iMilani
2025

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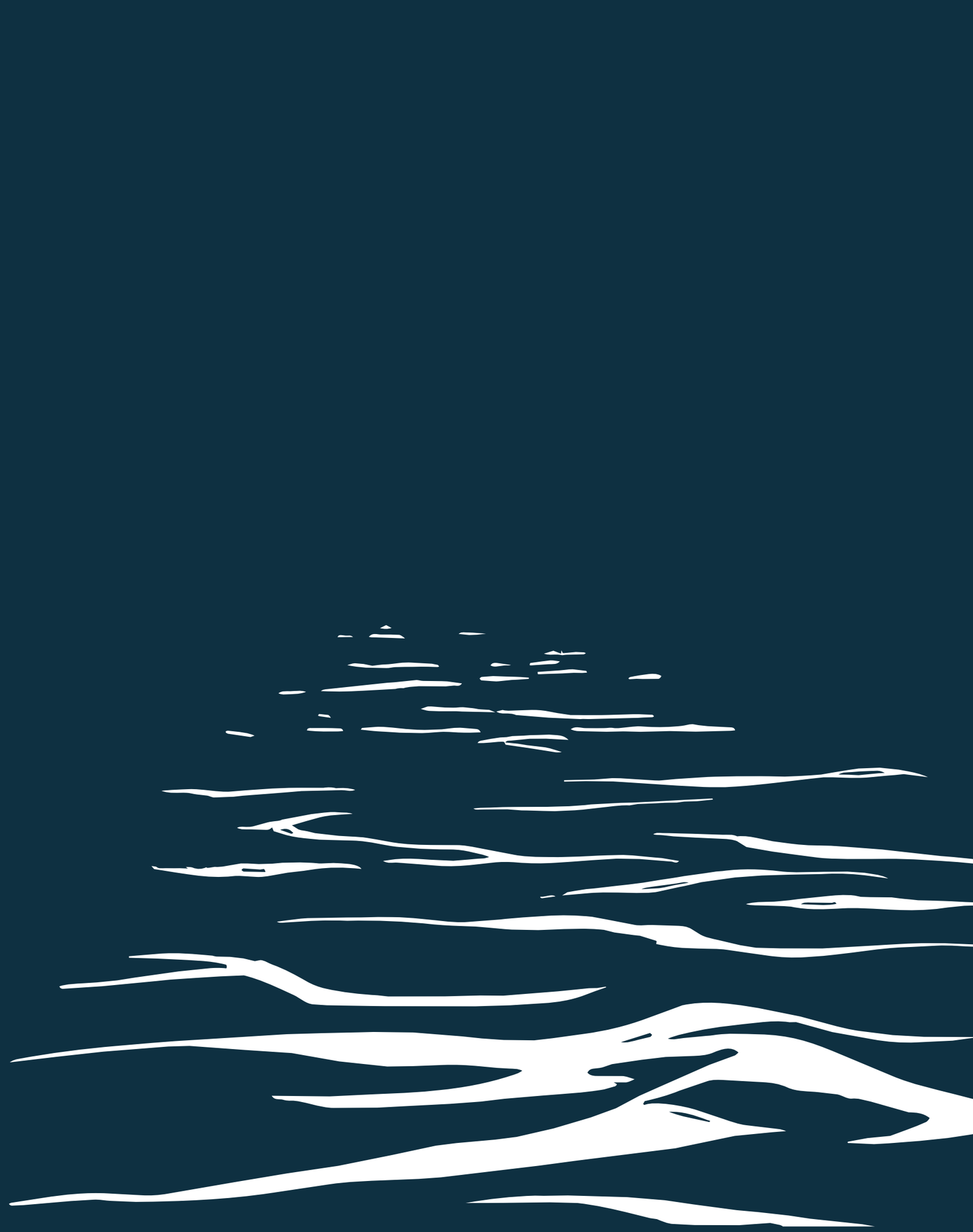
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CEO’s Letter

Dear Reader,
This report renews our annual appointment to share iMilani’s commitment and achieved milestones.
It is not merely a reporting of data, but a living story of a community united by a shared vision, capable of looking at the present without forgetting its roots.

Our story is linked to family, territory, and a deep sense of belonging. Gathering the legacy of the past, we feel a strong responsibility to respond to today’s global challenges with concrete actions, oriented towards a development model that places environmental protection and people’s wellbeing at its core.

This year we continued to promote the circular economy and the culture of recycling, accelerating at the same time towards our future goals: optimizing consumption, resource usage, raising awareness, and consolidating our sustainability performance.

Legacy and responsibility remain the pillars of our present and the compass with which we shape tomorrow.

With esteem and gratitude,

Roberto Milani



Methodological Note

This Sustainability Report covers the period from January 1 to December 31, 2025, and represents the first reporting exercise for iMilani S.r.l. Società Benefit, prepared following the Basic and Comprehensive modules of the VSME standard, applied to the entire corporate scope.

As such, comparative data or information relating to previous years are not always available.

Scope and Methodology

iMilani operates as a limited liability company classified under ATECO code 22.22, with activities carried out in Italy. The company is registered as a Benefit Corporation (Società Benefit), integrating social and environmental goals into its corporate purpose.

Business Model

iMilani produce cassette in plastica tramite stampaggio a iniezione, servendo clienti B2B nel settore della logistica e stoccaggio merci. Le relazioni con fornitori e clienti sono governate da criteri di qualità, conformità e responsabilità, in linea con il Codice Etico e il Codice di Condotta.

Internal Policies

The internal policy framework is defined by official public documents including the Code of Ethics, Code of Conduct, and Environmental Policy, which address topics such as climate change, water resource management, pollution, labor protection, supply chain relations, and corporate ethical conduct.

Topics Not Yet Covered

Specific exclusions: B4 (Pollution), B4 (Water and Soil), B5 (Biodiversity). The following are also not yet reported in this edition: analysis of physical and transition climate risks and the climate transition plan; these disclosures will be included in future editions.

2025 Highlights iMilani

REVENUE 2025

iMilani S.r.l - SB

14.6 MILLION

Balance Sheet Assets 21.9 M

Consolidated i'M Group

44.5 MILLION

2.312 t

PROCESSED RAW MATERIAL:

