



Labanti  Nanni

INDUSTRIE GRAFICHE E CARTOTECNICHE

Summary
Sustainability Report
2025



Letter to Stakeholders

Doing business means making choices, every day.

We believe it is necessary to take on a broader responsibility: not only for economic results, but also for the way they are achieved and for the impacts they generate over time.

For us, sustainability is expressed through the balance between Environment, Society and Governance: a responsible approach to natural resources, strong relationships with stakeholders and an organisational system based on transparency and a long-term vision.

The path undertaken at Labanti e Nanni stems from a concrete conviction, which today guides the way we operate and make decisions, even in a complex and constantly evolving external context.

In 2025, our context changed further: on 27 March we became part of the Arti Grafiche Reggiane and Lai Group, a multi-plant organisation that shares a vision of sustainability increasingly integrated into strategic choices. This operation confirms the solidity of our path and, at the same time, represents an opportunity to strengthen it and broaden its impact.

2025 was also a year of consolidation on the environmental front: we began a structured analysis of environmental data and impacts as part of the path towards ISO 14001 certification, which will be obtained in 2026. This is an important step that further strengthens the integration of sustainability into our business processes.

With this third Sustainability Report, we continue a journey formally begun in 2023. 2025 represents a year of continuity and greater maturity: what was initially an intention is now increasingly becoming a method.

We are a manufacturing company operating in the packaging sector, transforming significant volumes of cardboard every year. This role entails a concrete responsibility towards the environment and the supply chain in which we operate.

We work to constantly improve process efficiency and reduce waste, with a view to circular economy. The data contained in this document represent both the results achieved and a tool to guide future actions.

Sustainability is also a matter of people: safety, quality of work and relationships. It is the way we build our company environment and the value we share with employees, customers, suppliers and the local area.

We are convinced that a solid company is, first and foremost, a coherent one: in its behaviours, choices and objectives. In this sense, sustainability has become a guiding criterion fully integrated into company management.

This Report is a tool for transparency and reflection, enabling us to measure the path completed and look ahead with greater awareness.

Our commitment is to continue respecting the people we work with every day and the communities with which we interact.

We will continue to do our part, with the aim of building an increasingly solid, responsible company capable of generating value over time.

ESG Committee

Fabio Bonacini - Chief Executive Officer

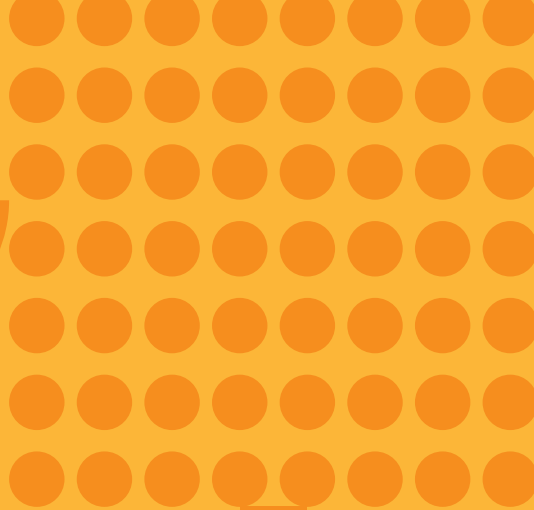
Simona Pianetti - QA Manager

Ciro Brillante - HSE Manager

Lucio Morini - Supply Chain Manager



Company





For 70 years, we have been giving shape to your ideas

Labanti e Nanni is a paper converting company specialised in the production of highly enhanced industrial packaging, capable of combining innovation, quality and aesthetics in high-value-added solutions. The company supports customers with a complete service that includes functional layout design, technical consultancy and support in optimising packaging lines, developing customised and high-performance proposals.

As part of its sustainability strategy, Labanti e Nanni renews a solid and structured commitment to ESG issues, integrating them coherently and transversally into its vision and corporate choices. This focus translates into concrete actions and a governance model oriented towards corporate responsibility.

