Response, WAF) and improving the effectiveness of existing ones.

Our stakeholders

At Fedrigoni we aim to facilitate interactions and relationships of trust with all our stakeholders. **Below are our standard ways of engaging** with each category of stakeholder.

First of all, there are our **employees** - the true soul and driving force of the company and the ambassadors of the Fedrigoni brand around the world - who are involved in creating an ever-improving working environment. Then there are the shareholders and the Board, i.e. the private equity fund and the family shareholders. They are constantly at our side to help us achieve our ESG performance targets. Our customers are fundamental: we maintain constant contact with them as we are linked by a mutually stimulating relationship and partnership to achieve common goals. Another key factor is our relationship with the **financial community** and investors to whom we regularly communicate our ESG performance and the material issues on which we intend to act. Likewise, we must not forget the **institutions and local communities** in which we operate. Finally, there are the **suppliers** who are increasingly essential players in helping us achieve ESG targets, including the energy transition.

Initiatives with our stakeholders

Internal



Employees

- Business climate surveys;
- Opportunities for development plans;
- Involvement in the Sustainability Team;
- Two-way communication on company social networks;
- Environmental initiatives during working hours;
- Showrooms in corporate spaces displaying the finished products of customers who use our papers and labels.

External



Customers

- Regular meetings to boost our customers’ creativity;
- Involvement in updating the materiality matrix;
- Net Promoter Score Paper customers (61/100 in 2021), third-party verified;
- Net Promoter Score Self-Adhesives customers (67/100 in 2021), third-party verified;
- Fabriano Boutique;
- Fedrigoni Top Award, since 2005 our biggest celebration of craftsmanship and creativity. This is the only award in the world dedicated to graphic designers, printers, and brands who win as members of a single project team.



Suppliers

- Workshops with suppliers of energy, materials, and machinery to find solutions with lower CO₂ impact.



Shareholders and the Board

- Quarterly disclosure of key ESG performance;
- Involvement in updating the materiality matrix.



Financial Community

- Quarterly disclosure of our key ESG performance;
- Involvement in updating the materiality matrix.



Institutions and local communities

- Environmental initiatives to support the community during working hours;
- Drawing Festival;
- All of the Fedrigoni Fabriano Foundation’s activities;
- Partnership with InspirinGirls International, an international NGO that connects girls with female role models from different backgrounds who can encourage them to follow their own inspirations, free from stereotypes;
- Support to ProInfants, a Spanish non-profit organization for children active in India and South America.

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The Materiality Matrix

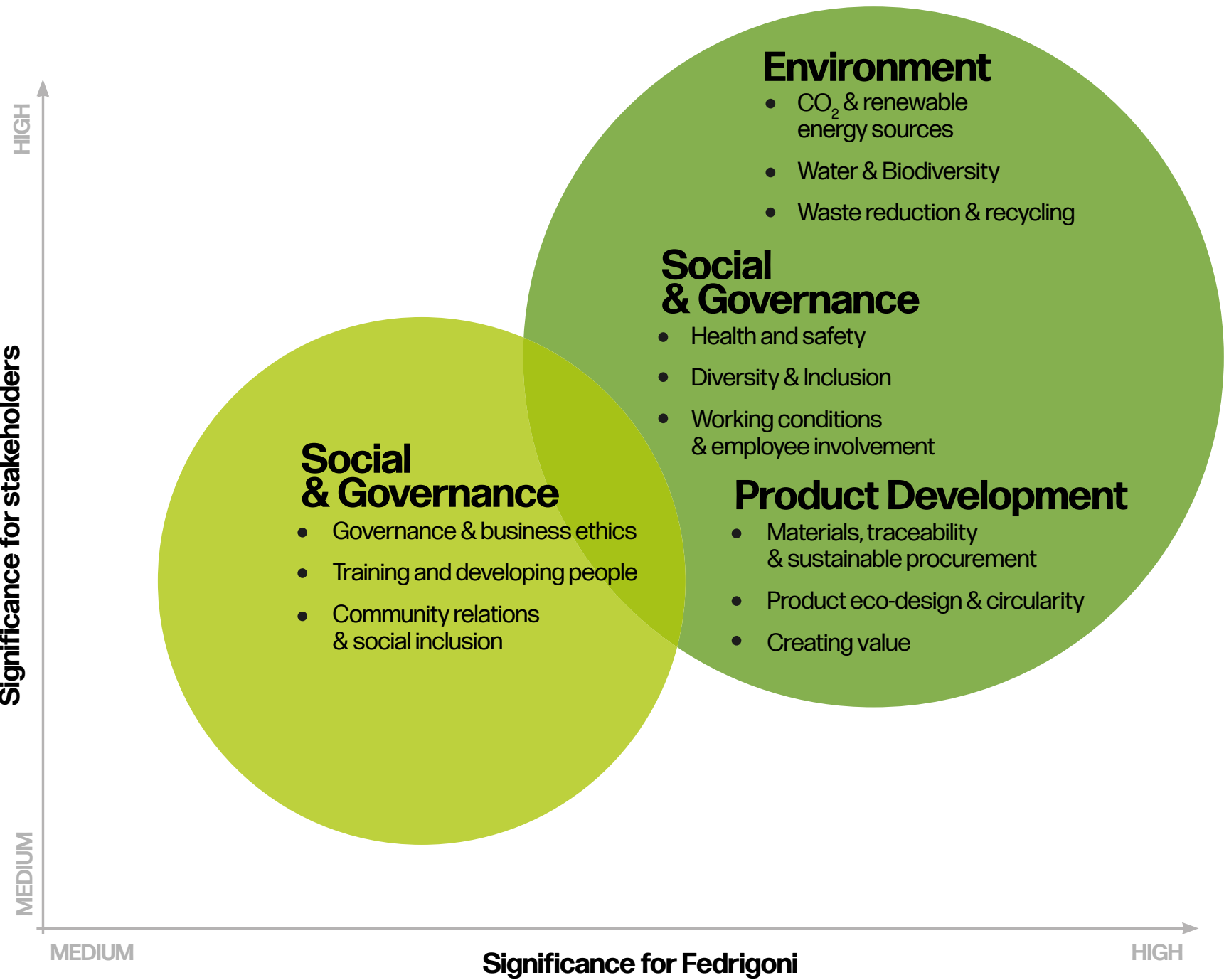
The Materiality Matrix is a representation, on a Cartesian plane, of the sustainable development issues most significant to us and our stakeholders. Presented on a Cartesian plane. The first Matrix was published in 2020 and updated at the end of 2021, directly involving our most relevant stakeholders, with third-party support to ensure the integrity of the process.

The methodology used to collect relevant information was different for the three reference clusters: the Leadership Team, the group of Fedrigoni managers including the Executive Committee; a selection of brands and customers representing sustainability issues; a selection of shareholders and investors interested in the Group’s ESG progress.

In general, the input from the different groups was gathered through direct discussions during dedicated days or one-to-one meetings.

The results obtained have enabled us to update our Materiality Matrix, which confirms our ESG policies and objectives by 2030 and makes clearer the four focus areas on which we are going to concentrate our efforts: energy from renewable sources, traceability of materials, biodiversity, and social inclusion.

Stakeholders	Ways of involving stakeholders	Purpose	Emerging priorities
Leadership Team Around 50 Group managers, including the Executive Committee, selected to accelerate the implementation of the ESG strategy.	Discussions during two days of leadership training.	Measuring the level of internal knowledge about our strategies and their action priorities.	<ul style="list-style-type: none">Climate changeHealth and safetyProduct life cycleWaterSustainable procurement
Brand and customers Representative panel of brands and customers that are especially mature on sustainability issues.	Discussing our ESG 2030 strategy and initiatives in place to increase the advanced ESG features of our products.	Getting an insight into our strategy and confirming the challenges on which we need to accelerate.	<ul style="list-style-type: none">Climate change and electricity from renewable sourcesWater and biodiversityTraceability of materials and circularitySocial inclusion
Shareholders and investors Representative panel of shareholders interested in our ESG performance.	Comparing our ability to communicate our ESG 2030 strategy to the market and the progress we have made.	Receiving confirmation of short- and medium-term areas of interest for the world of finance.	<ul style="list-style-type: none">Absolute CO₂ emissions dataTransparency and data qualitySocial inclusion



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Global Compact: where we are making a difference

In 2021 Fedrigoni officially joined the United Nations Global Compact, the pact that put together the 2030 Agenda.

As a result of this membership, the Group now uses the SDG Action Manager, the UN Global Compact’s tool for objectively measuring the company’s commitment to social and environmental issues, stakeholder engagement and governance, supply chain management, tax and government affairs practices and, of course, the integration of the 17

Sustainable Development Goals (SDGs). The findings showed that Fedrigoni is positioned above the Italian average in its sector. The SDG Action Manager helped us to confirm the 6 SDGs, which also emerged from the Materiality Matrix update, where we want to make a difference through our direct contribution. We are committed to reporting regularly on the progress of all our initiatives.

For further information:
www.unric.org/it/agenda-2030



The breakdown of generated and distributed value

The generated and distributed value is the **direct economic value generated (revenues)** and the **distributed economic value** (operating costs, employee salaries and benefits, payments to capital providers, payments to the government per country and community investments), as defined by the Global Reporting Initiative (GRI). It is, therefore, the wealth that the company generates and redistributes in various forms to stakeholders. In 2021, we generated and distributed €1,582,830, allotted among the different corporate stakeholders as follows:

€	2020	2021
Economic value generated	1,356,186	1,689,896
Economic value distributed	1,325,504	1,582,830
Value allotted to employees	1,011,684	1,239,874
Value allotted to capital providers	208,589	249,218
Valore distribuito ai fornitori di capitale	76,203	68,464
Value allotted to the public authorities	28,026	24,483
Value allotted to the shareholders	0	0
Value allotted to the community	1,002	791
Value retained in the company	30,682	107,066

No contributions were made to lobbies and/or political organisations.

³Following a refinement of the calculation methodology, the figures for 2020 have been restated with respect to those published in the previous Sustainability Report. It should be noted that costs of approximately €800,000 were incurred in 2021 for membership fees (approximately €200,00 in 2020). It should also be noted the following breakdown for corporate citizenship activities carried out in 2021: 75% commercial initiatives, 24% investments for the community and 1% donations.

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The Fedrigoni Group contributes through its activities to the tax revenues of various jurisdictions, thus promoting the economic and social development of these countries, operating in compliance with the principles of legitimacy in both form and substance with regard to fairness, compliance with the rules, transparency, clarity and truthfulness of accounting, production and management records, in accordance with the literal meaning and underlying rationale of the regulations in force and the company procedures designed to ensure their application and control over time, as well as the provisions of the Code of Ethics.

The Group ensures compliance with the principles of conduct aimed at guaranteeing (i) the integrity of the share capital, (ii) the protection of creditors and third parties who establish relations with the Group companies, (iii) the regular performance of the market, (iv) the exercise of the duties of public supervisory authorities and, in general, (v) the transparency and correctness of the activities carried out, both from an economic and financial point of view.

Fedrigoni pays careful attention to compliance with current tax regulations in order to adequately meet the expectations of its stakeholders, including the government, shareholders, employees, and the communities in which the Group operates.

Fedrigoni has adopted a tax strategy that illustrates all the approaches and objectives adopted by the Group to manage taxation, also aiming to ensure uniform tax management in all Group entities by issuing globally recognised principles. In addition, guidelines have been defined to ensure compliance with tax and fiscal regulations and to ensure the Group’s capital and reputational integrity over time.

Specifically, the tax strategy pursues the following objectives:

- Managing the tax variable while protecting the interests of all stakeholders;
- Always operating in compliance with tax regulations with regard to both the literal meaning of the rules and the underlying rationale, monitoring and overseeing new legislation, including through regular consultations with tax consultants, as well as with the relevant institutions at national and international level, where necessary;
- Making decisions on tax matters in line with national and international best practices, as well as consistent with its strategic objectives and risk appetite;
- Promoting professional due diligence in handling tax-related activities and processes, as also set out in the Code of Ethics, and ensuring that the relevant procedures are appropriate;
- Providing appropriate technical training to all employees involved in handling tax-related obligations and activities;
- Establishing thorough, accurate information flows to management bodies and tax authorities;
- Encouraging the development of constructive, professional and transparent relations with the Tax Authorities based on the concepts of integrity, cooperation and mutual trust;
- Adopting a group transfer pricing policy based on the principles of normal value and free competition which is in line with the arm’s length principle defined by the OECD guidelines, preparing the appropriate transfer pricing documentation in accordance with the OECD
- Transfer Pricing Guidelines (i.e. Master File, Local File, and Country-by-Country Report);

- Consistently and adequately assigning roles, responsibilities and powers to staff involved in processes that have tax implications so as to ensure proper management of tax risk and minimise the possibility of disputes;
- Not making investments in or through tax havens or low-tax jurisdictions for the sole purpose of obtaining undue tax advantages or structures designed for tax avoidance.

In the organisational model, the management of regulatory compliance and tax planning activities at local level is supervised and coordinated by the Parent Company’s Tax Management department. This department also monitors the development of tax legislation in the various countries the Group operates in so as to minimise any material impact in terms of tax risk in accordance with the Group’s Tax Strategy.

Finally, Fedrigoni is committed to maintaining a cooperative, transparent relationship with the tax authorities of the countries where it does business, ensuring that they have a full understanding of the facts underlying the interpretation/application of specific tax laws. The Board of Directors has approved the Group’s tax strategy, assuming responsibility for ensuring that it is known and applied, in conjunction with the specific task of disseminating the culture and values underlying it.

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Country	Resident entity names	Main activities	No. of employees	Revenues from sales to third parties	Intra-group revenues	Pre-tax profit/loss	Tangible assets other than cash and cash equivalents	Income taxes paid (cash basis)	Income taxes accrued on gains/losses
				Euro/1,000	Euro/1,000	Euro/1,000	Euro/1,000	Euro/1,000	Euro/1,000
Italy	Fedrigoni SpA;	Production and distribution of specialty graphic papers	1,515	467,674	164,646	-3,475	687,327	9,886	1,194
	Gruppo Cordenons SpA;								
	Magnani 1404 Srl;								
	Pulp JV;								
	FASE Srl	Production and distribution of adhesive and anti-adhesive products	731	350,937	112,018	42,323	326,648	1,336	2,572
	Ritrama SpA;								
	Polifibra 2011 SpA;								
	Arconvert SpA;								
	Miliani Immobiliare Srl;	Property management	0	0	0	-231	1,915	28	0
Spain	Arconvert SAU;	Production and distribution of adhesive and anti-adhesive productsi	414	261,749	37,057	36,267	103,208	8,837	8,424
	Fedrigoni Espana SL	Distribution of specialty graphic papers	32	26,263	16	300	6,338	79	228
United Kingdom	Ritrama UK;	Production and distribution of adhesive and anti-adhesive products	78	55,092	5,869	2,719	25,055	499	720
	Fedrigoni UK LTD	Distribution of adhesive and anti-adhesive products	39	28,349	161	437	7,064	115	299
USA	GPA Holding company INC;	Distribution of specialty graphic papers, adhesive and anti-adhesive products	127	90,894	0	875	56,283	190	646
	GPA Acquisition company LLC;								
	Acucote INC.	Production and distribution of adhesive and anti-adhesive products	136	33,886	0	2,440	43,851	500	93
	Extra Port INC.								
Brazil	Arconvert-Ritrama do Brasil LTDA;	Production and sale of adhesive and anti-adhesive products	157	74,254	2,215	3,275	52,465	1,529	1,669
	Ritrama Autodesivos LTDA								
Chile	Ritrama SA Chile	Production and distribution of adhesive and anti-adhesive products	156	33,598	36,962	4,414	32,910	925	801
Mexico	Venus America SA de CV;	Production and distribution of adhesive and anti-adhesive products	167	27,122	2,215	2,444	36,383	723	140
	Rimark SA de CV;								
	Servicios de Personal Rolosa;								
	Industrial Papelera Venus SA de CV.								
Germany	Fedrigoni Deutschland GMBH;	Distribution of specialty graphic papers	51	31,980	1,431	378	9,072	82	255
	Cartamano Deutschland GMBH.								
France	Fedrigoni France Sarl	Distribution of specialty graphic papers	45	30,170	158	419	9,344	58	643
Austria	Fedrigoni Austria GMBH	Distribution of specialty graphic papers	2	0	41	39	22	2	2
Ecuador	Distribuidora Ritrama Ecuador	Distribution of adhesive and anti-adhesive products	8	3,692	0	16	3,128	26	24
	Disritrec SA								
Peru	Ritrama Perù	Distribution of adhesive and anti-adhesive products	9	4,918	0	-83	4,581	157	0
Costa Rica	Ritrama Costa Rica	Distribution of adhesive and anti-adhesive products	13	2,486	201	17	1,905	-2	0
Colombia	Ritrama SAS	Distribution of adhesive and anti-adhesive products	15	5,660	0	-173	4,020	5	0
Guatemala	Ritrama Guatemala	Distribution of adhesive and anti-adhesive products	4	1,389	0	-23	783	0	0
Dominican Republic	Inversiones San Aurelio SRL;	Distribution of adhesive and anti-adhesive products	15	5,697	1,357	176	4,867	21	15
	Ritrama CARIBE Srl								
China	Ritrama (Hefei) Pressure Sensitive Coated Materials Co.Limited	Production and distribution of adhesive and anti-adhesive products	95	25,453	2,795	-1,420	20,688	-975	0
	Fedrigoni ASIA LTD;	Distribution of specialty graphic papers	43	13,796	196	64	9,680		0
	Fedrigoni Trading CO LTD								
South Africa	Ritrama Converting (PTY) LTD	Distribution of adhesive and anti-adhesive products	0	5,978	0	1,254	4,005	-94	0
Poland	Ritrama Poland	Distribution of adhesive and anti-adhesive products	24	13,048	0	77	6,582	23	106
Belgium	Fedrigoni Benelux BVBA	Distribution of specialty graphic papers	12	8,719	37	113	3,179	0	99
Bangladesh	Fedrigoni Bangladesh LTD	Distribution of specialty graphic papers	2	0	0	-5	0	0	0
Indonesia	PT Fedrigoni Indonesian Trading	Distribution of specialty graphic papers	3	55	0	-89	573	0	1
Total			3,893	1,602,857	367,375	92,547	1,461,876	23,951	17,932

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Target

ESG 2030

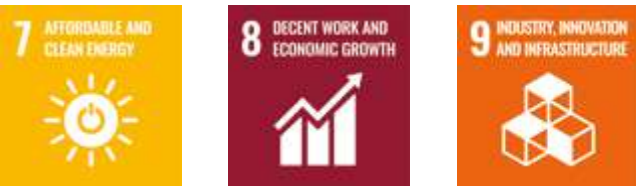
target E

Sustainable procurement

For us, sustainable procurement means ensuring that the products and services we buy have the lowest possible environmental impact and a positive social impact. At the heart of this we want a partnership relationship with our suppliers that is based on shared values and objectives and collaboration to develop shared areas for improvement based on specific, measurable initiatives.