100%

ELECTRIC ENERGY FROM RENEWABLE SOURCES

EMPLOYEES

iMilani S.r.l - SB

95

Gender		Age		
F	M	< 30	middle	> 50
17%	83%	18%	42%	40%

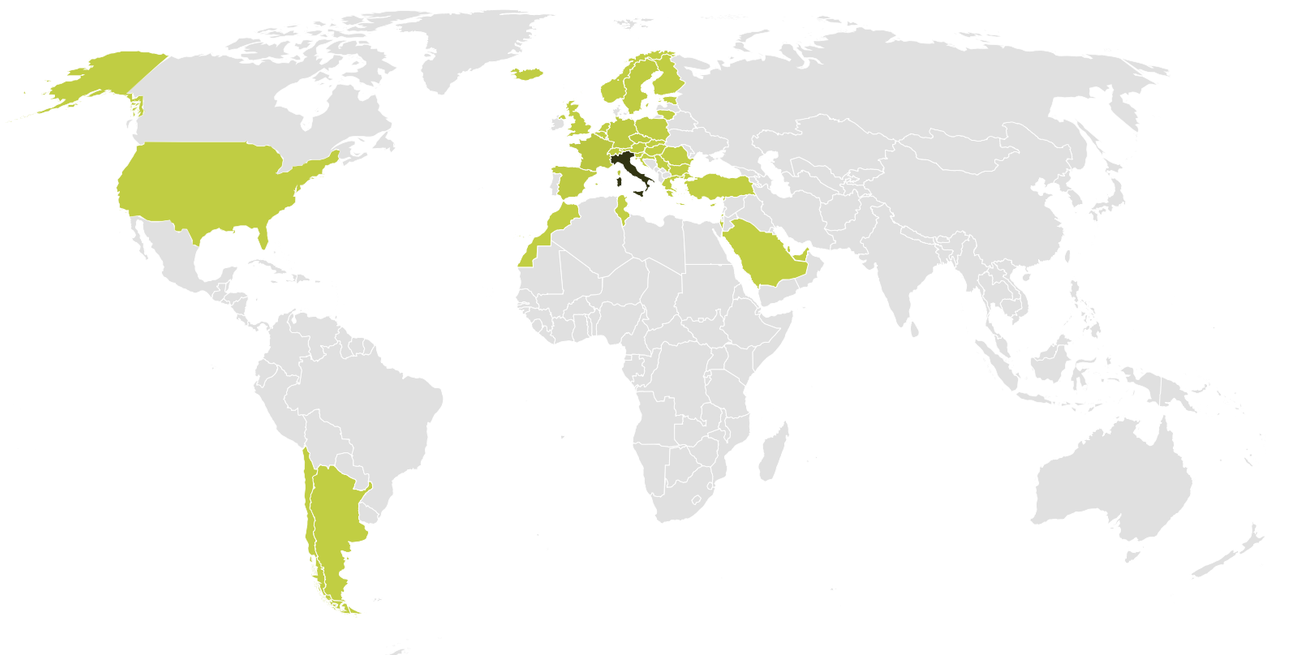
42

COUNTRIES SERVED

Sales Channels: Distributors, E-commerce, Direct Sales

REVENUE DISTRIBUTION OUTSIDE ITALY:

- France
- Spain
- Austria
- Poland
- United Kingdom
- Hungary
- Romania
- Czech Republic
- Germany
- Sweden
- The Netherlands
- Belgium
- Switzerland
- Rest of the World



INTEGRATED MANAGEMENT SYSTEM

UNI EN ISO 9001 - 14001

SUSTAINABILITY RATING: ECOVADIS BRONZE

BRONZE | Top 35%
ecovadis
Sustainability Rating
OCT 2025

Raw Material Used:

26%

POST-CONSUMER RECYCLED MATERIAL



26% of the products manufactured in 2025 are made from certified recycled material. The use of polymers derived from separate waste collection, representing at least 85% of total weight, complies with the requirements specified in the "Plastica Seconda Vita" (Second Life Plastic) certification regulation.

OUR CONNECTION WITH THE SEA

The planet is the largest home we have. The very same home where someone, tomorrow, will live without having planned for it.
It is an open home to anyone, perfect. It is found like this, and this is how it must be left when we leave, or even better.

We want to take on the same commitment when our plastic product reaches the end of its life cycle, which can be even after 450 years.

Environmental defense is a priority, not an option.

And we are not just talking about what surrounds us in our small sphere, but above all about that expanse of water so vast that it covers over 70% of the Earth's surface: the sea. Plastic, if treated responsibly, can become a useful and long-lasting tool.



OUR AMBASSADOR ALESSIA ZECCHINI



RICCARDO TOSETTO FOR THE GLOBAL SOLO CHALLENGE / ITALIAN IDEAS

SAPHIRA'S JOURNEY



VISION

To become the sustainable reference point for innovators looking for space to contain and handle their value.

MISSION

To create sustainable solutions for goods storage and handling.



OUR VALUES



RESPONSIBILITY

Awareness of our impact.

Every action leaves a footprint, even more so in the plastic industry. Existing as a company means taking full responsibility for one's choices, turning awareness into concrete actions for the environment.



COURAGE

The boldness to change the rules.

The boldness to change the rules. Sustainability means challenging oneself and having the strength to express countercurrent thinking. We choose to explore new paths, rejecting the inertia of "it has always been done this way."



INNOVATION

Embracing necessary evolution.

Embracing necessary evolution. In this historical moment, change is vital. We reject the easy route and invest in the future, driving the evolution of materials and processes toward a real circular economy.



We are a Benefit Corporation!

As a Benefit Corporation, we do not only seek profit; we place the happiness of those who are part of it and a concrete commitment to a better social and environmental future at the heart of our work.

OUR COMMON BENEFIT OBJECTIVES

Sustainable Processes & Circular Economy

We work to make our activities increasingly respectful of the environment and society.
Our goal is to minimize negative impacts and enhance positive ones on the local area, including by adopting circular economy solutions.

Support for Local Area & Community

We want to play an active role in the communities in which we operate. For this reason, we support and develop cultural, social, educational, and sports projects, collaborating with third-sector organizations and local institutions.

People, Wellbeing & Work Environment

We are committed to creating a positive, inclusive, and safe corporate climate for all employees. We value everyone's skills through training and promote personal wellbeing with concrete welfare and work-life balance initiatives.

Collaboration & Alliances for the Future

We believe in networking. We actively collaborate with other companies, universities, research centers, and associations to exchange ideas and spread sustainable business models across our supply chain.

What we did to achieve our goals

Sustainable Processes & Circular Economy

What we did: We reduced total waste and eliminated Scope 2 emissions by purchasing 100% green energy and self-producing 1,505 MWh from photovoltaics. We increased the use of recycled polymer (Plastica Seconda Vita) to 26% and initiated the transition to a closed-loop water cooling system. We comply with our Environmental Policy, which commits to reducing consumption, virgin raw materials, CO_2 production, and waste.

Support for Territory & Community

What we did: We concretely support the local social fabric by donating €53,500 to local charities through the Win:Win Tournament. We donate basic necessities and food to families in need and orphanages, and participate in field actions with Sea Shepherd Italy.

People, Wellbeing & Work Environment

What we did: We guarantee employment stability with 98.9% permanent contracts and zero serious workplace accidents. We offer a comprehensive welfare plan (Fisiovan, gym, psychological support, coaching, and summer camps) and invest in professional growth with an average of 13.5 hours of training per capita.

Collaboration & Alliances for the Future

What we did: We believe in networking. We actively collaborate with other companies, universities, research centers, and associations to exchange ideas, promote inclusion, and spread sustainable business models across our supply chain. We mapped our supply chain via the Synesgy platform, evaluating our suppliers according to ESG criteria and sharing our Supplier Code of Conduct.

and what we will do...

- [ ] Implement the Environmental Policy with new targets on energy, circularity, and water consumption.
- [ ] Continue energy efficiency improvements by increasing self-sufficiency.
- [ ] Continue environmental awareness initiatives on plastic use and management.
- [ ] Continue annual reporting: SB Impact Report + ESRS Sustainability Report.
- [ ] Improve data traceability and ESG evaluation of suppliers.
- [ ] Strengthen continuous training, safety, and Benefit Corporation culture.
- [ ] Enhance wellbeing through active services (psychologist, physiotherapy, gym).
- [ ] Contribute to the care and enhancement of the local area.