To oversee this approach, the company can count on an **ESG Committee** made up of key figures in strategic and operational areas: Fabio Bonacini, Chief Executive Officer; Simona Pianetti, QA Manager; Ciro Brillante, Prevention and Protection Service Manager and HSE Manager; and Lucio Morini, Supply Chain Manager. The multidisciplinary composition of the Committee reflects the desire to address sustainability issues in an integrated and systemic way.

Under the guidance of this body, Labanti e Nanni continues its sustainability journey with continuity, begun in 2024 with the drafting of the first Sustainability Report and progressively strengthened through the adoption of formal governance tools, including the 231 Organisational Model, the ESG Policy and the Code of Ethics. This is a path oriented towards continuous improvement, which continues today also through the project to adopt ISO 14001:2015 certification, to be completed during 2026, further consolidating the management of environmental aspects.

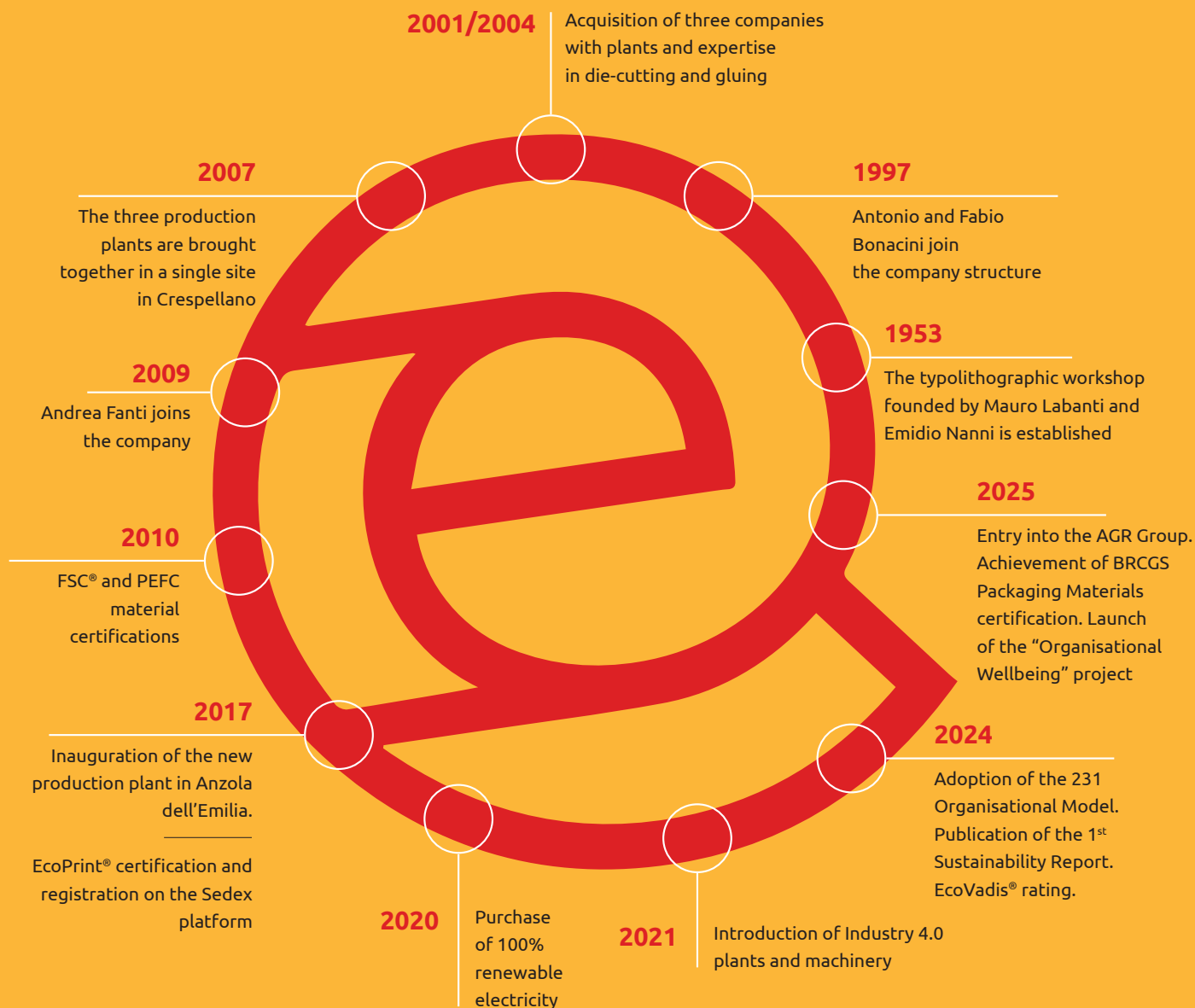
Vision

Labanti e Nanni aims to be the driver towards sustainable, innovative and intelligent packaging.

Mission

Labanti e Nanni brings its Vision to life through an organisation that places people, customer service and the local area at the centre.

A corporate governance system inspired by the concepts of sustainability and corporate social responsibility represents, for Labanti e Nanni, a model for creating value inside and outside the company. Sustainability, understood as the balance between “environment”, “economy” and “society”, is an important strategic imperative for the company.





Technological innovation

Attention to technological innovation is central to Labanti e Nanni's development strategy. The company acts as a partner to its customers, providing high-impact solutions in terms of functionality, aesthetics and performance.

Labanti e Nanni's customers are mainly medium and large manufacturing companies with an international presence. These companies operate mainly in the following sectors:

- Food & Beverage
- Beauty & Personal Care
- Healthcare & Pharma

The company's offering includes:

- Paper converting: folding cartons in solid board, multi-product boxes, counter and floor displays.
- Packaging design: products developed ad hoc for different needs, with matte soft-touch or glossy finishes, with or without spot effects, cold and hot foil applications, embossing and Braille characters.
- Graphic industry: instruction leaflets, brochures, catalogues, books and magazines.