We have dedicated our ESG 2030 target E to sustainable procurement, a theme that intersects with Governance and Environment.

The SDGs where we’re making a difference



E

95% of the supplier base also qualified according to ESG criteria, starting at 50% (base year: 2020)

The following tables show the expenditure trends for direct materials by type of supply and geographical area:

Expenditure by type of supply*	2019	2020	2021
Chemicals	23%	24%	25%
Pulp	32%	20%	22%
Carta (face and liner)	27%	32%	30%
Film (face and liner)	4%	15%	16%
Packaging	5%	4%	4%
Other	10%	6%	2%
Total	100%	100%	100%

*The packaging category data for 2019 is a budget value, 2020 and 2021 are actual data. The following scope of consolidation is specified: in the reporting of data for the three-year period, the company GPA Holding Company Inc. is always excluded. In 2019 and 2020, the companies Arconvert Brazil and Fedrigoni Brazil (sold in 2021) are excluded. In 2021, IP Venus and the Bollate plant are excluded for the Security segment. From 2020, Ritrama is included in the data reporting scope following its acquisition. The change in the weight of the Pulp category from 2019 to 2020 and 2021 is attributable to the increase in total expenditures.

Expenditure by geographical area (consumer establishments)*	2019	2020	2021
Europe	100%	92%	88%
South America	-	5%	9%
Northe America	-	0%	0%
Asia	-	3%	2%
Total	100%	100%	100%

*The following scope of consolidation is noted: in 2019 the data for Arconvert Brazil and Fedrigoni Brazil are not reported. GPA Holding Company Inc. is always excluded from the reporting of data for the three-year period.

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In terms of expenditure, in 2021 81% of expenditures have a sustainability score valid in the last 24 months (target of 95% in 2030).

In 2021, we introduced several changes in the steps of the procurement process. We report the most significant advances.

New supplier code of conduct

Supplier Code of Conduct: since 2021 we require 100% of our suppliers (through Purchase Orders) to adhere to the document that summarises our expectations in terms of conducting business and complying with the best regulations, policies, and sustainability initiatives. The Code takes into account the principles expressed by the UN Global Compact with a commitment by suppliers to:

- Adopt an environmental, social and governance performance management system.

▪ Respect human and workers’ rights.

▪ Respect environmental and worker safety conditions in the workplace.

▪ Minimise the environmental impact of the business.

▪ Conduct business in an ethical manner.

In 2022, business continues with the suppliers of the companies acquired in the second half of 2021.

In all Group companies

- Introduction of the Group Sourcing Policy with specific sustainability requirements within the procurement process that requires the use of certified (FSC) fibrous raw materials (pulp, paper and cotton), and the fulfilment of certain requirements to measure the sustainability of our supply chain.

In 2022, business continues with the suppliers of the companies acquired in the second half of 2021.

- Revision of the **General Purchasing Conditions** containing a direct reference to the Suppliers’ Code of Conduct and sustainability aspects in the way the supply is conducted. All orders and purchasing contracts are governed by the General Terms and Conditions.

In 2022, business continues with the suppliers of the companies acquired in the second half of 2021.

- New **Strategic Sourcing Process** with actions in the area of Business Requirements Analysis, Supply Base Assessment, Sourcing Strategy Development, Scouting & Benchmarking, Sourcing Execution, Negotiation & Business Award. ESG aspects such as volume allocation criteria, strategy evaluation criteria, and supplier evaluation criteria have been included in this document.

In 2022, business continues with the suppliers of the companies acquired in the second half of 2021.

- **Implementation of the Ecovadis Platform:** the “CSR ratings” enable a third-party assessment of a supplier’s “ESG merit” in order to jointly define improvement plans. In terms of expenditures in 2021, 81% of expenditures have a valid sustainability score in the last 24 months.

In 2022 we will also implement the second module of the Ecovadis Procurement Platform which is called ‘IQ’. This module allows us to assess the supplier’s ESG risk in relation to the country and specific industry and then define the overall risk, also taking into account the supplier’s strategic role within our company. These requirements will influence the choice of products and services to be purchased: all things being equal, the higher the ESG rating, the more likely Fedrigoni will choose that supplier.

The main initiatives planned and mplemented in 2021

for a sustainable supply chain

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For all major product categories

- **Implementation of a quarterly monitoring system of the ESG coverage indicator** of expenditures, i.e. how many suppliers/associated expenditures have been covered by an ESG assessment. From 50% in 2020, we ended 2021 with 81% of Fedrigoni suppliers also assessed according to ESG criteria (all scoring above the Ecovadis average).

In 2022, we will define the thresholds for assessing supplier scores.

Training & workshops

- **Roundtables with more than 40 suppliers** in order to encourage their participation in the initiative led by **Ecovadis**, telling them about the benefits of the project and using the platform
- **Workshops** with the main suppliers of raw materials, energy (methane gas and electricity), and machinery for producing paper and self-adhesive materials in order to stimulate technically feasible and economically affordable solutions (29 suppliers involved, 15 product categories, 580 people for a total of 4,640 hours invested).
- **ESG training of the entire Procurement Team** in order to have buyers aware, trained, and sensitised to ESG issues and related risks and opportunities
- **5% of MBO linked to the achievement of sustainability targets** for the entire Procurement Team workforce with a Management by Objective (MBO) mechanism.

In 2022 we will continue with new workshops.

Supplier classification

- Since 2019, Fedrigoni Group suppliers are classified into 5 categories: Strategic, Preferred, Non Recurring, Commercial Supplier, and Intercompany. This provides visibility into the type of business relationship and its subsequent evolution.
- A second classification completes the picture from an expenditure point of view:
CO= Commodity Supply. Easily replaced, numerous competitors, low value of supply.
DU= Dual Sourced, several suppliers are qualified for the same supply, a change of supply can take effect immediately.
SI= Single Sourced, there are several suppliers in the market for the same product, however, only one supplier is approved for that specific product, a change of supply can take between 1 and 6 months.
SO= Sole Sourced, only one supplier is active and qualified, there are no alternatives available, a change of supply has a timeframe of more than 6 months.

At all Group sites

- Introduction of Impact, the **Eco-Design Tool** for calculating the water and energy balances and the carbon footprint of our product families throughout the life cycle (**Life Cycle Assessment**).
- **Measurement of the Group’s Carbon Footprint** detailing our direct emissions (Scope 1), indirect emissions from electricity use (Scope 2), and indirect emissions related to the transport of raw materials, fuels, products, and people (Scope 3).

In 2022, we will also activate Green Sourcing initiatives for purchasing energy produced from renewable sources to offset our Scope 2, i.e. indirect energy emissions (methane gas and electricity) and paper and self-adhesive materials production machines in order to push solutions that are technically feasible and affordable.

Also in 2022, we will set up reward mechanisms and *on-site* audits of our suppliers to verify ESG compliance and define any necessary improvements.

The main initiatives planned and mplemented in 2021

for a sustainable supply chain

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The paper industry is among the oldest in the world and has enabled ideas and knowledge to be spread which is the cornerstone of human progress. Even today, in the digital age, it continues to be an important multiuse material, which we have especially linked to the concept of creativity and exclusivity.

It is also an industry that has an important environmental impact, particularly in relation to the use of primary resources. This is why environmental issues are at the heart of corporate and social responsibility for a company like Fedrigoni. The environment is our biggest challenge, a key aspect of our way of doing business, requiring us to make choices every day in which we reaffirm our commitment to manufacture in an increasingly circular and sustainable way. We have identified four specific, material issues to which we are committed with clear initiatives and measurable targets. They are:

- Raw materials
- Water
- Energy and emissions
- Waste

The environment is also the focus of our first four ESG targets by 2030, which cover water management and our carbon footprint.

The SDGs where we’re making a difference



A
-30% of absolute carbon dioxide emissions, Scope 1+2

B
100% of waste sent for recovery and not sent to landfill

C
95% clean water returned to the environment

D
Zero cases of water pollution

Target
ESG 2030
target A, B, C, D



Material Progress

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Raw materials

Producing **high quality** papers and self-adhesive materials means paying special attention at every stage of our processes, starting with the choice of the main raw materials, which are pulp, paper, chemicals and films. Nowadays, we believe that high quality cannot be achieved without reducing the environmental footprint in the production of all our products. The quantities used can be found in the section “Sustainable procurement” above.



The main types, used in different mixes based on the final features of the paper, are softwoods such as European or Canadian softwoods, hardwoods (eucalyptus, maple, birch, poplar, and hardwoods), and mixed fibres. The raw materials also include a small percentage of cotton used for art paper.

Fedrigoni owns no forests and has no direct access to pulp but buys from controlled and certified plantations, and our procurement system is only through **qualified, verified suppliers**.

For many years, the use of timber from forests has been subject to regulations and involves the reforestation of areas used for production. The production of paper is subject to certification showing that it comes from sources that are managed sustainably for the entire ecosystem, including animals and local communities. One of the most important certification systems is FSC (Forest Stewardship Council).

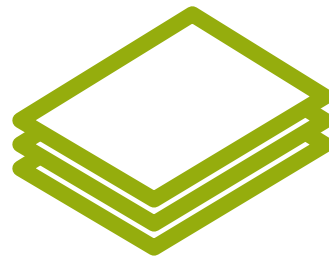
Currently, 100% of our pulp is FSC-certified.

- Since 2014 100% of our pulp is certified by FSC according to two different standards:
 - **Chain of Custody (COC)** is the certification that guarantees the traceability of materials from FSC-certified forests and is essential for applying FSC labels on products.
 - **Controlled Wood (CW)** is a material classified as Controlled Wood, which can be mixed with certified wood when making products labelled as FSC Mixed.

- In 2021 we used 87% COC and 13% CW. Our pulp comes from Brazil (about 50%) and the rest from Uruguay, Chile, Austria, Estonia, Finland, France, Canada, Spain and Sweden.

In 2022, we will further increase the percentage of pulp from COC, the most stringent certification compared to CW.

Pulp



This is the “finished” paper purchased by the Self-Adhesives Business Unit that is not currently produced by the Paper Business Unit.

The two main sub-categories are:

- **Glassine:** These are the paper-based backings used as the backs to make the self-adhesive label material. It is the non-functional part that is subsequently removed and discarded by the end-user. **We have developed end-of-life glassine recovery solutions at our printer customers (details in the “Waste” section);**

- **Face papers:** These are the paper-based facings used as the “front faces” to make the self-adhesive label material. It is the part that is subsequently printed and used by the end-customer. There are different types of face papers such as coated papers, thermal papers, and specialty papers which are used for high value-added labels in the wine industry (these are purchased from Fedrigoni Paper).

Paper

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These are all the chemicals used by the Self-Adhesives Business Unit and the Paper Business Unit. The main sub-categories are as follows:

- **Adhesives:** They represent the key know-how of the Self-Adhesives Business Unit. They can belong to different families (acrylic, hotmelt, solvent and UV-crosslinked) and be of different types (permanent, semi-permanent, removable and ultra-removable, including wash-off). They can be bought ‘ready-to-use’ or as raw materials to be ‘formulated’ at the Group’s plants according to specific coating technologies and product quality requirements;
- **Silicones:** These are inorganic polymers that can be from different families (solvent-free, water-based solvents and UV-crosslinked) and, depending on the latter, undergo the “curing” process (polymerisation). They are used to make the backing non-stick, thus allowing the label to be dispensed;
- **Vegetable starches:** These are used both in the pulp and on the surface as binders to make paper and surface coatings, mainly obtained from maize and potatoes;
- **Dyes and pigments:** These are used both in the pulp (the main body of the paper) and on the surface for specialty papers coatings. They are one of the characteristic elements of specialty papers and are used to give the various colour and pearlescent effects to the paper;
- **Carbonates and kalins:** These are used for the coatings. They are one of the key components to ensure the correct application of the coating on the paper. Carbonates come from Italy and Austria when needed (due to plant downtime). Kaolins come from Germany and the US.

Chemical products



Used in the Self-Adhesives Business Unit both as facestock and liner materials.

- **Liner films:** These are the plastic-based liners used as the backs to make the self-adhesive material for labels, which is the non-functional part that is later removed and discarded by the end-user. It is usually either new or recycled PET;
- **Face films:** These are the plastic-based film faces used as the “front faces” to make the self-adhesive labels; it is the part that is later printed and used by the end-customer. They are mainly made of polypropylene and polyethylene and there are various types with different surface finishes (matt, glossy, metallic). Our product range also offers solutions with recycled polypropylene.



These are the different minor categories used by both the Paper and the Self-Adhesives Business Unit, the main sub-categories are:

- **Security elements:** These are the raw materials used to create the security features (both for paper and self-adhesive material), among the most relevant are pigments, inks and holograms;
- **Packaging:** These are the elements used to package the papers and self-adhesive material, the main ones being pallets, boxes, crates and films.

Other

A photograph of a water treatment facility. In the foreground, a large, dark, rusted metal structure, possibly a conveyor belt or a large pipe, runs horizontally. Water is being sprayed from a nozzle at the top left of this structure. In the background, there are several large, rectangular, reddish-brown tanks or basins. The water in these tanks is dark and reflects the surrounding structures. The overall scene is industrial and somewhat gritty.

Water Progress

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Water

Our business would not exist without water. Paper production uses it at various stages and in various forms.

Water

- Enables pulp fibres to be mixed, transported, and finally bonded to form the paper sheet.
- Provides process energy in the form of steam.
- Is used in sheet cooling and drying processes.

We approach managing this primary resource, which is important to us but also to the community and the environment, with the **principles of circularity, innovation, and efficiency.**

At paper mills, for example, water abstraction is not the same as consumption because most of the water is returned to the environment. In fact, **more than 90% of the water abstracted is returned to the environment after being recycled several times in the production process and purified of the organic and inorganic substances it contains** (because they are necessary for the process). A percentage of water remains in the sheet, about 6% of the total weight of the main body, and a small part evaporates.

Water consumption in the Self-Adhesives sector is far less important in terms of impact than in paper production. Water is mainly used in the washing stages of the cycles.

To achieve these targets we try to reduce waste by minimising the input of fresh water into production cycles, and to use state-of-the-art techniques in water treatment before reintroducing it into nature.

In order to achieve our targets:

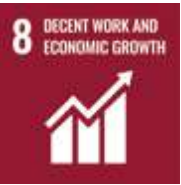
- We optimise fibre recovery treatments at every stage of the process to maximise the amount of water that can be reused in the production cycle.
- We constantly monitor consumption and take action to prevent waste.
- We use techniques such as filtration, sedimentation, and flotation to treat water. 100% of our mills have chemical and physical water treatment and 71% also have biological treatment.
- We manage risks related to regulatory changes (e.g. water rates, abstraction restrictions, discharge standards and discharge fees).

100%
of our paper
mills have
chemical-
physical water
treatment

71%
of our paper
mills also have
biological water
treatment

We returned 97%
of the water we
withdrawn (in 2021)

The SDGs where we’re making
a difference



C
95% of water
returned
to the
environment
(compared
to base year
2019)

D
Zero cases
of water
pollution

Target
ESG 2030
target Ce D

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In **2021**, we made the different methodologies for accounting for water abstraction and consumption **more efficient and standardised** and now all our plants use the same procedure and metrics. We will monitor the indicator during 2022 and, if confirmed, we will re-set our target for 2030 next year.

67% of the Italian Paper sites and 77% of the Self-Adhesives production sites are certified to ISO 14001, the standard for environmental management systems, including water management.

In line with our 2030 ESG Goal, no water pollution was detected at our production sites in 2021 and there were no conflicts with local communities. In addition, there have been no water-related incidents with substantial impacts in the last four years (more than €10,000).

The table below shows the water abstraction for the Paper Business Unit:

		2019	2020	2021
% water returned to the environment	%	92	100	97
Specific freshwater abstraction*	m³/tons of paper	33.5	34.4	32.2
Total freshwater abstraction*	m³	16,356,000	14,243,000	15,615,000
Paper production	tons	488,024	413,966	484,575

* 100% fresh water

The table below shows the details of water abstraction in the Paper Business Unit by source (surface water body, well, or public waterworks):

% of total abstracted	2019	2020	2021
Surface water body	32	32	33
Well	68	68	67
Public waterworks	0	0	0

The table below shows the average value in 2021 of the quality of water discharges* from the Paper Business Unit. This figure is in line with the values indicated by the Best Available Techniques (BAT):

	mg/l	kg/tons gross weight	Reference value (BAT no.50)
COD**	52.5	1.6	0.15-1.5 kg/tons gross weight

* No absorbable organic halides (AOX) are generated or added via chemical additives and/or raw materials.
** Chemical Oxygen Demand represents the amount of oxygen required for the complete chemical oxidation of organic and inorganic compounds in a water sample; the absolute COD figure in 2021 was 793.1 tons.