Saphira’s Journey: Research & Marine Biodiversity

In June 2025, Saphira, a Kemp’s ridley sea turtle the rarest species in the world, native to the Gulf of Mexico, was rescued in Salerno.
Treated by the Turtle Point of the Anton Dohrn Zoological Station, fragments of plastic and nets were found in her stomach. Once recovered, in November 2025 she was released into the Mediterranean equipped with a GPS satellite transmitter to monitor her route.

As a Benefit Corporation working with plastics, iMilani chose to support Sea Shepherd and the Anton Dohrn Zoological Station for a precise reason: Seeing the effects of waste on Saphira’s body raises awareness for our commitment to the circular economy. Furthermore, her presence here is a clear symptom of our seas warming: rising temperatures push tropical species to migrate into ecosystems that were once too cold.

We funded continuous monitoring and mapping across 8 key scientific stages (from the Gulf of Naples to the Port of Genoa). The collected GPS data provides the scientific community with fundamental indicators on climate change and maritime traffic, useful for establishing future marine protected areas in the Mediterranean.

3
Entities involved

8
Stages

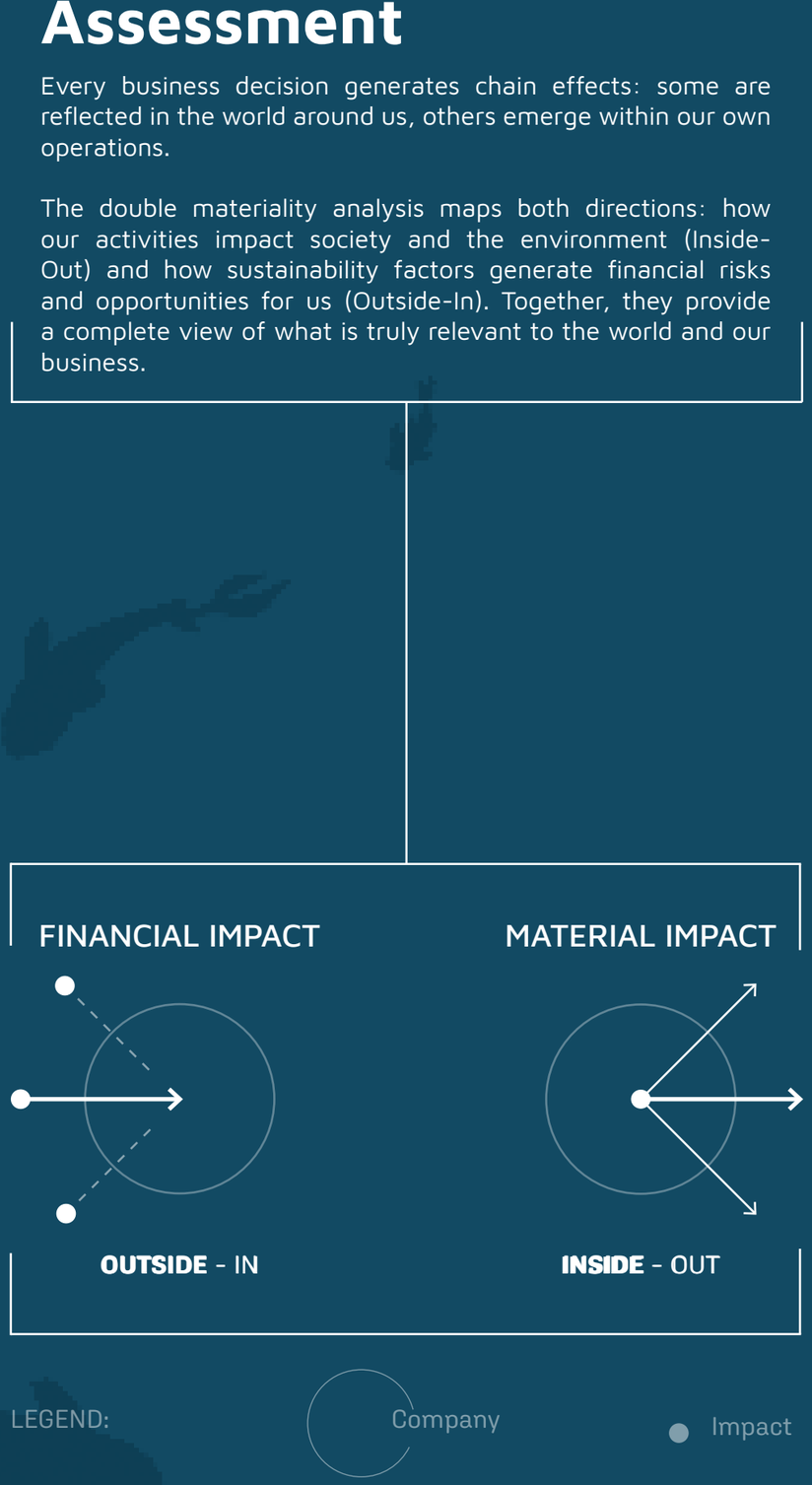
1
Saved turtle

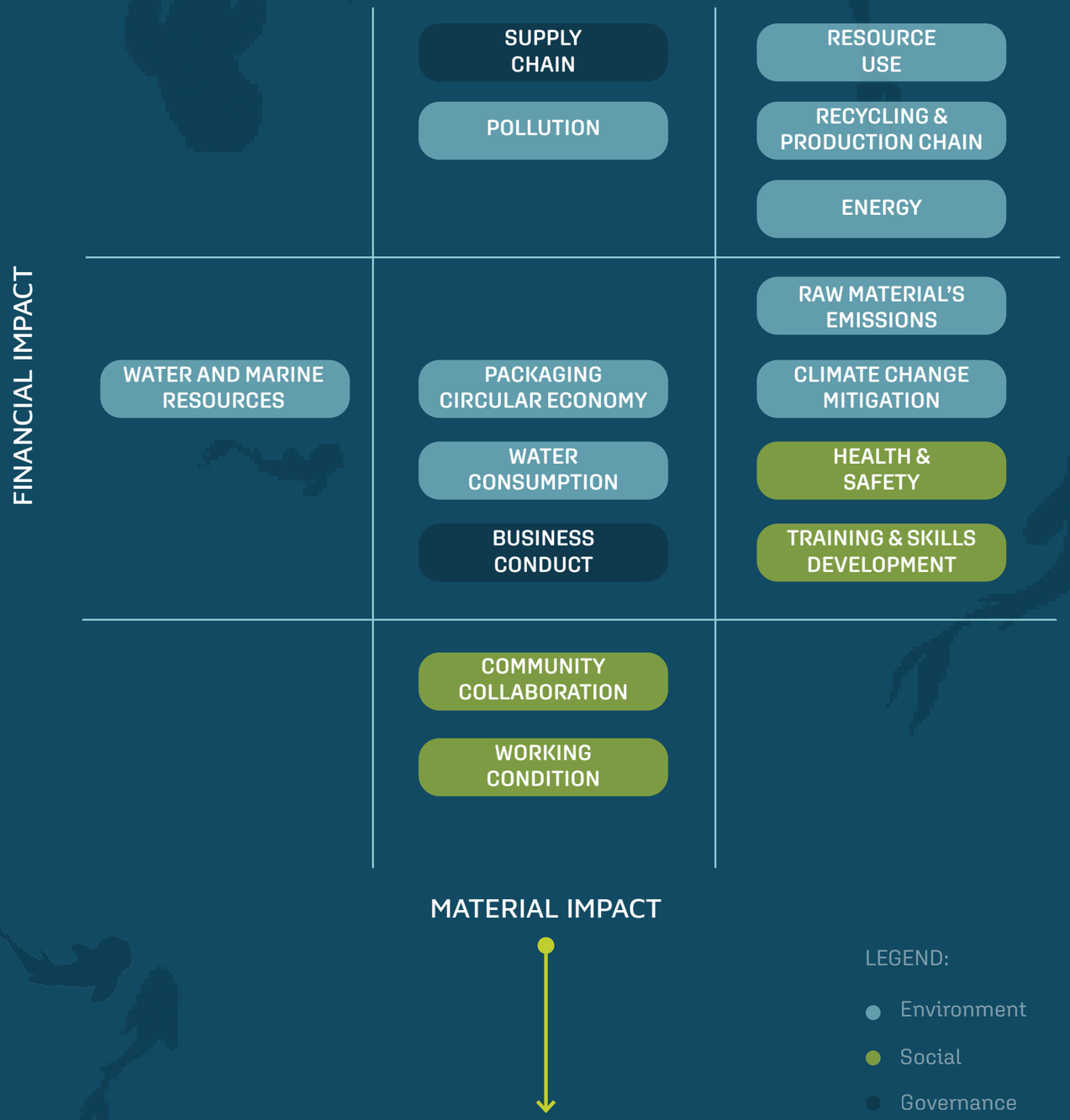
3358 km
Covered

The Double Materiality Assessment

Every business decision generates chain effects: some are reflected in the world around us, others emerge within our own operations.

The double materiality analysis maps both directions: how our activities impact society and the environment (Inside-Out) and how sustainability factors generate financial risks and opportunities for us (Outside-In). Together, they provide a complete view of what is truly relevant to the world and our business.





ENVIRONMENT

Our sustainability strategy translates into concrete actions aimed at monitoring, reducing, and optimizing our environmental footprint.

Through double materiality analysis, we identified priority areas on which to concentrate our efforts, defining a clear path reported in the following pages:

Energy and Decarbonization:
The reduction of energy consumption, self-production from the photovoltaic system, and the choice of exclusively 100% certified green supplies have allowed us to eliminate Scope 2 emissions and exceed corporate CO_2 reduction targets ahead of schedule.

Water Resource Management:
Improving the efficiency of industrial processes and adopting closed-loop cooling systems aim to progressively minimize overall water consumption.

Circular Economy and Materials:
The steady reduction of waste generation (particularly hazardous waste), the increase in regenerated polymer (Plastica Seconda Vita), and active staff awareness initiatives for the protection of marine ecosystems define our approach to responsible resource use.

You can find our commitments within the Code of Ethics:

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

Questo impegno integrato risponde in modo diretto e misurabile a 7 degli Obiettivi dell'Agenda 2030 delle Nazioni Unite:



SDG 6 (Clean Water and Sanitation): Reduction of water withdrawals and optimization of recycling loops.