Plants and 4.0 technology

To anticipate market requirements, Labanti e Nanni has invested in advanced production plants capable of combining print quality, application versatility and product enhancement.

The introduction of this machinery has supported an evolution of the production process, improving efficiency, precision and operational continuity, while also requiring new skills, a different organisation of work and greater integration between people, technologies and processes. In addition, the company has also strengthened its logistics infrastructure through targeted investments designed to improve operational efficiency and storage capacity.

Certifications, standards and sustainability practices

Labanti e Nanni's path in the areas of quality, sustainability and corporate responsibility is based on an articulated system of certifications, standards and governance tools that support the company's activities along the entire supply chain.

In terms of quality and traceability, Labanti e Nanni adopts internationally recognised standards, including **ISO 9001:2015** certification and **FSC® and PEFC Chains of Custody**. These tools certify not only the high quality level of production, but also the controlled and responsible origin of raw materials, from procurement through to the finished product. In November 2025, the company also obtained **BRCGS Packaging Materials** certification, further strengthening its oversight of quality and safety for packaging materials.

Attention to environmental aspects has long been a distinctive element of the company's path. Labanti e Nanni was, in fact, among the first companies in Italy to obtain Eco-Print® certification, which recognises a very low environmental impact printing process. Since 2020, moreover, the entire energy requirement has been covered by renewable sources, as certified by **Energia Verde 100%**, making a significant contribution to reducing the environmental footprint of the production system.

UNI EN ISO
9001:2015

FSC®

PEFC

ECO PRINT®

BRCGS
PACKAGING
MATERIALS





This same path also includes the intention to implement ISO 14001:2015 certification, with the aim of strengthening the structured management of all environmental aspects connected with company activities.

Social responsibility and respect for fundamental rights are also expressed through membership of **SEDEX**, the international platform for managing information on health and safety, business ethics and environmental impacts along the supply chain.