The last table shows the abstractions of the Self-Adhesives Business Unit, which are less significant than in the Paper Business Unit:

		2019	2020	2021
Specific water abstraction	m³/m² adhesive materials	0.141	0.127	0.128
Fresh water abstraction	m³	240,441	225,557	249,652

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The main initiatives planned and implemented in 2021

As part of our timetable for achieving our ESG targets set for 2030, in 2021 we took several actions to improve our water management capacity, some affecting all our sites and facilities, others specific sites.

At all production sites

- In addition to simple, everyday rules that prevent us from taking risks, the Sustainability Charter is based on our pride in being the leading name in the world of specialty self-adhesive papers and materials in terms of performance and aesthetics; a pride that translates into an obsession for detail, especially in production, where we create our products.
- First mapping of climate change risks.
- New internal tool to **calculate the water balance** of our product families throughout their life cycle (from cradle to gate), based on internationally recognised methodologies and reporting standards.
- Project for installing **meters to measure water consumption** at individual process stages with the aim of having increasingly precise monitoring of the various flows extended to all Paper Business Unit plants.

Verona site

- The new biological purification plant supplements the purification capacity of the chemical-physical purification plant thus far, and considerably improves the water treatment of this plant. A project is being developed to build a plant for the treatment of paper broke i.e. paper from technical and quality waste in the various production stages, with the aim of reducing the levels of Chemical Oxygen Demand.

Arco site

- An extension of the existing biological plant has been built, which will provide a better level of water treatment at the treatment plant.

Pioraco Site

- Thanks to the new solid/liquid separator for fibres, which significantly reduces the proportion of fibres released in the process and then conveyed to the purification plant, both the pollutant load and the quantity of sludge produced in the purification stage have been reduced.

Fabriano Site

- This historically rich site is now also aiming to be a leader in sustainability: in 2021 the project to install a new headbox on the paper machine will improve fibre retention and thus **reduce the load of pollutants on the process water**.



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- Along with pulp and water, energy is the key element in our production processes.
- Our paper mills have sought to achieve the best possible efficiency by installing turbogas cogeneration machines with recovery boilers, where natural gas has so far been the industrial fuel with the lowest environmental impact. In addition, self-generated electricity enables zero-kilometre consumption, i.e. it is produced where it is consumed, saving the losses associated with transporting it by traditional power lines. The table below shows the consumption of thermal energy needed to produce our papers, which is currently obtained using methane gas in our cogenerators:
- | | | 2019 | 2020 | 2021 |
|-----------------------------|----|-----------|-----------|-----------|
| Thermal energy consumption* | | | | |
| Paper | GJ | 4,899,399 | 4,292,489 | 5,017,677 |
| Self-Adhesives | GJ | 442,405 | 445,638 | 513,860 |
- * Thermal energy net of natural gas combustion efficiencies (conversion rate *34.9272)
- The following table shows the electricity consumption for the two business units:
- | | | 2019 | 2020 | 2021 |
|--|--------------------------|-----------|-----------|-----------|
| Paper | | | | |
| Specific consumption of self-generated electricity | GJ/ton carta | 2.36 | 2.44 | 2.36 |
| Self-generated electricity consumption | GJ | 1,152,780 | 1,010,566 | 1,145,847 |
| Electricity consumption from the grid | GJ | 68,208 | 78,716 | 43,142 |
| Self-Adhesives | | | | |
| Specific electricity consumption | GJ/ton adhesive material | 0.68 | 0.67 | 0.64 |
| Electricity consumption from the grid | GJ | 183,140 | 190,965 | 183,094 |
- The Group’s total energy consumption in 2021 was 5,757,773 GJ (of which 11% was renewable energy).
- 13% of the Italian Paper sites are ISO 50001 certified, the internationally recognised standard for energy management. At 100% of the Self-Adhesives sites there are energy saving procedures in place without external certification.
- Our contribution to the use of electricity from renewable sources amounted to approximately 62 GJ through two action levels:
- Self-generated electricity from hydroelectric power plants for internal consumption in Fabriano (San Vittore and Balzette), Pioraco (Pianicella, San Sebastiano, Palazzo), and Varone and self-generated by solar power plant in Verona.

▪ Electricity purchased through certificates of origin (GO).
- In addition, there is a small amount of self-generated electricity from hydroelectric plants that supply the Scurelle plant and the Camuzzoni canal consortium, which is now sold to the grid.
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The main initiatives planned and implemented in 2021

In 2021, we took steps to improve our ability to optimise energy at different sites.

Arco Site

- A new, high-efficiency cogeneration plant with a more efficient energy performance that consumes less methane.

The Arco, Fabriano, Pioraco, Rocchetta, and Varone sites

- We have installed LED lighting technology in 70% of our Paper plants. It is only recently that the market has made reliable technology available for very hot and humid microclimatic environments such as paper mills. The remaining sites (30%) will be completed in 2022.

Cordenons site

- Optimisation of the cogeneration system which reduced annual emissions by about 3 ktons CO₂.

Fabriano Site

- Cogeneration plant modernisation project.

Verona site

- Cogeneration plant modernisation project.

All production sites

- New internal tool to calculate the energy balance of our product families throughout their life cycle (from cradle to gate), based on internationally recognised methodologies and reporting standards.
- Fabriano pilot project for directly measuring CO₂ emissions. The measurement will support the calculation and will be useful for assessing changes in CO₂ emissions at an early stage as a result of our energy efficiency initiatives.

In 2022 we will complete all Paper sites.

The purchasing department is committed to purchasing energy from renewable sources in 2022 (Green Sourcing). This will allow us to bring our Scope 2 emissions to zero.



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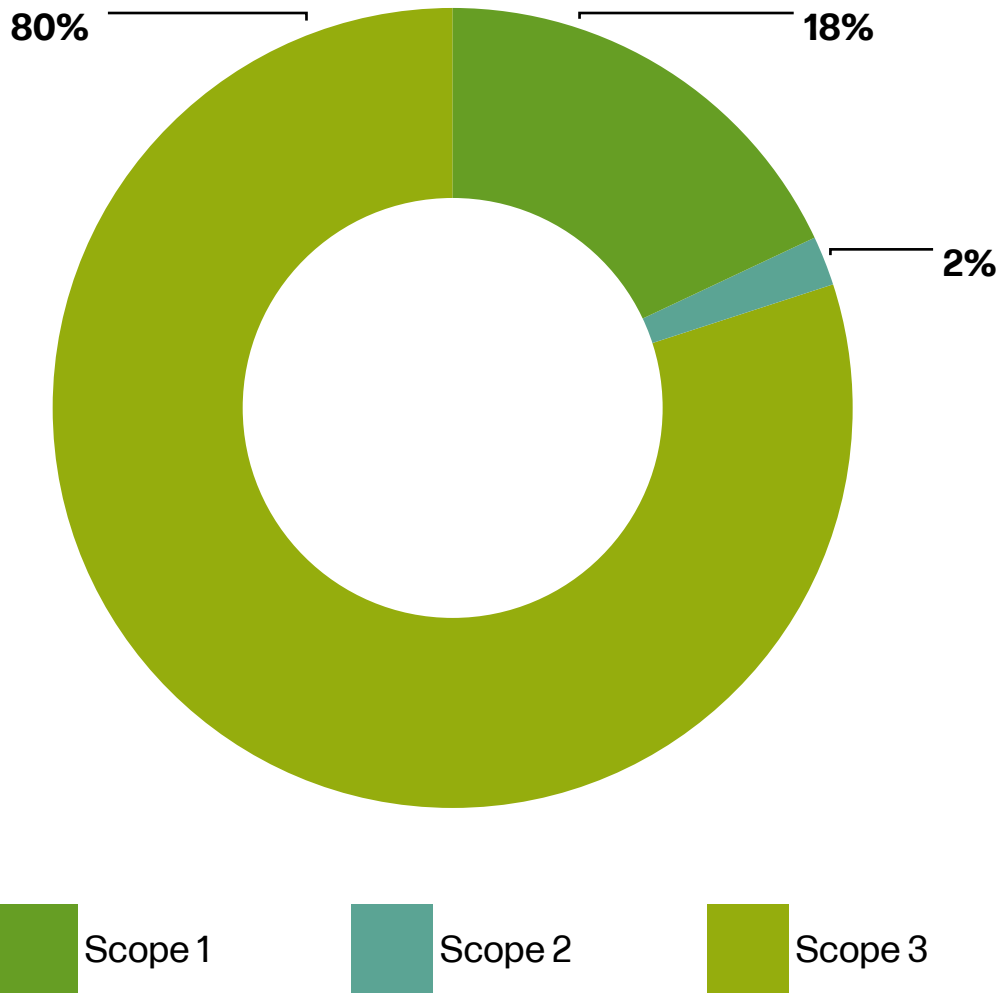
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Carbon dioxide emissions

Carbon dioxide emissions (CO₂) are internationally classified into 3 components (Scope 1, 2 and 3):

CO ₂ Components	Definition
Scope 1	Direct emissions from the use of fossil fuels (in our case, natural gas).
Scope 2	Indirect emissions from the use of electricity produced from fossil fuels.
Scope 3	Other indirect emissions from the transport of raw materials, fuels, products, and people.

For the first time, we are publishing our carbon footprint with reference to 2019, the most representative year before the Covid-19 period and the year taken as the baseline for our 30% reduction target by 2030 (Scope 1+2). As can be seen from the pie chart, 18% of the carbon footprint comes from Scope 1, 2% from Scope 2, and the remaining 80% from Scope 3.



The SDGs where we’re making a difference

7
AFFORDABLE AND
CLEAN ENERGY

8
DECENT WORK AND
ECONOMIC GROWTH

13
CLIMATE
ACTION

A
-30% of
absolute CO₂,
emissions,
Scope 1 + 2,
from ~330
kt to ~240 kt
(compared
to base
year 2019)

Target
ESG 2030
target A

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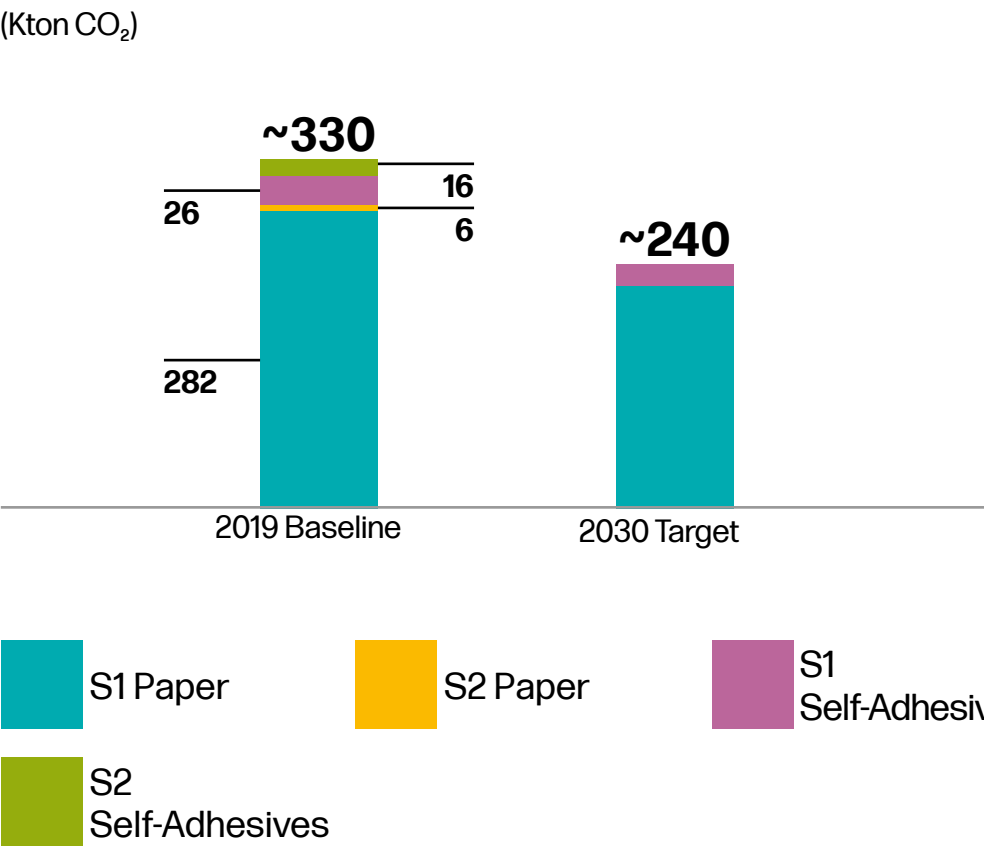
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Target

ESG 2030

In 2020, we communicated a target to reduce carbon dioxide emissions (CO₂) scope 1 + 2 by 30% by 2030 (from ~330 kt to ~240 kt). In 2021, this target was approved by the **Science Based Target initiative (SBTi)**. This means that our target to reduce our absolute emissions by 30%, Scope 1+ 2, is in line with the objective set in Paris in 2015 to limit the increase in the earth’s temperature to well below 2°C. The Group now has two years to develop the Scope 3 target as well, as per SBTi rules. This objective is linked to our managers’ incentives (MBO).

The bar chart shows the emissions in 2019, the base year, and the SBTi target by 2030, highlighting the contributions of Scope 1 (S1 Paper) and Scope 2 (S2 Paper) of the Paper Business Unit, and Scope 1 (S1 SA) and Scope 2 (S2 SA) of the Self-Adhesives Business Unit:



-30% of absolute CO₂, emissions, Scope 1 + 2, from ~330 kt to ~240 kt (compared to base year 2019)

The table below shows the levers we are exploring in order to reach the CO₂ reduction target (Scope 1+2) and contribute to the **energy transition**. All levers need strong, immediate collaboration with suppliers and regulators in order to facilitate technical solutions and the necessary financial support.

Exploring initiatives to achieve carbon neutrality

	Ongoing	By 2030	Post 2030
Scope 1	<ul style="list-style-type: none">Energy efficiency pushed to its maximum.Discussions with institutions and regulators to access the Italian National Recovery and Resilience Plan for projects related to energy transition.	<ul style="list-style-type: none">Alternative sources gradually replacing natural gas in our cogenerators.	<ul style="list-style-type: none">Electrification projects* powered by electricity from renewable sources.
Scope 2	<ul style="list-style-type: none">Workshops with suppliers to discuss the available options of electricity from renewable sources at affordable prices.	<ul style="list-style-type: none">Electricity from renewable sources at competitive economic conditions.	-
Scope 3	<ul style="list-style-type: none">Workshops with suppliers to discuss available raw materials and machinery with a lower environmental impact and equal or better performance.	<ul style="list-style-type: none">Raw materials and machinery with a lower environmental impact.	-

* Electrification for the paper industry is beginning to offer technological options on the market, but the business case is for a very substantial investment (capex) and additional operating costs (opex) that cannot be tackled without real, timely support for the energy transition.

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Target

ESG 2030

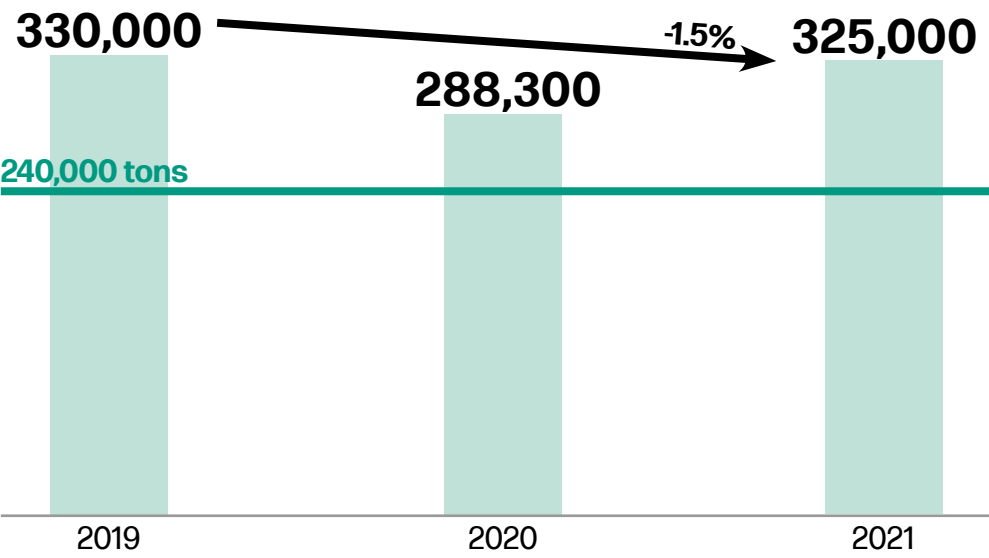
The new technological opportunities for energy efficiency and carbon neutrality (biomass, green hydrogen, and CO₂ capture) are currently difficult for the Italian paper industry to pursue. However, we are actively monitoring and contributing to the debate on innovation in this area with internal working groups dedicated to keeping technological, regulatory, and economic developments under review.