SDG 7 (Affordable and Clean Energy): Transition to renewables and self-production via photovoltaics.



SDG 9 (Industry, Innovation and Infrastructure): Efficiency of machinery and industrial processes.



SDG 12 (Responsible Consumption and Production): Promotion of secondary raw materials and reduction of waste produced.



SDG 13 (Climate Action): Active decarbonization with a 91.7% reduction in Scope 1 + 2 emissions.



SDG 14 (Life Below Water): Awareness and concrete recovery/protection initiatives against marine plastic pollution.



SDG 15 (Life on Land): Protection of biodiversity and proper management of material resources.

IMPACT AREAS

- RESOURCE USE
- RECYCLING & PRODUCTION CHAIN
- ENERGY
- RAW MATERIAL'S EMISSIONS
- POLLUTION
- CLIMATE CHANGE MITIGATION
- PACKAGING CIRCULAR ECONOMY
- CONSUMO ACQUA
- WATER AND MARINE RESOURCES

FROM DUBLE MATERIALITY ASSESSMENT

Our Impact on Climate Change

Energy Consumption and Transition Towards Renewables

As an energy-intensive company, we have the responsibility to drive change through concrete actions.

Thanks to our photovoltaic system, in 2025 we self-produced 1,505.61 MWh of clean energy, feeding the surplus into the grid for the benefit of the community.
While maintaining a continuous production cycle that does not yet allow us full self-sufficiency during nighttime hours, we offset the remaining energy requirement by purchasing exclusively 100% electric certified renewable energy.

Total Energy Consumption

Total Facility Consumption

- 2022: **3.031 MWh**
- 2023: **2.828 MWh**
- 2024: **2.814 MWh**
- 2025: **2.069 MWh**

On-Site Self-Produced Energy

- 2025: **1.505,61 MWh**

Self-Produced Energy Fed Into the Grid

- 2025: **1.143 MWh**

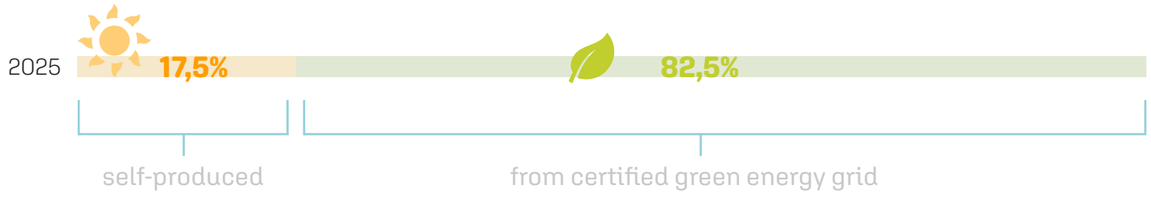
Energy Drawn From the Grid

- 2025: **1.707,17 MWh**

The total consumption of the facility is covered by self-produced energy directly self-consumed during the day, supplemented by grid energy certified Green Energy for nighttime requirements.

The share of self-produced energy not self-consumed was fed into the grid.

100% Composition of Energy Demand From Renewable Sources, Of Which:



green energy alperia

7 ENERGIA PULITA E ACCESSIBILE

9 IMPRESE, INNOVAZIONE E INFRASTRUTTURE

13 LOTTA CONTRO IL CAMBIAMENTO CLIMATICO

Our Impact on Climate Change and Decarbonization

Taking 2022 as our base year, we monitor our carbon footprint. In 2025, overall emissions (Scope 1 + Scope 2 Market-based) dropped to 129.45 tCO2e, down from the initial 1,561.70 tCO2e.

This result was driven by the complete elimination of Scope 2 emissions (0 tCO2e), achieved through the exclusive purchase of tracked green energy. Scope 2 location-based emissions for 2025 stand at 444.42 tCO2e.

Our environmental policy set a goal of a 70% reduction by 2030 (Scope 1 and 2); with an actual cut of 91.7%, we have surpassed the corporate target ahead of schedule.

Attention now shifts to the remaining challenges: the goal is to further optimize Scope 1 to compress the share of direct emissions.

At the same time, Scope 3—tied to the plastics sector and external activities such as employee commuting—remains high. This prompts us to implement awareness initiatives and strategic projects both upstream and downstream in our supply chain to mitigate its impact.