In line with its FSC® Policy, the company firmly opposes any violation of the Fundamental **Conventions of the ILO** (International Labour Organization), counters all forms of child labour, forced labour and discrimination, and guarantees freedom of association and the right to collective bargaining. In 2024, the company further consolidated its responsibility and control model with the adoption of the **231 Organisational Model** and a new **Code of Ethics**. The Code, publicly accessible, reflects the commitment to transparent and responsible governance, consistent with the values of corporate integrity. In the same year, Labanti e Nanni also obtained its first **EcoVadis** assessment, achieving the Bronze medal, confirmed in 2025, as evidence of the path undertaken on environmental, social and governance issues.

ENERGIA VERDE
100%



SEDEX

Sedex² | Member

ECOVADIS®



People





100%

of employees hired on permanent contracts

Over

2,170

hours of training

Labanti e Nanni bases its activity on the development of people and on attention to the social and local context in which it operates. In line with the principles of the ILO Convention on human and labour rights, the company considers human resources to be a strategic element and supports their growth through constant training, professional development and organisational wellbeing initiatives aimed at promoting people's physical, psychological and relational health.

Inclusion, equity and non-discrimination guide the company's approach to people management. Labanti e Nanni promotes behaviours, tools and practices aimed at recognising and enhancing each person's distinctive characteristics, concretely supporting the balance between private and working life and guaranteeing respect for every form of cultural, ethnic, religious, political, gender, generational, sexual orientation and ability-related diversity. The company ensures equal opportunities both in access to employment and in professional development paths, adopting selection and growth criteria based exclusively on merit, skills and consistency with the role to be filled, in full compliance with current regulations and fundamental human rights.

Welfare

Launched in the 2021-2022 two-year period on the initiative of the company board, the “**Organisational Wellbeing**” project represents a first concrete step towards building a more balanced working environment, attentive to people’s wellbeing and to the reconciliation of private and professional life.

In the following years, the project saw its natural evolution and implementation, moving from the listening and analysis phase to the implementation of measures. Developed with the support of external consultants and the involvement of several internal resources who coordinated the process, the project started with a series of company climate surveys aimed at gathering expectations and suggestions directly from employees. Based on the results that emerged, an action plan was defined to improve individual and collective wellbeing in several areas, also helping to strengthen the sense of belonging and loyalty.

Initiatives already in place include:

Flexible working hours and smart working, where compatible with the role



Non-mandatory training on soft skills, including English, communication and leadership courses



Team-building activities to strengthen teamwork



Informal events, such as company aperitifs, to encourage social interaction among colleagues



The “**Scambiamoci**” project, designed to promote mutual understanding between departments through direct experience of the activities of other offices



The establishment of periodic meetings between area managers and their teams to share technical training and objectives, with a view to continuously improving the company climate and the expected results





Health and safety at work

Labanti e Nanni attaches primary importance to the protection of health and safety in the workplace. In addition to complying with all requirements set out by current legislation, the company also adopts voluntary measures promoted by the internal Prevention and Protection Service Manager (RSPP).

These initiatives are mainly aimed at actively involving personnel and increasing awareness of safety issues. These include:

Training and information sessions during company meetings

Development of new operating procedures to raise the level of safety

Distribution of dedicated information material.

Although the company has not yet obtained specific certifications such as ISO 45001, it fully applies the provisions of current legislation in this area (Italian Legislative Decree 81/08 as amended, including specific provisions, for example in the field of fire prevention), pursuing an approach oriented towards the continuous improvement of safety levels. The company prevention system is based on consolidated safeguards, including the appointment of the internal RSPP and the Occupational Physician, the drafting and constant updating of the Risk Assessment Document (DVR) and, in the case of contracts, the DUVRI for the management of interference risks.