The improvement is most evident when looking at the CO₂ emissions rate related to production and shown in the table below (calculated as absolute CO₂ emissions/tons produced): the rate improved by 3.9% at the Group level compared to 2019, the base year for our 2030 target (-0.4% in the Paper Business Unit and -7.2% in the Self-Adhesives Business Unit). We were able to reduce our emissions thanks to the energy efficiency contribution we are encouraging in the Paper Business Unit’s paper mills and the improved contribution of the new natural gas-fired cogenerator at the Self-Adhesives plant in Arco (Italy).

As of this year, we have added a new pilot metric: CO₂ emissions intensity to turnover (calculated as absolute CO₂ emissions/turnover). The new rate shows a Group-wide improvement of 7.4% compared to 2019 and 6.5% compared to 2020. We will use this new metric in the coming months in order to assess its effectiveness, comparability in the market and alignment with any relevant regulatory changes.

The table below shows the absolute and specific CO₂ emissions at the Group level and by the Paper and Self-Adhesives Business Units.

Absolute CO2 emissions, scope 1+2 (tons)



Absolute CO₂ emissions, to which our Science Based Target reduction is linked, decreased by 1.5% (base year: 2019) compared to an increase in production of around 5%.

Scope		CO ₂ Emissions	Unit of measurement	2019	2020	2021
Group	Scope 1+2*	Absolute emissions	tons	330,000	288,300	325,000
		Specific emissions	kg CO ₂ /tons	427.0	418.2	410.3
Paper	Scope 1 + 2	Absolute emissions	tons	288,000	248,000	285,000
		Specific emissions	kg CO ₂ /t carta	590	599	588
Self-Adhesives	Scope 1 + 2	Absolute emissions	tons	42,000	40,400	40,300
		Specific emissions	kg CO ₂ /t mat. adesivo	158.1	146.7	131.0

*For Scope 2 emissions, the market-based calculation method has been considered

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The main initiatives planned
and implemented in 2021

In 2021, we carried out several actions to reduce our CO₂ emissions into the atmosphere at all production sites:

- Calculation of the Group's **Carbon Footprint** detailing direct emissions (Scope 1), indirect emissions from electricity use (Scope 2), and other indirect emissions from the transport of raw materials, fuels, products, and people (Scope 3).
- Approval by the **Science Based Target initiative** (SBTi) of our target to reduce CO₂ emissions (Scope 1+2) by 2030.
- Workshops with major suppliers of energy (natural gas and electricity) and of paper mill machinery and self-adhesive materials equipment, to drive affordable and technically feasible solutions to reduce our CO₂ emissions.
- New internal tool called **Impact** to calculate the water and energy balances and the carbon footprint of our product families throughout their life cycle (from cradle to gate), based on internationally recognised methodologies and reporting standards.

In 2022 we will move forward in exploring the drivers to achieve carbon neutrality by 2050.



A hand holding a small branch with yellow leaves against a green background with geometric overlays.

Carbon Progress

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Other atmospheric emissions

In addition to carbon dioxide (CO₂) emissions, we monitor other atmospheric emissions, including nitrogen oxides (NOx). The quantity and quality of the NOx mixture varies depending on the substance being burned and the conditions under which combustion takes place. In order to limit and control these emissions, it is important that carburisation takes place uniformly, avoiding temperature peaks. The table below shows NOx emissions over the three-year period.

		2019	2020	2021
Paper				
NOx emissions	tons	284.1	248.9	291.0
Self-Adhesives				
NOx emissions	tons	25.7	25.8	29.8



67% of the Paper production sites and 77% of the Self-Adhesives sites are ISO 14001 certified, the standard for environmental management systems, including atmospheric emissions.

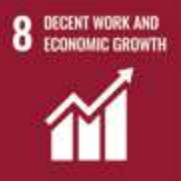
During 2021, there were no instances of non-compliance with regulations on atmospheric emissions.

Waste

At the Paper Business Unit, the main waste is sludge from process water, which is purified through primary chemical-physical plants and secondary biological plants before being returned to the environment. In addition to this waste, there is also mixed packaging, wood, plastics, production waste containing silicones, solutions/dispersions/emulsions of substances derived from machine washing, waste oil, iron, and electrical equipment. Among these, hazardous waste represents a very small proportion of our total production, below 5%.

At the Self-Adhesives Business Unit, waste is the environmental aspect with the greatest impact. The main waste products are raw materials and semi-finished products (mixed waste) and the washing water used to clean the coating heads (both with water and solvents). All waste is collected, separated and, increasingly, sent for energy or material recovery, with zero waste going to landfills.

The SDGs where we’re making a difference



B
100% of waste sent for recovery and not sent to landfill (compared to base year 2019)

Target
ESG 2030
target B

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By 2021, we have achieved 86% recovery of our waste thanks to targeted initiatives involving both our business units:

- initiatives to reduce all packaging from procurement in conjunction with our suppliers.
- recovery of washing water at both the Paper and Self-Adhesives Business Units.
- new recoveries of sludge from paper mills, looking at other industrial sectors and improving their circularity (specifically agriculture and bio-construction).
- recovery of solvents from washing water at the Self-Adhesives Business Unit.
- circularity initiatives to offer customers a collection service for self-adhesive material waste with third-party support (siliconised glassine).
- first efforts to find solutions also for the matrix (semi-finished waste), which is currently an unused waste in the Self-Adhesives business unit.

67% of Italian Paper sites and 77% of Self-Adhesives production sites are ISO 14001 certified, the standard for environmental management systems, including water management.

In 2021, no cases of violations of waste management regulations were found at our production sites.

The table below shows the waste production for the two business units.

		2019	2020	2021
Total waste recovered	%	80.1	78.8	86.2
Paper Business Unit				
Total waste	tons	28,248	27,241	30,354
Resulting sludge	tons	15,813	15,699	16,327
Resulting sludge	%	56.0	57.4	53.8
Self-Adhesives Business Unit				
Total waste	tons	28,397	28,750	30,395
Specific waste production	kg / tons	106,67	104,37	98,82
Mixed waste	tons	14,355	14,307	15,155
Specific mixed waste production	kg / tons	53.9	51.9	49.27
Liquid washing waste	tons	2,382	2,474	2,699
Specific producti on of liquid washing waste	kg / tons	8.9	9.0	8.8



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The main initiatives planned and implemented in 2021

In addition to the above, in 2021 we carried out specific actions inspired by the principles of circularity to optimise our waste management capacity at several sites.

At all production sites

The Sustainability Charter guides us with simple rules on how best to manage our waste.

Verona site

- Innovative technology for drying sewage sludge with the aim of reducing the volume of sludge produced and making it available for recovery in other sectors.

In 2022, the project will be extended to the Arco and Fabriano plants.

At all Self-Adhesives sites

- Industry-wide circularity initiatives to use the self-adhesive material waste (siliconised glassine) generated by our customers, thanks to our network of partners in the circular economy.

Sassoferrato and Girona sites (Self-Adhesives)

- In order to promote waste recovery in Italy and Spain, we have diverted mixed waste streams destined for landfills to energy recovery. We will continue to look for mass recovery solutions instead of energy recovery solutions.

In 2022, we will continue to look for mass recovery solutions instead of energy recovery solutions.

Barberà and Basiano sites (Self-Adhesives)

- Reintroduction of the leftover film raw material generated by our production processes into our suppliers’ production processes, thus favouring an integral circularity of this type of waste.

Sassoferrato Site (Self-Adhesives)

- Circular economy project consisting in the recovery of siliconised PET backing and film materials to be used for producing plastic pallets by an external partner. They are then used for inter-company Self-Adhesives shipments, thus reducing the consumption of wooden pallets (about 9,000 pallets/year).



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The advanced sustainability features of our products

We asked ourselves what the sustainability of our products means at Fedrigoni. After months of discussion, we have drawn up a list of ESG features that we are confident we can work on effectively in order to offer the market an increasing number of solutions that respect the environment, preserve natural resources, and enable us to achieve our 2030 targets.

In the Paper sector, all speciality paper families are recyclable. All of them are also biodegradable and compostable except for coated papers which we are still working on. With the support of the factories, our R&D team is developing alternatives to plastic in packaging for the food, cosmetics, and luxury sectors in general. Our studies aim to reduce or phase out hazardous substances classified as such under the Reach Regulation in our products, to improve their performance and environmental impacts, and to offer paper solutions as a lower-impact alternative to single-use plastics.

In the Self-Adhesives sector sustainability means choosing to use paper where possible and plastic where necessary, avoiding what is called ‘single use’. It means working on our waste, creating an ecosystem that enables more and more corporate customers to choose *linerless* solutions. It means reducing thickness and working towards easy removal. Working on packaging made of recycled material with the aim of achieving 100% recyclable packaging. The Research and Development Team is constantly looking for solutions to increase the use of materials with recycled content or alternative elements.

The SDGs where we’re making a difference



F
+50% volume of specialty papers with ESG features, from 13% to 26% (base year: 2019)

G
+50% volume of self-adhesive materials with ESG features, from 35% to 70% (base year: 2019)

Target
ESG 2030
target Fedrigoni Group

Our paper-based products are, by their very nature, an environmentally friendly solution. At Fedrigoni, however, we have gone beyond the most common characteristics of sustainability, such as using pulp from FSC-certified forests, having a recycled content of less than 40% (pre/post-consumer) and containing by-products from other production processes. We have been striving to upgrade our products with more advanced ESG features, including: recycled content above 40% (pre/post-consumer), annual fibre content, alternative fibre content (cotton, linen), Ecolabel certified products and plastic-free packaging of our papers.

For our Self-Adhesives materials, we have identified the most advanced ESG features such as: FSC certified products, recycled content, products with reduced thickness for equal performance, bio-based films, no liner in our self-adhesive labels, PVC-free films, PFAS-free films and papers, the ability to remove them from products during the washing process, recyclable, biodegradable and bio-based plastics (certified).

In 2021, we sold 18% of Paper products and 37% of Self-Adhesives products with advanced ESG features. In the coming years, we are committed to doubling these volumes to 26% for Paper products and 70% for Self-Adhesives products as stated in our 2030 targets.

For the list of products with advanced ESG feature, go to page 81

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The Life Cycle Assessment (LCA)
of our products

The Life Cycle Assessment is the main operational tool of Life Cycle Thinking: it is an objective method for assessing and quantifying the environmental footprint associated with a product throughout its life cycle, a key issue for integrating the principles of the circular economy into production processes.

At European level, the strategic importance of adopting the LCA methodology is clearly expressed in the Green Paper on Integrated Product Policy and is also suggested in the European EMAS and Ecolabel Regulations.

In **2021, we developed Impact, a twin tool (Eco-design Tool)** - third-party verified - to calculate the energy and water balances and the carbon footprint of our paper product families and self-adhesive materials. The tools are aligned with internationally recognised best practice (ISO 14040 series standards) and allow clear reporting of the three environmental indicators (energy, water, and CO₂ emissions) with a cradle-to-gate approach, i.e. from the extraction of raw materials until they leave our plants. For both tools, there is also the possibility of quantifying the end-of-life impact of the finished product as additional information.

Biodiversity

Biodiversity is such an important environmental issue that it has recently led to an amendment of the Italian Constitution, which now expressly provides for its protection. We are conscious, active players in the duty of protecting biodiversity: although we do not own any forests, we purchase 100% of our pulp from FSC certified forests.

In concrete terms, our commitments take place directly in the territories where our production sites are located and along our supply chain:

- Since 2005, we have adopted the principles of the **FSC forestry scheme**, prohibiting the purchase of pulp from non-certified forest management. Since 2014, 100% of our pulp has been FSC certified.
- In line with the Sustainability Policy and the European Union’s 2030 biodiversity strategy, the first **Fedrigoni Urban Forest** was planted in 2020 in Caponago (Milan) near one of our production facilities. In 2021, the first year of care, 40 employees were involved in its maintenance during working hours (section ‘Creating value for the community’). Our aim is to take care of the forest until its fifth year. After that it will be entrusted to the local community, made up of many of our employees, who will continue to keep it thriving.

- Starting in 2020, we set a target of **zero water pollution per year** to protect local flora and fauna.
- In 2021, there were no conflicts with local communities over the management of biodiversity in the vicinity of our production facilities, and there were no instances of non-compliance with existing regulations on the protection and conservation of biodiversity.

- As of 2021, **we started selecting our suppliers using the additional ESG lens**, assessing the existence of biodiversity restoration and conservation projects in the forests we source from. Starting in 2022, we will also audit these suppliers.

In 2022, we will evaluate a third party to conduct our first Biodiversity Impact Assessment to identify which sites are located adjacent to protected areas.

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Social

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With its own plants and sales networks, **Fedrigoni operates directly in 25 countries and its products are distributed in 132 countries, including external distribution networks. We have approximately 4,000 employees.** In our work we deal with and collaborate daily with hundreds of customers whom we advise and guide, along with designers whom we help to develop creative projects.

We are a company that produces a highly technical, innovative material whose production process is partly automated, but our work is done for and with people.

Our 2030 ESG target plan has identified a number of areas for action in the Social sphere: from safety to inclusion, from continuous listening to individual development.

- The issues to which we are committed with clear initiatives and measurable targets are:
- Safety culture
 - Inclusion, the development of our people and their growth
 - Creating value for the community

Human rights

On 10 December 2021, we celebrated the International Human Rights Day to commemorate the adoption of the Universal Declaration of Human Rights in 1948 by the United Nations General Assembly.

The Fedrigoni ecosystem is made up of diverse, unique people: employees, members of the corporate bodies and management of the companies in our Group, external players such as representatives and collaborators. Our behaviour is strongly inspired by our **Code of Ethics** which is in line with the “UN Guiding Principles on Business and Human Rights” and defines the human rights we are committed to promoting among our people (details in the section “The development of our people”). The same rights have been set out in the new **Code of Conduct**, which we use to promote sustainability in our supply chain (details in the section “Sustainable procurement”).

The updating of the Code of Ethics in 2021 also served to include references to the new **Fedrigoni Behaviours** and to our **Sustainability and Diversity, Equity, and Inclusion Policies**.

In 2021, there were no violations of the Code of Ethics received through the whistleblowing channel.

In 2022, we will evaluate a third party to conduct our first **Human Rights Impact Assessment**, although none of our projects have ever resulted in physical or economic resettlement of indigenous peoples in the regions where we operate, and none of our sites have ever required community consultation or resettlement programmes.



A group of approximately 15 people, mostly young adults, are captured in a moment of pure joy, jumping and cheering with their arms raised high. They are all wearing matching teal-colored t-shirts, which feature a small white logo on the left chest. They are standing on a light-colored paved surface. Behind them is a large, white mural that serves as a backdrop. The mural is decorated with vibrant, stylized illustrations of birds in yellow, pink, and blue, along with green foliage and small pink flowers. The scene is set outdoors, with lush green trees visible in the background. To the left and right of the group, there are informational signs on tripods. The sign on the left is titled 'LA NATURA DEI COLORI' and the one on the right is titled 'IL RUOLO DEI COLORI'. Both signs have the word 'BERNARDI' at the bottom. The overall atmosphere is one of celebration and community. A semi-transparent white diagonal band runs across the image, and the text 'Making Together' is overlaid in a large, white, sans-serif font.

Making Together

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Safety culture

For a company like ours, a sustainability policy also means making the workplace pleasant and safe. Our new Sustainability Policy guides us in promoting a culture of safety based on management and organisational choices aimed at ensuring safe equipment, facilities, and sites. It is only if our sites are safe that we can manage to reduce injuries and spread a safety culture among the people who work with us.

Starting in 2021, every steering committee of the Paper and Self-Adhesives Business Units and all monthly update meetings with top management start with a safety performance analysis.

Our approach is based on identifying risks in advance and involving the people and companies that work with us in order for everyone to take an active role in monitoring and reporting potential risks.

The **Sustainability Charter**, developed in 2021, helps us maintain the daily level of care and safety at our sites in accordance with our quality standards.

Thanks to the **Near Misses** procedure, each employee can report events that occurred that did not result in personal injury, but could potentially do so if they happened again. Near misses could result in an injury in the future and are signs of something that needs to be improved.

The **Safety Reports** allow each employee to make structured suggestions on aspects on which action should be taken in order to reduce and prevent injuries.

All events - injuries, safety reports and near misses - are analysed on a regular basis in order to:

- a) ascertain the primary cause of the incident
- b) identify and implement subsequent actions to prevent those events from reoccurring
- c) improve processes and related procedures and controls
- d) provide evidence to our people that reports have been addressed by site management

The SDGs where we’re making a difference



H
-67% drop in total injury frequency rate from ~21 to ~7 (compared to base year 2020)

Target
ESG 2030
target H

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Target

ESG 2030

100% of the Paper sites and 62% of the Self-Adhesives sites are ISO 45001 certified, the internationally recognised standard for occupational health and safety management systems.

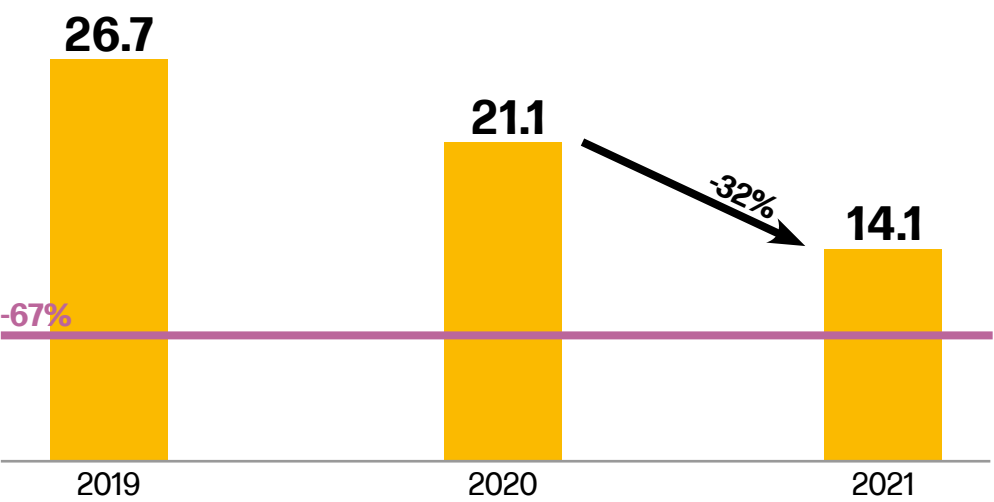
In 2021, we recorded **zero fatal injuries** at our production sites, both among our own employees and among the staff of companies working with us on a daily basis.