Greenhouse Gas Emissions

Scope 1

- 2022: **176,5 tCO2e**
- 2023: **146,8 tCO2e**
- 2024: **89,43 tCO2e**
- 2025: **129,5 tCO2e**

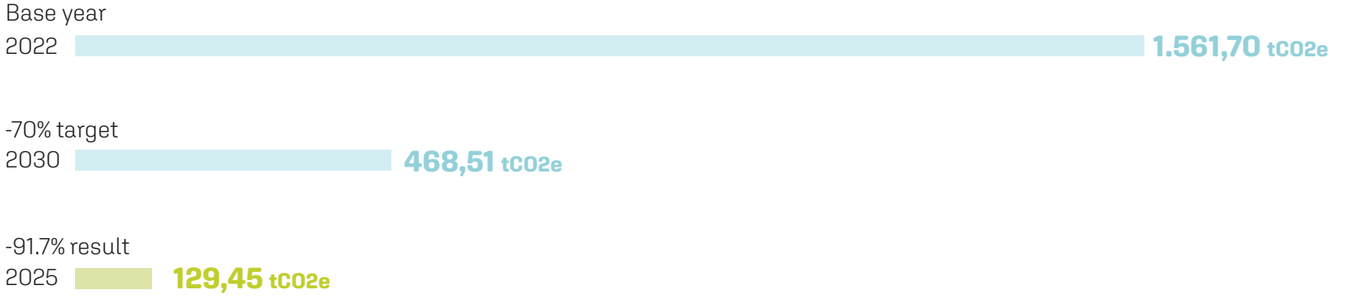
Scope 2 (market-based)

- 2022: **1385,2 tCO2e**
- 2023: **1304,1 tCO2e**
- 2024: **992,25 tCO2e**
- 2025: **0 tCO2e**

Scope 3

- 2025: **8627,61tCO2e**

Emissions Trend (Scope 1+2 Market-based) and Reduction Target:





Water and Marine Resources

Responsible water management is a key pillar of our environmental strategy, particularly regarding the volumes used to cool the presses, given that our production facility is located in a medium-high water stress area*. During 2025, we initiated major system efficiency interventions to implement a closed-loop cooling system, which were completed in early 2026.

This structural investment aims primarily to minimize withdrawals and progressively reduce our overall water consumption through continuous water reuse; we will be able to measure and share the concrete results of these interventions in the next sustainability report.

Total Water Consumption

2023: **1720 mc**

2024: **1378 mc**

2025: **1262 mc**



*The classification of the production area's water stress level was verified using the WRI Aqueduct Water Risk Atlas tool (World Resources Institute).



Resource Use and Circular Economy

iMilani pursues a strategy focused on maximum efficiency in resource use and the reduction of our environmental footprint.
Over the three-year period 2023–2025, this vision has translated into tangible results.

On one hand, we have reduced overall waste production (down to 136 t in 2025) and, in particular, hazardous waste (which dropped from 20 t to just 8 t).

On the other hand, we have steadily increased the use of Second Life Polypropylene at the expense of virgin polymer.

This enabled us to reach 26% post-consumer materials out of the total in 2025, guaranteeing solutions that comply with the highest certification standards and reducing dependence on fossil sources.

Waste Produced

Total Waste Produced

- 2023: **145 t**
- 2024: **166 t**
- 2025: **136 t**

Hazardous Waste

- 2023: **20 t**
- 2024: **11 t**
- 2025: **8 t**

Non-Hazardous Waste

- 2023: **125 t**
- 2024: **155 t**
- 2025: **128 t**

Annual Flows of Relevant Materials Used

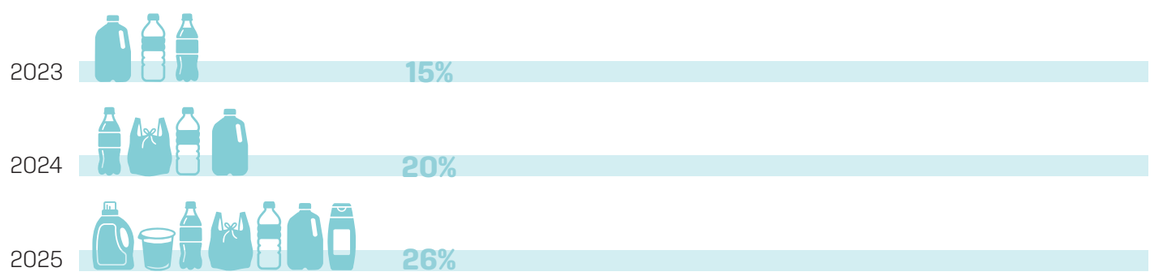
Virgin Polypropylene (PP)

- 2023: **2410,18 t**
- 2024: **2234,03 t**
- 2025: **1718,06 t**

Second Life Polypropylene

- 2023: **434,87 t**
- 2024: **566,93 t**
- 2025: **594,62 t**

Percentage of Domestic Post-Consumer Material Used Out of Total Per Year:



plastica seconda vita

In 2025, 26% of the processed raw material is PSV-certified post-consumer recycled PP

We use polymers derived from separate waste collection, which represent at least 85% of the total product weight, fully complying with the requirements of the “Plastica Seconda Vita” (Second Life Plastic) certification.

9 IMPRESE, INNOVAZIONE E INFRASTRUTTURE

12 CONSUMO E PRODUZIONE RESPONSABILI

13 LOTTA CONTRO IL CAMBIAMENTO CLIMATICO

An Afternoon to Make a Difference

88 people, 352 volunteer hours, and 264 nets processed:
On April 17, the iMilani team joined forces with Sea Shepherd Italia to experience firsthand the impact of abandoned waste in the oceans.

An initiative born to raise awareness.

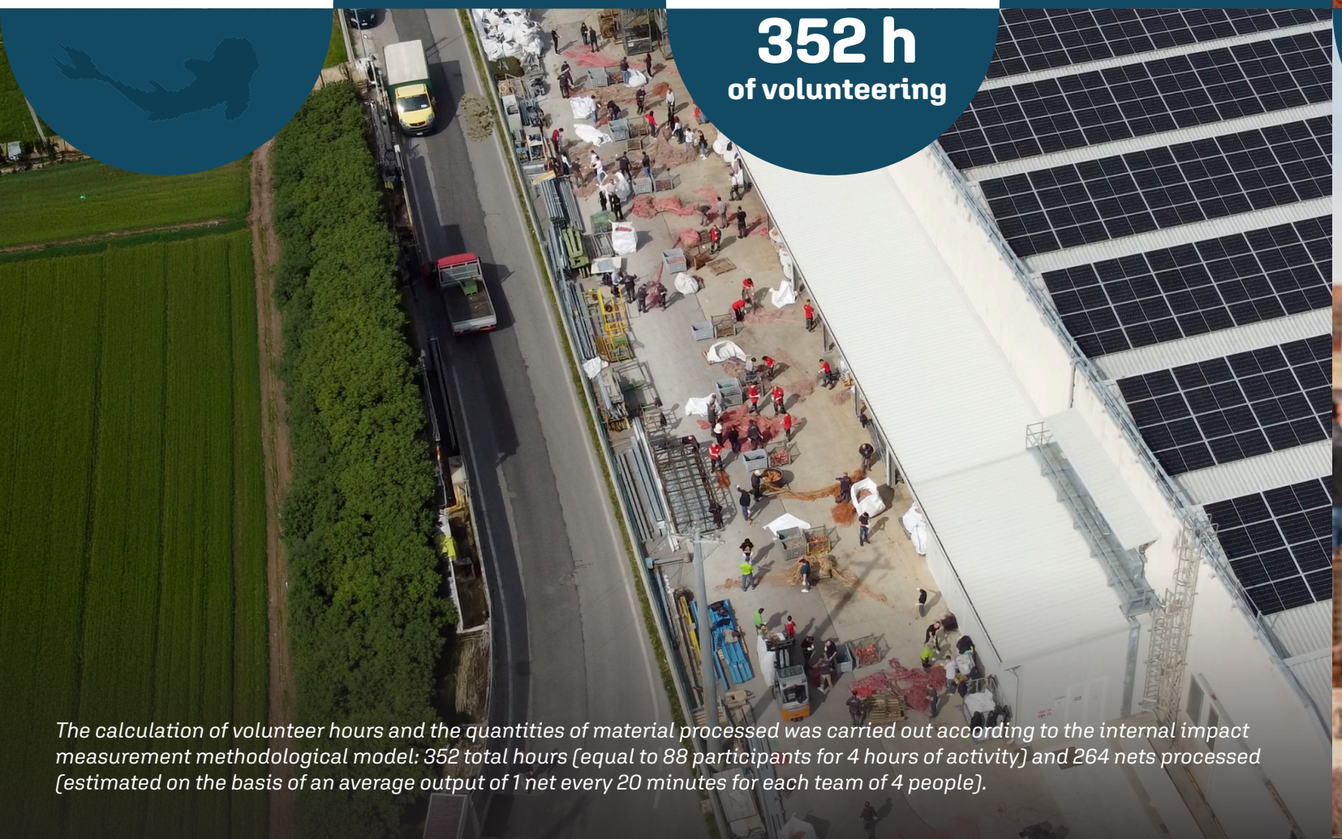
Environmental recovery should not be the solution:
the goal of the circular economy must be prevention, educating on the value of raw materials to ensure that plastic is managed and properly recovered long before it becomes a threat to the ecosystem.



