



2025

Sustainability REPORT.

interwoven value

***Qui veut faire de grandes choses
doit penser profondément aux
détails.***

Paul Valéry

CREATIVE CONCEPT

Each color represents a unique facet of our identity: it tells the story of who we are today, preserves the memory of who we once were, and reflects the vision of who we aspire to become. It is a silent yet powerful language, capable of expressing the values, choices, and responsibilities that guide every action we take. Each shade traces a vibrant and authentic tapestry of faces, voices, and names—people, stories, and experiences that, through their connections and encounters, shape our journey and enrich its meaning.

Every connection is rooted in a deep passion for raw materials, a solid and conscious understanding of processes, and a constant, rigorous attention to every detail. It is in this daily care that the quality, responsibility, and value we strive to generate take shape—not only in our products, but also in our impact on the world around us.

This Sustainability Report aims to present Mori 2A from a new and more intimate perspective, as if through a magnifying lens. A perspective that allows us to capture what often remains invisible: the commitment, choices, challenges, and achievements that define our *interwoven value*.





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CEO STATEMENT

The year 2025 is rightfully placed among those characterized by a complex and rapidly evolving global scenario. Persistent geopolitical tensions, uncertainty in energy markets, volatility in raw materials, and a slowdown in certain industrial sectors have continued to significantly influence the environment in which we operate.



ALVISE MORI

CEO

In this context, small and medium-sized manufacturing enterprises are called upon to demonstrate resilience, adaptability, and strategic vision. In this challenging environment, our company has reaffirmed its commitment to ensuring continuity, reliability, and quality not only for its customers but for all stakeholders, strengthening its presence, consolidating long-standing relationships, and building new ones. At the same time, we have continued to invest in process efficiency, innovation, and skills development, with the aim of enhancing our competitiveness and facing future challenges with strength and stability.

“We may not always see the path, but our choices shape the way forward.”

In a historical period in which the pace of change is a constant, we believe it is essential to maintain a long-term industrial vision, based on technical expertise, operational reliability, and customer focus.

INTERWOVEN VALUE

Our sustainability journey continues in line with this vision. Throughout 2025, we have worked to identify new solutions to optimize resource use, reduce environmental impacts, and foster a corporate culture oriented toward responsibility.

We are convinced that, especially in uncertain contexts, a company's strength is measured not only by its financial results, but also by its ability to remain faithful to its values, invest in its future, and continue to generate value for its stakeholders and the territory.



We will continue to work with seriousness, responsibility, and determination, keeping quality, innovation, and the industrial culture that has always distinguished our company at the core of everything we do.

I would like to thank all the people who contribute to our journey every day: our employees, who through commitment, expertise, and a strong sense of responsibility represent the true strength of our company; our customers, who continue to choose us and challenge us to improve continuously; and our suppliers and partners, with whom we have built over time solid relationships based on mutual trust.

Our thanks also go to the territory that hosts us and to the community of which we are part, both essential elements of our identity. It is thanks to everyone's contribution that we can face future challenges with confidence, continue to grow in a balanced and sustainable way, and strengthen, day by day, the value and solidity of our company.

Thank you!

OUR STAKEHOLDERS

Our stakeholders are not merely numbers or categories: they are faces, stories, and voices that, intersecting with our journey, give meaning to what we do. In this section, we introduce who they are.

EMPLOYEES

Those who work for the organization, who are affected by corporate decisions, and who contribute to the company's success.

CUSTOMERS

Individuals or companies that purchase the organization's products or services.

SUPPLIERS

Entities or individuals that provide goods, services, or resources to the organization.

BANKS, INSURANCES

Entities or individuals that supply goods, services, or resources to the organization.

OWNERSHIP AND MGMT

Entities or individuals who lead and manage the organization, defining strategic objectives and making operational decisions.

COMPETENT AUTHORITIES

Public or governmental entities with regulatory, legislative, or supervisory authority, responsible for ensuring that an organization or project complies with applicable laws, legal requirements, and industry standards.

SUPERVISORY BODIES

Public or private entities that oversee compliance with laws, rules, and regulations by the organization.

INTERWOVEN VALUE

Secondary stakeholders are those entities that, unlike the primary stakeholders identified on the previous page, indirectly influence the company without being essential to its immediate survival, while still playing a strategic role.

COMPETITORS

External stakeholders operating in the same sector or reference market, offering similar or alternative products or services.

LOCAL COMMUNITY

People who live or work in the vicinity of the organization's operations.

DISTRIBUTION NETWORK

Entities or individuals who, while not direct customers, distribute or use the organization's products/services along the supply chain through to the final consumer.

RESEARCH INST., UNIVERSITIES

Entities that generate knowledge and innovation, collaborating with the organization in development, education, and research.

Finally, tertiary stakeholders are entities with a marginal interest in the company, exerting an indirect and limited influence on its operations, without significant impact on its survival or day-to-day activities, such as certification bodies, institutions, and standardization organizations.

NEW GENERATIONS

The collective group of young people who, through their ideas, values, and skills, influence and will shape the future of society, the economy, and innovation.

PUBLIC ADMINISTRATION

People who live or work in the vicinity of the organization's operations.

TRADE ASSOCIATIONS

Organizations or professional groups associated with the industry or sector in which the organization operates.

PRINCIPLES VALUES

ACCURACY

that is, providing accurate and sufficiently detailed information to enable an assessment of the organization's impacts.



COMPARABILITY

that is, selecting and reporting information to analyze changes in the organization over time and compare them with other entities.



CLARITY

that is, presenting information in an accessible and understandable manner.



BALANCE

that is, presenting information in an impartial manner and providing a fair representation of both the positive and negative impacts of the organization.

COMPLETENESS

that is, providing sufficient information to enable an assessment of the organization's impacts during the reporting period.

HONESTY AND FAIRNESS

We operate with integrity and consistency, honoring the commitments we have made. Our conduct is guided by fairness and reliability in our relationships with all stakeholders.



RESPECT AND DIGNITY

We value every individual, promoting inclusion, listening, and the protection of dignity. We foster relationships based on mutual respect and constructive collaboration.



TRANSPARENCY

We ensure clarity in communication and accessibility of relevant information. We guarantee traceable and verifiable processes, strengthening the organization's credibility.



INCLUSION

We foster an open and respectful environment where every individual is heard, valued, and able to fully contribute to the team's success.



RESPONSIBILITY

We are aware of the impact of our decisions on the environment, people, and the territory. We act with a sense of duty, guiding our choices toward sustainable and long-term development.

COMMITMENT

We pursue clear objectives with determination, investing skills and energy in continuous improvement. We work consistently to generate long-term value.

RESPONSIVENESS

We act with promptness and flexibility in responding to stakeholder needs and changes in the context, ensuring timely and effective decision-making.

INTEGRATION

We promote cohesion between processes, people, and strategies with consistency.

REGULATORY FRAMEWORK

The Organization operates in full and strict compliance with applicable laws and regulations at local, national, and international levels, as well as with industry standards and any other voluntarily adopted requirements. Regulatory compliance is an essential prerequisite of its activities and forms the foundation upon which all strategic, operational, and managerial decisions are based.

Where different provisions govern the same matter, the most favorable principle for employees is applied, ensuring the highest level of protection of human rights, fundamental freedoms, and human dignity. The Organization promotes a fair, safe, and inclusive working environment, preventing any form of abuse, discrimination, or treatment inconsistent with internationally recognized ethical principles.

The Organization also adheres to the principles and standards set out in the main national and international frameworks on social responsibility, sustainability, labor protection, and governance, committing to ensure their effective implementation across all stakeholders. This commitment is reflected in the adoption of policies, procedures, and control systems designed to ensure transparency, traceability, and continuous improvement of its social, environmental, and economic performance.

Through a structured and responsible approach, the Organization integrates these principles into its decision-making processes and into its relationships with employees, customers, suppliers, local communities, and partners, fostering a corporate culture oriented toward legality, integrity, and long-term sustainability.

OUR COMMITMENT

We are committed to **preventing** and **mitigating** negative impacts—both actual and potential—arising from our activities, adopting an approach consistent with the principles of due diligence and precaution. The company systematically assesses environmental, social, and ethical risks related to its operations and promotes preventive actions aimed at reducing the likelihood and severity of any adverse effects. Where it is not possible to fully avoid or mitigate such impacts, Mori 2A commits to promptly implementing appropriate corrective and remedial actions, focused on protecting people, the environment, and other relevant stakeholders. All objectives and commitments set out in this document, as well as in the **Integrated Corporate Policy**, have been approved by the Board of Directors of Mori 2A S.r.l. and are considered an integral part of the company's overall strategy. For this reason, they apply across the entire organization and in all relationships it maintains with its stakeholders. The company's management is responsible for supervising and ensuring compliance with the Integrated Corporate Policy and with all objectives and commitments defined by the organization across its employees, regardless of their role, and in particular among members of the Integrated Management System due to their responsibilities. These commitments are embedded in corporate strategies through the drafting of dedicated policies, their regular updating, and their operational translation into internal procedures, the Integrated Corporate Policy, and the **Code of Conduct**.



TAKE A LOOK!

Discover our [Integrated Corporate Policy](#) and our [Code of Conduct](#) on our website.

WHO WE ARE

The connection between the Mori family and metalworking dates back to 1928, when **Serafino Mori** began his career as a craftsman producing hand sickles and wagon springs.

From a very young age, **Aristide Mori** joined his father and, thanks to his aptitude and entrepreneurial skills, played a leading role in transforming the workshop into a company. He initiated a new production of stamped steel products, including trays, containers, sinks, and bain-marie pans, which quickly gained market attention for their solidity, aesthetics, and functionality.

In 1991, with the entry of **Alvise Mori** into the company, the business took on its current structure as Mori 2A, marking its full transition into an industrial enterprise. The rich heritage of craftsmanship and expertise in metalworking remains embedded in the company's approach to customer needs and product design, while the adoption of automated production lines has enabled collaboration with major international clients.

The expansion of the company's offering, marked by the opening in 2013 of a new facility dedicated to plastic injection molding, represented a further turning point in Mori 2A's growth path—one characterized over the decades by its ability to evolve and adapt, embracing technological progress to meet the demands of an increasingly diverse and specialized market.

Today, Mori 2A is globally recognized as a symbol of high quality, thanks to a flexible, agile, and smart production management system and in-house process control that ensures continuous monitoring of performance and efficiency.

Mori 2A is headquartered in Italy, in Nuvolento (Via Pieve 2), and operates through two divisions in the mechanical engineering sector (ATECO code: 25.99.10): stainless steel and plastics.

INTERWOVEN VALUE



WHAT WE DO

Our core business consists of the production of food contact materials (FCM), as well as products intended for the Ho.Re.Ca. sector.

STAINLESS STEEL

Mori 2A uses AISI 304 stainless steel, as it offers excellent performance in terms of formability, as well as outstanding corrosion resistance. Compared to steels in the 200 series, the stainless steel used by Mori 2A provides a superior level of deformability, optimizing processing performance and ensuring a finished product with an excellent quality-to-price ratio.

In addition to the use of AISI 304, Mori 2A applies a specific heat treatment (solution annealing or recrystallization annealing) for products obtained through deep drawing processes. Solution annealing, followed by pickling, passivation, and vibratory finishing treatments applied to certain products, enhances the quality of AISI 304, making it highly effective in terms of superior corrosion resistance.

PLASTIC MATERIALS

Many are the variants of plastics selected by Mori 2A with the aim of providing resistant, durable, safe, and versatile products.

The know-how developed also in the field of plastics makes it possible to meet specific usage requirements by designing and producing solutions capable of leveraging the distinctive qualities of each material: from the impact resistance, transparency, and lightness of polycarbonate, to the properties of TRITAN, which is BPA-free; from the high resistance to elevated temperatures of Grilamid, to the distinctive advantages offered by polypropylene, which is non-toxic, sterilizable, odorless, and resistant to acids and solvents.

All plastic items produced by Mori 2A are 100% recyclable.

INTERWOVEN VALUE



OUR PARTNERSHIPS

CENTRO INOX SERVIZI S.R.L.



CENTRO INOX

FEC

AQM

CAST ALIMENTI



Associato a



**FOOD CONTACT
CENTER**

**FOOD CONTACT
SERVICES**

**CONFINDUSTRIA
BRESCIA**

**INGEGNERIA
ITALIA**

MORI 2A CARES

Sustainability represents a fundamental commitment that guides the company's strategy and day-to-day operations. This commitment is embodied in the Mori 2A Cares project, a framework that integrates sustainability into the medium- and long-term strategy, promoting individual awareness and demonstrating that small and medium-sized enterprises can also pursue sustainability—and do so effectively.



TAKE A LOOK!

The Mori 2A Cares project grows and evolves year after year; discover all the milestones on our [Reserved Area](#).



MATERIAL TOPICS

Mori 2A identified the reporting topics based on four criteria, ranked in order of priority and importance. The methodology applied to the selection process follows a relational logic of gradual inclusion by level, starting from priority 1.

01

Areas that received, on average, the three highest scores from stakeholders in the materiality analysis carried out following the questionnaire “Mori 2A Cares: The expectations of our stakeholders”.

RESEARCH AND INNOVATION - MANAGEMENT SYSTEM - GRI 401 - GRI 403 - GRI 405 - GRI 302 - GRI 301 - GRI 305 - GRI 306

02

Areas commonly considered relevant in the industry sector.

GRI 406

03

Areas commonly considered relevant in the geographical area of operation.

GRI 204

04

Areas relevant to the SA8000 standard.

GRI 408 - GRI 409

In this sustainability report, the analysis of material topics was developed based on the operational context, the company's strategic priorities, and dialogue with relevant stakeholders.

The Company plans to launch a structured review of its material topics during the next financial year, in order to align the reporting process with the latest regulatory and methodological developments in sustainability, with particular reference to the principle of double materiality set out in the ESRS standards introduced by the Corporate Sustainability Reporting Directive (CSRD).

The update of the analysis will make it possible to assess in an integrated manner:

- **impact materiality**, namely the positive and negative impacts that the company's activities generate on the environment, people, and the socio-economic context;
- **financial materiality**, relating to the risks and opportunities that ESG factors may have on economic and financial performance and on long-term value creation.

The review process will involve the main company functions as well as internal and external stakeholders, through data collection activities, ESG risk analysis, and assessment of strategic priorities.

The results of the update will be incorporated into the next Sustainability Report and may lead to a revision of the scope of the material topics currently reported, in order to ensure an increasingly transparent, comprehensive, and coherent representation in line with the evolving regulatory framework and stakeholder expectations.

OUR TEAM

Behind every achievement, every innovation, and every sustainable initiative, there is one ingredient that cannot be replicated: people. Our team is not simply a collection of roles and skills, but a community that shares ideas, challenges, and values. Here, experience meets curiosity, and talent is transformed into meaningful action. We firmly believe that sustainability does not arise from numbers or strategic plans alone, but from the everyday commitment of those who choose to make a difference with **responsibility, initiative, and determination**.

All standard benefits are guaranteed to all employees in an equitable manner, regardless of contract type or work location. Our production sites, including Nuvovento and Castenedolo, are considered “significant operational sites” and therefore fall fully within the scope of these benefits, confirming our commitment to equality and employee well-being.

The company actively supports its employees in achieving a **balance** between professional and family life, ensuring everyone the right to parental leave in accordance with applicable regulations. In 2025, only one male employee was eligible for parental leave and made use of it. The return-to-work rate and retention rate are both 100%.