In 2025, a total of 285 hours of safety training were delivered, with an average of approximately 2.8 hours per worker. The content covered included both general and specific aspects relating to workplace safety, emergency management and training updates for workers, RSPP, RLS, emergency officers and supervisors.

Environment





100%

electricity from renewable sources

99%

of waste produced sent for recovery

Labanti e Nanni addresses environmental issues within a structured path of continuous improvement, integrated into corporate governance and into the main management and reporting tools. The company has formalised its commitments through the Integrated Management System Policy and the Sustainability Policy, in which environmental protection is identified as an integral part of operational decisions, process organisation and relationships with stakeholders. In this framework, the company declares that it integrates considerations relating to climate change, the control of water, natural resource and energy consumption, waste management, pollution prevention and the selection of raw materials capable of reducing the environmental impacts of production processes into its choices.

The environmental system approach is also part of the process of alignment with UNI EN ISO 14001:2015 and represents an important step towards an increasingly systematic oversight of environmental responsibilities in view of the audits planned for 2026. Labanti e Nanni adopts formal policies for the management and reduction of energy consumption, included within the broader ESG and Integrated Management System framework. These commitments are accompanied by practices already in place, including the **purchase of energy from 100% renewable sources** and specific efficiency measures on plants, such as the modification, from October 2024, of the paper-trim shredding system serving the die-cutting department, with estimated savings of 10 kWh for approximately 2,800 hours per year. These actions are complemented by attention to waste management, the promotion of circular economy practices and the use of raw materials from certified supply chains, in line with the **FSC® and PEFC policies** adopted by the company.

In 2025, Labanti e Nanni's electricity consumption amounted to **2,691,034 kWh**, an increase of approximately 6% compared with the previous year. The trend in consumption is consistent with the increase in production activity recorded over the two-year period, particularly in the departments with the highest energy intensity. In 2025, the electricity requirement was again influenced above all by the activities of the printing department and the die-cutting department, whose operation has a significant impact on the plant's overall consumption. In this context, the increase in electricity consumption appears mainly correlated with the greater use of production plants.

Natural gas consumption amounted to 60,857 Smc, an increase of 6% compared with 2024. The fleet consists of 10 vehicles, including 3 diesel, 1 petrol and 6 hybrid vehicles.

The company also adopts technological practices aimed at the efficient use of water. A tangible example of this commitment is the irrigation system, equipped with a rain sensor that allows watering to be automatically deactivated when not required, thereby helping to reduce water waste and promote more responsible use of the resource.

During 2025, Labanti e Nanni generated a total of 1,894.65 tonnes of waste, of which only 0.74% was sent for disposal.



Labanti e Nanni calculated its direct and indirect emissions (Scope 1 and Scope 2) following the **Greenhouse Gas Protocol** (GHG Protocol) guidelines.

The organisation's **Scope 1** emissions represent direct emissions from sources owned and strictly controlled by the company. In the case of Labanti e Nanni, these emissions derive from the combustion of natural gas for heating and from the fuel used by company vehicles.

Scope 1 = 229.87 T CO₂e

Scope 2 emissions include all indirect emissions generated by the purchase of electricity from sources outside the company.

Since the energy used comes 100% from renewable energy sources, an emission factor of 0 is applied; Scope 2 emissions are therefore zero.

Scope 2 = 0 T CO₂e

Scope 3 emissions cover all upstream and downstream indirect emissions from company activities, divided into 15 specific categories. For 2025 activities, Labanti e Nanni assessed emissions relating to category 7 of Scope 3, which concerns employee commuting. Taking into consideration the distance between employees' homes and the company site, category 7 Scope 3 emissions in 2025 amounted to 131.84 tCO₂e.

Scope 3 = 131.84 T CO₂e

Energy efficiency

In recent years, Labanti e Nanni has carried out several energy efficiency initiatives, contributing to the progressive reduction of consumption and to the improvement of plant performance.