88
people

264
nets processed

352 h
of volunteering





The calculation of volunteer hours and the quantities of material processed was carried out according to the internal impact measurement methodological model: 352 total hours (equal to 88 participants for 4 hours of activity) and 264 nets processed (estimated on the basis of an average output of 1 net every 20 minutes for each team of 4 people).

SOCIAL

Putting people at the center means caring for our employees, being close to the local area, and offering concrete support to those in fragile conditions. Our social vision is articulated around four fundamental pillars:

Value of People:
We guarantee a stable, fair, and safe work environment, investing in continuous training and the development of human capital.

Corporate Wellbeing:
We promote the physical and mental well-being of employees and their families through dedicated health, sports, parenting, and personal coaching services.

Aggregation and Solidarity:
We promote inclusive sports and fundraising through initiatives such as the Win:Win Tournament, transforming cross-company collaboration into value for the local community.

Community Support:
We respond to the needs of the local social fabric through direct solidarity interventions, food donations, and support for minors and families in difficulty.

iMilani has a Code of Ethics that governs child labor, forced labor, human trafficking, discrimination, and accident prevention, supported by a whistleblowing reporting mechanism for the workforce. In 2025, no confirmed human rights incidents were recorded.
You can find our commitments within the Code of Ethics:

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

Our projects and social policies contribute to 5 of the United Nations 2030 Agenda Goals:



SDG 1 (No Poverty): Support for disadvantaged families, distribution of basic necessity goods, and cross-cutting donations.



SDG 3 (Good Health and Well-being): Welfare plans, prevention for employees, and support for local health projects.



SDG 4 (Quality Education): Continuous training hours for staff and support for activities for minors.



SDG 5 (Gender Equality): Commitment to reducing the gender pay gap and equity in growth opportunities.



SDG 8 (Decent Work and Economic Growth): Permanent contracts for 98.9% of the workforce and protection of workers' rights.

IMPACT AREAS

- HEALTH AND SAFETY
- SKILLS DEVELOPMENT AND TRAINING
- COMMUNITY COLLABORATION
- WORKING CONDITIONS

FROM DOUBLE MATERIALITY ANALYSIS


iMilani

Our Impact on People

In 2025, our team consists of 95 employees, with strong employment stability demonstrated by 98.9% permanent contracts (94 out of 95) and a low turnover rate of 4.32%.

We promote a safe and inclusive work environment, ensuring 100% coverage by collective bargaining agreements (CCNL), constant focus on health and safety (with zero fatalities), and continuous investment in professional growth through an average of 13.5 hours of training per capita.

The workforce reflects a dynamic generational balance (60% of workers are under 50 years old) and an ongoing commitment to the fair enhancement of human capital across all levels of the organization.



Workforce Overview

Total Employees

95

DIPENDENTI



Gender



Permanent Contracts

2025: **94**

Age Distribution:

18%
<30 YEARS

42%
30 - 50 YEARS

40%
> 50 YEARS

Turnover Rate

2025: **4,32%**

Health and Safety

Recordable Injury Rate

2025: **6,32**

Fatalities

2025: **0**

Compensation, Training, and Collective Bargaining

Gender pay Gap

2025: **18,5%**

Training Hours Per Employee

2025: **13,5 h**

CCNL Coverage

2025: **100%**

Training Hours by Gender 2025

M: **11 h** F: **16h**

Wellbeing

We believe that taking care of our people is not a benefit, but a responsibility.

iMilani offers 5 concrete support areas: a mobile physiotherapy clinic (Fisiovan) available during working hours, with a total of six sessions per year per employee; an company gym available to all employees; supplementary health coverage extended to employees and their families; access to a professional coach, a corporate psychologist available for both work and personal matters, at the complete discretion of each employee; and finally, an affiliated summer camp for employees' children.

FISIOVAN
On-site physiotherapy

GYM
A gym for everyone

HEALTHCARE
Health coverage

COACH
Personal and professional support

SUMMER CAMP
Affiliated camp for employees' children











HR CONTEST 2026
Effective implemented Best Practice
FISIOVAN brings Physiotherapy at work project
Giulia Sbalchiero, HR Manager

Torneo interaziendale

Win : Win
Chi fa del bene vince sempre!

Born from the desire to combine sports and solidarity in our area, the Win:Win Tournament has become a key event for the Group and the community.

More than just a competition, it is a celebration of inter-company gathering based on the principle “Whoever does good always wins”:a unique opportunity where local companies, employees, and families meet to team up, promote inclusion, and support charity projects with a strong social impact.

The greatest value of the tournament is its charitable purpose: all proceeds from the initiative are donated to the non-profit organization “Le Scarpette delle Formichine” to support their projects for the community.

A result made possible thanks to 91 volunteers and over 4,080 donated hours, demonstrating how team spirit can transform into concrete help for those who need it most.



91
volunteers

4080h
of volunteering

27
companies

17
evenings



*The indicator relating to the total donated time of 4,080 h derives from average attendance for the event: 40 average volunteers/evening * 6 service hours * 17 active evenings.*

The latest edition 2025 raised and donated €53,500 to charity to various local associative organizations and beyond:

Il Colore Viola Onlus (Inclusive Bar in Cartigliano)

Treviso Bulls (Powerchair Football)

CrossAbili ASD and ASD Sport Life Onlus (Inclusive sport and disability)

Associazione Oncologica San Bassiano (Functional gymnastics for cancer patients)

Passa le Scarpe Onlus, Karibuni Onlus, and local Caritas (Social and solidarity initiatives)



Community
Being an Active Part of the Local Area

We believe that the value of a company is also measured by its ability to generate a positive impact in the community where it operates.