In addition, four of our production sites ended 2021 without any injuries: the Fabriano paper mill and three Self-Adhesives sites in the USA (Acucote), Poland and the UK.

In 2021, the Paper Business Unit improved by 43%, from 51 injuries in 2020 to 29. The Self-Adhesives Business Unit improved by 17%, from 54 injuries in 2020 to 45.

This improvement is reflected in our total injury frequency rate, which decreased by 32% (14.3 compared to 21.1 in 2020, the base year for our 2030 target). Notably, serious injuries also decreased by 30% (from 87 serious injuries in 2020 to 61 in 2021).

Total injury frequency rate



The table below shows the trends in all our data and indicators over the last three years.

		2019	2020	2021
Hours of training	number	-	-	18,287
Hours of training/ number of workers involved	rate	-	-	6.4
Near misses	number	-	-	673
which were “resolved” (85% of the total)	number	-	-	570
Safety reports	number	-	-	3,103
which were “resolved” (86% of the total)	number	-	-	2,676
Total injuries¹	number	137	105	73
Total Injury Frequency Rate² (TIFR)	rate	26.7	21.1	14.1
Injuries resulting in absence from work³	number	113	87	60
Injury frequency rate resulting in absence from work (LTI FR)	rate	22.0	17.4	11.6
Severity rate⁴	rate	0.6	0.6	0.5

¹The number of total injuries does not include commuting injuries on the way to and from work, injuries involving less than 3 days’ absence and injuries involving external staff. These figures are expected to be added in future reports.
²Frequency rate calculated as the number of injuries divided by the hours worked and multiplied by one million. The hours worked in 2019, 2020, and 2021 were respectively: 5,139,262, 4,985,912, 5,187,240.
³Number of injuries linked to violent causes during work resulting in more than 3 days’ absence.
⁴Severity rate calculated as the number of days lost divided by the hours worked and multiplied by one thousand.

-32%

of the total injury
frequency rate

85%

of the total injuries
“resolved”

86%

of the total safety
reports “resolved”

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The main initiatives planned and implemented in 2021

In 2021, we took steps to increase the safety culture at our sites by implementing the Sustainability Charter and setting up an integrated safety committee.

- At all production sites, the **Sustainability Charter** outlines simple, clear rules for all employees to follow in order to avoid risks, work to the best of their ability, know that they are part of a large company with a unique identity and make the working environment peaceful and engaging.

In addition, we have adopted the following at all production sites:

- The **Integrated Health & Safety Committee** – an integrated safety committee for the two business units (Paper & Self-Adhesives), with the aim of speeding up the dissemination of a shared safety culture and sharing good practices.
- The **Crash Program** - Adoption of the Near Misses and Safety Reporting procedures to collect reports of near misses.

- **Internal visual communication with posters and monitors** at production sites to promote virtuous behaviour to be adopted in order to avoid injuries and hazards: the rules and procedures were shared through images and videos and the same message, in different languages, was conveyed to all Group companies.

Initiatives in place at Paper sites only:

- **Tech Assessment** – A project for identifying and analysing risks related to machines and production facilities. The Project includes the creation of summary files for risk assessment, based on homogeneous assessment criteria applicable to all the production sites with the aim of defining action priorities.

The project will also be extended to all Self-Adhesives sites by 2023.

In 2022, we will further reinforce our occupational safety practices at all production sites, we will extend the good practice of reporting (in our injury monitoring system), and we will also report the injury data of external companies working at our premises.



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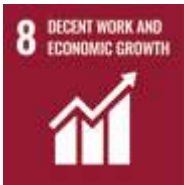
The development of our people

We strive for excellence, we foster partnership, we embrace transformation.

Since 2021, these are the three Behaviours that permeate everything we do, how we interact and how we navigate our transformation. This behavioural compass has become the guide to help us achieve our business and growth targets as a Group, promoting a working environment where everyone has the opportunity to grow and make a difference.

To facilitate the dissemination of the new corporate culture, we decided to start by directly involving our Leadership Team: a team of almost 50 managers from different countries and businesses, including the Executive Committee, identified to facilitate the implementation of our business and ESG strategy. In 2021, the Leadership Team met on six occasions to strengthen inclusive leadership, questioning themselves and defining together how to build a high performing, engaged team, valuing each person’s talent and accountability.

The SDGs where we’re making a difference



I
+50% more women in managerial positions from 22% to 30% (compared to base year 2020)

L
100% of people involved in regular performance and individual development conversations

M
100% of employees trained on the new Code of Ethics by 2030, ensuring that training is available to everyone by 2022

N
+17% in the engagement of our employees, from 50 to 60, on an E-NPS scale of -100 to +100 (compared to base year 2020)

Target
ESG 2030
target I, L, M e N

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The following tables show all the data relating to ESG targets and people in our Group.

Women in managerial positions*

Year	Women	Total employees in managerial positions	% women
2021	106	423	25.06%
2020	81	363	22.31%

*Managerial positions refer to employees in a leadership position (ExCo and Leadership Team) and employees managing teams and people. The percentage of women reflects the year-end composition of the Fedrigoni Group.

Employees with at least one performance conversation during the year

Year	No.	Total Employees	%
2021	643	3,893	17%
2020	337	3,800	9%

In 2020, the individual performance conversation took place in connection with setting targets and communicating MBO results. In 2021, we launched a more inclusive, extensive performance management process in addition to the MBO, dedicated to part of the population based on role. This performance process is open to all employees (initially launched on the non-productive staff) and is based on role. The process is based on regular, individual conversations between managers and employees focused on feedback, performance, and development actions, all mapped through the Workday platform. Counting only the eligible workforce to date (managerial and white-collar employees with Workday access), 43% of employees had at least one performance conversation during 2021.

Employees trained on the Group’s Code of Ethics during the year (pilot training*)

Year	No.	Total Employees	%
2021	40	3,893	1%

The Group’s **Code of Ethics** was updated and approved by the Board of Directors of the Group in 2021 companies in 2021. **The revision project also included communication activities towards the entire corporate workforce.** In addition, an online training course was developed with examples pertaining to the Group’s situation and tailored to the different levels of the organisation, to be launched in 2022. The course includes a series of videos introduced by top management in which some of our people talk about the proper behaviour to adopt and how to best handle unethical situations, by simulating scenes from everyday company life. During the year, pilot live training sessions were also carried out in different company contexts in order to raise awareness among the corporate workforce of the contents and internal regulations such as the Code of Ethics, Form 231 and other global Group Policies. These activities involved the sales office in Florence, the operating committee of the Paper BU and the production site in Arco in Trentino. These sessions will continue in 2022 at our sales offices and also production sites and offices abroad in conjunction with online training.

Employee involvement (measured by a listening survey)

Year	Participation rate	Involvement score	Employees’ internal NPS
2021	68%	7.7 /10	30
2020	62%	8.2 / 10	50

Engagement is measured according to the methodology of our specialist partner Peakon, whereby the degree of employee engagement and satisfaction is expressed through a score (average of responses to engagement questions from 0 to 10) and internal NPS or employee NPS, a metric that follows the standard calculation of NPS applied to customers (difference between % promoters and % detractors, expressed on a scale of -100 to +100). In 2020, we conducted the Group’s first global survey exercise for our employees through a comprehensive engagement survey. In 2021, we conducted a Pulse Check, a survey focused on the priority areas that emerged in the previous year, with the aim of continuing to listen especially to the critical issues where our people express the most desire for change, as indicated by the overall internal NPS. In this sense, the results of the pulse check are helping us to understand in even greater detail and precision what to act on, as we are already doing.

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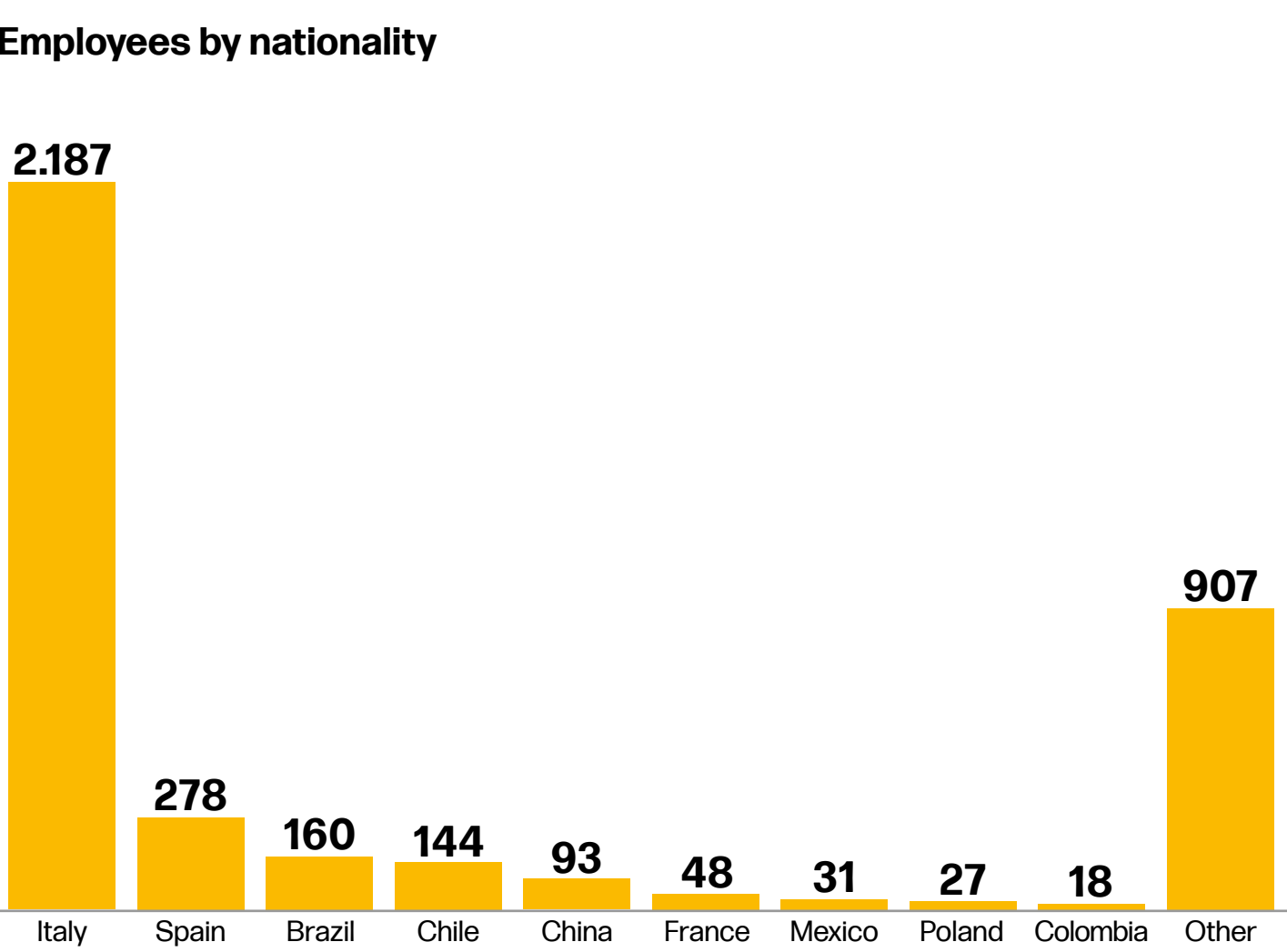
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2021			
Professional category	Men	Women	Total
Employees	3,141	752	3,893
External staff	259	31	290
Total	3,400	783	4,183
Employment contract	Men	Women	Total
Fixed-term contract	86	52	138
Permanent contract	3,055	700	3,755
Total	3,141	752	3,893
Professional category employees	Men	Women	Total
Full-time	3,122	692	3,814
Part-time	19	60	79
Total	3,141	752	3,893
Professional category external staff	Men	Women	Total
Temporary staff	248	21	269
Interns/Trainees	5	4	9
Apprentices	2	3	5
Italian continuous collaboration contract	2		2
Consultant	2	3	5
Total	259	31	290

Professional category and gender	2021			2020		
	Men	Women	Total	Men	Women	Total
Leadership	34 (81%)	8 (19%)	42	29	8	37
Manager	283 (74%)	98 (26%)	381	253	73	326
White collar	670 (56%)	533 (44%)	1,203	#N/A	#N/A	#N/A
Blue collar	2,154 (95%)	113 (5%)	2,267	#N/A	#N/A	#N/A
Total	3,141 (81%)	752 (19%)	3,893	282 (w/o #N/A)	81 (w/o #N/A)	363 (w/o #N/A)

2021					
Professional category and age group	<30	30 – 50	>50	N/A	Total
Leadership	0%	55%	45%	0%	42
Manager	3%	49%	47%	2%	381
White collar	11%	55%	32%	2%	1,203
Blue collar	12%	52%	36%	1%	2,267
Total	11%	52%	36%	1%	3,893



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Number of new recruitments 2021 *	<30	30 – 50	>50	N/A	Total
Men	80	155	25	1	261
Women	38	71	5	2	116
Total	118	226	30	3	377
New recruitments rate (%)	28%	11%	2%	6%	10%
Number of employees leaving in 2021 *	<30	30 – 50	>50	N/A	Total
Men	82	167	114	4	367
Women	16	46	35	2	99
Total	98	213	149	6	466
Employee turnover rate (%)	23%	11%	11%	13%	12%

*net of acquisitions and demergers

Employees who filled an open position *	<30	30 – 50	>50	N/A	Total
Men	5	25	3	-	33
Women	4	5	1	-	10
Total	9	30	4	-	43

* Positions filled internally at all levels: 1 Leadership, 11 Manager, 17 White Collar, 15 Blue Collar.

The Group invested €1,228,928 in optional training for its employees worldwide during 2021.

Employees involved in training*:	Men Number	%	Women Number	%	Total Number	%
Leadership	36 (2)	100%	10 (2)	100%	46 (4)	100%
Manager	211 (7)	72%	68 (2)	67%	279 (9)	71%
White collar	121 (3)	18%	95 (3)	17%	216 (6)	17%
Blue collar	5	0%	1	0%	6	0%
Total	373 (12)	11%	174 (7)	22%	547 (19)	14%

This is optional training in addition to the mandatory training required by national laws. The number of employees involved in training programmes includes 19 who resigned during the year which is indicated in brackets. The percentage figure represents the number of people involved in training programmes during the year, compared to the total number of employees, taking into account people in the workforce at the end of 2021.

Number of employees involved in training by age *	<30	30 – 50	>50	N/A
Men	14	191	163	5
Women	17	122	35	0
Total	31	313	198	5

This is optional training in addition to the mandatory training required by national laws.

Average hours of annual training* per employee	Men No. of hours	Avg. hours	Women No. of hours	Avg. hours	Total No. of hours	Avg. hours
Leadership	2,435	68	601	60	3,036	66
Manager	5,199.5	25	1,781.5	26	6,981	25
White collar	3,256.5	27	3,332.5	35	6,589	31
Blue collar	109	22	2	2	111	18.5
Total	11,000	29.5	5,717	33	16,717	30.5
Total training hours* per head across the organisation	3.5		7.6		4.3	

This is optional training in addition to the mandatory training required by national laws. Per head training is intended for the entire workforce. Average hours of optional training is per employee involved in optional training.

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Employees with new performance management process based on manager-employee performance conversations	Men		Women		Total	
	Number	%*	Number	%*	Number	%*
Leadership	24	71%	6	75%	30	71%
Manager	123	43%	35	36%	158	41%
White collar	177	26%	193	36%	370	31%
Blue collar	82	4%	3	3%	85	4%
Total	406	13%	237	32%	643	17%

* Percentage in relation to the total number of employees.

Employees with MBO objectives	2021				2020			
	Men Number	%*	Women Number	%*	Men Number	%*	Women Number	%*
Leadership	34	100%	8	100%	27	100%	7	100%
Manager	157	55%	39	40%	109	43%	19	26%
White collar	117	17%	61	11%	137	N/A	38	N/A
Blue collar	-	-	-	-	-	-	-	-
Total by gender	308	10%	108	14%	273	N/A	64	N/A
Total	11%				337	9%		

* Percentage in relation to the total number of employees.

MBO Targets 2021

CEO		ExCo		Leadership Team and other management roles (excluding Sales)		Sales Roles	
Target	Weight %	Target	Weight %	Target	Weight %	Target	Weight %
Group EBITDA	60%	Group / Business Unit EBITDA	55%	Group / Business Unit EBITDA	55%	Group / Business Unit EBITDA	35%
Group Cash Flow	15%	Group Cash Flow	15%	Group Cash Flow	15%	Group Cash Flow	10%
Individual/ESG targets*	25%	Individual targets	15%	Individual targets	15%	Individual targets	45%
		ESG targets*	10%	ESG targets*	10%	ESG targets*	5%
		Net Promoter Score	5%	Net Promoter Score	5%	Net Promoter Score	5%

* ESG 2021 objectives: people-related aspects (diversity and inclusion, health and safety, compliance with Fedrigoni Behaviours), CO2 emissions, waste management, sale of products with advanced ESG features, suppliers also qualified according to ESG criteria. Beyond the annual MBO target, most of these targets have a medium- to long-term timeframe, tending to coincide with the 2030 time horizon.