A.H.U. system for air treatment

The company installed a modern A.H.U. system to improve air quality and thermal comfort in the workplace, while also optimising consumption through heat recovery.



LED relamping

Labanti e Nanni replaced traditional fluorescent lights with dimmable LED lamps in offices and meeting rooms. In production departments and corridors, LED lamps were installed, also with motion sensors, to reduce consumption and improve lighting quality.





Compressors with lower environmental impact

The compressed air system was made more efficient by replacing the old compressors with higher-performance machines, also able to recover the heat produced and contribute to heating the warehouse.



UV LED lamps on printing machines

The company introduced UV LED technologies into the printing process, installing LED lamps for ink polymerisation on one machine and using them alongside traditional UV lamps on another.



Solar shading

To limit overheating of spaces during the summer months, external sunshades were installed at the reception area and in some offices, thereby reducing the use of air-conditioning systems.



Value chain





Cerca i nostri
materiali certificati FSC

**FSC® certification for all paper
and cardboard raw material
suppliers**

81%
of expenditure directed
to suppliers located in Italy

Labanti e Nanni is aware of the role that every company plays within its local area and of the responsibility arising from daily relationships with key stakeholders. This awareness translates into a constant commitment to act according to principles of ethics, fairness and integrity. These principles find concrete application in three main areas:

In business activity: the company operates in compliance with current regulations, transparency and the rules of fair competition, preventing situations in which personal or financial interests may compromise the impartiality and professionalism of employees and collaborators.

In internal relations: the company promotes the development of people, skills and talent, recognising human capital as a strategic resource for the future of the organisation.

In the environmental field: the company adopts a responsible approach to the ecosystem, paying attention both to production processes and to the characteristics of the products offered.

IT investments

Over the last period, the company has completed a new series of technological interventions aimed at further consolidating the IT infrastructure, raising the level of cybersecurity and improving the overall reliability of systems. The main projects completed are summarised below.

Integration between on-premise environment and Microsoft 365 through AD Connect

The installation and configuration of the AD Connect component was completed, enabling continuous and reliable synchronisation between the corporate identity managed locally and the Microsoft 365 cloud. This integration provides the basis for unified management of users, policies and access rights, reducing misalignments and simplifying the daily operations of IT staff.

RADIUS infrastructure for centralised authentication (WiFi and MFA)

A complete RADIUS solution was implemented, able to centrally manage authentication both for access to the corporate WiFi network and for multi-factor authentication (MFA) mechanisms. This intervention strengthened perimeter security, ensuring that only authorised users and devices can access network resources, and simplified credential management from a “zero trust” perspective.

Secure access to mailboxes and VPN with MFA and Conditional Access

Access to email inboxes and VPN services was configured with mandatory multi-factor authentication and the application of Conditional Access policies. In this way, the company can now dynamically define access conditions based on risk, geographical location or device status, significantly reducing the attack surface and protecting sensitive data even in remote working mode.



Backup protection with MFA

Multi-factor authentication was activated for access to the backup software for critical systems. This measure, often underestimated, effectively prevents the risk of ransomware attacks attempting to compromise or delete backup copies, adding a further defensive layer to disaster recovery strategies.

Network segmentation: dedicated VLAN for backup machines

In order to isolate traffic and limit the exposure of backup copies to possible compromises of the production network, a specific VLAN was created for backup machines. This segmentation approach improves overall resilience and ensures the integrity of restore data.

Antivirus evolution: replacement with Microsoft Defender and activation of XDR

The previous antivirus software was replaced by Microsoft Defender, with activation of XDR (Extended Detection and Response) functionality. The new solution not only detects known threats, but also proactively monitors anomalous behaviour on endpoints, identities and data, enabling contextual analysis and a faster response to security incidents.

Adoption of the Libresva anti-spam service

The Libresva anti-spam filtering service was finally introduced, providing advanced protection for corporate email. The solution reduces the load of unwanted or harmful messages in inboxes, protecting users from phishing attempts while also improving individual productivity.