Our bond with the local area goes beyond the production aspect: it translates into active presence, listening, and concrete support for the most vulnerable local organizations and realities.

Throughout the year, we promote and support direct solidarity initiatives aimed at families facing financial hardship and local orphanages.
Through the donation and distribution of food supplies, basic necessities, and gifts during holiday periods, we seek to offer a gesture of closeness and hope to those who need it most.

A commitment carried forward thanks to the active participation of our people, with the goal of reducing inequalities and building an increasingly solid and inclusive social network.

The “Regala un Sorriso” Initiative

In December, on the occasion of lighting our company Christmas tree, we launch the “Regala un Sorriso” (Give a Smile) project.
The initiative actively involves the local community and area in a gift drive for the most disadvantaged families, aiming to ensure that every child, even those living in vulnerable situations, experiences the magic of Christmas by unwrapping a gift under the tree.













GOVERNANCE

Integrity, transparency, and accountability

A solid governance structure and rigorous ethical conduct are the pillars on which we base our corporate management and long-term value creation.

Since 2022, we have officially been a Benefit Corporation (Società Benefit), formalizing in our corporate bylaws our commitment to pursuing common benefit purposes alongside profit, toward the community, the environment, and the local area.

To guarantee this path, we have appointed an Impact Manager, the key figure who defines and plans sustainability priorities, monitors project progress, and coordinates data collection to verify concrete results achieved, overseeing the annual Impact Report attached to the financial statements.

The governing body leads the company by setting strategic guidelines and ensuring that principles of ethics and transparency guide every decision-making process.

You can find our commitments within the Code of Ethics:

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

Our projects and social policies contribute to 1 of the United Nations 2030 Agenda Goals:



SDG 16 (Peace, Justice and Strong Institutions): We promote a business environment based on ethics, process transparency, and zero tolerance for corruption, ensuring a responsible and reliable organization for all stakeholders.

IMPACT AREAS

SUPPLY CHAIN

BUSINESS CONDUCT

FROM DOUBLE MATERIALITY ANALYSIS

Governance Policies and Ethical Integrity

The organizational structure of iMilani is designed to ensure effective control, transparent risk management, and maximum adherence to corporate integrity values.

The integrity of our operations is confirmed by rigorous conduct: in 2025, no convictions or sanctions were recorded for cases of corruption and extortion, confirming our commitment to maximum transparency and legality across all business processes.

As part of the Gruppo i'M ecosystem, we share a strategic vision and common ethical values with other network entities. Belonging to this network allows us to create industrial and operational synergies, joining forces to amplify positive impact on people, the market, and the environment.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Governance Body

Board Members:

4

EXECUTIVES

/	WOMEN	4	MEN
1	30 - 50 YEARS OLD	3	>50 YEARS OLD



GIANNI MILANI PRESIDENT	**ROBERTO MILANI** CEO	**ANDREA MILANI** BOARD MEMBER	**GIANLUCA MARZANO** CEO

Convictions and Sanctions for Corruption and Extortion

Number of convictions:

2025: **0**

The i'M Group

iMilani S.r.l. SB, controlled by iMi Real Estate S.r.l., belongs to Gruppo i'M, an industrial ecosystem focused on innovation and sustainability comprising 7 companies: iMilani S.r.l. SB, Anicrin S.r.l. SB, iMiLOG S.r.l., GAM GonzagArredi Montessori S.r.l., Famepla S.r.l. (with the Famepla and Tecnical2 brands), Altimalti S.r.l. (with the Vertiga brand), and iMi Network S.r.l. (with the iMiTV brand). Membership in this group enables iMilani to create synergies, sharing ethical values and long-term development strategies to amplify its positive impact on people and the environment.

i’M Group

OUR MISSION

We experiment, guide, and inspire a new way of doing business to improve the lives of people and the environment, proving that change represents an opportunity for everyone.

Evolving the company to generate positive and concrete change for society and the environment.

OUR VISION

iMilani
innovative italian ideas

iMi TV

GAM
GONZAGARREDI MONTESSORI

FAMEPLA
MORE THAN EFFICIENCY

i’M

iMiLOG
create engineering

t2

VERTIGA

anicrin
transparency • safety • people

VSME Disclosures Index

iMilani S.r.l. SB – ESG Progress Report 2025 Prepared in accordance with VSME Standard – European Commission, July 30, 2025 (Basic & Comprehensive Modules)

CODE	MODULE	DISCLOSURE	SECTION	NOTE / OMISSIONS / KEY DATA
GENERAL INFORMATION				
B1	Basic	Reporting criteria, legal form, NACE code, employees, premises, revenues, financial statements, certifications	Methodological Note Highlights 2025	Limited liability Benefit Corporation (S.r.l. SB). ATECO / NACE Code: 22.22 — Manufacture of plastic packing goods. Reporting scope: individual (iMilani S.r.l. SB, a subsidiary of iMi Real Estate S.r.l.). No omissions or exclusions for confidentiality. Employees as of 12/31/2025: 95 headcount (98.9% permanent contracts). Reporting standard: VSME (Basic and Comprehensive) for the 2025 financial year. Registered office and main production plant located in Italy. Operational and sustainability certifications: ISO 14001, ISO 9001, Plastica Seconda Vita (PSV - Second Life Plastic), EcoVadis Bronze Top 35%.
B2	Basic	Practices, policies, and future initiatives	Governance & Ethics We are a Benefit Corp!	Formal adoption of the Code of Ethics, Code of Conduct, and Environmental Policy. Sustainability management entrusted to Governance and Group management. ESG monitoring and assessment of the supply chain. Annual publication and reporting of common benefit objectives within the Impact Report (as a Benefit Corporation).
C1	Comprehensive	Strategy: business model and sustainability initiatives	Methodological Note Highlights 2025	Design and production via injection molding of crates, containers, and plastic solutions for logistics, goods storage, and industrial organization. Value chain: procurement of virgin and post-consumer recycled polypropylene (PP) (upstream), industrial processing and molding, distribution and direct/B2B sales. Key ESG challenges/dependencies: decarbonization of energy consumption, increase of recycled raw materials (circularity), and environmental impact management of plastics. Part of the i'M Group industrial ecosystem.
ENVIRONMENT				
B3	Basic	Energy consumption and greenhouse gas emissions	Our impact on climate change	Total Energy Consumption: 2,069 MWh (362 MWh self-produced from photovoltaic system; 1,707.17 MWh drawn from grid with 100% Green Energy Alperia certification). GHG Emissions (2025): Scope 1: 129.5 tCO_2e (26.6% reduction compared to 2022) Scope 2 (Market-based): 0 tCO_2e (100% electricity from renewable/ certified sources) Scope 3: 8,626.6 tCO_2e (main impact linked to the purchase of raw materials and goods/services) Overall Scope 1 + Scope 2 (Market-based) reduction: -91.7% compared to 2022 baseline year. Location-based emissions omitted as less relevant compared to market-based data.