MBO Targets 2022

CEO		ExCO and Leadership Team		Other management roles (excluding Sales)		Sales Roles	
Target	Weight %	Target	Weight %	Target	Weight %	Target	Weight %
Group EBITDA	60%	Group / Business Unit EBITDA	55%	Group / Business Unit EBITDA	50%	Group / Business Unit EBITDA	30%
Group Cash Flow	15%	Group Cash Flow	20%	Group Cash Flow	20%	Group Cash Flow	15%
ESG targets*	25%	ESG targets*	25%	ESG targets*	20%	Individual targets	40%
				Individual targets	10%	ESG targets*	15%

* ESG 2022 targets: same as 2021 targets, with the addition of ESG ratings and a greater focus on the people aspect (diversity, equity, inclusion, development and employee involvement, as measured by periodic internal engagement surveys).

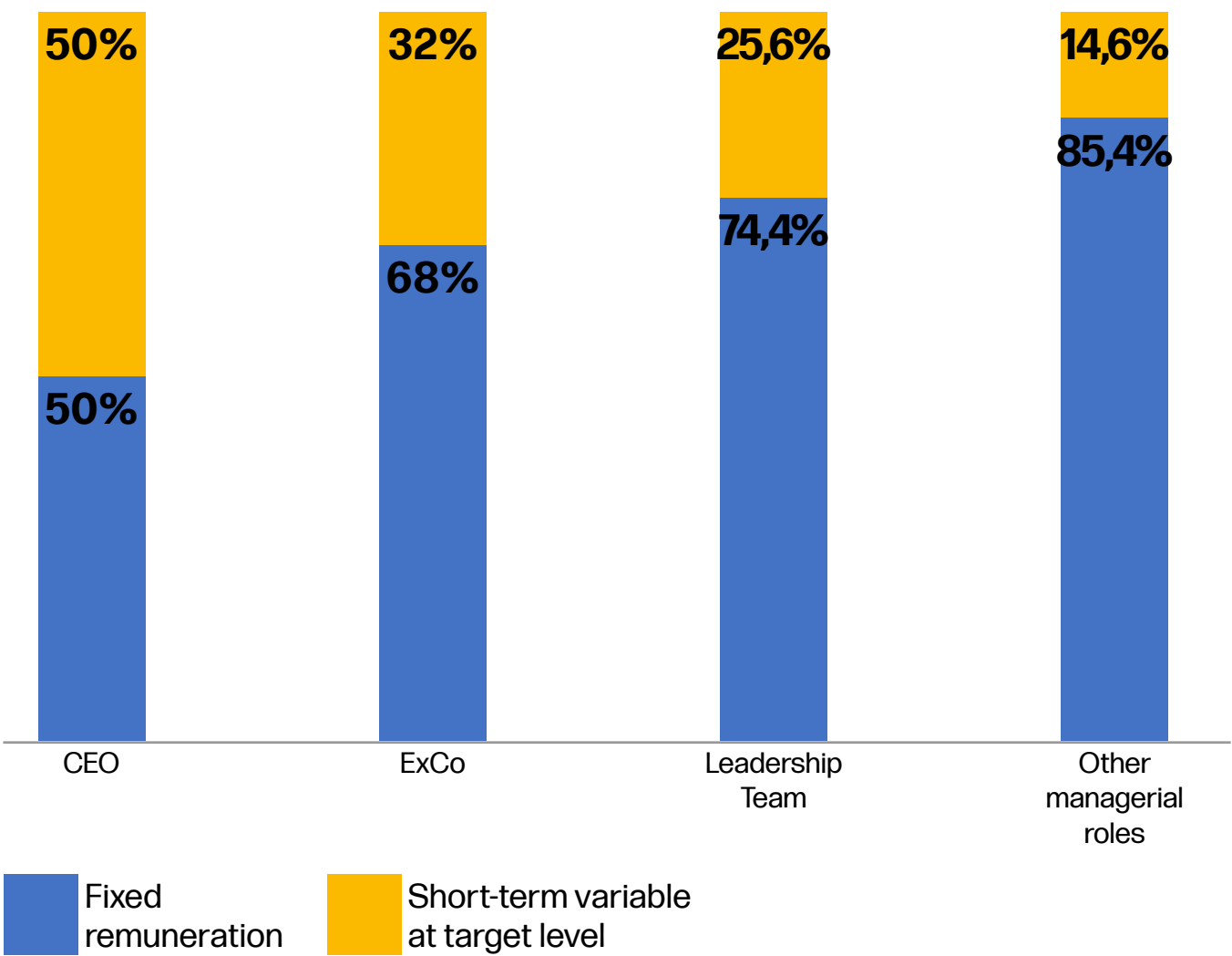
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Pay Mix by level*



*The “Pay Mix” is the percentage of fixed remuneration and short-term variable incentive paid at target level. It is essential to monitor this figure to ensure an appropriate, balanced relationship between fixed and variable components at different levels of the organisation.

	2021				2020			
Number of ExCo members	<30	30 – 50	>50	Total	<30	30 – 50	>50	Total
Men		6		6		6		6
Women			2	2		1	1	2
Total		6	2	8		7	1	8

Percentage of ExCo members	<30	30 – 50	>50	Total	<30	30 – 50	>50	Total
Men		75%		75%		75%		75%
Women			12.5%	25%		12.5%	12.5%	25%
Total		75%	25%	100%		87.5%	12.5%	100%



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Fedrigoni's initiatives for its people planned and implemented in 2021

Being part of the Fedrigoni ecosystem means not only working for an international brand, but also feeling part of a transformation, to which everyone can contribute with their skills and talents. All this in a corporate environment that promotes opportunities for development and continuous growth. There are many initiatives carried out in this sense in 2021, part of the “Employee journey” we’ve designed. You can find them listed below.

Global Group Initiatives

- **New Web and LinkedIn** pages to improve our presence and external communications, where we describe Fedrigoni’s culture, objectives, data and the improvements we have achieved in the ESG area.
- Clear, transparent communication of the **recruiting process** to candidates in published positions, and the same approach by our search and recruiting partners. We ensure a special focus on gender diversity, identifying where possible an equal number of **male and female** candidates during our interviews and requiring the same approach from our recruiting partners.
- The new **Workday** platform where we manage the main HR processes as well as all data related to our people for the entire Fedrigoni Group, but above all the tool we use to focus even more on our people and their growth.
- **Fedrigoni survey** in November 2021 to listen to our people and measure their engagement. We recorded around 70% participation globally. The survey revealed three priority areas for action that we are already working on.

We continue to listen to our people in 2022 through a new survey.

- Launch, communication and training on **Fedrigoni Behaviours**, the guide to our behaviour that inspires how we to act, relate and deal with change inside and outside the organisation.
- **New performance management process between managers and employees**, focusing on performance-related feedback and development plans in line with the new Fedrigoni Behaviours..
- Setting **ESG targets within the MBO**, our target-based incentive system (between 5 and 10% depending on the workforce).

In 2022, we will increase the weighting (up to 25%) of the ESG component of our MBOs.

- New **process for identifying, discussing and developing key talent** at different levels within the organisation.
- Launch of **INK**, the digital space for internal mobility where open positions are published worldwide before being communicated to the market through the Website and LinkedIn.
- **Management development programmes** focusing on inclusive leadership
- Training programmes for language learning to foster collaboration within an international team, acquisition of technical and functional skills and prevention of harassment in the workplace.

- **Customer Academy**, a global development programme to increase the customer orientation and core skills of our sales team, thus support our transformation towards a *customer-focused* organisation.
- Updating, integrating and **communicating** the **Group Code of Ethics** to our people as well as informing them about the new reporting system in place.
- Launch of an **Equity, Diversity and Inclusion Policy** with a reporting system associated with the new **Whistleblowing Procedure**.
- Activation of an **e-mail account for all our employees** - including our plant colleagues - to facilitate inclusive communication, digitalisation and access to initiatives and tools.
- Launch of Group-wide procedures and policies to promote fairness and transparent, shared guidelines at the global level, in addition to local regulations and customs.

Italy and Spain

- Protocol on Violence and Harassment in the Workplace to reinforce the Group’s commitment in Italy and Spain to create culture and awareness on the topic.

This will be extended to other Group countries in 2022.

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Fedrigoni serving the community

Our strategy includes a number of initiatives to give back to the communities where we operate, all over the world. To name a few, the creation of Fedrigoni Woods near our factories (one realised and other planned for the future), the promotion of art and culture with the activities by the Fedrigoni Fabriano Foundation, the activation of over 200 guided activities accessible for free at the Festival del Disegno hold every year in September - our event to celebrate the art of drawing around Italy. Fedrigoni has also begun collaborating with universities, schools, and associations such as its partnership with Inspiring Girls International, whose mission is to help girls between the ages of 10 and 15 to dream big and pursue their talents, free from gender stereotypes. The Fedrigoni Group also encourages and supports its employees who promote voluntary initiatives in the area.

In 2022, we will work on creating a more comprehensive Corporate Social Responsibility Policy aimed at fostering a culture of social responsibility within the Group and actively involving all our people.

The main initiatives planned and implemented in 2021

The Fabriano Fedrigoni Foundation (FFF) History, science and the art of paper

The Fedrigoni Fabriano Foundation’s (FFF) mission is to contribute to promoting studies in the history of paper, filigranology (the study of watermarks) and related disciplines as well as the art of paper in its various forms. Our aim is to provide information about the history, science and the art of paper and keep it alive as well as to pass on a precious heritage of knowledge and culture to future generations.

Our Foundation was set up in Fabriano on 8 March 2011, dedicated to Gianfranco Fedrigoni, one of the most tenacious and enlightened entrepreneurs in the Italian and international paper industry, and is committed to enhancing the value of a priceless paper heritage, inherited in 2002 with the acquisition of the historic Cartiere Miliani Fabriano and enriched over the years with other important collections.

A unique heritage in terms of the quantity of works in its collection - with over 500 square metres of archives and books belonging to the Cartiere Miliani Fabriano Archives - it is **the first “business archive” in Italy** to be declared of considerable historical interest, with documents dating back to 1782.

It also includes 2,213 **“Fabriano antique papers”**, a collection of papers dating from 1267 to 1798 by the filigranologist Augusto Zonghi (1840-1916), one of the most important in Europe, acquired by the Foundation in 2016; and **10,000 tools for hand and machine papermaking**, commissioned by historical Made in Italy companies (e.g. FIAT, Liquore Strega, Fernet Branca and Stabilimento Ricordi).

The projects and initiatives promoted by the Foundation stem from the wish to pass on an ancient and deep-rooted tradition by reviving and returning a historical papermaking heritage to the community that has given work, identity and culture to the territory for over seven hundred years. A tangible and intangible heritage to be protected and revived by giving new life to the “paper places” and experimenting with new ways of enjoying the tradition and culture of “paper”.

- The Foundation’s main activities are as follows:
- Preserving and enhancing the historical paper heritage;
 - Publishing the editorial series “Storia della Carta” (The History of Paper) and “L’Era del Segno” (The Era of the Sign) dedicated to paper;
 - Organising conferences, seminars and research projects with experts of national and international prestige, which enable collaboration and cultural exchange with Italian and foreign institutions (universities, academies, museums, libraries, public and private historical archives);
 - Providing historical, philological and filigranological opinions on Fabriano’s historical papers for scholars, restorers and auction houses.

The annual donation from Fedrigoni varies according to the activities included in the Foundation’s programme (in 2021, it amounted to around 200,000 euros).

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The main initiatives planned and implemented in partnership with the Foundation in 2021

Through its involvement in the Foundation’s activities, the Fedrigoni Group also demonstrates its commitment to culture as a fundamental element in the development of communities and local identities.

In 2021, we were able to carry out numerous projects in all four of the Foundation’s areas of activity: research, conservation, enhancement, and publishing.

Research

- The research “Uses and customs of watermarks” aimed at identifying and analysing the watermarks of Augusto Zonghi after 1599 and those of the Luigi Tosti Duca di Valminuta Collection, mostly dated from 1782 to the present day.
- The research “Progetto Dante 1321-2021. La carta di Fabriano e l’opera dantesca” (Fabriano paper and Dante’s works), conducted to celebrate the 700th anniversary of Dante Alighieri’s death, has made it possible to trace and confirm the use of Fabriano paper in some of the most famous miniated works and incunabula of the Divine Comedy.

Conservation

- Completion of the identification, cataloguing and digitisation of the maps of the “Augusto Zonghi Collection”, uploaded online in the Corpus Chartarum FABRIANO (3,465 records).
- Paper restoration of the Album of “I segni delle antiche cartiere fabrianesi” (Signs of the Ancient Cartiere Fabriano) (1882-1884) by Augusto Zonghi, authorised by the Soprintendenza Archivistica e Bibliografica dell’Umbria e delle Marche (the Archival and Bibliographic Superintendency of Umbra and the Marche).
- The reorganisation of the Verona Fedrigoni Archives (moulds, documents, etc.), now called “Casa Fedrigoni”, was completed. All the Scientific and Technological Heritage (moulds, dancing rollers, canvases, punches, printing plates) was photographed.

Enhancement

- Renewal of the Foundation’s video presentation to mark the anniversary of the Fedrigoni Fabriano Foundation (2011-2021).
- The Corpus Chartarum Fabriano (CCF) has joined the international platform for watermark consultation for the Bernstein Project. The watermarks of the CCF are now available in “The Memory of Paper” database.
- Promotion of the international workshop “Paper Production and Trade - People in Motion” with the aim of exploring the movement of ideas, people, paper and goods across the Mediterranean from the late Middle Ages to the modern era.
- Support for the candidature of the “Fabriano paper and watermark” as a UNESCO intangible cultural heritage.
- The Fabriano Paper Pavilion was chosen by the Fondo Ambiente Italiano (FAI) (National Trust of Italy) and, in collaboration with the Foundation, opened for visits during the FAI Spring Days, becoming part of the association’s national programme.
- The “Hidden Treasures” format has been reintroduced in order to promote and make known the immense historical, cultural, and artistic heritage preserved by the Foundation through video interviews.
- The Corpus Chartarum Fabriano (CCF) was presented at the biennial International Paper Historians Congress, promoted by International Paper Historians (IPH) in collaboration with the Library of Congress, the National Gallery of Art and the National Archives and Record Administration in Washington (USA).
- Artist residency of the Spanish-born watercolourist Alberto Madrigal, promoted by the Fedrigoni Group in collaboration with the Foundation. Madrigal has produced a travel notebook containing the landscapes and emotions of those days, presented during the last edition of the Drawing Festival.
- Participation in the European Heritage Days 2021 with the special opening to visitors of the Fabriano Paper Pavilion.

- Presentation of the restoration and of the 1st printed edition of the Album “I segni delle antiche cartiere fabrianesi” by Augusto Zonghi during the European Heritage Days 2021 with the event Ti Presento Augusto Zonghi broadcast live via streaming.
- Collaboration on the project “Nel tempo di una storia” promoted by Museimpresa and Assolombarda, aimed at conveying the industrial and cultural heritage preserved in the museums and archives of Italian companies, through the story of Simone Bramante, aka Brahmino, one of the most popular photographers and influencers among Instagrammers.
- “The Grand Tour of Paper. 8 centuries of paper history, 10 years of the Foundation”, an event promoted during the 20th Business Culture Week with the special opening of the Fabriano Paper Pavilion to the public.
- Inauguration of “Casa Fedrigoni”, the Fedrigoni Group’s corporate archives, open to guided tours for scholars and paper enthusiasts and collaborations with graphics and design universities and schools.

Publishing

- Publication of the inventory of the goods preserved in the Fedrigoni Archives in Verona (Casa Fedrigoni) in the series “Invenire” edited and directed by Giorgetta Bonfiglio Dosio (University of Padua) and published by Cleup.
- Publication of the book “Il senso di una comunità” (The sense of a community) five years after the earthquake of 26 October 2016, dedicated to the reconstruction of the Pioraco factory which was totally destroyed. The volume was printed in 700 copies and distributed to the 550 employees of the Marche Area of the Fedrigoni Group.

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PAPER Business Unit

Fedrigoni

ARENA ECO 50	Uncoated, extra-white paper made with 50% recycled fibres. ECF Pulp guaranteed and FSC® certified, with a smooth finishing.
CENTURY COTTON LAID	Soft and refined wood-free laid and watermarked paper with 75% wood-free ECF pulp and 25% cotton content, FSC® certified. Versions available with watermark.
CENTURY COTTON WOVE	Premium Quality uncoated papers and boards, FSC® certified, with a velvety surface. Made with 75% ECF pulp and 25% cotton fibre. Versions available with watermark.
COTTAGE	Uncoated papers and boards, FSC® certified. Made with 75% ECF pulp and 25% cotton fibre. Felt-marked on both sides.
FREELIFE CENTO	High quality recycled papers with a smooth finish, made with 100% FSC® certified recycled fibre.
FREELIFE KENDO	High quality papers and boards, finely mottled, with 5% hemp fibre, 40% recycled material FSC® certified, and 55% pure environmentally friendly fibre certify FSC®.
FREELIFE MERIDA	High quality recycled papers and boards, pulp coloured, with 55% pure environmentally friendly FSC® certified fibres, 40% recycled fibres, and 5%cotton fibres. Felt-marked on both sides.
FREELIFE VELLUM	High quality recycled papers and boards, with 55% pure environmentally friendly FSC® certified fibres, 40% recycled fibres, and 5% cotton fibres.
FREELIFE OIKOS	High quality papers and boards with recycled content, finely mottled on both sides. Made with 50% pure environmentally friendly FSC® certified fibres and 50% recycled fibres.
LIFE	High white recycled papers and boards FSC® certified. Made with 80 % recycled fibre and 20% pure environmentally friendly FSC® certified fibres.
LIFE ECO100 (FSC RECYCLED)	High white recycled papers and boards, with 100% recycled fibres, FSC® certified.
MATERICA	Natural papers and boards with a coarse finish, made from 25% ECF-guaranteed pulp, 25% recovered fibre, 40% CTMP pulp and 10% FSC® certified cotton fibre.
OLD MILL ECO40	Uncoated papers and boards made with FSC® certified, environmentally friendly ECF pulp, with 40% of recycled content. Felt-marked on both sides.