Through these completions, the company has further strengthened its technological innovation strategy oriented towards security, reliability and operational continuity. The interventions carried out constitute a substantial advance in the protection of digital resources and in the conscious management of identity and access, laying the foundations for stable and resilient development.



The supplier selection process is based mainly on criteria of economic efficiency, with the aim of ensuring the best quality/price ratio. Alongside this approach, however, the company pays increasing attention to environmental and social aspects, assessing risks linked to respect for workers' rights, working conditions along the supply chain and the environmental impact of suppliers' activities. For some business partners, particularly in the paper and cardboard raw material supply chains, the assessment therefore includes parameters relating to social **responsibility and environmental performance**. In this area, internationally recognised certifications such as FSC® are particularly important, as they require suppliers to comply with principles relating to legality, worker protection, sustainable resource management and the monitoring of environmental and social impacts.

The company also carries out periodic visits to selected suppliers to verify compliance with company standards and industry regulations. The results of these checks feed into a continuous assessment process aimed at identifying any critical issues, defining improvement actions and keeping partners' practices consistent with the company's principles of sustainability and responsibility. The FSC® **Chain of Custody** certification held by Labanti e Nanni guarantees the traceability of materials from well-managed forests, controlled sources, reclaimed materials or a combination of these sources. This certification facilitates transparency along the supply chain and is essential for applying FSC® labels to products.



FSC® Principles and Criteria

Principle 1

The Organisation shall comply with all applicable laws, regulations and nationally ratified international treaties, conventions and agreements.

Principle 2

The Organisation shall maintain or enhance the social and economic wellbeing of its workers.

Principle 3

The Organisation shall recognise and uphold the legal and customary rights of indigenous peoples relating to ownership, use and management of land, territories and resources affected by management activities.

Principle 4

The Organisation shall contribute to maintaining or enhancing the social and economic wellbeing of local communities.

Principle 5

The Organisation shall effectively manage the range of multiple products and services of the Management Unit and maintain or enhance the long-term economic viability and range of environmental and social benefits.

Principle 6

The Organisation shall maintain, conserve and/or restore ecosystem services and environmental values of the Management Unit, and shall avoid, repair or mitigate negative environmental impacts.

Principle 7

The Organisation shall have a Management Plan consistent with its policies and objectives and proportionate to the scale, intensity and risk of its management activities. The Management Plan shall be implemented, kept up to date and updated based on monitoring information, in order to promote adaptive management.

The associated planning and procedural documentation shall be sufficient to guide staff, inform affected stakeholders and interested stakeholders, and justify management decisions.

Principle 8

The Organisation shall demonstrate that progress towards achieving management objectives, the impacts of management activities and the condition of the Management Unit are monitored and evaluated in proportion to the scale, intensity and risk of the management activities, in order to implement adaptive management.

Principle 9

The Organisation shall maintain and/or enhance the High Conservation Values (HCVs) in the Management Unit within the context of a precautionary approach.

Principle 10

Management activities conducted by or on behalf of the Organisation within the Management Unit shall be selected and implemented consistently with the Organisation's economic, environmental and social policies and objectives, and in compliance with the full set of Principles and Criteria.

Goals 2024-2026





Three-year goals

Governance



Progress status

Integrate social and environmental criteria into the assessment of all key suppliers	100%
When defining the annual budget, allocate a share to financing projects that support the community	0%
Prepare and publish an annual sustainability report detailing progress towards the objectives	100%

Environment



Progress status

Carry out a complete Carbon Footprint covering Scope 1, 2 and 3	40%
Achieve ISO 14001 certification	80%
Install electric charging stations	80%
Renew the company vehicle fleet with plug-in hybrid cars	60%

Social



Progress status

Increase training hours for employees, including topics linked to sustainability	100%
Offer new services and benefits to employees to improve company wellbeing	40%





Labanti@Nanni

Summary Sustainability Report 2025

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