CODE	MODULE	DISCLOSURE	SECTION	NOTE / OMISSIONS / KEY DATA
C3	Basic	Obiettivi di riduzione delle emissioni di gas serra e transizione climatica	Our impact on climate change	Baseline 2022: 1,561.70 tCO_2e (Scope 1+2 Market-based). 2030 Target: -70% reduction. 2025 Result: Scope 1+2 equal to 129.45 tCO_2e, achieving a -91.7% reduction compared to 2022 (target exceeded ahead of schedule thanks to 100% green electricity/ photovoltaics). Energy efficiency project on machinery and systems launched in 2025, with full-capacity benefit expected in the 2026 data.
C4	Comprehensive	Climate-related risks	Our impact on climate change	Not yet reported in this edition: the analysis of physical and transition climate risks (TCFD) and the climate transition plan (adoption expected by July 2027); such disclosures will be included in future editions. Transition Risk (Material): Regulatory and market pressure on plastic and polymer raw materials (e.g., taxation, packaging directives, B2B requests for recycled content). Mitigation: continuous development of products with post-consumer recycled plastic (PSV certified - Second Life Plastic, reaching 26% in 2025) and R&D on circular solutions. Physical Risk (Low): Injection molding industrial processes carried out at the production plant in Italy, located in an area not at high risk for climate or hydrogeological hazards.
B4	Basic	Pollution of air, water, and soil	Not applicable / Formally excluded	Not applicable / Excluded: The polypropylene (PP) crate injection molding industrial process does not involve the use or release of significant air, water, or soil pollutants, solvents, or hazardous substances. The only process waste consists of plastic materials that are reusable/regrindable and waste managed/sent for recovery (136 t total in 2025). Exclusion formalized according to VSME applicability criteria.
B5	Basic	Biodiversity	Methodological Note / Sustainability Initiatives	The production plant is not located inside or in the immediate vicinity of protected or high-biodiversity areas (Natura 2000 Network). No direct negative impact or incident related to biodiversity recorded in 2025. Voluntary marine protection initiatives supported in 2025: collaboration with Sea Shepherd Italy and Stazione Zoologica Anton Dohrn (sea turtle monitoring project “Saphira”) and recovery of abandoned fishing nets.
B6	Basic	Water and marine resources	Water and marine resources	Total water withdrawal (2025): 1,262 m^3 (down from 1,720 m^3 in 2023). Water used for health-hygiene services and plant cooling. Started efficiency improvements on the closed-circuit cooling plant to eliminate industrial water waste in molding cycles. No discharge into marine resources.

CODE	MODULO	DISCLOSURE	SEZIONE	NOTE / OMISSIONI / DATI CHIAVE
B7	Basic Module	Resource use, circular economy, and waste management	Resource use and circular economy	Raw Materials Used (2025): Virgin polypropylene (PP): 1,718.06 t; Post-consumer recycled polypropylene: 594.62 t (equal to 26% of total plastic used, with Plastic Second Life - PSV certification). Waste Produced: 136 t total (128 t non-hazardous, 8 t hazardous). 100% regulatory compliance in waste management. ESG evaluation of the supply chain launched via the Synesgy platform.
SOCIAL				
B8	Basic Module	General workforce characteristics	Our impact on people	Total Employees (as of 12/31/2025): 95 headcount. 98.9% open-ended / permanent contracts (94 out of 95 employees). Gender Breakdown: 83% Men (79 employees), 17% Women (16 employees). Age Breakdown: 18% <30 years; 42% 30-50 years; 40% >50 years. Turnover Rate: 4.32%. 100% of the workforce based and operating in Italy.
B9	Basic Module	Workers' health and safety	Our impact on people	Zero fatal cases. Recordable work-related injury frequency rate equal to 6.32. Maintenance of the continuous assessment and prevention plan for industrial risks in the plant. Offer of additional health services: mobile physiotherapy clinic (Fisiovan, 6 sessions/year), internal company gym, and supplementary health insurance extended to family members.
B10	Basic Module	Remuneration, collective bargaining and training	Our impact on people	Collective Bargaining: 100% of employees covered by CCNL (National Collective Bargaining Agreement). Full guarantee of freedom of association and trade union representation. Gender Pay Gap: 18.5%. Training Provided: Average of 13.5 hours per capita in 2025 (on safety, technical skills, quality, and ESG).
C5	Comprehensive Module	Additional workforce characteristics	Our impact on people	Full application of national collective bargaining agreements (CCNL). No use of zero-hours contracts or unprotected precarious work forms. Active work-life balance and welfare policies: listening desk (coach and company psychologist with discretionary access), study grants for employees' children, Summer Camp conventions for employees' children, and flexible working hours to support workers.
C6	Comprehensive Module	Human rights, policies and procedures	Our impact on people / Governance policies and ethical integrity	Formal adoption of the Code of Ethics and Code of Conduct, establishing an absolute ban on child labor, forced labor, harassment, and discrimination of any kind. ESG evaluation of suppliers on sustainability and human rights principles via Synesgy. Active whistleblowing reporting channel accessible to all employees and internal/external stakeholders. 0 cases of violation reported in 2025.

CODE	MODULO	DISCLOSURE	SEZIONE	NOTE / OMISSIONI / DATI CHIAVE
C7	Comprehensive Module	Severe human rights incidents	Our impact on people	Zero incidents registered or confirmed in 2025 regarding human rights violations, both within the organization (direct workforce) and along the supply chain or towards clients/communities. Presence of structured internal procedures and Whistleblowing channel for prompt reporting and management of potential issues or ethical non-compliances.

GOVERNANCE

B11	Basic Module	Convictions and sanctions for active and passive corruption	Governance policies and ethical integrity	Zero convictions, sanctions, or fines for incidents related to active or passive corruption in 2025. Zero-tolerance policy formalized in the Code of Ethics and Code of Conduct. Internal controls and legal safeguards aimed at ensuring full compliance with current legislation.
C8	Comprehensive Module	Revenues from certain activities and EU benchmark exclusions	Not applicable / Formally excluded	Not applicable / Excluded: iMilani S.r.l. SB operates exclusively in the injection molding of plastic packaging and crates for logistics and warehousing. €0 revenues derived from controversial sectors (fossil fuels, weapons, tobacco, gambling) or conventional energy production. The company does not fall under any EU benchmark exclusion aligned with the Paris Agreement.
C9	Comprehensive Module	Gender diversity in governance bodies	Governance policies and ethical integrity	Governance Body (Board of Directors): composed of 4 members (Gianni Milani - Chairman; Roberto Milani - CEO; Gianluca Marzano - CEO; Andrea Milani - Director). Gender composition: 100% Men (4 out of 4); 3 belonging to the >50 age group 1 to the 30-50. The company acknowledges the lack of gender diversity on the Board of Directors and is committed to promoting a better gender balance and inclusion both in key leadership roles and within the progressive governance improvement plan.

Plastic has shaped our past, but it is the ability to reinvent it that defines our future.

We do not ignore the complexity of our sector; turning it into an industrial challenge is our choice.

We choose the path of transformation: reducing consumption, enhancing every single discarded resource, and reporting our results with absolute transparency.

In line with the commitment towards a responsible use of resources, this report was created exclusively in digital format.

iMilani Report di sostenibilità 2025
Sustainability reporting, ESG methodology and strategy: Alessia Tognon, Sustainability Specialist i'M Group

Coordination and contents: Sustainability & ESG, HR, Finance, Operations, Quality & Compliance, Marketing, Communication, IT

Methodological framework: VSME standard (European Commission, 2025) – Basic Module and Comprehensive Module

Graphic design and layout: Alessia Tognon, Sustainability Specialist i'M Group

Data sources: internal management systems

CEO: Roberto Milani , Gianluca Marzano