SAVILE ROW PINSTRIPE	Pulp-coloured uncoated papers and boards with a fabric effect. It is made with: 60% ECF woodfree pulp, 20% cotton fibres and 20% textile fibres and it is FSC® certified.
SAVILE ROW PLAIN	Pulped-coloured uncoated papers and boards with a fabric effect. It is made using 60% ECF wood-free pulp, 20% cotton fibres and 20% textile fibres, and it is FSC® certified.
SAVILE ROW TWEED	Pulped-coloured uncoated papers and boards with a fabric effect. It is made using 60% ECF wood-free pulp, 20% cotton fibres and 20% textile fibres, and it is FSC® certified.
SYMBOL FREELIFE E/E	Environmentally friendly ECF papers and boards FSC® certified. High content of selected recycled material (minimum quantity guaranteed 40%). Triple blade coated on both sides with a Satin finish.
SYMBOL FREELIFE GLOSS	Environmentally friendly ECF papers and boards. FSC® certified. High content of selected recycled material (minimum quantity guaranteed 40%). Triple blade coated on both sides with a Gloss finish.
SYMBOL FREELIFE SATIN	Environmentally friendly ECF papers and boards, FSC® certified. High content of recycled material (minimum quantity guaranteed 40%). Triple blade coated on both sides with satin finish.
SYMBOL CARD ECO 100	Boards made with 100% recycled fibres, FSC® certified. Double blade coated on one side with a satin finishing.
SYMBOL CARD ECO 50	Boards made with 50% recycled fibres, FSC® certified. Double blade coated on one side with a satin finishing.
SYMBOL FREELIFE MATT PLUS	Environmentally friendly ECF papers and boards, FSC® certified. High content of recycled material (minimum quantity guaranteed 40%). Triple blade coated on both sides with matt finish.
SYMBOL FREELIFE PEARL	FSC® certified triple-coated papers and boards on both sides with pearlescent finish, composed of pure ECF cellulose and a high selected recycle content.
WOODSTOCK	Recycled uncoated papers and boards with 80% recycled fibres and 20% ECF virgin fibres, FSC® certified, smooth finishing. Pulp coloured.

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Cordenons

AROMATIQUE	Papers and boards made from cotton linters and pure ECF virgin pulp fibres. Recyclable or recoverable as energy. En71 safety of toys (migration of certain elements). 94/62/EC (below permitted heavy metal threshold)
BLU&GREEN ASTROPACK	Papers and boards with natural, uncoated surface, excellent stiffness and strength, high degree of whiteness, good light fastness, excellent surface sizing, with the added advantage of being an FSC® recycled product in varying percentages between pre-consumer and post-consumer.
CANALETTO	<p>Papers and boards made from 20% cotton and 80% pure ECF virgin pulp fibres. It is a felt-marked paper on both sides. The percentage of cotton in the mix gives it an extremely natural appearance and a velvety smooth feel.</p> <p>It has very good strength, bulk and stiffness, excellent resistance to folding and creasing, good light fastness and high surface adhesion with natural gelatine. FSC® certified.</p> <p>Canaletto envelopes are produced with the same features and are FSC® certified.</p>
CANALETTO GRANA GROSSA	<p>Papers and boards made from 20% cotton and 80% pure ECF virgin pulp fibres. It is a felt-marked paper on both sides.</p> <p>It has a good percentage of cotton in the main body which gives it a natural appearance and an extremely velvety smooth feel.</p> <p>It has very good strength, bulk and stiffness, excellent resistance to folding and creasing, good light fastness and high surface adhesion with natural gelatine. Recyclable or recoverable as energy.</p> <p>Canaletto Grana Grossa envelopes are produced with the same features.</p>
FLORA	<p>Partially recycled papers and boards featuring clearly visible “slivers” on the surface, made with 30% de-inked pure pulp secondary fibres, 60% pure ECF virgin pulp fibres and 10% cotton linters fibre. The Gardenia colour variant, unlike the others, is free of inclusions.</p> <p>The use of cotton in the main body makes it particularly soft to the touch. FSC® certified.</p> <p>Flora envelopes are produced with the same features, FSC® certified</p>
FORMOSA Recy	Pulp-coloured papers and boards made from 100% recycled fibres in varying percentages between pre-consumer and post-consumer. It has a natural, even surface, which makes it suitable for papermaking and ensures good printability. FSC® certified recycled
FORMOSA RecyPack	<p>Coloured papers and boards specifically designed for the packaging industry. Two pulp colours, the classic Havana and Black, a wide range of grammages up to 480 gsm, and it is produced with 100% recycled fibres in a variable percentage between pre-consumer and post-consumer. It has a natural surface which makes it suitable for papermaking and ensures good printability. FSC® certified recycled.</p> <p>The black version is produced without the use of Carbon Black pigments.</p>

KINGDOM LAID + WM	Papers and boards made from pure ECF virgin pulp fibres featuring a refined, classic pattern inspired by traditional writing paper. Contains 15% cotton fibres, various shades, FSC® certified mix (FSC-CO12975). Also available in a watermarked version in 100 gms. Kingdom Laid envelopes in five types, same features, FSC® certified.
KINGDOM LAID WM RECY	Papers made from pure ECF virgin pulp fibres and 100% recycled fibres in varying percentages of pre-consumer and post-consumer, featuring the refined classic pattern inspired by traditional writing paper, watermarked in 100 gsm. Colour Recy White. FSC® certified recycled.
KINGDOM WOVE +WM	<p>Papers and boards made from pure EFC virgin pulp fibres give it a pleasant feel like a soft fabric. Contains 15% cotton fibres, various shades, FSC® certified mix. Also available in a watermarked version in 100 gms.</p> <p>Kingdom Wove envelopes in five types, same features, FSC® certified.</p>
KINGDOM WOVE RECY + WM RECY	<p>Papers made from pure ECF virgin pulp fibres and 100% recycled fibres in varying percentages of pre-consumer and post-consumer, featuring the pleasant feel of a soft fabric. Colour Recy White. FSC® certified recycled</p> <p>Also available in a watermarked version in 100 gms.</p> <p>Kingdom Wove envelopes in five types, same features, Recy White colour, FSC® certified recycled</p>
KINGDOM XT-S + WM	<p>Papers and boards made from pure ECF virgin pulp fibres stand out for their particularly smooth surface. Contains 15% cotton fibres, various shades, FSC® certified mix.</p> <p>Also available in a watermarked version in 100 gms.</p> <p>Kingdom XT-S envelopes in five types, same features, FSC® certified.</p>
KINGDOM XT-S RECY + WM RECY	<p>Papers made from pure ECF virgin pulp fibres and 100% recycled fibres in varying percentages of pre-consumer and post-consumer, featuring a particularly smooth surface. Colour Recy White. FSC® certified recycled</p> <p>Also available in a watermarked version in 100 gms.</p> <p>Kingdom XT-S envelopes in five types, same features, Recy White colour, FSC® certified recycled</p>
NATURAL GREEN EVOLUTION	<p>Papers and boards made from 100% recycled fibres in varying percentages between pre-consumer and post-consumer. Both surfaces are treated off-line with a special matt coating that allows high Ink Hold Out for brilliant images with high detail and contrast. Textured surface, very good strength, bulk greater than 1.4, very good opacity, very good resistance to creasing and folding</p> <p>It has a natural surface and guarantees excellent offset printing results. FSC® certified recycled.</p>
PAPERMILK	Papers and boards made from up to 10% milk fibres, 40% cotton linters and pure ECF virgin pulp fibres. FSC® certified

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RECYCO	Premium white paper made from 100% recycled fibres in varying percentages of pre and post-consumer and pure virgin ECF pulp fibres. FSC® certified recycled It has a natural white colour and is available in a wide range of grammages.
SO...SILK	Papers and boards made from pure ECF pulp fibres and silk fibres. The special surface finish makes the paper extremely silky, smooth and soft to the touch. The colour is slightly iridescent. FSC® certified. So...Silk envelopes are produced with the same features and are FSC® certified.
SO...WOOL	Papers and boards made from pure ECF virgin pulp fibres and fibres from recovered residues from wool and cotton textile production. FSC® certified. So...Wool envelopes are produced with the same features and are FSC® certified (FSC-CO12975).
STARDREAM 2.0	Papers and boards made from pure ECF virgin pulp fibres, consisting of 40% post-consumer fibres (PCW). The 110 g/m2 grammage is one-side coated, while 200 g/m2 and 340 g/m2 are two-side coated. FSC® certified.

TASTY	Luxury papers and boards suitable for food contact. It complies with the most important Italian and international regulations. It is produced in two versions: Tasty Moist & Fatty undergoes a special treatment that makes it ideal for use in food packaging and wet-fat food applications. Available in the Wild and Modigliani ranges, it is particularly versatile and can also be used for applications created for dry foods. Available in White, but also in three Wild colours: Sand, Brown, and Black. FSC® certified. Tasty DRY has been formulated exclusively for direct contact with dry, non-wet-fat foods. It is produced in the Astropack and Modigliani ranges in the colour White. FSC® certified.
TRES AROMATIQUE	Boards made from cotton fibres and pure ECF virgin pulp fibres, without fillers. Naturally coloured, they allow excellent absorption and evaporation of the liquid at the desired temperature. Contains cotton.
WILD	Papers and boards made from 35% cotton and 65% pure ECF virgin pulp fibres. A paper with an extraordinarily natural surface and a neutral, slightly changing colour. A light surface treatment is applied to improve runnability and printability. FSC® certified.
WILD NATURAL	Boards made from 35% cotton and 65% pure ECF pulp fibres. It is a natural surface board, characterised by a high thickness (2000 micron - 850 gsm). FSC® certified

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Fabriano

COPY 1	EU ECOLABEL certified white photocopy paper, made of 100% FSC® certified pure E.C.F. (Elemental Chlorine Free) pulp. Reams with plastic-free wrapping.
COPY BIO	White photocopy paper produced using hydroelectric power, EU ECOLABEL certified, made from 100% pure T.C.F. pulp. (Total Chlorine Free) FSC® certified. Reams with plastic-free wrapping.
COPY LIFE	White photocopy paper produced using hydroelectric power, EU ECOLABEL certified, made from 85% post-consumer recycled pulp and 15% pure E.C.F. pulp. (Elemental Chlorine Free) certified FSC® . Reams with plastic-free wrapping.
ESPORTAZIONE	Esportazione is a handmade paper for all drawing techniques (and especially for watercolour and tempera). Four uncut edges, 100% cotton, totally chlorine-free (TCF).
ROMA	Roma is a handmade paper made from 100% cotton and is totally chlorine-free (TCF). This handmade laid and watermarked paper has all its edged deckled and is particularly suitable for deluxe editions, fine printing, bookbinding and drawing.
ARTISTICO	Watercolour paper made from 100% TCF (Total Chlorine Free) cotton fibres that is mould-made. Vegan Friendly product due to its special double starch coating.
FABRIANO 5	Mould-made watercolour paper made from a high-quality blend of 50% TCF (Total Chlorine Free) cotton and ECF (Elemental Chlorine Free) pulp fibres.
WATERCOLOUR	Watercolour paper made using hydroelectric power, consisting of a high-quality lignin-free blend of cotton and pulp: 25% cotton and 75% ECF (Elemental Chlorine Free) pulp, FSC® certified.
ACCADEMIA	Fabriano Accademia drawing paper is produced using hydroelectric power and 100% ECF (Elemental Chlorine Free) pulp, FSC® certified.
DISEGNO ECOLOGICO PER ARTISTI	Disegno Ecologico per Artisti paper is produced using hydroelectric power FSC® certified post-consumer recycled pulp. Slightly marked surface with a high degree of whiteness, higher than that of a standard recycled paper.
TONED PAPER	Ideal paper for drawing using shading and highlighting techniques, made from 15% cotton and 85% ECF (Elemental Chlorine Free) pulp.
TIZIANO	This drawing paper contains cotton and is made from ECF (Elemental Chlorine Free) pulp, FSC® certified. Available in 40 highly lightfast colours.

AETERNUM COTTON PHOTO CONSERVATION	100% cotton paper with TCF (Total Chlorine Free) fibres that is mould-made. Certified Long Life ISO 9706 and PAT ISO 18916, its absolute stability and durability makes it particularly suitable for making folders or cases for storing photographic documents.
DUREVOLE CONSERVATION COTTON	Natural white mould-made storage cardboard from 100% totally chlorine-free cotton fibres (T.C.F.). The product is free of wood pulp and optical brightening agents and is acid free with an alkaline reserve and anti-fungus treatment to guarantee long shelf life. It is Long Life ISO 9706 and PAT ISO 18916 certified.
TIEPOLO	Mould-made paper made from 100% totally chlorine-free cotton (T.C.F.), this board is suitable for all art printing techniques.
ROSASPINA	Mould-made paper made from 40% totally chlorine-free cotton (T.C.F.) and 40% ECF (Elemental Chlorine Free) pulp. This board is suitable for all fine art printing techniques.
FABRIANO UNICA	Fabriano Unica paper is suitable for all art printing techniques. Paper produced using hydroelectric power from 50% TCF cotton and 50% ECF pulp.
FABRIANO DISEGNO 2	Albums, pads or sheets for school. Paper produced using hydroelectric power using 100% ECF (Elemental Chlorine Free) pulp, FSC® certified.
FABRIANO DISEGNO 4	Albums, pads or sheets for school. Paper produced using hydroelectric power using 100% ECF (Elemental Chlorine Free) pulp, FSC® certified.
ELLE ERRE	Coloured boards produced using hydroelectric power, made of 100% ECF (Elemental Chlorine Free) pulp, FSC® certified.
FABRIANO COLORE	Coloured boards produced using hydroelectric power, made of 100% ECF (Elemental Chlorine Free) pulp, FSC® certified.
FABRIANO ISPIRA	Stitched binding notebooks produced in Italy using 100% pure T.C.F. pulp paper. (Total Chlorine Free) FSC® certified.
FABRIANO ECOQUA	Collection of exercise books and notebooks entirely produced in Italy using 100% pure T.C.F. pulp paper. (Total Chlorine Free) FSC® certified.

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SELF-ADHESIVES Business Unit

BAGASSE MERINGUE ULTRA WS	White wood-free paper with a smooth textured surface and with an Ultra WS treatment. Made exclusively from annual plants, 95% bagasse (by-product from the transformation of sugar cane) and 5% linen and hemp crops. 100% recyclable.
BEREBER SAND ULTRA WS FSC™	Premium quality recycled paper (30% post consumer fibers) with a smooth finish and an Ultra WS treatment. Due to the nature of the raw material used, there may be the small variations in colour and look.
COTONE BIANCO ULTRA WS	Natural 100% cotton paper with an ULTRA WS and anti-fungus treatment. Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
COTONE BIANCO WS BARRIER	Natural felt-textured white 100% cotton wet strenght paper. Barrier construction.
COTONE EXTRA WHITE ULTRA WS	Natural 100% cotton paper with a high degree of whiteness, ULTRA WS and anti-fungus treatment. Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
COTONE NERO FELT WS	Tree-free uncoated felt-marked deep black pulp-coloured paper produced with 100% pure cotton fibbers.
COTONE NERO FELT WS BARRIER	Natural felt-textured black 100% cotton wet strenght paper. Barrier contruction.
COTONE NERO INTENSE WS	Tree-free uncoated deep black pulp-coloured paper produced with 100% pure cotton fibbers.
COTONE NERO INTENSE WS BARRIER	Natural 100% cotton wet strenght black paper. Barrier contruction.
COTTAGE IVORY FSC™	Natural, pure chlorine-free (ECF 75%) cellulose paper mixed with natural cotton fibers (25%), felt-marked on both sides.Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
COTTAGE PREMIUM WHITE FSC™	Natural, pure chlorine-free (ECF 75%) cellulose paper mixed with natural cotton fibers (25%), felt-marked on both sides.Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
COTTAGE PREMIUM WHITE ULTRA WS FSC™	Natural, pure chlorine-free (ECF 75%) cellulose paper mixed with natural cotton fibres (25%), felt marked on both sides and an Ultra WS treatment. Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
COUTURE WHITE WS BARRIER FSC™	Uncoated embossed paper featuring a textile finish. Barrier Construction.
COUTURE WHITE WS FSC™	Uncoated embossed paper featuring a textile finish.
EDEN FSC™	Natural paper with grass fibers. FSC certified.
FREELIFE MERIDA CREAM FSC™	Premium quality uncoated recycled paper, felt-marked on both sides, made with pure ECF fibers (55%), cotton (5%) and recycled fiber (40%). Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.