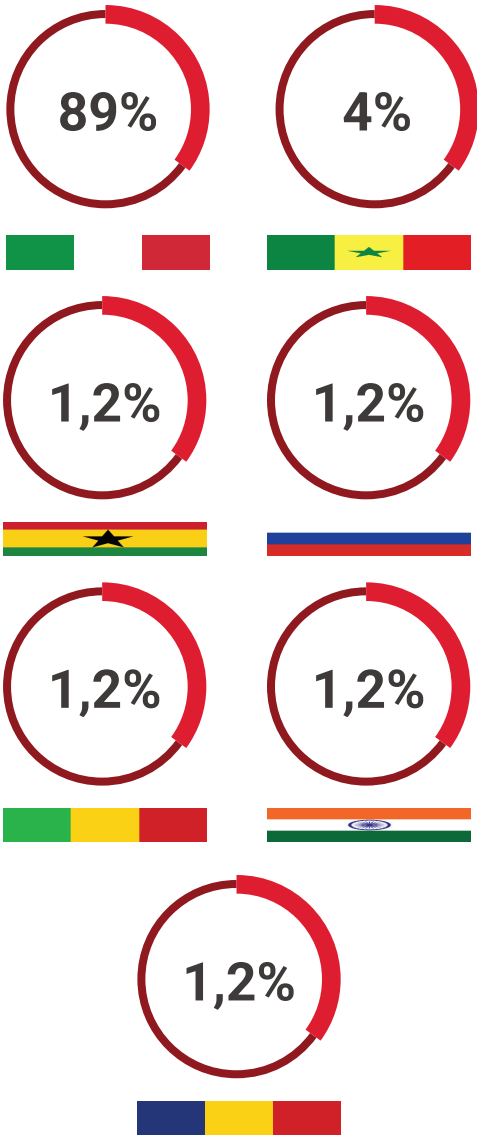
INTERWOVEN VALUE



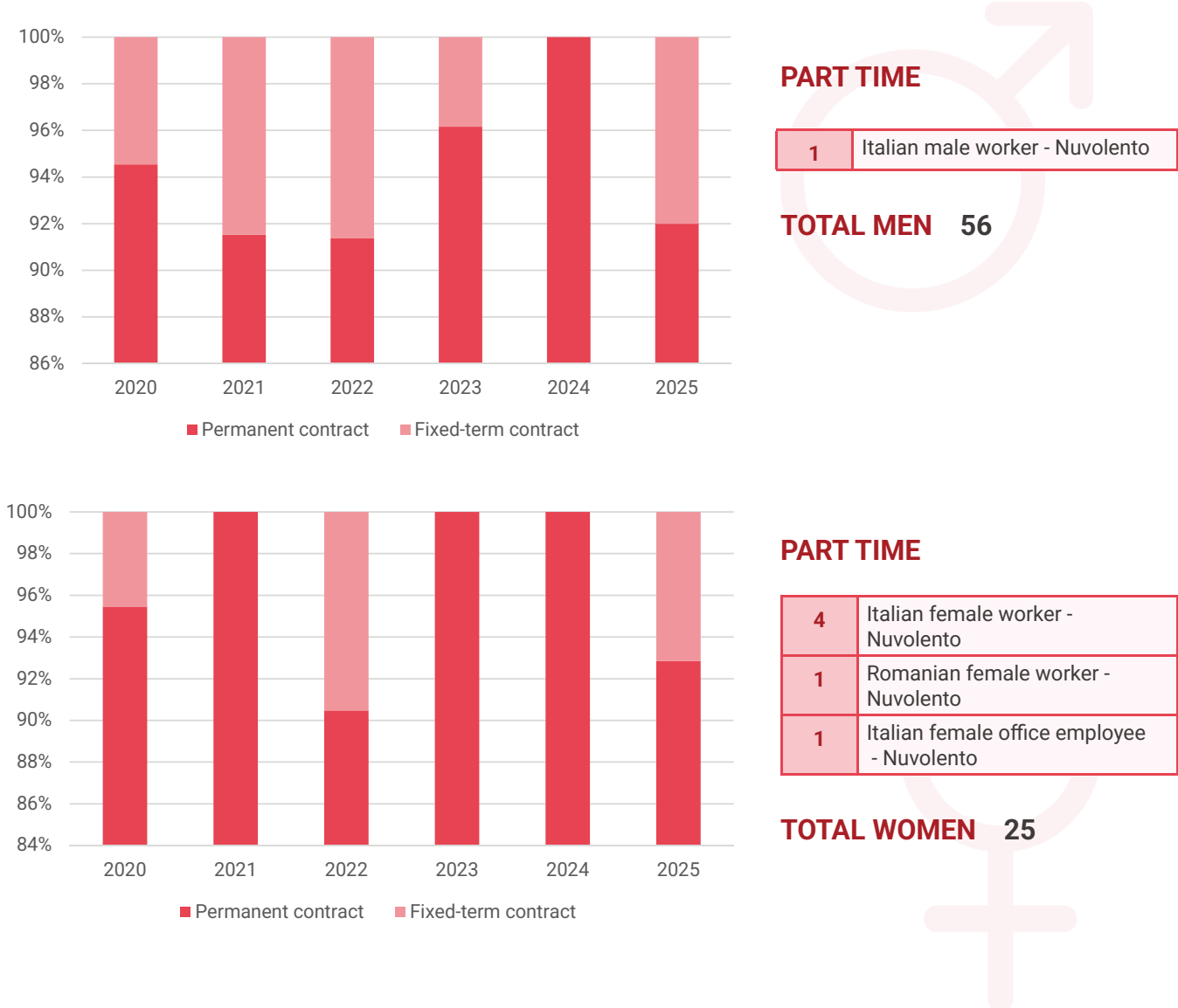
■ >60 ■ 50-59 ■ 40-49 ■ 30-39 ■ 19-29
Breakdown of workers by age group

78,5	Average number of workers in 2025 – Mori 2A and agency workers
71	Number of workers as of 01/01/2025 – Mori 2A
4	Number of workers as of 01/01/2025 – Agency workers

Source: Human Resources Department – the data should be understood as referring to employees in service as of 31/12/25

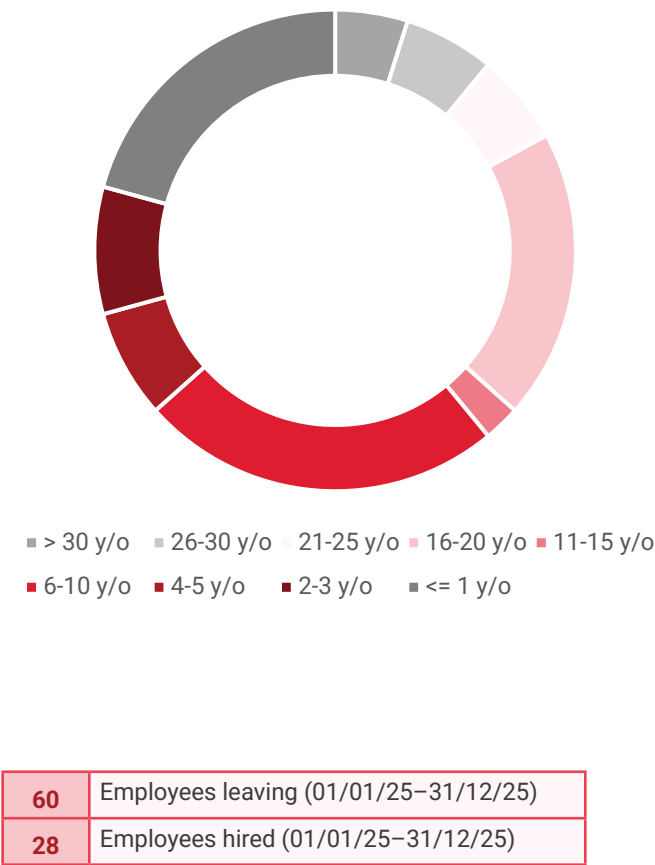


DISTRIBUTION OF EMPLOYEES BY GENDER



Source: Human Resources Department – the data should be understood as referring to employees in service as of 31/12/25

TURNOVER AND LENGHT OF SERVICE



Source: Human Resources Department – the data should be understood as referring to employees in service

FAIR PAY

The organization adopts a remuneration system based on principles of meritocracy and competitiveness with respect to the labor market. The pay policy is structured to ensure compensation that is appropriate to employees' skills, responsibilities, and individual performance. In addition to the fixed component, variable elements may be provided, linked to the achievement of corporate and individual objectives, in line with the company's sustainable development strategies. Particular attention is given to compliance with the principle of **equal opportunities**, promoting pay equity between genders for the same role and monitoring any wage gaps. The company also integrates corporate **welfare tools** and **non-monetary benefits**, with the aim of improving employees' overall well-being and fostering a balance between work and personal life. In accordance with current legislation, the remuneration levels applied by Mori 2A are governed by the National Collective Labor Agreement (CCNL) of the relevant sector, namely the metalworking and plant installation industry. In particular, the organization is committed to not using collective agreements or other types of contracts that do not guarantee a dignified wage, sufficient to meet basic needs as well as to provide some discretionary income. Remuneration includes all deductions required by law and is always consistent with the hours worked and the role held. Furthermore, 100% of employees are covered by **health insurance**. Mori 2A ensures that workers always receive a detailed breakdown of their salary and allowances and always ensures that both salaries and allowances are paid in full compliance with applicable laws and in the most practical way for employees. The company does not enter into contracts that abuse the nature of employment relationships in order to avoid regularizing the worker's social security position, nor does it apply false apprenticeship schemes to evade labor and welfare obligations. Regarding fixed-term contracts, all provisions of national law are fully complied with.

SECTOR AND APPLICABLE NATIONAL COLLECTIVE LABOUR AGREEMENT



Mori 2A is classified under ATECO code 25.99.19, corresponding to: “Manufacture of tableware, cookware, kitchenware and other non-electric household accessories, metal articles for bathroom furnishing.”



Therefore, the National Collective Labor Agreement (CCNL) for the private metalworking industry and plant installation is applied. The agreement was renewed during 2025, with the reservation on the draft agreement dated 23 February 2026 being lifted.

221,90%

PAY RATIO
TOTAL ANNUAL REMUNERATION

0,513%

CHANGE IN PAY RATIO
TOTAL ANNUAL REMUNERATION

STARTING SALARY

GENDER	LEVEL	WORKING HOURS	STARTING SALARY	SALARY ESTABLISHED BY THE METALWORKING CCNL	DIFFERENCE %
Woman	D2	FULL TIME	1.984,06 €	1.906,99 €	2,71%
Man	D2	FULL TIME	2.283,38 €	1.906,99 €	18,20%

POSITION OF THE INDIVIDUAL WITH THE HIGHEST REMUNERATION

Technical employee

Source: Human Resources department

LIVING WAGE

Mori 2A recognizes the importance of ensuring that its employees receive **fair, adequate** remuneration consistent with the living wage principle, understood as the level of pay necessary to enable workers and their families to meet essential needs in their local context, such as food, housing, education, healthcare, and other basic goods and services required for a dignified standard of living.

During 2025, the company did not identify any cases of remuneration falling below the contractual minimum levels established by the applicable collective agreement and continues to pursue an approach focused on the continuous improvement of its employees' economic conditions.

During the reporting year, Mori 2A conducted an internal analysis to verify that the minimum remuneration paid within the organization exceeded the estimated living wage threshold. The methodology adopted was based on official ISTAT data and was structured as follows:

01

With reference to the Italian Statistical Yearbook published by ISTAT, a typical household was considered to consist of 2.3 members. For the purposes of the calculation, a family composed of two working adults and one child between 4 and 10 years of age was therefore assumed;

02

Using the ISTAT portal, the absolute poverty threshold for the identified household was determined to be €1,558.95 per month;

INTERWOVEN VALUE

NUMERO DI COMPONENTI IL NUCLEO FAMILIARE (PER CLASSE DI ETÀ)

Adulti

Classe di età: 18-29

0

Classe di età: 30-59

2

Classe di età: 60-74

0

Classe di età: 75+

0

Minori

Classe di età: 0-3

0

Classe di età: 4-10

1

Classe di età: 11-17

0

Calcola

Anno 2024

Regione Lombardia

Tipologia Grande comune

30-59 2

4-10 1

Copia

Excel

CSV

PDF

Stampa

Cerca:

Anno	Regione	Tipologia comune	Soglia
2024	Lombardia	Grande comune	1.558,95€

03

A prudent incremental coefficient of 10% was applied to the resulting value in order to take into account additional needs related to well-being and quality of life, thereby establishing an overall threshold of €1,714.85 per month

04

Considering the presence of two working adults in the household, the reference amount for each income earner was calculated to be €857.42 per month.

SUSTAINABILITY REPORT 2025

This value was subsequently compared with the lowest actual net remuneration paid by Mori 2A during the reference period, in accordance with the following calculation parameters:

CALCULATION BASIS	Only employees (NOT agency workers) with full-time contracts
CALCULATION	Lowest actual net remuneration: [SUM (actual net monthly remuneration for the year) + 13th month salary] / 12
RESULT	1744,08 €

The comparison was carried out using homogeneous calculation criteria and considering only continuous and standard remuneration components.

+2,03

RATIO BETWEEN LOWEST ACTUAL NET
REMUNERATION AND LIVING WAGSE

INTERWOVEN VALUE



NON DISCRIMINATION

Mori 2A firmly condemns all forms of discrimination based on national, territorial or social origin, religion, disability, gender, sexual orientation, marital status, trade union membership, political opinions, or any other personal condition. The company guarantees full **respect** for the rights of its employees, including the freedom to profess political or religious beliefs, fulfil their family commitments and responsibilities, express their sexual orientation, and meet needs related to their origin, social condition, disability, or trade union membership.

Mori 2A rispetta inoltre le disposizioni normative in materia di **inclusione**, applicando, nei limiti previsti dalla legge, forme di discriminazione positiva a favore delle categorie protette.

Mori 2A also complies with applicable regulations on inclusion, applying, within the limits allowed by law, positive discrimination measures in favor of protected categories. The company continuously monitors the workplace climate in order to prevent any form of physical or verbal abuse, threatening or offensive behavior, exploitation, or coercion, including of a sexual nature, towards all employees, wherever they operate. The **Social Performance Team** (SPT) is responsible for this monitoring and intervenes promptly if critical situations arise, in order to eliminate any possible form of discrimination.

Under no circumstances are employees subjected to pregnancy or virginity tests. Recruitment processes are based exclusively on meritocratic and transparent criteria, fully independent of any discriminatory factor.

The composition of the workforce shows a male predominance, mainly due to the nature of production activities and the greater availability, in the local labor market, of male profiles for certain roles. However, Mori 2A actively promotes equal opportunities and welcomes both male and female candidates for all positions. During 2025, no incidents of discrimination were recorded.

INTERWOVEN VALUE



PROTECTED CATEGORIES



The company complies with affirmative action measures in the hiring of protected categories, within the limits established by law. Law 68/99 provides that companies with more than 15 employees must hire at least one employee belonging to protected categories. The company currently employs 5 workers belonging to protected categories.

GENDER PAY GAP

7,77%	Gender pay gap - Nuvolento overall
21,49%	Gender pay gap - Nuvolento only workers
30,48%	Gender pay gap - Castenedolo overall
11,93%	Gender pay gap - Castenedolo only workers

Source: Labor consultant

CHILD LABOR

Child labour is defined as work that deprives children of their childhood and dignity and negatively affects their physical and mental development.

In accordance with the ETI Base Code of SEDEX and the international SA8000 standard, the Company has established a **specific procedure for the remediation of child and young worker labour**. This procedure includes the provision of adequate financial and other forms of support, as determined by the Company, to any affected children or young workers, enabling them to attend and remain in school until they are no longer classified as children or young workers.

The Child Labour Procedure has been communicated throughout the Company, displayed on company notice boards, and published on the Company's website.

Should Mori 2A employ young workers, their employment would be managed in full compliance with applicable national legislation. In all cases, work would only be carried out outside compulsory school hours. Under no circumstances would the combined time spent at school, at work, and commuting exceed 10 hours per day, nor would working time exceed 8 hours per day. Young workers are prohibited from working during night hours, and under no circumstances will the Company engage in practices that could jeopardize the physical or mental health, safety, or development of a child or young worker. Mori 2A **monitors the absence of child labour** within all its production facilities, which are located in Northern Italy, as well as throughout its supply chain. All suppliers of Mori 2A are required to commit formally to not supporting or using child labour. In addition, suppliers considered to present a higher risk are subject to audits conducted according to an annual sampling and assessment plan.

INTERWOVEN VALUE



FORCED LABOR

Forced or compulsory labour is defined as any work or service exacted from an individual under the threat of penalty, retaliation, or coercion, and for which the individual has not offered themselves voluntarily.

Mori 2A **condemns** and prohibits all forms of forced or compulsory labour and ensures that all work is performed on a voluntary basis. Overtime work is undertaken exclusively on a free and consensual basis. The Company does not retain personal documents nor require employees to provide monetary deposits or any other form of guarantee. Furthermore, Mori 2A promotes a working environment based on **freedom of expression** and does not support, in any way, practices associated with human trafficking.

