

STAKEHOLDER ENGAGEMENT POLICY

Introduction

Creating relationships of trust with the stakeholders means knowing them (stakeholder mapping), understanding their needs, and encouraging their involvement in strategic initiatives of potential interest to them.

The risk of not creating such a regular dialogue is that Fedrigoni, in the medium-long term, is to be perceived as not attractive and harmful for the environment to such an extent that its activity must be hindered or even blocked.

The opportunity of having regular engagement in place is to transform interaction with stakeholders into opportunities for reciprocal growth, instead of generating conflicts.

Therefore, this Stakeholder Engagement Policy applies to all our plants and operations of the Fedrigoni Group, and the new acquisitions.

Stakeholder clusters	Ways of engagement
Employees	<ul style="list-style-type: none"> • Annual engagement survey • Recurrent update by our CEO on Workplace, the collaborative platform for internal communication • Annual Open Days with families and friends in plants • Annual covering of all our geographic regions with Sustainability breakfasts, informal meetings to promote the ESG strategy and action plan towards 2030, in plants and offices • Annual initiatives on biodiversity at site (paper mills) • Daily updates on Workplace, our collaborative communication platform • Always available and open grievance mechanisms • Annual edition of NEXT, the Talent acceleration program
Trade Unions	<ul style="list-style-type: none"> • Relations and negotiations with trade unions are managed in compliance with the law, national and/or company collective agreements, customs and practices in force in each country
Customers	<ul style="list-style-type: none"> • At least bi-annual events (Paper Days, exhibitions) • Regular/weekly dialogue to foster customer intimacy and boost customers' creativity • At least bi-annual Net Promoter Score (NPS) for a continuous listening of our clients • Annual involvement of strategic customers in updating the materiality matrix.

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	<ul style="list-style-type: none"> • Fedrigoni Top Award, since 2005 our biggest celebration of craftsmanship and creativity involving printers, converters, brands, and designers.
Business partners	<ul style="list-style-type: none"> • Quarterly dialogue to boost converters' creativity and accelerate innovation, to lower the environmental impacts with Life Cycle Assessment approach.
Suppliers	<ul style="list-style-type: none"> • Weekly dialogue to accelerate innovation and lower the environmental impacts (in particular, energy transition and No Deforestation).
Authorities, Associations and memberships	<ul style="list-style-type: none"> • Active engagement with local and national authorities to comply with current regulations and anticipate future requirements. • Active engagement with the most relevant national and international associations for our business (Assocarta, Cepi, Finat, United Nations Global Compact, Ellen MacArthur Foundation, CELAB, Recyclclass)
Financial Community	<ul style="list-style-type: none"> • Quarterly disclosure of our key ESG performance • Annual involvement of our investors in updating the materiality matrix. • Annual publication of the Fedrigoni Report on the Group website and investors website
Local communities	<ul style="list-style-type: none"> • At least 1 social initiative per year with local communities to create shared value, among which Festival del Disegno, InspirinGirls, Fedrigoni "end of the year" project.

Roles and responsibilities

The Board of Directors of Fedrigoni is responsible for approving, adopting and supervising compliance with this Policy.

The Executive Committee is responsible for defining the Group's sustainability strategy and its operating guidelines. Our "widespread model" of sustainability includes the Leadership Team and the Sustainability Team.

At the Business Unit level this Stakeholder Engagement policy is applied in each plant and on a daily basis on all operations.

Overall, all people In Fedrigoni are responsible, within their sphere of competence, for the improvement of our performances.

Moreover, we aim to increase measures to raise internal and external stakeholders' awareness of our Stakeholder Engagement policy.

Transparency and reporting

We aim to provide all our stakeholders with clear and transparent information and the results of our actions and performances.

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Our “People and Nature commitment” and our annual Sustainability Statement are written in accordance with externally recognized framework and include our targets and results. The Stakeholder Engagement Policy is publicly available on our website and communicated to all internal and external stakeholders to share our principles and to foster a culture of sustainability.

Grievance mechanism

All Group representatives, employees, collaborators, consultants, business partners and members of local communities can report any situation of which they become aware where there is evidence of potential negative environmental impacts through our reporting channels. The Group whistleblowing policy applies to every Recipient.

Policy update

The Stakeholder Engagement Policy is updated periodically based on changes in context, the degree of achievement of sustainability objectives, and to remain aligned with international best practices.

Approved by the Board of Directors of
Fedrigoni S.p.A. on April 28th, 2024



Marco Nespolo
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