FREELIFE MERIDA CREAM ULTRA WS FSC™	Premium quality uncoated recycled paper, felt-marked on both sides, made with pure ECF fibers (55%), cotton (5%) and recycled fiber (40%) and with an Ultra WS treatment. Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
FREELIFE MERIDA KRAFT FSC™	Premium quality uncoated recycled paper, felt-marked on both sides, made with fibers ECF (55%), pure ECF fibers (55%), cotton (5%) and recycled fiber (40%). Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
FREELIFE MERIDA WHITE FSC™	Premium quality uncoated recycled paper, felt-marked on both sides, made with pure ECF fibers (55%), cotton (5%) and recycled fiber (40%). Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
FREELIFE MERIDA WHITE ULTRA WS FSC™	Premium quality uncoated recycled paper, felt-marked on both sides, made with pure ECF fibers (55%), cotton (5%) and recycled fiber (40%) and with an Ultra WS treatment. Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
GREEN VALLEY CORK ULTRA WS FSC™	Layer of natural cork laminated with paper and ULTRA WS treatment. Due to the nature of the raw material used, there may be small impurities and/or slight variations in tone and appearance which are normal in a natural product.
KRAFT NATURAL PEFC	Long fibre laid Kraft paper. Due to the raw material nature, there may be small variations in colour and look.
MATERICA GESSO ULTRA WS FSC™	Natural paper, made with pure ECF fibers (25%), CTMP fibres (40%), cotton (15%), recycled fibre (20%) and pure cellulose with an Ultra WS treatment. Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
MATERICA KRAFT ULTRA WS FSC™	Natural paper, made with pure ECF fibers (25%), CTMP fibres (40%), cotton (15%), recycled fibre (20%) and pure cellulose with an Ultra WS treatment. Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
MATERICA LIMESTONE ULTRA WS FSC™	Natural paper, made with pure ECF fibers (25%), CTMP fibres (40%), cotton (15%), recycled fibre (20%) and pure cellulose with an Ultra WS treatment. Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
MATERICA PITCH ULTRA WS FSC™	Natural paper, made with pure ECF fibers (25%), CTMP fibres (40%), cotton (15%), recycled fibre (20%) and pure cellulose with an Ultra WS treatment. Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.

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MATERICA VERDIGRIS ULTRA WS FSC™	Natural paper, made with pure ECF fibers (25%), CTMP fibres (40%), cotton (15%), recycled fibre (20%) and pure cellulose with an Ultra WS treatment. Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
MINERAL PAPER	Paper made with a mixture of calcium carbonate and polyethylene, renewable and recyclable.
NATURAL CORK ULTRA WS FSC™	Layer of natural cork laminated with paper and ULTRA WS treatment. Due to the nature of the raw material used, there may be small impurities and/or slight variations in tone and appearance which are normal in a natural product.
NATURAL COTTON BARRIER	Natural felt-textured white 100% cotton wet strenght paper.
RED RIVER CORK ULTRA WS FSC™	Layer of natural cork laminated with paper and ULTRA WS treatment. Due to the nature of the raw material used, there may be small impurities and/or slight variations in tone and appearance which are normal in a natural product.
ROCK FOREST CORK ULTRA WS FSC™	Layer of natural cork laminated with paper and ULTRA WS treatment. Due to the nature of the raw material used, there may be small impurities and/or slight variations in tone and appearance which are normal in a natural product.
SAVILE ROW TWEED CAMEL FSC™	Pure cellulose paper embossed off-machine in a textile design, made from an ecological chlorine-free (ECF 60%), cotton fibres (20%), textile fibres (20%) and pulp coloured. Due to the nature of the raw material used, there may be small impurities and/or slight variations in tone and appearance which are normal in a natural product.
SAVILE ROW TWEED DARK GREY FSC™	Pure cellulose paper embossed off-machine in a textile design, made from an ecological chlorine-free (ECF 60%), cotton fibres (20%), textile fibres (20%) and pulp coloured. Due to the nature of the raw material used, there may be small impurities and/or slight variations in tone and appearance which are normal in a natural product.
SAVILE ROW TWEED EXTRA WHITE FSC™	Pure cellulose paper embossed off-machine in a textile design, made from an ecological chlorine-free (ECF 60%), cotton fibres (20%) and textile fibres (20%). Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
SAVILE ROW TWEED WHITE FSC™	Pure cellulose paper embossed off-machine in a textile design, made from an ecological chlorine-free (ECF 60%), cotton fibres (20%) and textile fibres (20%). Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
SAVILE ROW TWEED WHITE ULTRA WS EXT FSC™	Pure cellulose paper embossed off-machine in a textile design, made from an ecological chlorine-free (ECF 60%), cotton fibres (20%), textile fibres (20%) and with an ULTRA WS treatment. Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
WHITE MOUNTAIN CORK ULTRA WS FSC™	Layer of natural cork laminated with paper and ULTRA WS treatment. Due to the nature of the raw material used, there may be small impurities and/or slight variations in tone and appearance which are normal in a natural product.

WILD ROOTS CORK ULTRA WS FSC™	Layer of natural cork and fennel laminated with paper and ULTRA WS treatment. Due to the nature of the raw material used, there may be small impurities and/or slight variations in tone and appearance which are normal in a natural product.
WOODSTOCK BETULLA FSC™	Finely mottled ecological paper made with a highly recycled fiber content (80%) . Due to the raw material nature, there may be small variations in color and look.
WOODSTOCK SUGHERO FSC™	Finely mottled ecological paper made with a highly recycled fiber content (80%) . Due to the raw material nature, there may be small variations in color and look.
BAGASSE MERINGUE ULTRA WS	White wood-free paper with a smooth textured surface and with an Ultra WS treatment. Made exclusively from annual plants, 95% bagasse (by-product from the transformation of sugar cane) and 5% linen and hemp crops. 100% recyclable.
BEREBER SAND ULTRA WS FSC™	Premium quality recycled paper (30% post consumer fibers) with a smooth finish and an Ultra WS treatment. Due to the nature of the raw material used, there may be the small variations in colour and look. Facestock FSC™ certified according to chain of custody FSC Mix Credit AEN-COC-0000015 and license number FSC®-C104042. By choosing this product you are supporting the responsible forest management worldwide.
COTONE BIANCO ULTRA WS	Natural 100% cotton paper with an ULTRA WS and anti-fungus treatment. Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
COTONE BIANCO WS BARRIER	Natural felt-textured white 100% cotton wet strenght paper. Barrier construction.
COTONE EXTRA WHITE ULTRA WS	Natural 100% cotton paper with a high degree of whiteness, ULTRA WS and anti-fungus treatment. Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
COTONE NERO FELT WS	Tree-free uncoated felt-marked deep black pulp-coloured paper produced with 100% pure cotton fibbers.
COTONE NERO FELT WS BARRIER	Tree-free uncoated felt-marked deep black pulp-coloured paper produced with 100% pure cotton fibbers. Barrier Construction.
COTONE NERO INTENSE WS	Tree-free uncoated deep black pulp-coloured paper produced with 100% pure cotton fibbers.
COTONE NERO INTENSE WS BARRIER	Natural 100% cotton wet strenght black paper. Barrier contruction.
COTTAGE IVORY FSC™	Natural, pure chlorine-free (ECF 75%) cellulose paper mixed with natural cotton fibers (25%), felt-marked on both sides.Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
MODI WHITE RECYCLED WS FSC™	Natural, felt textured white paper, 100% recycled fibers from post-consumer waste (PCW). Wet strength.
SOROLLA RECYCLED H+O WS FSC™	100 % Recycled felt-textured white, high opacity, wet strength paper. FSC certified.

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TINTORETTO GESSO RECYCLED H+O WS FSC™	Pure ECF pulp recycled paper, 100% recycled fibers from pre-consumer and post-consumer waste, with an special treatment that ensures a high opacity in wet conditions. Wet strength.
MODI WHITE RECYCLED NECK LABEL WS FSC™	Natural, felt textured white paper, 100% recycled fibers from post-consumer waste (PCW). Wet strength.
FRELIFE MERIDA WHITE IDP FSC™	Felt-marked ecological paper, surface treated for INDIGO digital printing. Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
FRELIFE MERIDA WHITE IDP ULTRA WS FSC™	Felt-marked ecological paper, surface treated for INDIGO digital printing and with an ULTRA WS treatment.Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a natural product.
COATED 80 RECYCLED FSC™	Semi-gloss coated paper with 100% of recycling fiber from post consumer. Due to the nature of the raw material used, there may be the small impurities and/or slight variations in tone and appearance which are normal in a recycled product.
VELLUM RECYCLED FSC™	White calendered, 100 % post consumer recycled paper. FSC certified.
THIN MATERIALS	
THERMAL ECO BPA FREE 65 FSC™	A non top coated paper with a high sensitivity thermal coating produced without the use of bisphenol A (BPA).
LINERLESS	
ROLL DTL TOP PROTECTED	
	ROLL DTL PP WHITE
	CORE LINERLESS CLEAR TC
	CORE LINERLESS WHITE TC
	CORE LINERLESS SILVER TC
	CORE LINERLESS PP CAVITATED GLOSS WHITE TC
RI-MOVE RANGE	
RI-MOVE PET/PP CLEAR GLOSS TC 50	Gloss clear top coated polypropylene. Product designed for labelling recyclable polyester bottles. The material is removed from the ground polyester bottle without leaving adhesive residues on the polyester flakes under hot caustic conditions.
RI-MOVE PET/PP TC WHITE GLOSS CAV60	Gloss white top coated cavitated polypropylene. Product designed for labelling recyclable polyester bottles. The material is removed from the ground polyester bottle without leaving adhesive residues on the polyester flakes under hot caustic conditions.
RI-MOVE PET/PP TCX CLEAR GLOSS 50	Gloss clear top coated polypropylene. Product designed for labelling recyclable polyester bottles where a “no label look” is desired. The material is removed from the ground polyester bottle without leaving adhesive residues on the polyester flakes under hot caustic conditions.

RI-MOVE PET/CORE LINERLESS PP CAVITATED GLOSS WHITE TC	Gloss white top coated cavitated polypropylene. Thin construction allowing in a spcifyc pprocess to create a linerless construction using PET12my backing as overlamniate film. The material is removed from the ground polyester bottle without leaving adhesive residues on the polyester flakes under hot caustic conditions.
RI-MOVE GLASS/ PET TC8 GLOSS CLEAR 45	Pet clear film top coated. The material is designed to detach from glass bottles without leaving any adhesive residue on the bottle or in the washing bath.

FILMS WITH RECYCLED CONTENT

rPE TC8 GLOSS WHITE 85	Gloss white top coated polyethylene film with 30% of recycling from post-consumer and 55-60% of recycling from post-industrial. As recycled film it could contain gels. The quantity of gels is not subject to specification.
rPP ADVANCED TC8 GLOSS CLEAR 50	Gloss clear top coated polypropylene that includes high quality Recycled Post Consumer Waste (PCR-PP) in very high percentage (90%).
rPP ADVANCED TC8 GLOSS CLEAR 50 ISCC+	Gloss clear top coated polypropylene that includes high quality Recycled Post Consumer Waste (PCR-PP) in very high percentage (90%), certified according to the requirements of the International Sustainability and Carbon Certification (ISCC PLUS).
rPP ADVANCED TC8 GLOSS WHITE CAV 60	Gloss white top coated cavitated polypropylene that includes high quality Recycled Post Consumer Waste (PCR-PP) in very high percentage (85%).
rPP ADVANCED TC8 GLOSS WHITE CAV 60 ISCC+	Gloss white top coated cavitated polypropylene that includes high quality Recycled Post Consumer Waste (PCR-PP) in very high percentage (85%), certified according to the requirements of the International Sustainability and Carbon Certification (ISCC PLUS).
rPP TC8 GLOSS CLEAR 50	Gloss clear top coated polypropylene that includes high quality Recycled Post Consumer Waste (30 % PCR-PP).
rPP TC8 GLOSS CLEAR 50 ISCC+	Gloss clear top coated polypropylene that includes high quality Recycled Post Consumer Waste (30 % PCR-PP), certified according to the requirements of the International Sustainability and Carbon Certification (ISCC PLUS).
rPP TC8 GLOSS WHITE CAV 60	Gloss white top coated cavitated polypropylene that includes high quality Recycled Post Consumer Waste (30% PCR-PP).
rPP TC8 GLOSS WHITE CAV 60 ISCC+	Gloss white top coated cavitated polypropylene that includes high quality Recycled Post Consumer Waste (30% PCRPP), certified according to the requirements of the International Sustainability and Carbon Certification (ISCC PLUS).

HIGHLIGHTS 2021

FEDRIGONI GROUP

SUSTAINABILITY REPORT

- Methodological note
- Our aim
- Scenario 2021
- Making progress
- The main initiatives planned and implemented in 2021
- Our business
- Governance
- Environment
- Social
- List of products with advanced ESG features
- **Auditor’s Report on the Sustainability Report**



Deloitte & Touche S.p.A.
Piazza Malpighi, 4/2
40123 Bologna
Italia

Tel: +39 051 65811
Fax: +39 051 230874
www.deloitte.it

INDEPENDENT AUDITOR’S REPORT
ON THE SUSTAINABILITY REPORT

To the Board of Directors of
Fedrigoni S.p.A.

We have carried out a limited assurance engagement on the Sustainability Report of Fedrigoni Group (hereinafter also “Group”) as of December 31, 2021.

Responsibility of the Directors for the Sustainability Report

The Directors of Fedrigoni S.p.A. are responsible for the preparation of the Sustainability Report in accordance with the “*Global Reporting Initiative Sustainability Reporting Standards*” established by GRI - *Global Reporting Initiative* (hereinafter “GRI Standards”), as stated in the paragraph “Methodological note” of the Sustainability Report.

The Directors are also responsible, for such internal control as they determine is necessary to enable the preparation of the Sustainability Report that is free from material misstatement, whether due to fraud or error.

The Directors are also responsible for the definition of the Fedrigoni Group’s objectives in relation to the sustainability performance, for the identification of the stakeholders and the significant aspects to report.

Auditor’s Independence and quality control

We have complied with the independence and other ethical requirements of the *Code of Ethics for Professional Accountants* issued by the *International Ethics Standards Board for Accountants*, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our auditing firm applies *International Standard on Quality Control 1* (ISQC Italia 1) and, accordingly, maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Ancona Bari Bergamo Bologna Brescia Cagliari Firenze Genova Milano Napoli Padova Parma Roma Torino Treviso Udine Verona

Sede Legale: Via Tortona, 25 - 20144 Milano | Capitale Sociale: Euro 10.328.220,00 i.v.
Codice Fiscale/Registro delle Imprese di Milano Monza Brianza Lodi n. 03049560166 - R.E.A. n. MI-1720239 | Partita IVA: IT 03049560166

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Auditor’s responsibility

Our responsibility is to express our conclusion based on the procedures performed about the compliance of the Sustainability Report with the GRI Standards. We conducted our work in accordance with the criteria established in the “*International Standard on Assurance Engagements ISAE 3000 (Revised)*” - *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*” (hereinafter “ISAE 3000 Revised”), issued by the *International Auditing and Assurance Standards Board* (IAASB) for limited assurance engagements. The standard requires that we plan and perform the engagement to obtain limited assurance whether the Sustainability Report is free from material misstatement.

Therefore, the procedures performed in a limited assurance engagement are less than those performed in a reasonable assurance engagement in accordance with ISAE 3000 Revised (“*reasonable assurance engagement*”), and, therefore, do not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures performed on the Sustainability Report are based on our professional judgement and included inquiries, primarily with Company personnel responsible for the preparation of information included in the Sustainability Report, analysis of documents, recalculations and other procedures aimed to obtain evidence as appropriate.

Specifically we carried out the following procedures:

- 1) analysis of the process relating to the definition of material aspects disclosed in the Sustainability Report, with reference to the methods used for the identification and prioritization of material aspects for stakeholders and to the internal validation of the process results;
- 2) comparison between the economic and financial data and information included in the paragraph “Direct economic value generated and distributed” of the Sustainability Report with those included in the Group’s Financial Statements;
- 3) understanding of the processes underlying the origination, recording and management of qualitative and quantitative material information included in the Sustainability Report.

In particular, we carried out interviews and discussions with the management of Fedrigoni S.p.A. and with the personnel of Ritrama S.p.A. and we carried out limited documentary verifications, in order to gather information about the processes and procedures, which support the collection, aggregation, elaboration and transmittal of non-financial data and information to the department responsible for the preparation of the Sustainability Report.



In addition, for material information, taking into consideration the Group’s activities and characteristics:

- at the parent company’s and subsidiaries’ level:
 - a) with regards to qualitative information included in the Sustainability Report, we carried out interviews and gathered supporting documentation in order to verify its consistency with the available evidence;
 - b) with regards to quantitative information, we carried out both analytical procedures and limited verifications in order to ensure, on a sample basis, the correct aggregation of data;
- for the following companies and sites, Verona (VR) site and production plant for Fedrigoni S.p.A. and Caponago (MI) production plant for Ritrama S.p.A., which we selected based on their activities, their contribution to the performance indicators at the consolidated level and their location, we carried out site visits, during which we have met the management and have gathered supporting documentation on a sample basis with reference to the correct application of procedures and calculation methods used for the indicators.

Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the Sustainability Report of the Fedrigoni Group as of December 31, 2021 is not prepared, in all material aspects, in accordance with the GRI Standards as stated in the paragraph “Methodological note” of the Sustainability Report.

Other matters

The data for the years ended December 31, 2020 and December 31, 2019 presented for comparative purposes in the Sustainability Report have not been subject to a limited or to a reasonable assurance engagement.

DELOITTE & TOUCHE S.p.A.

Signed by
Silvia Dallai
Partner

Bologna, Italy
May 6, 2022

This report has been translated into the English language solely for the convenience of international readers.

Are part of the Fedrigoni Group:





ELEVATING CREATIVITY