The Company is committed to ensuring that all employees are fully informed of their contractual rights and obligations through:

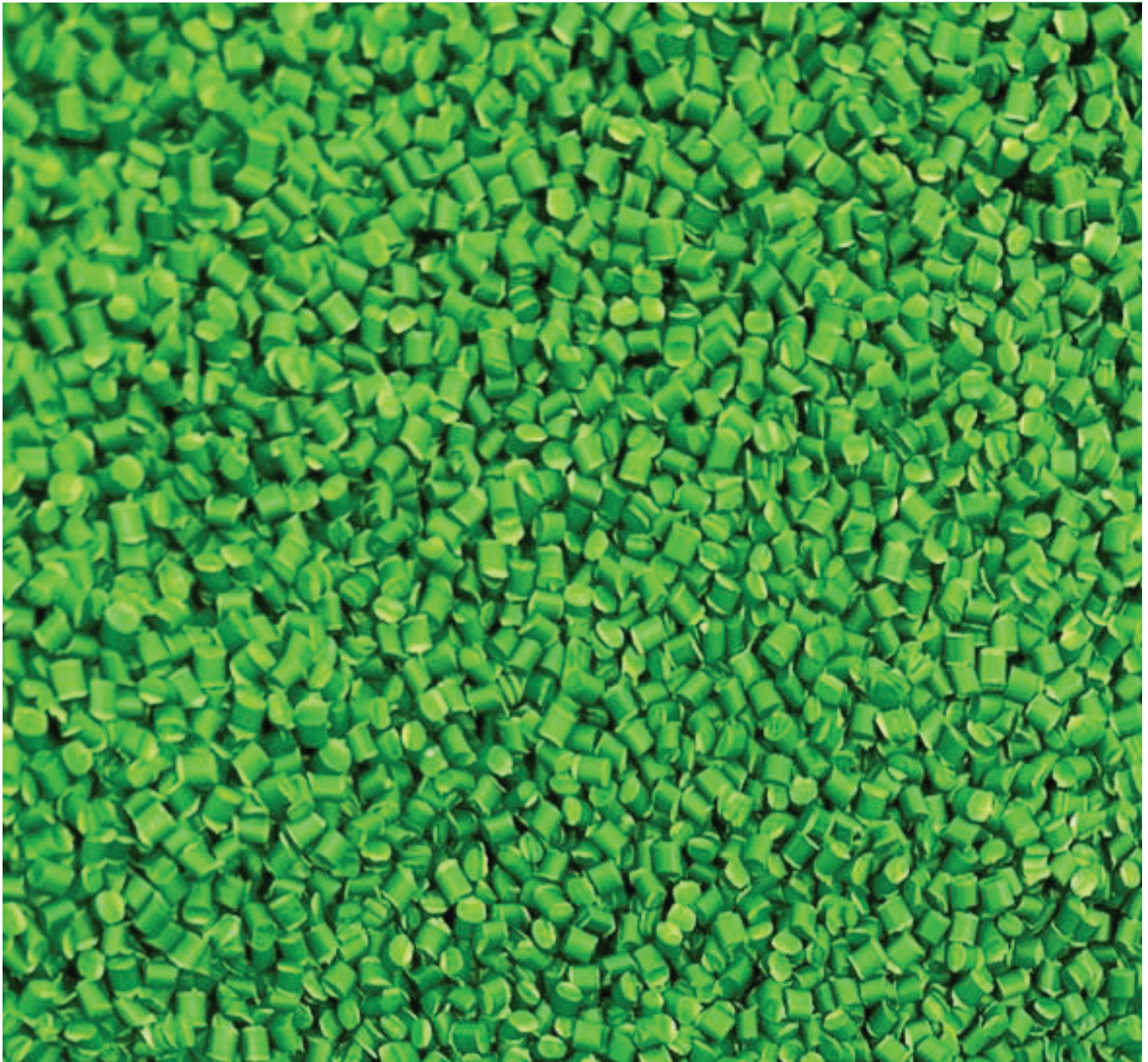
- 1) Clear communication of the applicable National Collective Labour Agreement (CCNL) and the availability of a copy of the agreement;
- 2) The provision of a copy of the individual employment contract to each employee;
- 3) The ongoing availability of the Human Resources function to provide clarification regarding employment contracts, remuneration, and related documentation.

With regard to working hours, Mori 2A operates in compliance with applicable legislation and the provisions of the relevant National Collective Labour Agreement.

Overtime hours are monitored and maintained within the established limits, namely a maximum of 8 hours per week and 250 hours per employee per year. The Company also ensures proper management of annual leave, guaranteeing the use of at least two mandatory weeks of paid leave per year and monitoring the utilization of any accrued but unused leave within 18 months, in accordance with applicable legislation.

During 2025, no cases of forced or compulsory labour were identified.

INTERWOVEN VALUE



TRAINING AND DEVELOPMENT

Mori 2A actively promotes a strong safety culture by integrating health and safety principles into daily activities and the behaviour of all employees. The Company provides a structured programme of training, information, and awareness initiatives on occupational health and safety topics, tailored to the role and responsibilities of each individual within the Occupational Health and Safety Management System.

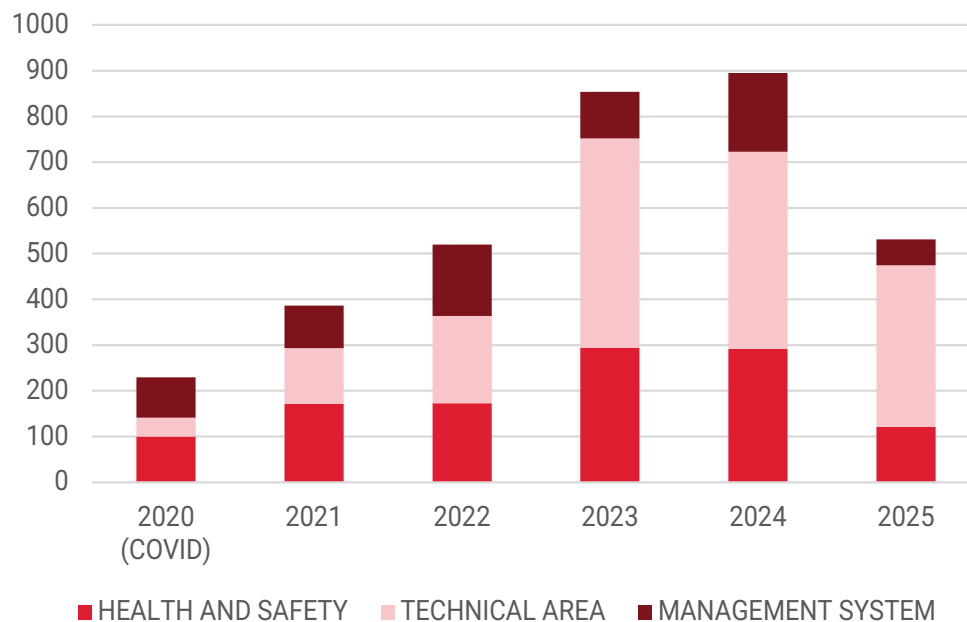
In compliance with applicable legislation, all employees participate in the general and job-specific training programmes required under the State–Regions Agreement. These training programmes are periodically refreshed every five years to ensure continued alignment with regulatory and operational developments. The effectiveness of training activities is monitored through assessment tests designed to verify both learning outcomes and the actual understanding of the topics covered.

Training activities are delivered both at Company premises and at qualified external facilities, through accredited training providers and educational institutions capable of ensuring high-quality standards.

As part of its commitment to continuous improvement and information accessibility, Mori 2A has also introduced digital tools to support employees. In particular, an interactive kiosk has been installed within the production areas, enabling employees to easily access operating procedures, informational documentation, and technical data sheets, thereby promoting greater awareness and autonomy in managing workplace health and safety.

In addition, newly hired employees and employees assigned to new roles are supported by experienced colleagues acting as tutors, who are responsible for providing job-specific training and guidance. All hours dedicated to training are carried out during working hours and are therefore fully remunerated. All members of the Organisation, including the Chief Executive Officer (CEO), are regularly informed, trained, and made aware of topics related to sustainability, ensuring that sustainability principles are embedded throughout the Company.

INTERWOVEN VALUE



Source: Management system

7.875€

**MANAGEMENT SYSTEM AND TECHNICAL
TRAINING COSTS 2025**

Source: Administration and finance Department

HEALTH AND SAFETY

The protection of health and safety is one of Mori 2A's top priorities and applies to all employees, whether direct or indirect, whose activities and/or working environments fall under the Organisation's control. In this context, Mori 2A promotes and implements an **Occupational Health and Safety Management System** applied across the entire organisation, based on the principle that **prevention** is not limited to compliance with applicable legislation – including Legislative Decree 81/2008 (Italian Consolidated Act on Health and Safety at Work) – but is translated into a concrete and continuous commitment to improving working conditions.

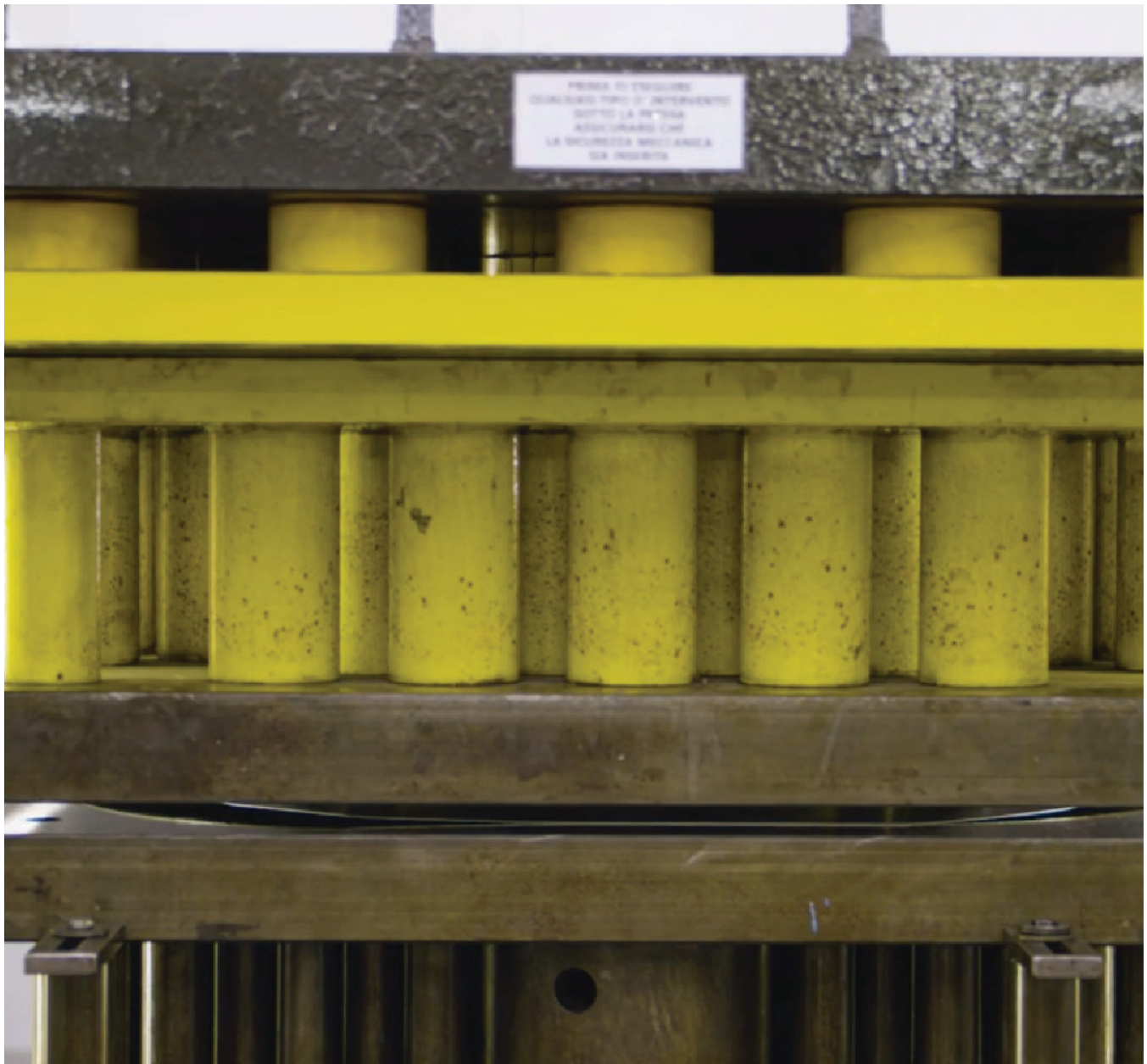
The Company is committed to identifying, assessing, and implementing all protective measures that, even beyond legal minimum requirements, contribute to risk reduction and to the promotion of workers' wellbeing, in line with the evolution of knowledge and technical progress.

The Occupational Health and Safety Management System has been voluntarily integrated into the broader Integrated Management System of the Company, in accordance with the principles and guidelines of UNI ISO 45001:2018, confirming the structured and proactive approach adopted by the Organisation.

Mori 2A also recognises an active and central role for all employees in safety management. In particular, each worker is expected to comply with emergency procedures and to promptly leave the workplace in the presence of hazardous situations. At the same time, Management promotes an open and responsible corporate culture, encouraging every employee to interrupt or avoid activities that may pose risks to their health and safety, without fear of any negative consequences.

In accordance with Legislative Decree 81/2008, the Organisation has prepared and maintains an up-to-date **Risk Assessment Document (DVR)**, drawn up by the Employer in cooperation with the Head of the Prevention and Protection Service (RSPP) and the Occupational Physician. The document includes specific improvement plans aimed at ensuring continuous enhancement of safety levels and strengthening the Organisation's ability to prevent occupational accidents and diseases over time.

INTERWOVEN VALUE



HEALTH AND SAFETY

I collaboratori per i quali la valutazione dei rischi evidenzia potenziali impatti sulla salute sono sottoposti a **sorveglianza sanitaria**, secondo quanto definito dal Medico Competente e con periodicità differenziata in funzione della mansione svolta e dei rischi specifici associati.

In tale ambito, Mori 2A ha definito, in collaborazione con il Medico Competente, un **protocollo sanitario aziendale** elaborato sulla base degli esiti della valutazione dei rischi. Il protocollo, aggiornato e approvato con cadenza annuale, rappresenta uno strumento fondamentale per il monitoraggio sistematico dello stato di salute dei collaboratori, garantendo un presidio costante in relazione ai fattori di rischio professionale.

A integrazione delle attività di prevenzione e tutela, Mori 2A mette a disposizione dei propri collaboratori il Fondo Mètasalute, che consente l'accesso a prestazioni sanitarie attraverso forme di assistenza sia diretta, tramite strutture convenzionate, sia indiretta, mediante rimborso delle spese sostenute. Tale iniziativa contribuisce a rafforzare il sistema di welfare aziendale e a promuovere il **benessere** complessivo della popolazione aziendale.

Il Medico Competente svolge inoltre un ruolo attivo nella prevenzione, effettuando almeno annualmente sopralluoghi negli ambienti di lavoro, finalizzati a verificarne l'idoneità sotto il profilo igienico-sanitario e a individuare eventuali opportunità di miglioramento.

L'impegno costante di Mori 2A nella tutela della salute e sicurezza si riflette anche nei risultati conseguiti nel tempo. Nel corso della propria attività, l'azienda non ha mai registrato infortuni mortali né eventi con conseguenze gravi. Gli infortuni rilevati sono stati di lieve entità e hanno rappresentato occasioni di **apprendimento**, permettendo l'individuazione delle cause e l'implementazione di adeguate azioni correttive e preventive. Inoltre, non risultano segnalazioni o richieste riconducibili a malattie professionali.

Tali risultati testimoniano l'**efficacia** del sistema di gestione adottato e l'attenzione costante dell'Organizzazione verso il miglioramento continuo delle condizioni di salute e sicurezza nei luoghi di lavoro.

TOTAL NUMBER OF INJURIES

In 2025, no accidents of any kind were recorded.

SAFETY NUMBERS

NUVOLENTO

6	First aiders
10	Fire wardens
2	Safety supervisors
5	Environmental Emergency Response Team

CASTENEDOLO

2	First aiders
2	Fire wardens
1	Safety supervisor
4	Environmental Emergency Response Team

FIRE PREVENTION CERTIFICATE (CPI)



The CPI (Fire Prevention Certificate) is a document issued by the Provincial Command of the Fire Brigade (Vigili del Fuoco) certifying that an activity or building complies with fire safety regulations. It confirms that the facility has been designed, constructed, and is managed in such a way as to **minimise the risk** of fire and ensure the safety of people and property. Both the Nuvolento and Castenedolo sites are subject to a valid and regularly updated Fire Prevention Certificate.

MEDICAL EXAMINATIONS



In 2025, a total of 88 occupational medical examinations were carried out, including pre-employment examinations, periodic medical examinations, and follow-up examinations.
Source: HR Department

ACTIVE LISTENING

A JOINT APPROACH: CONSULTATION WITH THE RLS

The QHSE & Sustainability Manager engages in daily consultations with the Workers' Health and Safety Representative (RLS) in order to ensure continuous oversight of occupational health and safety matters and to promote the ongoing improvement of the Company's management system. This systematic interaction ensures that health and safety considerations are consistently integrated into work activities and that the personal protective equipment adopted represents the most suitable and effective solutions available on the market, in line with the assessments contained in the Risk Assessment Document (DVR).

This joint approach also enables the objective identification and assessment of all risks associated with operational activities, working environments, and company infrastructure, promoting the implementation of technical and organisational measures aimed at **preventing** accidents and reducing potential impacts on workers' health.

Particular attention is given to the involvement of all company roles at every organisational level, ensuring that each employee contributes actively to the achievement of health and safety objectives in accordance with their responsibilities and competencies. In this context, continuous training and refresher programmes, closely linked to job roles, represent a fundamental element of the system.

Finally, the Organisation ensures the definition and implementation of structured operational procedures, supported by appropriate control systems, in order to guarantee compliance and long-term effectiveness.

INTERNAL REPORTING SYSTEM

Mori 2A has established an internal reporting system based on designated reporting boxes placed in strategic locations, which are made available to employees. Through this system, issues, complaints, and suggestions can be communicated in a secure and anonymous manner.

TEAM ENGAGEMENT

The QHSE & Sustainability Manager meets on a biweekly basis with the Engagement Team, which consists of selected employee representatives (excluding supervisors) from different departments. This group is established to provide a **neutral forum for sharing** reports, concerns, improvement suggestions, and for facilitating mutual exchange and dialogue across the organisation.



GREEN ENVIRONMENT

In the current economic and social context, the increasing attention to the **environmental impacts** of industrial activities represents an **essential priority** for companies. The transition towards sustainable development models requires a structured approach based on responsibility, innovation, and a long-term vision. In this scenario, Mori 2A has undertaken a concrete and progressive pathway aimed at integrating sustainability principles into its corporate strategies, recognising its **active role** in environmental protection and in the creation of shared value.

The Company's commitment has translated into the adoption of initiatives focused on the efficient management of natural resources and the reduction of its overall environmental impact. Through an in-depth analysis of production processes, Mori 2A has implemented measures aimed at optimising **energy consumption**, rationalising **water usage**, and reducing **waste generation**, while also promoting **recovery and recycling practices**. Particular attention has also been given to the entire product life cycle, with the objective of reducing the ecological footprint across all stages, from design to distribution.

At the same time, the Company promotes an internal culture oriented towards sustainability, actively involving employees through awareness-raising and training initiatives. The adoption of responsible behaviours – such as energy saving, waste reduction, and the use of lower-impact materials – represents a fundamental element in achieving the defined objectives.

Mori 2A's commitment is embedded in an **integrated development vision**, in which economic growth and environmental protection are considered complementary and synergistic dimensions. In this perspective, the Company continues to invest in innovative solutions and sustainable practices, with the aim of actively contributing to environmental protection and the well-being of future generations.



Company with certified environmental management system



INTEGRATED ENVIRONMENTAL AUTHORIZATION (AUA)



The term AUA refers to the “Integrated Environmental Authorization” (Autorizzazione Unica Ambientale), a specific **type of permit** introduced by Presidential Decree 13 March 2013, No. 59 (in force since 13 June 2013), aimed at simplifying environmental administrative requirements. It is issued by the Single Desk for Productive Activities (SUAP). **Nuvolento**: Integrated Environmental Authorization (AUA) No. 2991/2025 dated 02/09/2025 **Castenedolo**: authorisation under Art. 269, No. 3776 of 20/12/2017

6

**MEMBERS OF THE
ENVIRONMENT-ENERGY TEAM**

13

**ENVIRONMENTAL AND ENERGY
OBJECTIVES FOR THE 2025-2028 PERIOD**

ENVIRONMENTAL ANALYSIS



We periodically review our Environmental Analysis in order to identify **significant environmental aspects**, assess the impacts associated with our activities, and monitor compliance with applicable legal and regulatory requirements. This analysis forms the basis for defining environmental improvement objectives and for updating the Environmental Management System, ensuring a structured and continuous approach to reducing the Company’s environmental footprint.

WATER RESOURCES

Renewable Energy Communities (RECs) represent an innovative model for energy production and sharing, based on the use of renewable energy sources and the **active participation** of companies, public authorities, and citizens. These are groupings of stakeholders that collaborate to produce, consume, and share clean energy at local level, with the aim of reducing energy costs, lowering greenhouse gas emissions, and promoting the energy self-sufficiency of local territories. RECs foster a more sustainable, decentralised, and resilient energy system, where energy is generated close to the points of consumption, reducing grid losses and enhancing **local resources**. In addition to environmental benefits, this model also contributes to the economic and social development of communities, encouraging cooperation among different actors and supporting the transition towards a low-carbon economy. Mori 2A has chosen to join the CER Gardena (Renewable Energy Community) promoted by the Municipalities of Nuvolento and Paitone, acting as a consumer for the two supply points (PODs) of the Nuvolento site.

IMPIANTO FOTOVOLTAICO

Since 2022, Mori 2A has been evaluating various solutions for the installation of a photovoltaic system at both production sites, with particular focus on the Nuvolento facility, which accounts for the majority of the Company's electricity consumption. The initial projects were discontinued due to the specific roof configuration and the presence of natural gas piping, which made implementation particularly complex. In 2025, a **new project** was developed in order to reconcile structural constraints with the required system dimensions. The photovoltaic project for the Nuvolento site is currently under implementation, and completion of the installation is expected by the second quadrimester of 2026. Further updates on the progress will be shared through the Company's internal communication channels and reported in the 2026 Sustainability Report.



ENERGIA ELETTRICA

Mori 2A has been certified since 2018 in accordance with the voluntary standard **UNI EN ISO 50001:2018** for the Nuvolento site and, starting from 2022, has extended the certification to the Castenedolo production facility, thereby consolidating a structured approach to efficient energy management. In 2023, the Academy building became fully operational, and its electricity consumption has been integrated into the Company's energy monitoring and analysis system (EE_04), contributing to a more comprehensive and accurate overview of overall energy needs. The results achieved show a positive trend: **more than 70% of the Energy Performance Indicators (EnPIs) reached the targets defined for the 2022–2024 three-year period**, as reported in document SE9.00 Energy Improvement Objectives.

These results were also made possible by the progressive strengthening of the role of the Energy Team and the increasing involvement of employees through information, training, and awareness initiatives (including energy awareness videos, energy-saving campaigns, and the 2023 Convention).

Energy Performance Indicators, for both electricity and gas, have been updated for the 2025–2027 period based on the 2024 baseline, in order to ensure **planning consistency with the evolution of consumption patterns and production activities**.

As of 30 November 2025, the electricity performance target for the Nuvolento site has been achieved, demonstrating the **effectiveness** of the implemented monitoring and improvement actions. Conversely, the target for the Castenedolo site has not yet been achieved, requiring further analysis of the root causes and the definition of targeted actions to recover the expected performance levels. In this context, Mori 2A reaffirms its commitment to the continuous improvement of energy performance, also through the adoption of innovative technological solutions and the development of projects aimed at self-generation of energy from renewable sources, in line with its sustainability strategy and its commitment to reducing environmental impact.



Company with a certified energy
management system



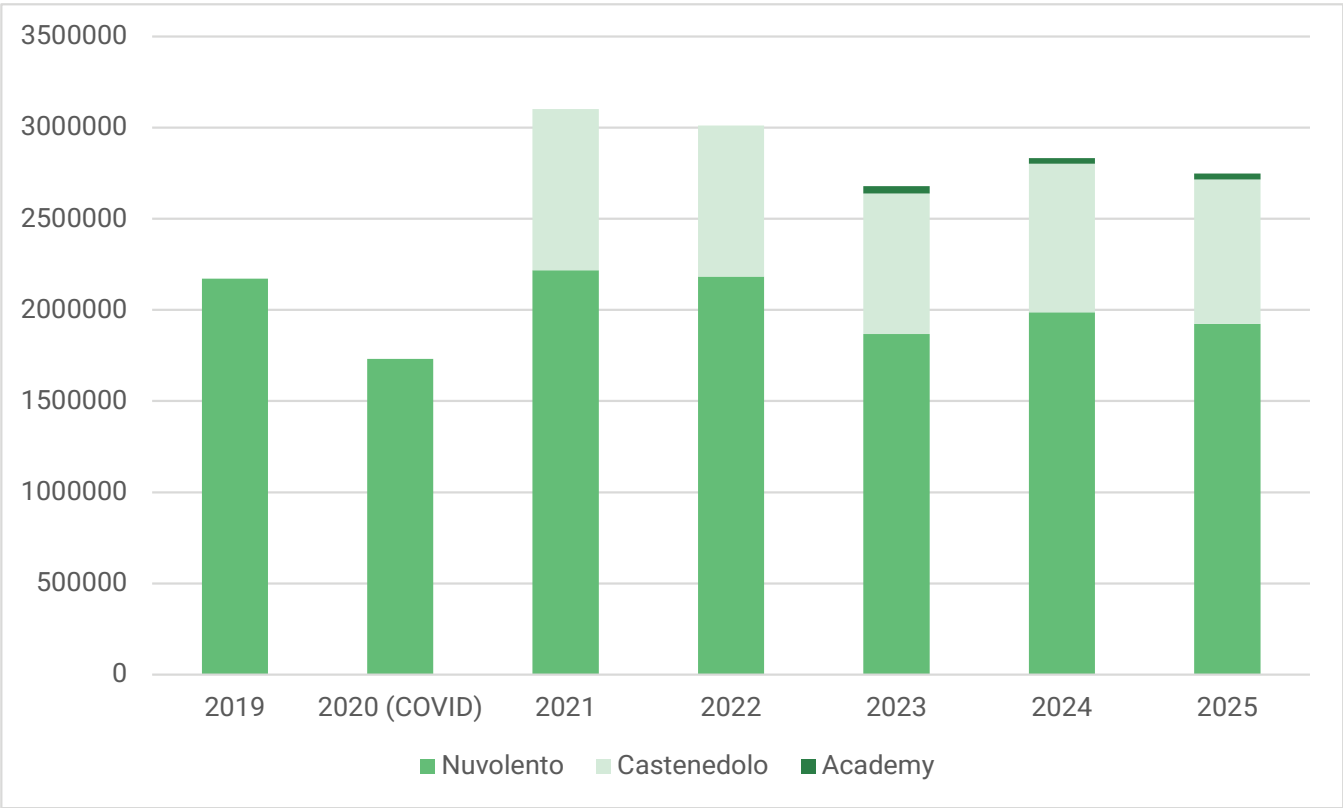
ISO 50001 IN ACTION: From system to strategy: turning certification into tangible value

As part of its commitment to promoting a culture of efficient energy management, Mori 2A organised the seminar “ISO 50001 IN ACTION – From system to strategy: turning certification into tangible value”, under the patronage of AssoEGE, the association of Energy Management Experts. The initiative was addressed to Energy Managers, Energy Management System representatives, environmental and sustainability managers, and internal auditors, with the aim of exploring operational tools, experiences, and real business case studies related to the implementation of the UNI EN ISO 50001:2018 standard. The seminar represented an opportunity for discussion and knowledge-sharing, highlighting how certification can evolve from a compliance requirement into a strategic lever for corporate growth, efficiency, and sustainability, while also enhancing the organisational and non-energy-related benefits arising from the adoption of a mature and structured Energy Management System.



ELECTRICITY CONSUMPTION

The data relating to the consumption of both production sites and the Academy, as shown in supplier invoices, are reported below in kWh.



Note: the data for the years 2019 and 2020 for the Castenedolo site are not included.

Note (2): the supplier’s energy mix for 2023 shows 47.92% from renewable sources; the remaining percentage is made up of non-renewable sources.

Source: the data relating to equivalent energy and energy intensity shown on the right are extracted from the Energy Management System.

IMPROVEMENT ACTIONS

SITE	2025 IMPROVEMENT ACTIONS	ENERGY SAVING (kWh-Smc/anno)
Nuvolento	Oven temperature control management through the installation of a PLC	90.806 kWh
Nuvolento	Use of new cleaning products that operate at lower temperatures	non misurato
Nuvolento	Optimization of air consumption for vacuum systems on press-mounted robots	13.800 kWh
Nuvolento	Consumption optimization through the upgrading of electric motors in the pickling process	2.112 kWh
Castenedolo	External LED relamping	4.017 kWh

Source: S6.00 Piano di miglioramento

EQUIVALENT ENERGY

549

TEP NUVOLENT0 2025

152

TEP CASTENEDOLO 2025

ENERGY INTENSITY

1,04

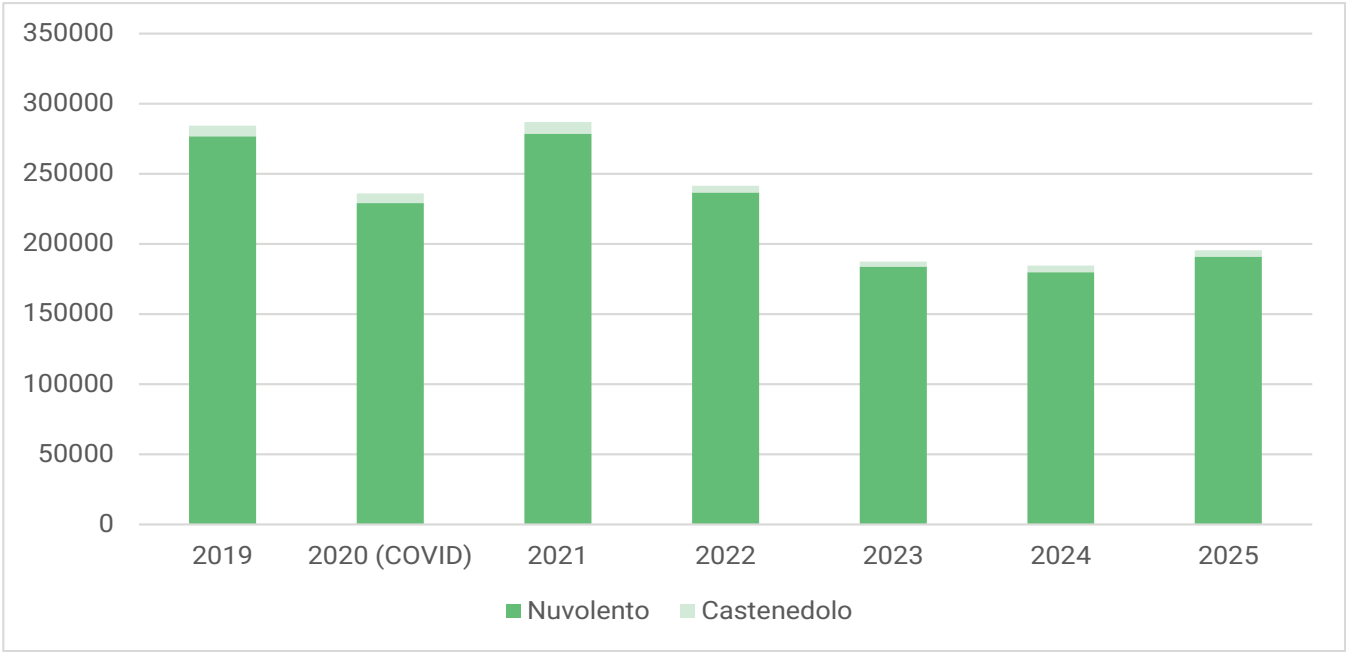
KWH/KG NUVOLENT0 2025
data 2024: 1,05

1,76

KWH/KG CASTENEDOLO 2025
data 2024: 1,63

NATURAL GAS

The data relating to the consumption of both production sites, as shown in supplier invoices, are reported below in Smc.



Regarding gas consumption at the Nuvolento site, two energy variables have an impact: production and external temperatures. Based on the consumption profile and measurements carried out, gas consumption for heating accounts for approximately 30%, whereas at the Castenedolo site the impact of gas for heating is 100%.

INTERWOVEN VALUE

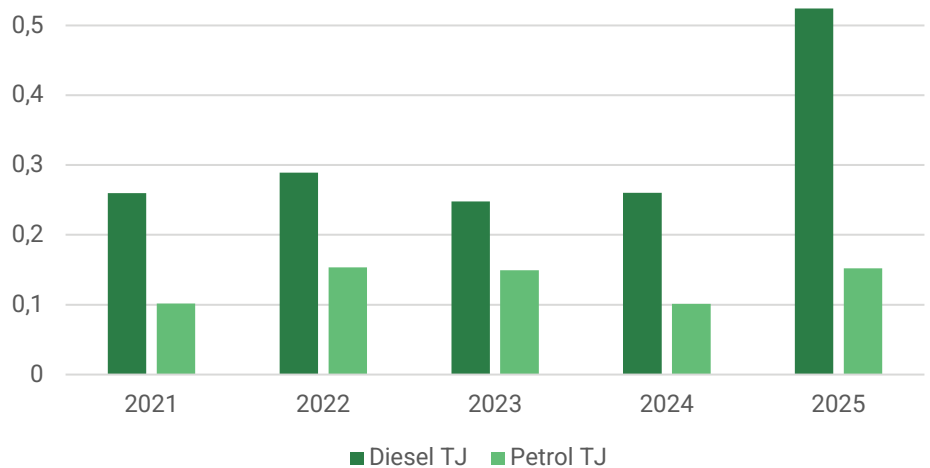


MOBILE EQUIP. COMBUSTION

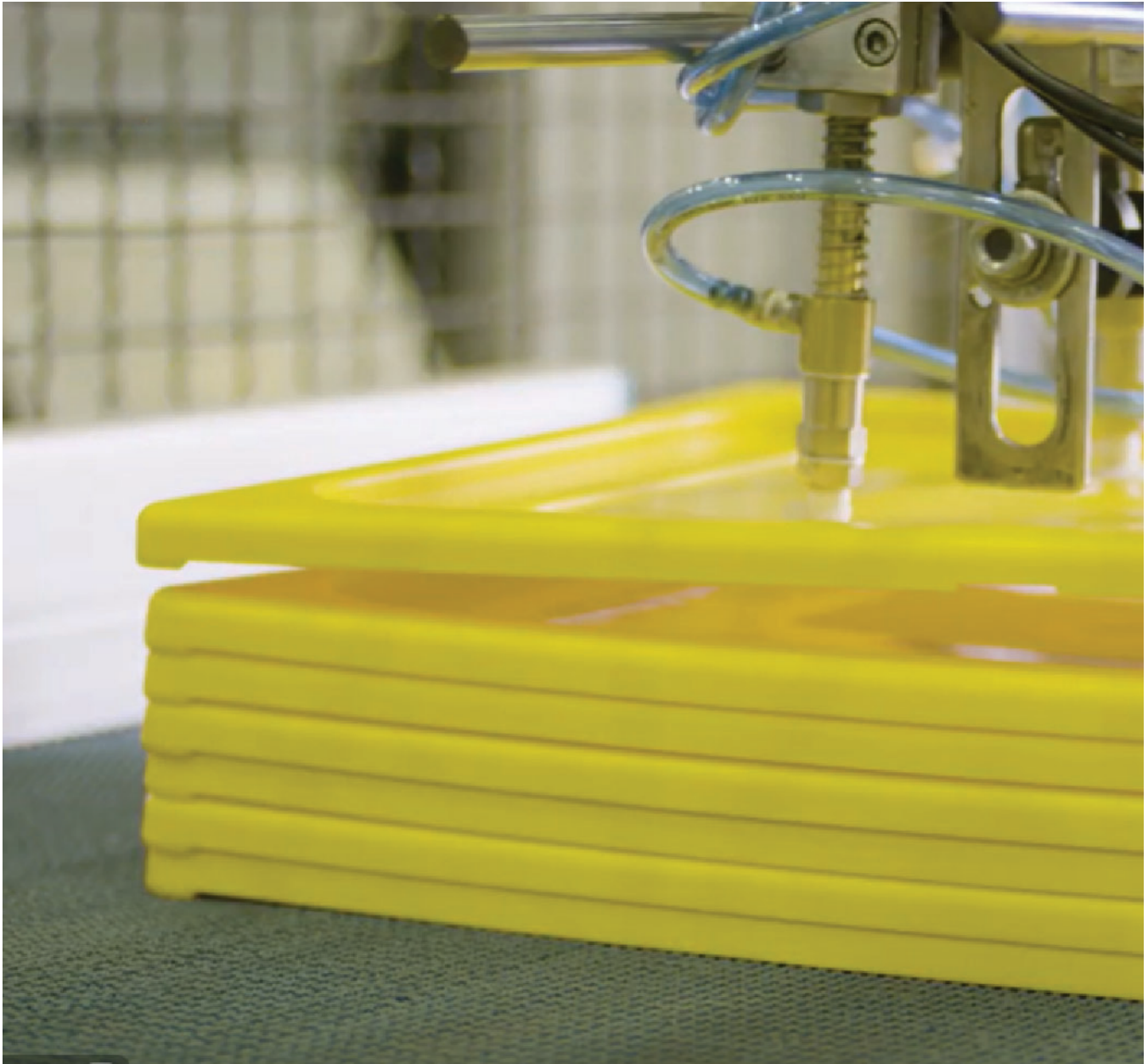
The average energy expenditure for fuel corresponds to 3% of total energy expenditure and does not represent a significant energy use.

Below are the data relating to consumption from the combustion of mobile equipment generated by company-owned vehicles controlled by Mori 2A, as shown in supplier invoices in liters. As in the previous year, liters have been converted into terajoules (TJ), as required by GRI standards, using the conversion factors between units applied in the spreadsheet for the appointment of the Energy Manager pursuant to Law 10/1991.

The variation in data compared to the previous year is explained by the addition to the company vehicle fleet of a diesel truck dedicated to optimizing inter-site and supplier transport.



INTERWOVEN VALUE



CO2 EMISSIONS

Mori 2A has undertaken a structured process of measuring and managing its greenhouse gas emissions through the calculation of its **Organisational Carbon Footprint (CFO)**, with the aim of accurately quantifying the environmental impacts associated with its activities across the entire value chain. The emissions analysis has made it possible to identify the **main sources of impact** and the areas of greatest criticality, providing the basis for defining a set of measures aimed at reducing emissions and, where necessary, offsetting them, within a framework of progressive achievement of carbon neutrality (**net carbon neutrality**), supported by a structured carbon management system. The entire process of preparing the Organisational Carbon Footprint has been guided by the principle of transparency, both in the data collection and processing phase and in reporting methods. Mori 2A is committed to ensuring the traceability, accuracy, and verifiability of information relating to its emissions, in order to provide stakeholders with a clear, reliable, and comprehensive picture of its environmental performance. This approach helps strengthen dialogue with stakeholders and supports informed, sustainability-oriented decision-making processes.

Compared to the 2021 Carbon Footprint, published in 2022, the 2023 data update represents a significant methodological and informational advancement. The new Carbon Footprint has been fully prepared in accordance with **UNI EN ISO 14064** and has introduced important improvements, including uncertainty analysis and an assessment of emission significance. In addition, reporting boundaries have been expanded to include a broader set of data, and data collection methods for previously included information have been revised in order to improve quality and reliability. In light of these developments, the 2023 Carbon Footprint has been adopted as the new baseline for monitoring emission performance in subsequent years and for defining the company's **Decarbonisation Plan**, in line with emission reduction targets and the organisation's long-term sustainability strategies.

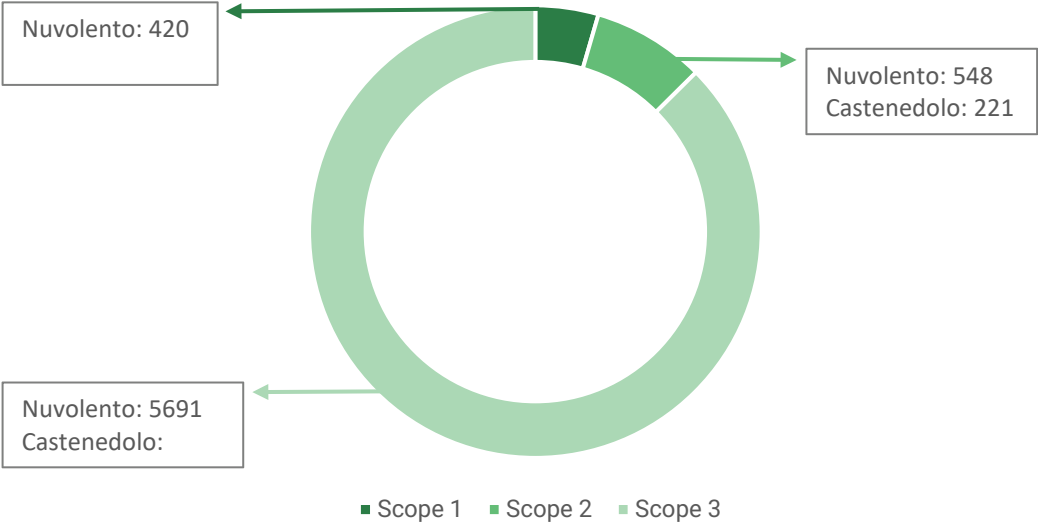
INTERWOVEN VALUE

REFERENCE STANDARDS	ISO 14064 and GHG Protocol
REFERENCE PERIOD	2024
SCOPE OF APPLICATION	Nuvolento and Castendolo sites
PURPOSE OF ANALYSIS	Direct emissions (Scope 1) and indirect emissions (Scope 2 and partial Scope 3)



TAKE A LOOK!

To discover all the details of our **Carbon Footprint**, contact us or access our private area.



Methodological note:
Scope 2 is calculated using the Location-Based method, which refers to the calculation of Scope 2 emissions based on the average emissions intensity of the electricity grid where the energy is consumed. It does not take into account the purchase of certified renewable energy.

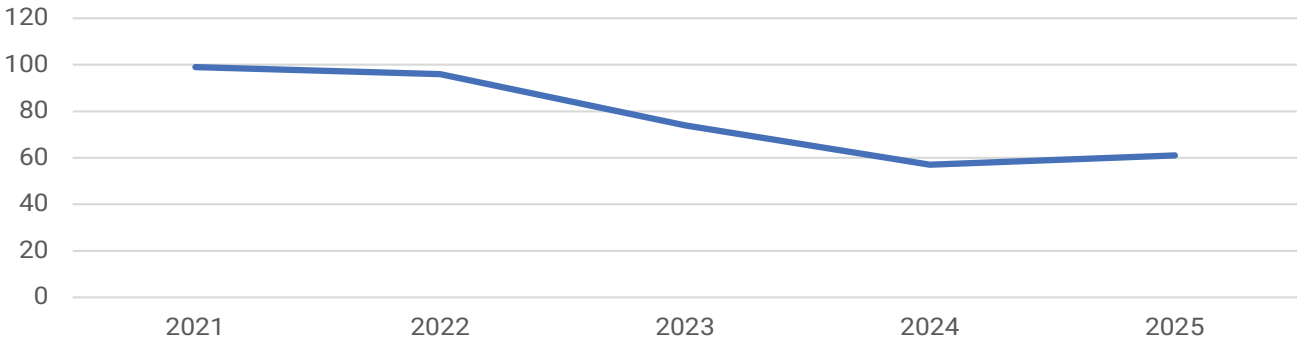
WATER RESOURCES

Water is a fundamental natural resource for the **operational continuity** of business processes and for the well-being of the people working within the facilities. Responsible management of water consumption therefore represents a key element of the company's commitment to environmental sustainability, with particular attention to monitoring usage and promoting practices aimed at efficiency and waste reduction.

At production site 1, water use is limited exclusively to sanitary services and the irrigation of outdoor areas, with no use in production processes.

At production site 2, in addition to civil and sanitary uses, water is also used in support of production activities. In particular, water consumption is linked to the washing tunnel departments and to pickling and tumbling operations, where water is a functional element of treatment and processing stages.

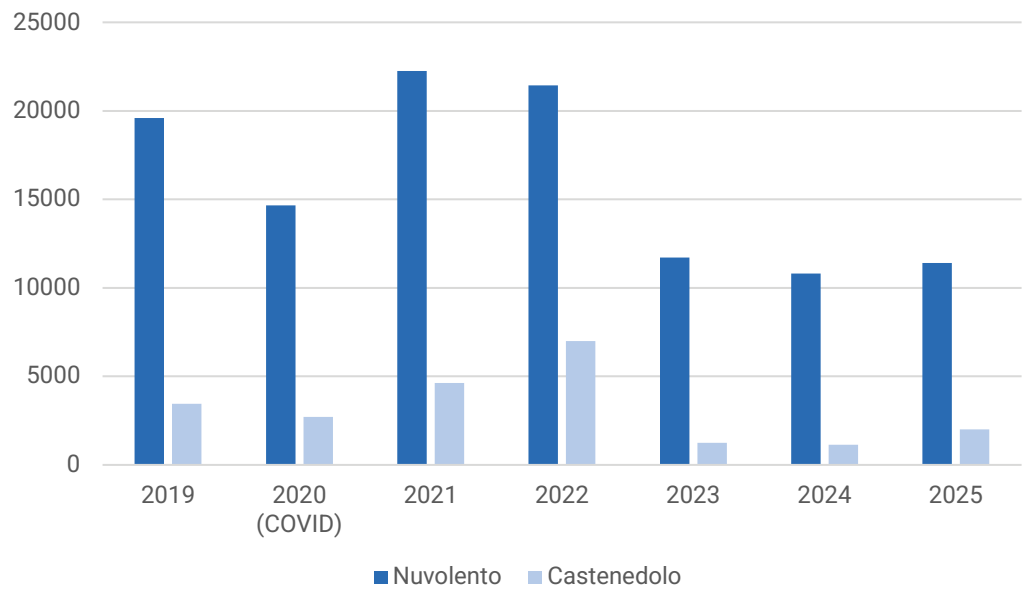
The data relating to the consumption of both production sites, as shown in supplier invoices, are reported below in m³.



INTERWOVEN VALUE

The chart on the left shows a clearly decreasing trend in water consumption relative to kilograms of raw material processed. In 2025, the value stabilises at levels similar to 2024, indicating a consolidation of the efficiency achieved. This trend demonstrates a structural improvement in the company’s water management, resulting from technical and organisational measures aimed at reducing waste.

The bar chart compares actual consumption in m³ at the two production sites, Nuvolento and Castenedolo, as shown in supplier invoices. From 2023 onwards, both sites show a downward trend.



Note: The consumption recorded for the Castenedolo site during 2022 is significantly higher than in the previous period due to a leak identified in August.

Source: S8.6 Piano di monitoraggio, invoices, ERP

WASTEWATER TREATMENT PLANT

Particular attention is given to the treatment of water used in the production cycle, through advanced solutions for purification and responsible reuse.



Cold rinse in the washing tunnel



Storage in a collection tank



Diversion to the pickling process via isolating switch



Rinsing phase



Wastewater treatment through a physico-chemical plant



Analysis to verify compliance with pollutant limits



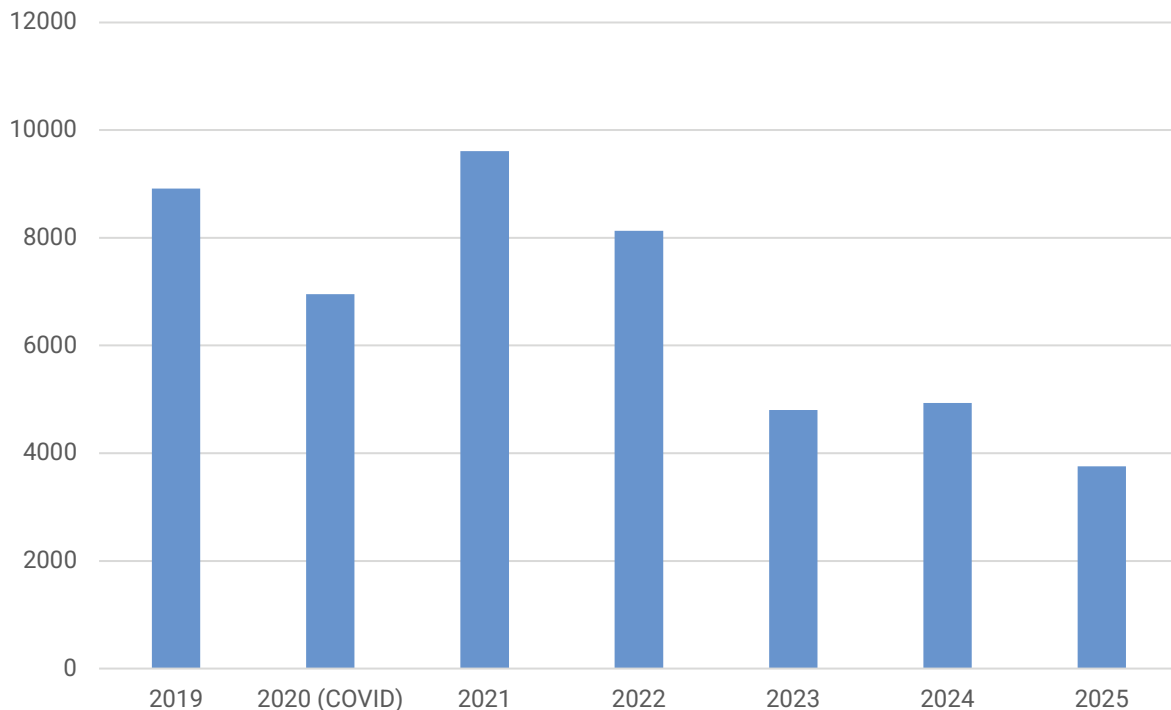
Disposal of waste generated through specialised companies

INTERWOVEN VALUE

The **internal physico-chemical wastewater treatment plant** ensures the cleaning and treatment of wastewater generated by production processes before it is discharged into the public water network. Continuous monitoring of discharge parameters is an established practice aimed at ensuring regulatory compliance and preventing any negative impact on the surrounding environment.

In parallel, the system for producing and managing demineralised water represents a virtuous example of **circular economy** applied to the company's water cycle. Thanks to a closed-loop system that enables water recovery, treatment, and reuse within production processes, the company is able to minimise withdrawals from the external water supply network and significantly reduce waste.

The data relating to wastewater discharge from the treatment plant, expressed in m³, are reported below:



Source: S8.06 Piano di monitoraggio

CONSUMABLE MATERIALS

Mori 2A recognizes the **responsible management** of consumable materials as a key element of its environmental sustainability strategy. For this reason, the company is committed to systematically monitoring the use of such materials throughout their entire life cycle, from procurement to final disposal, with the aim of progressively reducing consumption and limiting the associated waste generation.

Continuous monitoring of consumption makes it possible to identify inefficiencies, guide purchasing choices towards more sustainable solutions, and promote an internal culture of responsible resource use.

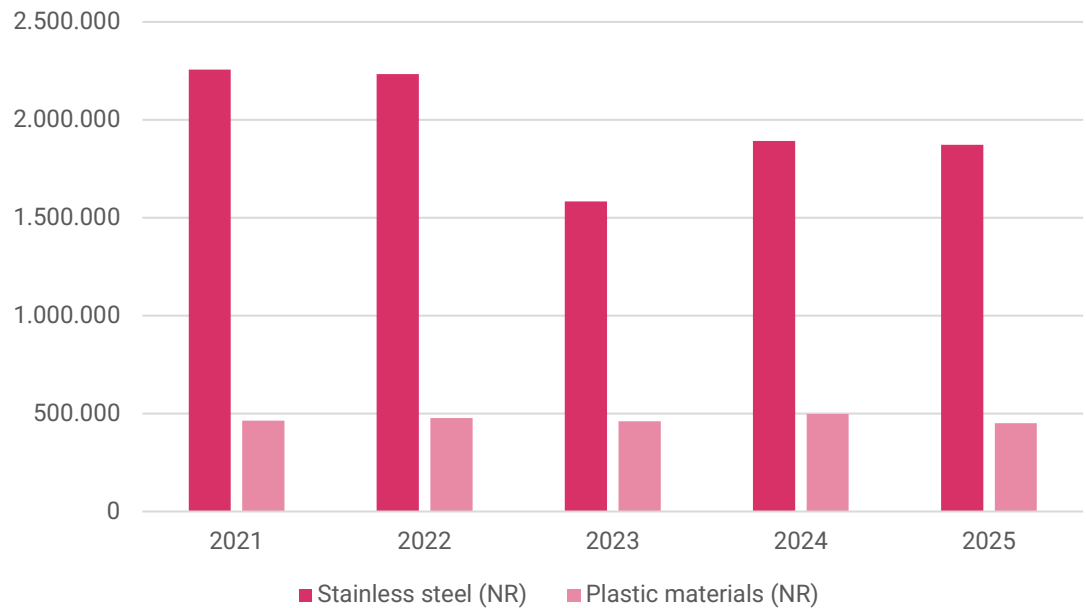
Where technically and operationally feasible, the company actively pursues the reduction of unnecessary purchases, favouring products with **greater durability**, lower environmental impact, or featuring reduced and recyclable packaging.

All products reported in this section have been sourced exclusively from qualified external suppliers, selected also on the basis of environmental criteria and supply chain responsibility. This approach reflects Mori 2A's attention to the entire supply chain, based on the belief that sustainability cannot be limited to internal processes alone, but must extend to business relationships and the partners with which the company collaborates.



RAW MATERIALS

The data relating to raw material purchases for both production sites, as shown in purchase invoices for the reference year, are reported below.

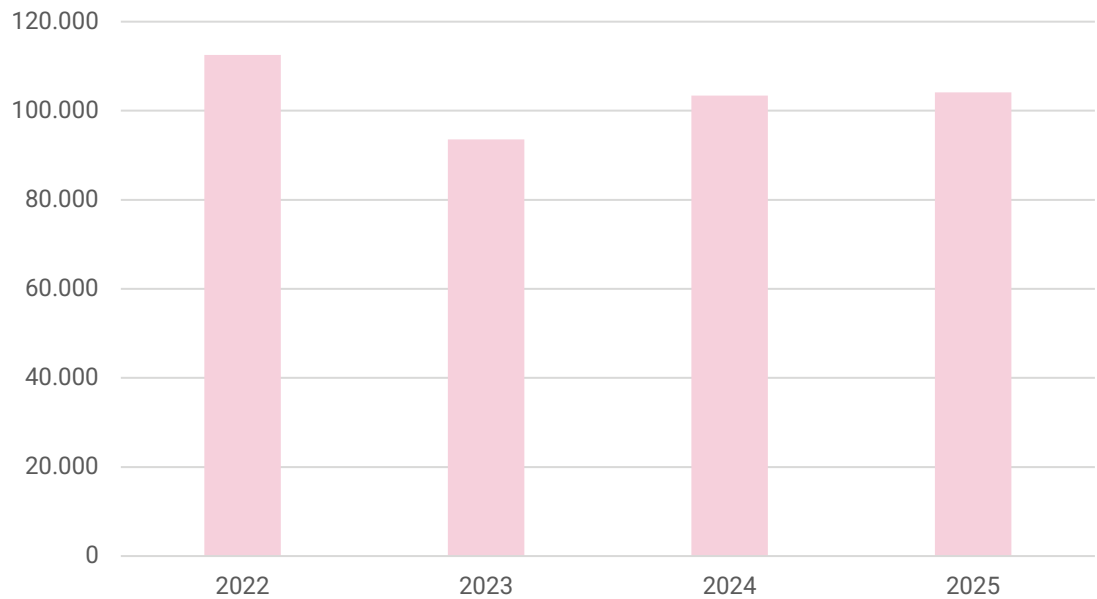


Source: ERP

In the raw material selection process, we prioritize materials characterized by high **durability**, **reliability**, and end-of-life recovery potential. In particular, we use AISI 304 stainless steel, known for its corrosion resistance, long service life, and recyclability, thereby contributing to waste reduction and the optimization of the product life cycle. With regard to plastic components, we mainly use engineering materials such as polypropylene (PP), polycarbonate (PC), Tritan, and SAN, selected for their mechanical performance, long-term durability, and transparency. Careful selection of raw materials is a fundamental element of our commitment to more responsible production, focused on quality, safety, and environmental sustainability.

PROCESS-RELATED MATERIALS

The data relating to chemical purchases for both production sites, as shown in purchase invoices for the reference year, are reported below.



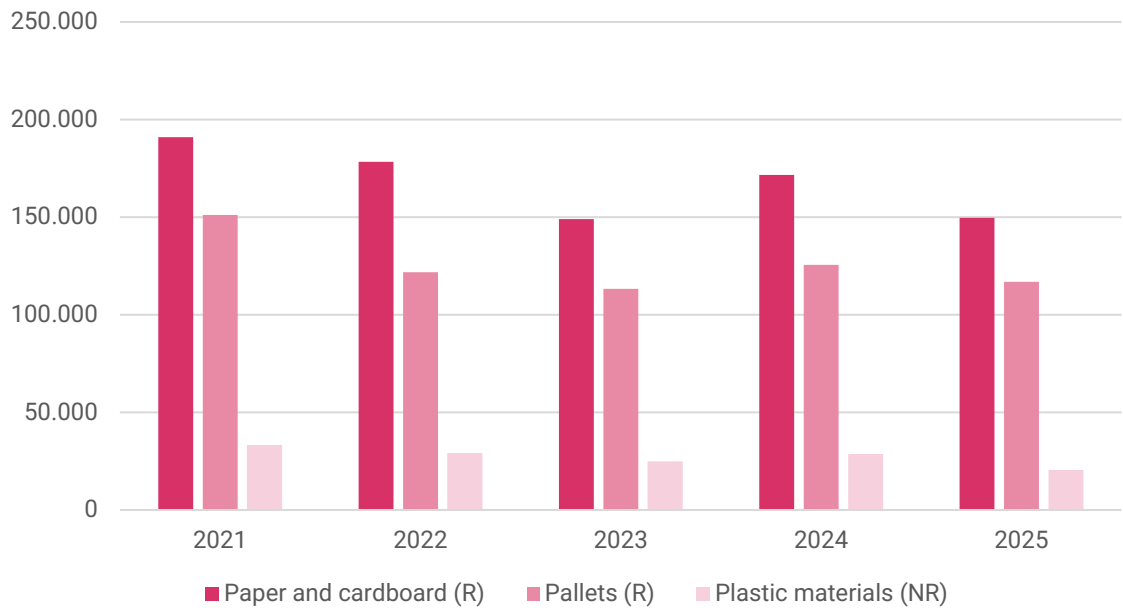
By their nature, chemical substances are not associated with the concept of recycling as a source of origin; for this reason, Mori 2A mainly uses virgin products which, once their use is completed, are disposed of in compliance with applicable regulations.

The company nevertheless maintains a **continuous commitment** to identifying increasingly innovative and sustainable solutions, working with its suppliers to evaluate alternatives with a lower environmental impact and more advanced technical characteristics. Such solutions are adopted where they are compatible with the applicability, safety, and quality requirements of the company's production processes.

In addition, operators receive training to ensure a prompt response in the management of environmental **emergencies**.

PACKAGING MATERIALS

The data relating to chemical purchases for both production sites, as shown in purchase invoices for the reference year, are reported below.



Note: Compared to previous years, from 2024 onwards the purchase of paper and PVC labels has also been reported.

Packaging materials are carefully selected, prioritising solutions that ensure product protection and logistical efficiency and, where possible, reduce environmental impact through the use of recyclable or easily separable materials.

Mori 2A also places particular emphasis on the **regulatory compliance** of the materials used, working with qualified suppliers to ensure adherence to applicable provisions in terms of safety, quality, and environmental protection. Documentation review and updating activities represent a key element in ensuring compliance throughout the entire supply chain.

WASTE MANAGEMENT

Waste generated by our production is carefully identified through CER codes, collected, and disposed of within the timeframes and according to the methods required by applicable environmental regulations, through authorised and qualified operators.

Most of the waste produced derives directly from the production cycle, while a residual share is attributable to supporting business activities, such as the use of printer toner and waste generated by administrative and technical offices.

Mori 2A places particular attention on **proper waste management**, promoting practices aimed at waste reduction, material recovery, and continuous improvement of environmental performance. Management is carried out in **compliance** with the principles of traceability, safety, and regulatory compliance, with the aim of minimising the environmental impacts associated with production activities.

Mori 2A employees are continuously trained and made aware of how to properly and responsibly manage waste throughout its entire lifecycle: from its entry into the production site in the form of chemicals and processing materials, through to the stages of storage, handling, and final disposal entrusted to specialised and qualified companies. **Staff training** is a key element of the company's environmental and safety strategy, helping to ensure compliance with internal procedures, risk prevention, and the correct application of current regulations.

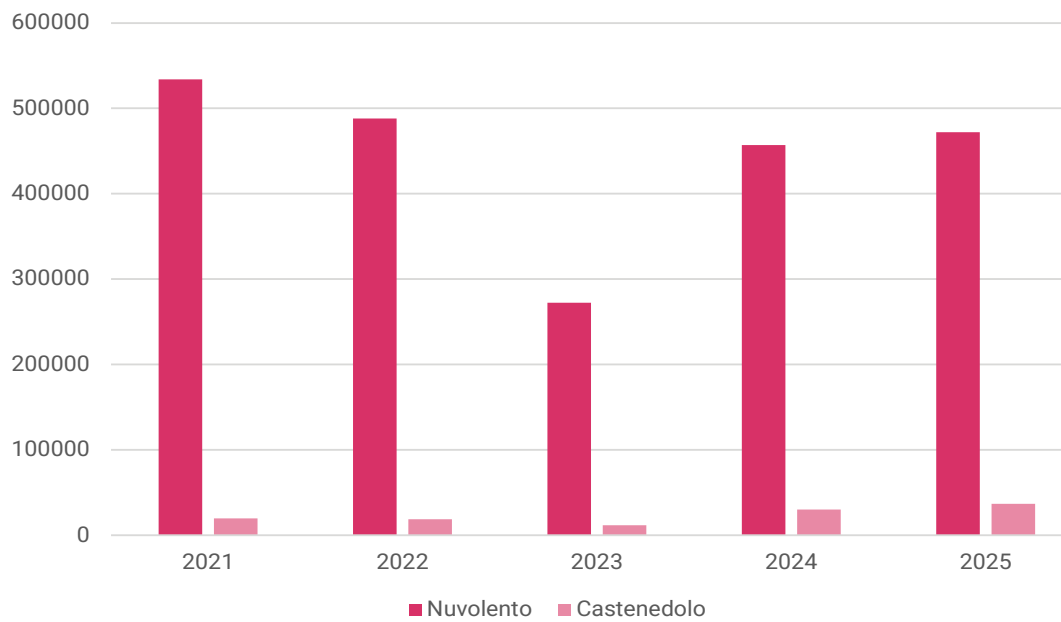
For each disposal operation, Mori 2A verifies through specific and documented procedures that all parties involved—intermediaries, transporters, and treatment facilities—fully comply with legal obligations and hold the necessary authorisations. This control system ensures traceability, regulatory compliance, and transparency in waste management.

INTERWOVEN VALUE

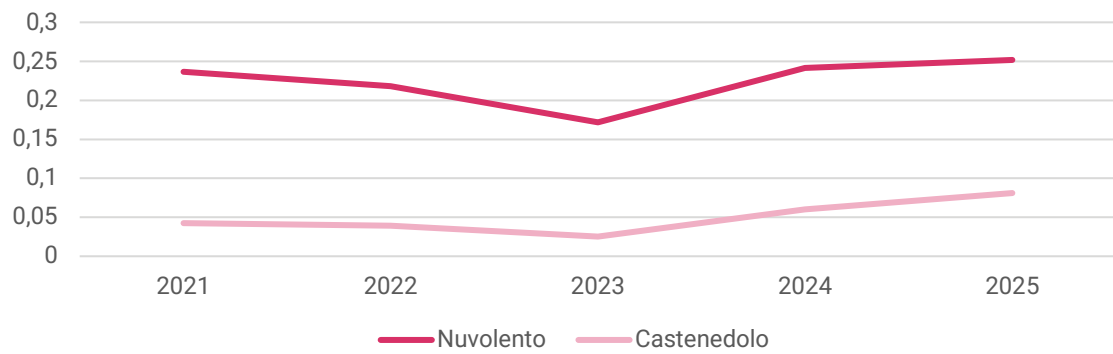


SUSTAINABILITY REPORT 2025

The waste generated and disposed of by Mori 2A, in accordance with the data reported in the 2025 Single Environmental Declaration Form (MUD), is divided as follows (in kg):



Below, in order to better contextualise the reported data, the ratio between kilograms of waste produced and kilograms of raw material processed is shown:



INTERWOVEN VALUE

Due to the nature of the production cycle itself, as well as the presence of office functions, the Nuvolento site generates significantly higher waste volumes compared to Castenedolo, with a waste-to-raw-material ratio (kg waste/kg raw material) that remains consistently around 0.24–0.26—showing an unusual sharp decrease in 2023 followed by a stabilisation of value.

The increase in waste in 2025 is attributable to testing activities on various chemical substances, which required frequent changes and cleaning of the chamber, generating higher waste quantities.

The Castenedolo site, on the other hand, operates on much lower volumes but shows a growing trend in the waste-to-raw-material ratio. The increase in EER 150106 (mixed packaging) is linked to the establishment of Ingegneria Italia, while the reduction in paper waste reflects the decline in the production of polycarbonate and Tritan—materials traditionally supplied in large paper bags.

During the year, an increase was also recorded in the quantity of waste properly tracked and managed, a figure mainly attributable to the progressive consolidation of the environmental management system certified according to ISO 14001.

The implementation of increasingly structured and precise **procedures** has in fact enabled greater accuracy in waste classification, monitoring, and recording activities, improving the level of control and traceability throughout the entire environmental management process.

This trend therefore reflects a strengthening of organisational effectiveness and internal monitoring capacity, in line with Mori 2A's continuous improvement pathway, and not a deterioration in the company's environmental performance.

74%

% sent for RECOVERY (375 TON)
data 2024: 70%

86,13%

% NON-HAZARDOUS (438 TON)
data 2024: 86,80%



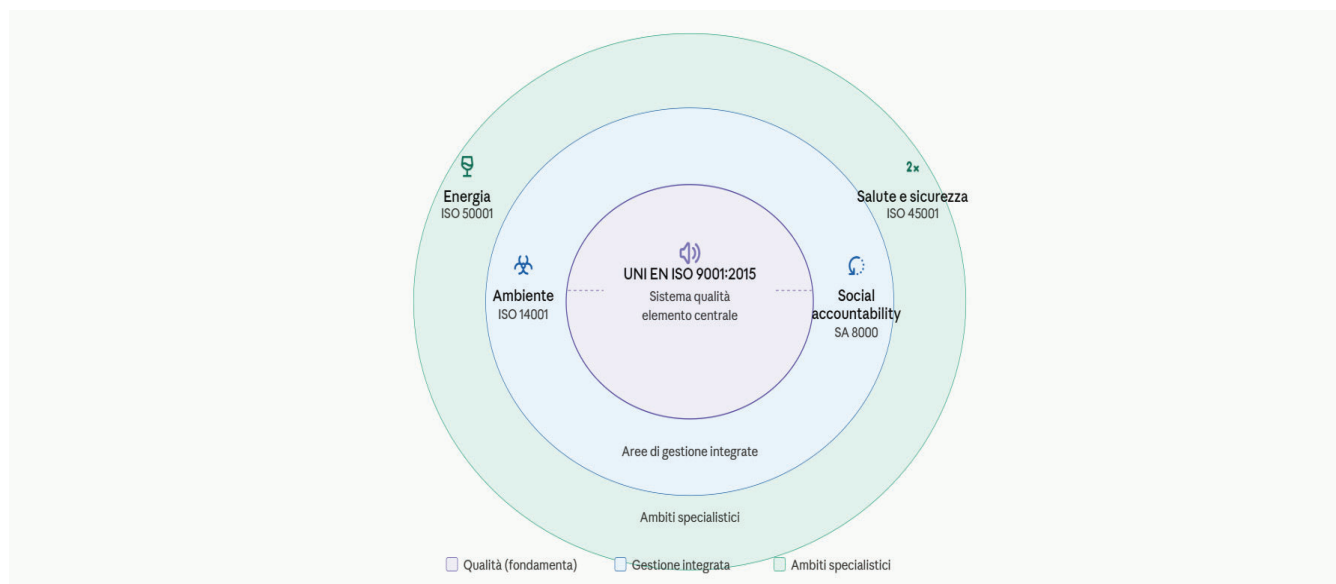
TAKE A LOOK!

Discover the waste journey in our two facilities through the **Waste Production Flow** in our private area.

MANAGEMENT SYSTEM

Mori 2A operates an Integrated Management System built according to the **High-Level Structure** of ISO standards, an organisational model that enables all the company's strategic areas to be developed in a **harmonised** and coherent manner through a common framework of processes, responsibilities, procedures, and control tools.

The foundations of the system are based on the principles of UNI EN ISO 9001:2015, which represents the central and cross-functional element of the organisation. Starting from the quality system, additional management areas are developed and integrated, particularly those related to environmental management and social accountability, which in turn are structured into specialised areas such as energy, occupational health, and safety.



INTERWOVEN VALUE

The adopted approach makes it possible to maintain a **unified management logic**, in which each standard contributes to the continuous improvement of company performance while preserving its own technical and regulatory specificities. Procedures, operating instructions, control sheets, and monitoring methods are therefore developed according to shared criteria, promoting integration, traceability, and operational effectiveness.

The Integrated Management System is supported by a periodically updated Manual and a coordinated documentation structure that brings together both common elements and the specific requirements of the different standards. The quality scope is also completed through the strict application of Good Manufacturing Practices (GMP), as defined by Regulation (EC) 2023/2006, and more generally by the FCM (Food Contact Materials) legislation relating to materials and articles intended to come into contact with food, with particular reference to Regulation (EC) 1935/2004. Starting from the Integrated Management System, Mori 2A also oversees all activities related to **product compliance**, ensuring regulatory conformity of products and packaging throughout the entire production cycle. This approach includes the management of applicable requirements for food contact materials, regulatory monitoring, documentary verification of raw materials, collection of declarations of conformity, and assessment of technical and legislative requirements required by target markets and customers.

The Quality Team, coordinated by the QHSE and Sustainability Manager, manages and maintains the Integrated Management System, ensuring its effectiveness, continuous updating, and alignment with objectives.



CODE OF CONDUCT

In 2024, Mori 2A published its first Code of Conduct. This document represents a key milestone for our company, formalising the principles and guidelines that steer our daily activities, promoting values such as integrity, transparency, and mutual respect. The Code of Conduct was developed with the aim of fostering an ethical, responsible, and inclusive working environment and extending this vision throughout the entire supply chain.

Furthermore, by accepting our purchase orders and subcontracting orders, as well as our sales order confirmations, suppliers and customers automatically also accept the principles set out in the Code of Conduct, thereby continuously reaffirming their commitment to comply with our ethical standards.



TAKE A LOOK!

*If you don't want to miss our **Code of Conduct**, visit our website!*

BUSINESS CONTINUITY PLAN

In 2023, Mori 2A published its first Business Continuity Plan. The development of this important document stems from the awareness of the importance of ensuring operational continuity, especially in emergency situations or unforeseen events.

The business continuity plan was developed with the aim of identifying and managing the main risks that could affect the organisation's operational capacity, ensuring the continuity of critical processes and the protection of corporate stakeholders. The analysis considered different potential scenarios, including operational interruptions, unavailability of infrastructure, supply chain issues, environmental events, and extraordinary emergency situations.



TAKE A LOOK!

*Discover our **Business Continuity Plan** in our private area*

INTERWOVEN VALUE



THESIS PROJECTS

Case study-based academic thesis projects are a valuable tool for demonstrating the effectiveness of corporate strategies, building trust, and providing opportunities for learning and development.

Mori 2A has supported and inspired several students in the design and development of their thesis projects:

'22

Università Cattolica del Sacro Cuore - Brescia campus

Faculty of Political and Social Sciences

Bachelor's Degree in Political Science and International Relations

Theory and Practice of Stakeholder Engagement: The Case Study of the Mori 2A Cares Project.

'24

Università Cattolica del Sacro Cuore - Brescia campus

Faculty of Linguistic Sciences and Foreign Literatures

Bachelor's Degree in Business Language Specialist

Strategies and forms of politeness in BELF used in Mori 2A emails

'25

Università Cattolica del Sacro Cuore - Brescia campus

Faculty of Political and Social Sciences

Master's Degree in Labour Management and Communication for Organisations

Towards the Ecological Transition: the Mori 2A Case Study

INTERWOVEN VALUE

'25

Università Cattolica del Sacro Cuore - Brescia campus
Faculty of Linguistic Sciences and Foreign Literatures
Bachelor's Degree in Business Language Specialist (ELI)
Enterprise Risk Management: Risk Mitigation Strategies. The Mori 2A Case Study

'25

Università degli Studi di Brescia
Department of Economics and Management
Bachelor's Degree in Business Economics and Management
Organizational Culture and Leadership: The Mori 2A Srl Case Study

'26

Università degli Studi di Brescia
Department of Mechanical and Industrial Engineering
Master's Degree in Mechanical Engineering
Optimization of production processes in a sheet metal processing company



SUPPLY CHAIN

Mori 2A boasts a solid tradition of **reliable** and **long-lasting** commercial relationships with its suppliers and customers. This represents one of the key factors that has enabled Top Management to lead the company with stability and resilience through the various crises that have occurred over the past ten years, including the economic crisis, the pandemic crisis, and the energy crisis.

In our commitment to sustainability, responsible supply chain management is a fundamental pillar of our activities. We actively collaborate with our suppliers to promote ethical, **socially responsible**, and environmentally sustainable practices throughout the entire supply chain. Through transparency and open dialogue, we work to understand and assess the potential environmental and social **impacts of our supply chain**, adopting selection criteria that favour partners committed to reducing emissions, respecting human rights, and continuously improving working conditions.

We continuously monitor our supply chain in order to identify risks and opportunities for improvement, implementing policies and procedures aimed at ensuring compliance with our standards and promoting a positive impact on the communities and environment in which we operate.

In line with our long-term sustainability strategy, Mori 2A also encourages suppliers and business partners to adopt principles of continuous improvement, resource efficiency, responsible use of raw materials, and regulatory compliance. We believe that building strong, transparent, and long-term relationships throughout the value chain not only contributes to operational stability but also to the creation of **shared and lasting value**.

Our vision of sustainability extends beyond the boundaries of our organisation, embracing the entire network of partners and collaborators, as we believe that only through a collaborative and long-term oriented approach is it possible to make a tangible contribution to building a more sustainable future for all stakeholders.

INTERWOVEN VALUE

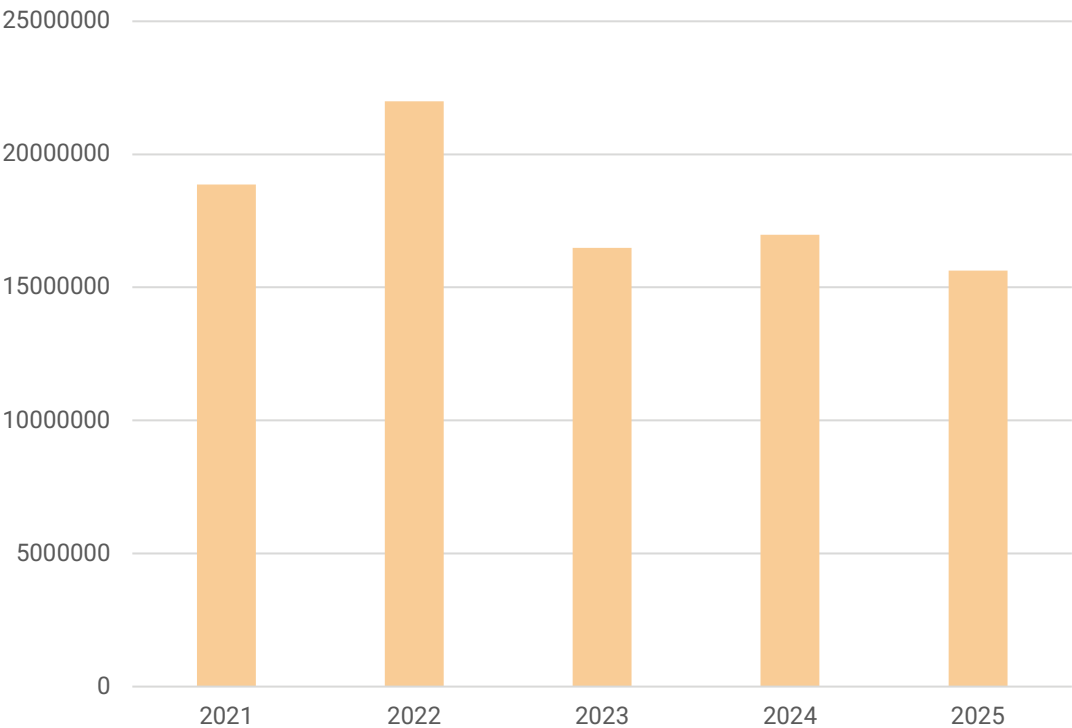


UPSTREAM

The upstream supply chain includes all those entities that provide products and/or services to the organisation, enabling it to develop its own products.

Each of the companies we collaborate with is qualified, monitored, and evaluated every three years based on criteria related to quality, energy efficiency, environmental impact, and corporate social responsibility, as established in the Quality Manual.

The data relating to amounts invoiced by suppliers, as extracted from our ERP system and net of VAT, are reported below:



INTERWOVEN VALUE

The choice to work predominantly with local and national suppliers also enables us to increase operational efficiency, improve delivery timeliness, and maintain a high level of quality control over purchased materials and services. Geographic proximity facilitates continuous dialogue, the sharing of company standards, and the possibility of carrying out direct audits along the supply chain.

Mori 2A considers its suppliers as **strategic partners** with whom to build relationships based on mutual trust, reliability, and shared sustainable growth objectives. For this reason, we favour long-term collaborations with companies that share our **values** in terms of quality, work ethics, safety, environmental respect, and regulatory compliance.

6,49%

FOREIGN SUPPLIERS 2025

93,51%

ITALIAN SUPPLIERS 2025

Source: ERP, fornitori movimentati nel corso dell'anno di riferimento

MORI 2A TOP SUPPLIER AWARD

To further strengthen the **relationship** with its suppliers and promote a culture of quality, responsibility, and collaboration, Mori 2A organises the Mori 2A Top Supplier Award every two years.

This recognition is dedicated to partners who have distinguished themselves through excellence in production processes, supply reliability, innovation, and commitment to sustainable practices.

The initiative represents a meaningful moment of sharing and dialogue, aimed at recognising best practices and encouraging continuous improvement throughout the entire supply chain. The award strengthens a sense of belonging and mutual trust, promoting a virtuous ecosystem in which sustainability is not only an objective, but a shared value.



DOWNSTREAM

Downstream supply chain includes all entities that directly receive products from the organisation (customers).

Mori 2A primarily serves professionals in the Ho.Re.Ca. sector (Hotel, Restaurant, Catering), a reliable partner that has demonstrated, throughout its development, flexibility and foresight by adopting solutions enabled by technological progress to meet the new needs of an increasingly differentiated and specialised market, while always maintaining a strong focus on product quality and consumer safety.

Mori 2A customer types:



INTERWOVEN VALUE



WHISTLEBLOWING AND GRIEVANCES

INTERNAL

Mori 2A has implemented an internal reporting system available to its employees, based on dedicated suggestion boxes placed in strategic areas of the company. Through this system, issues, complaints, observations, and suggestions can be communicated safely and anonymously to the Social Performance Team (SPT). This tool was introduced with the aim of fostering internal dialogue, promoting active employee engagement, and ensuring a work environment grounded in transparency, listening, and continuous improvement.

Following the assessment of the reports received and the possible definition of corrective or improvement actions, the Social Performance Team shares the implemented measures with employees, in full respect of privacy, confidentiality, and the protection of the individuals involved, through specific internal communications.

In addition, the Stakeholder Internal Reporting Procedure (PRS.03) is made available to all employees via the company's private area and through the touchscreen kiosk located in the production department, in order to ensure accessibility, transparency, and ease of use of the reporting tools.

EXTERNAL

Mori 2A has implemented an external reporting system available to all its stakeholders, based on a dedicated email address (report@mori2a.com), through which issues, complaints, and suggestions can be safely communicated to the Social Performance Team (SPT).

INTERWOVEN VALUE

This tool was introduced with the aim of ensuring transparency, accessibility, and a direct communication channel with all external stakeholders, while also promoting a responsible approach to the management of reports.

Following the evaluation of the reports received and the possible definition of corrective actions, the Social Performance Team contacts the external stakeholder concerned (if identified), communicating the outcome of the case management. In addition, information on the actions taken is shared internally with employees, in respect of privacy and confidentiality, through specific communication.

The External Stakeholder Reporting Procedure (PRS.04) is available at the following link: <https://www.mori2a.com/conformita/>, in both Italian and English, in order to ensure maximum transparency and accessibility.

During the reporting year, no reports were received from external stakeholders.

WHISTLEBLOWING

In compliance with Legislative Decree No. 24 of 10/03/2023, Mori 2A has ensured the possibility of reporting criminal and civil wrongdoing through a dedicated platform accessible to all external stakeholders.

This system has been implemented to ensure maximum transparency, confidentiality, and whistleblower protection, in line with the company's principles of integrity and compliance.

Guidelines on how to submit reports are set out in the document "External Stakeholder Reporting Procedure (PRS.04)", available on the company website in both Italian and English, in order to ensure transparency, accessibility, and full compliance with applicable regulations.

DISCIPLINARY PRACTICES

Mori 2A treats all employees with dignity and respect. The company has implemented a progressive system for communicating employee violations, aimed at fostering cohesion between management and employees, as well as raising employees' awareness of mistakes that should not be repeated.

The severity of the actions taken is strictly linked to the damage/violation and its recurrence. In particular, the main rule to be followed is a gradual process consisting of:

- verbal warnings
- written warnings
- suspensions
- dismissal

The application of these measures is carried out in compliance with the requirements set out in the National Collective Labour Agreement (CCNL).

In 2025, the company issued several verbal and written warnings in accordance with the applicable CCNL and managed a single disciplinary case, which was concluded without significant consequences for the employee.

INTERWOVEN VALUE



GOVERNANCE STRUCTURE

Mori 2A falls within the category of **SMEs** (Small and Medium-sized Enterprises), as defined by applicable legislation, and operates under the legal form of a Limited Liability Company (S.r.l.), with a fully paid-up share capital of €1,000,000.

During the 2024 financial year, no significant changes occurred in the size, structure, or ownership of the organisation. However, starting from 2023, a change took place within the Board of Directors (BoD).

In particular, the position of Chairman is held by Alvise Mori (male, aged between 30 and 50), while the position of Managing Director is currently held by Aristide Mori (male, over 50 years old).

BOARD OF DIRECTORS (BOD)

The Board of Directors (BoD) is the organisation's collective management body. The Chairman also serves as Executive Director and interacts with the various functions and teams as outlined in the reporting lines shown in the company organisational chart. Responsibility for decisions and for the organisation's impacts on the economy, the environment, and people therefore rests with the Chairman, who directly assesses such impacts based on both formal and informal communication with the different company functions, as well as on global and economic scenarios. The Chairman also holds the position of Business Operator (BO).

The BoD generally meets once a year and performs a strategic role in reviewing, developing, and supporting the decision-making process, as well as exercising oversight functions.

Conflicts of interest do not represent a significant risk for Mori 2A, as there are no shareholders other than the members of the BoD themselves.

The remuneration of BoD members is not linked to performance targets but is established in the minutes of the

compensation is based on skills and experience. The remuneration is fixed and is paid on a monthly basis. Furthermore, the members of the Board of Directors have voluntarily waived any entitlement to signing bonuses, clawback mechanisms, or end-of-term severance indemnities (TFM).

BOARD OF STATUTORY AUDITORS

The main control body, separate from the Board of Directors, is the Board of Statutory Auditors, which is appointed directly by the shareholders' meeting and cannot include any members of the Board of Directors.

The Board of Statutory Auditors generally meets on a quarterly basis in order to monitor compliance with the law and the company's bylaws, adherence to the principles of proper administration, and in particular the adequacy of the company's organisational structure as well as its actual functioning (Article 2403 of the Italian Civil Code). It is composed of five members:

- Chairman
- Two standing statutory auditors
- Two alternate statutory auditors

Of whom 3 are male and 2 are female; 4 members are over 50 years old and 1 member is between 30 and 50 years old. The members of the Board of Statutory Auditors are appointed according to the principle of independence and therefore do not hold other positions or significant commitments that could prevent them from exercising judgment free from any external influence or conflict of interest. The selection is therefore based on competence criteria in relation to the role to be performed, taking into account the opinion of the ownership.

SHAREHOLDERS' MEETING

The Shareholders' Meeting, composed of the members of the Board of Directors and the ownership, is a decision-making body of capital companies that differs depending on the matters on which it is called to deliberate:

- the Extraordinary Shareholders' Meeting deliberates on amendments to the bylaws, on the appointment and powers of liquidators, and on other matters expressly assigned to it by applicable law;

- the Ordinary Shareholders' Meeting is convened at least once a year for the approval of the financial statements. Before being approved, the financial statements are first reviewed by a certified public accountant and subsequently by the external auditing firm.

EXTERNAL AUDIT FIRM

The external audit firm is responsible for carrying out the statutory audit of the financial statements, ensuring their accuracy, compliance with applicable accounting standards, and adherence to legal requirements. It operates independently from the company's management bodies in order to guarantee objectivity and impartiality in its assessments.

Its activity contributes to strengthening the reliability and transparency of the company's financial reporting towards stakeholders.

OUR PHILOSOPHY

Integrating sustainability into economic processes represents a key strategic factor for Mori 2A: the company guides its decisions with a long-term vision, combining economic growth, positive social impact, and environmental protection.

The CEO works in close collaboration with the Chief Financial Officer and the Manager of the Management System and Sustainability in order to define how sustainability is integrated into the medium- to long-term strategy, including ESG policies, the identification and updating of material topics, stakeholder engagement, and the due diligence approach along the value chain.

In particular, periodic meetings are scheduled with the various company teams to monitor the progress of initiatives, analyse results achieved, and define objectives across the different sustainability areas. This approach ensures continuous oversight of ESG performance and ongoing alignment between corporate strategy and sustainability goals.

On an annual basis, a Management Review is also carried out, during which the overall performance of the Integrated Management System and the effectiveness of the actions undertaken are evaluated, ensuring continuous process improvement.

INTERWOVEN VALUE

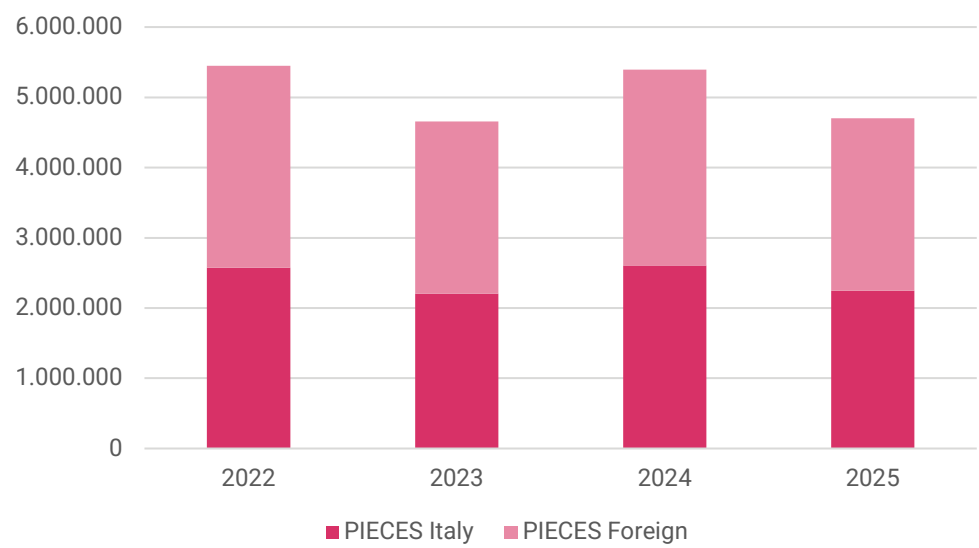
All reported information, including material topics and performance indicators, is reviewed and approved by Top Management, ensuring its reliability, consistency, and transparency.

During the 2025 financial year, no significant critical issues in the ESG or governance areas were reported to Top Management.



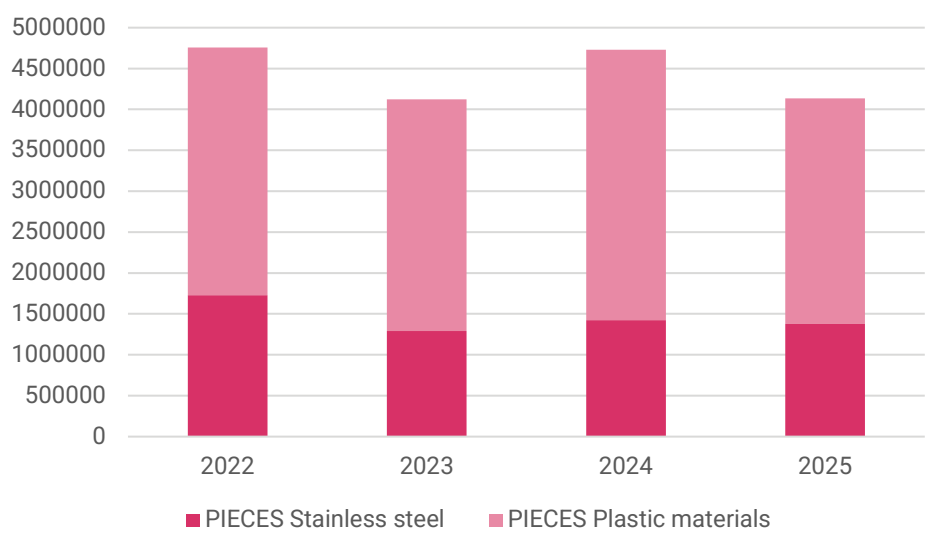
OUR PERFORMANCE

SOLD ITEMS

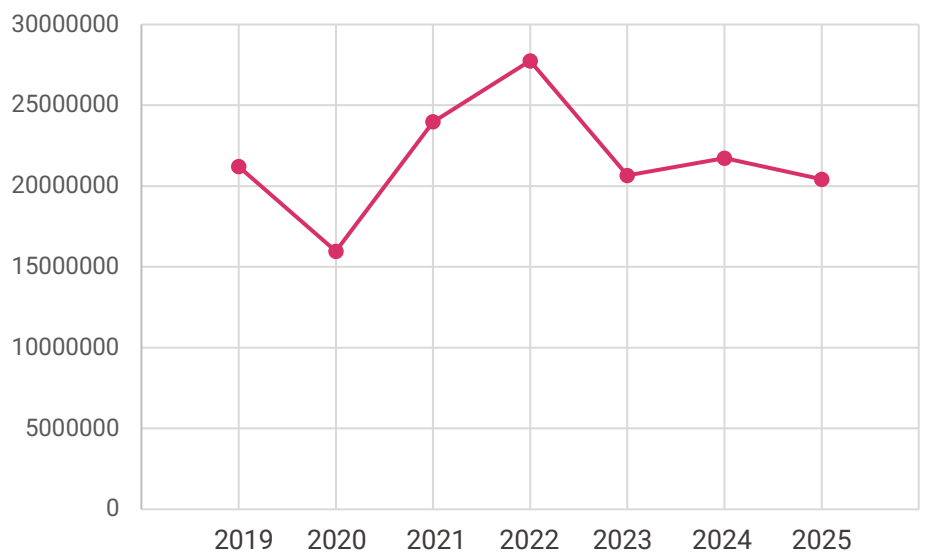


Source: the data relating to sold items were extracted from the ERP system by the Order and Invoicing Office, while revenue data were provided by the Administration and Finance Department

INTERWOVEN VALUE



REVENUE



REPORT PARAMETERS

This report is intended to apply, unless otherwise specified, to the entire organisation of Mori 2A Srl and therefore both to the administrative and production site at Via Pieve 2 – 25080 Nuvolento (BS) and to the production site at Via S. Pertini 8 – 25014 Castenedolo (BS).

Date of publication: 28/05/2026

REPORTING PERIOD

The reporting period covered by this report is the 2025 financial year (from 01 January 2025 to 31 December 2025) and therefore corresponds to the financial reporting period. Any data relating to previous years should be understood by the reader as provided to offer a more complete overview of Mori 2A's activities.

The organisation is committed to publishing an annual Sustainability Report relating to the previous reporting period.

REPORT CONTENT

This document has been prepared in accordance with the GRI Standards, as stated in the “Statement of Use” within the GRI Content Index.

For further information regarding the process used to determine the content of the report, please refer to the “Material Topics” chapter of this document.

EXTERNAL ASSURANCE

Currently, this document is not subject to external assurance. Management will assess the possibility of having it assured next year by the auditor responsible for the assurance of the financial statements.

RESTATEMENT

No data have been subject to restatement.

GRI INDEX

Statement of use	Mori 2A has reported in accordance with the GRI Standards for the period 01/01/2025-31/12/2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
2: General Disclosures 2021	2-1 Organizational	14, 88, 96	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization's sustainability reporting	96			
	2-3 Reporting period, frequency and contact point	96			
	2-4 Restatements of information	97			
	2-5 External	97			
	2-6 Activities, value chain and other business relationships	14, 16, 78, 80-82			
	2-7 Employees	22-25			
	2-8 Workers who are not employees	22-25			
	2-9 Governance structure and composition	88-90			

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	2-10 Nomination and selection of the highest governance body	88-90			
	2-11 Chair of the highest governance body	88-90			
	2-12 Role of the highest governance body in overseeing the management of impacts	13, 90			
	2-13 Delegation of responsibility for managing impacts	90			
	2-14 Role of the highest governance body in sustainability reporting	90			
	2-15 Conflicts of	88			
	2-16 Communication of critical concerns	90			
	2-17 Collective knowledge of the highest governance body	90			
	2-18 Evaluation of the performance of the highest governance body	90			
	2-19 Remuneration	88-89			
	2-20 Process to determine remuneration	88-89			
	2-21 Annual total compensation ratio	27			
	2-22 Statement on sustainable development strategy	6-7			
	2-23 Policy commitments	10-13			
	2-24 Embedding policy commitments	13, 72-73			
	2-25 Processes to	13 43-44			

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	2-25 Processes to remediate negative impacts	13, 43-44			
	2-26 Mechanisms for seeking advice and raising concerns	13, 43-45, 84-85			
	2-27 Compliance with laws and regulations	-		Confidentiality constraints	
	2-28 Membership associations	18			
	2-29 Approach to stakeholder engagement	8-9, 19			
	2-30 Collective bargaining agreements	26-27			
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material	8-9, 19	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2 List of material	20-21			
Procurement practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	78-82			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	80-81			
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	64-67			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	64-67			
	301-2 Recycled input materials used	65			
	301-3 Reclaimed products and their packaging materials	-	a), b)	Information unavailable/incomplete	Incomplete data on packaging materials
GRI 3: Material Topics 2021	3-3 Management of material topics	50-53			
	302-1 Energy consumption within the organization	52-53	d)	Not applicable	The organisation does not sell any energy

INTERWOVEN VALUE

GRI 302: Energy 2016	302-2 Energy consumption outside of the organization	-	a), b), c)	Information unavailable/incomplete	The organisation is implementing data collection methodologies that enable it to properly report this information
	302-3 Energy intensity	53			
	302-4 Reduction of energy consumption	53			
	302-5 Reductions in energy requirements of products and services	-	a), b), c)	Not applicable	Products sold by the organisation do not determine energy requirements
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	58-59			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	58-59	b), c), f)	Not applicable	The organisation only calculated CO2 emissions and is not a group
	305-2 Energy indirect (Scope 2) GHG emissions	58-59	f)	Not applicable	The organisation is not a group
	305-3 Other indirect (Scope 3) GHG emissions	58-59	c)	Not applicable	There are no biogenic CO2 emissions
	305-4 GHG emissions intensity	58-59			
	305-5 Reduction of GHG emissions	58-59			
	305-6 Emissions of ozone-depleting substances (ODS)	-	a), b), c), d)	Information unavailable/incomplete	The organisation only calculated CO2 emissions
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	a), b), c)	Information unavailable/incomplete	The organisation only calculated CO2 emissions
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	68-71			
GRI 304: Waste 2016	304-1 Waste	68-71			

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GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	68-71			
	306-2 Management of significant waste-related impacts	68-71			
	306-3 Waste generated	68-71			
	306-4 Waste diverted from disposal	57	b), c)	Information unavailable/incomplete	The organisation lacks information concerning waste management operations, including preparation for reuse, recycling, and other processes
	306-5 Waste directed to disposal	57	b), c)	Information unavailable/incomplete	The organisation lacks information concerning waste management operations
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	22, 25-27			
	401-1 New employee hires and employee turnover	25			
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	22			
	401-3 Parental leave	22			
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	40-45			
	403-1 Occupational health and safety management system	40-43			
	403-2 Hazard	40-45			

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GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	40-45			
	403-3 Occupational health services	42-43			
	403-4 Worker participation, consultation, and communication on occupational health and safety	44-45			
	403-5 Worker training on occupational health and safety	38-39			
	403-6 Promotion of worker health	42			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	40-45			
	403-8 Workers covered by an occupational health and safety management system	40			
	403-9 Work-related injuries	43			
	403-10 Work-related ill health	42			
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	10-12, 22, 32			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	23-24, 88-89			
	405-2 Ratio of basic salary and remuneration of	33			

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Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	32			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	32			
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	34			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	34			
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	36			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	36			

Topics in the applicable GRI Sector Standards determined as not material	
TOPIC	EXPLANATION
None	

INTERWOVEN VALUE



SUSTAINABILITY REPORT 2025

published by Mori 2A S.r.l.

Via Pieve, 2 | 25080 Nuvolento (BS)

Italy

The document is also available in PDF format in the Private Area at the following link www.mori2a.com

Prepared entirely by the Integrated Management System and Sustainability Office of Mori 2A

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THANK YOU for reviewing our Report!
Mori 2A Team

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I T A L Y

