

Year

2024

MONDO Group Sustainability Report

Highlights

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Dear Stakeholders,

as MONDO Group, in 2024 we continued our voluntary sustainability reporting journey, reaffirming and strengthening our commitments regarding environmental issues, social engagement, and governance capabilities. With renewed enthusiasm, we are pleased to share with you our second Sustainability Report.

This document outlines the efforts made by our Group to identify and manage - through appropriate monitoring - its impact on people and the environment. As we mentioned last year, overcoming the challenge of data collection and consolidation was already a significant achievement. However, seeing once again this year the commitment of the people involved, and having the opportunity to identify new opportunities for action and reflection, serves as further encouragement and motivation for the entire Group.

Systematic and structured work continued through the year in the areas of strategic sustainability, environmental sustainability, product sustainability, and energy efficiency.

From an environmental and product sustainability perspective, the year was marked by important projects, such as the construction of the track for the Stade de France during the games staged in the summer of 2024 in the French capital, Artigo's launch of the GAIA product - a real example of eco-design - and the acceptance of Artigo into the Science Based Targets initiative (SBTi) program.

In addition, efforts to reduce climate-altering emissions continued through the purchase of energy from renewable sources and investments in the revamping and repowering of the photovoltaic systems at two energy-intensive sites: Artigo, which completed this activity during the year, and Mondo S.p.A., which launched the design stage of the process. Furthermore, Mondo Luxembourg began producing its own photovoltaic energy.

From a social perspective, several initiatives were undertaken both at corporate level - with the introduction of a Policy on Diversity, Equity and Inclusion - and at individual companies, with the certification of the two Italian companies (Mondo S.p.A. and Artigo) under the UNI PdR 125:2022 standard, concerning the proper management of gender equality within organizations.

Through tangible examples validated by external consultants, this Sustainability Report reaffirms the ongoing commitment of MONDO Group towards people and the external environment

in terms of natural resources and the supply chain, as well as the financial and social ecosystem in which the Group operates.

We wish you a pleasant read,

MONDO Group

1 – 2024 – RESULTS

2024 – Results

Solar panels for on-site
energy generation.

Governance

1

Group structure for managing sustainability: 12 Sustainability Experts between the parent company and subsidiaries.

2

Adoption of a Group policy on Diversity, Equity, and Inclusion.

3

Achievement of the UNI/PdR 125:2022 certification on gender equality in organizations by Mondo S.p.A. and Artigo.

Environment

Installed photovoltaic capacity:

Change from 2023¹:

6,993 kWp

+28%

Energy self-sufficiency:

11%

+10%

Energy Intensity²

0.22 GWh/M€

-12%

Total energy consumption from renewable sources³

68%³

+13%

Direct emissions avoided⁴

1,511 tCO₂eq

+12%

84%

of waste sent for
recovery or recycling.

1 The data used to calculate the percentage change were obtained from documentation related to ISO 50001 and ISO 14064 certifications.

2 This value was calculated using the Group's revenue and electricity demand data for 2024.

3 This percentage includes the contribution from on-site generation and self-consumption, purchases of renewable energy with Guarantees of Origin, and the share of renewable energy declared by suppliers in the reference energy mix (without Guarantees of Origin, as certificates are not available in some countries).

4 This figure refers to the quantities of energy generated and consumed on-site from the Group's photovoltaic plants.

GAIA sustainable
flooring applications

Impact projects

Gaia

Sustainable flooring that cuts global warming potential (GWP) by

60%

compared to standard products.

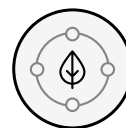
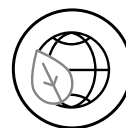
Stade de France

The athletics track installed for the games that lit up the Stade de France in the summer of 2024 is made with roughly

50%

recycled and bio-based materials by weight, delivering an emissions reduction of up to

2.5 kg CO₂eq/m²



Social

Female representation at MONDO Group:

43% of the Group's governing bodies

11% of executives

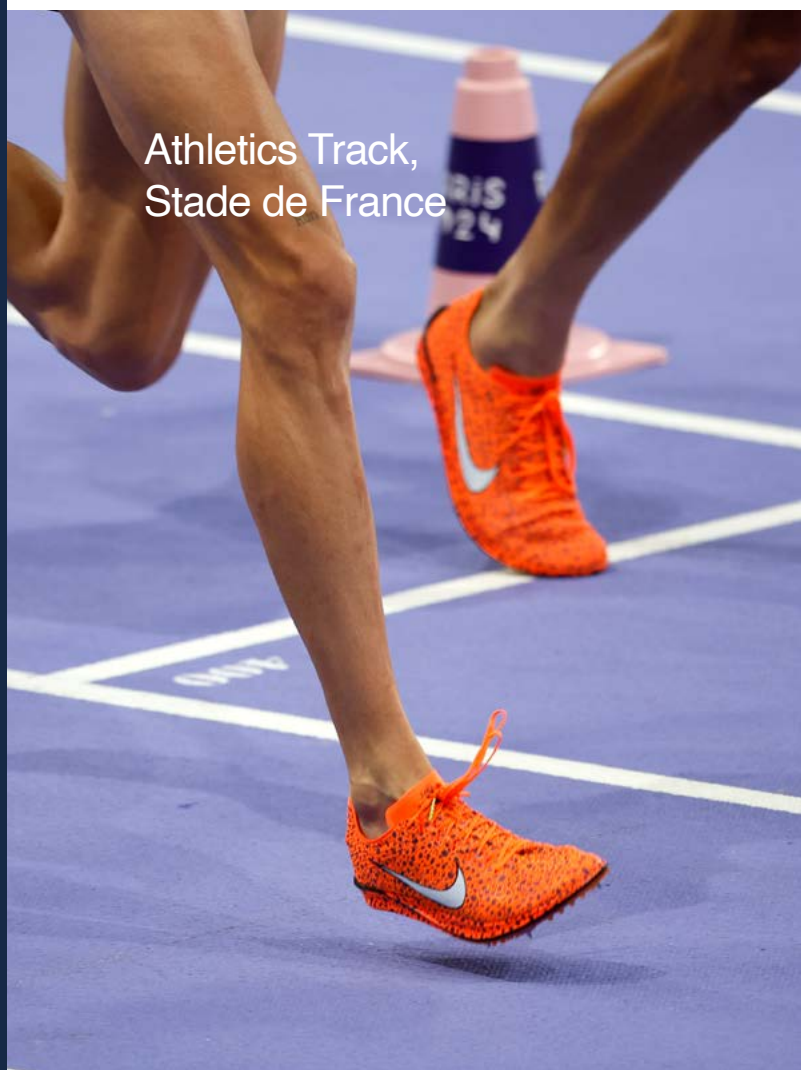
28% of managers

49% of office staff

21% of manual workers

33% of other workers

Athletics Track,
Stade de France



2 – MONDO GROUP

2.1 History

MONDO Group (officially Mondofin S.p.A.) was founded in Alba in 1948 when Edmondo Giovanni Stroppiana started a small business in the rubber sector. What began as a small workshop repairing damaged tyres evolved - thanks to the determination and vision of his son, Fiorindo Ferruccio Stroppiana, then still a minor - into the production of balls for pallapugno, a traditional local sport. Fiorindo immediately involved his younger brother, Fernando Elio Stroppiana, in this initiative. Some key milestones in the Group's journey are indicated below.

1948

MONDO's first business entity is founded, named after its founder Edmondo Giovanni Stroppiana

1950

500,000 promotional balls are produced for Ferrero S.p.A.

1955

The first warehouse producing rubber flooring for residential use is built in Gallo d'Alba

1961

MONDO supplies the flooring for national celebrations for the centenary of the Unification of Italy

1962

The "Super Santos" is created following Brazil's victory in the FIFA World Cup



1969

A long journey of research and study leads to a revolutionary idea: "Sport Flex", the first prefabricated track in the world

1974

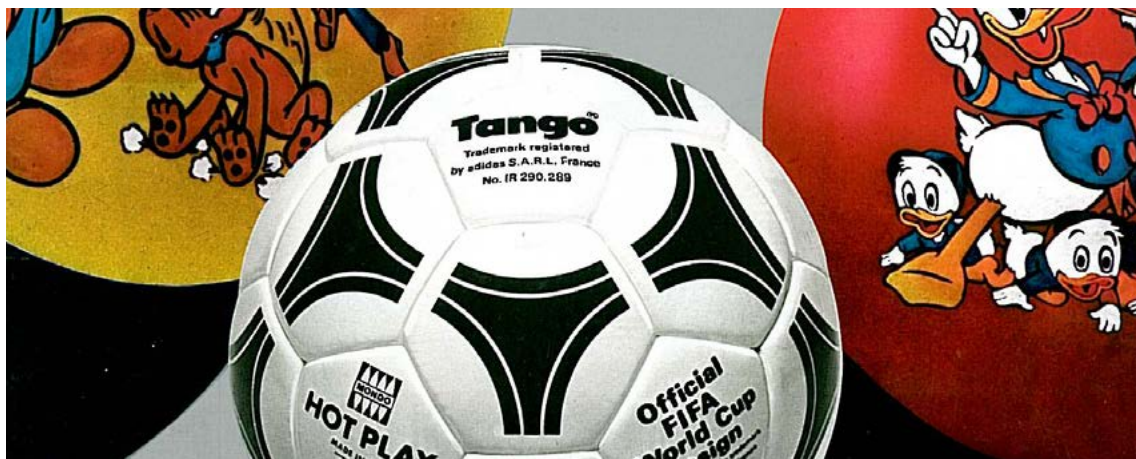
The first balls are produced under license from Disney

1976

Mondo America is inaugurated in Montreal and MONDO becomes a supplier for the Olympic and Paralympic Games there

1978

The "Tango" ball is created for the FIFA World Cup in Argentina



1979**Mondo Luxembourg** is founded**1980**

MONDO is a supplier for the Moscow Olympic and Paralympic Games

1984

MONDO is a supplier for the Los Angeles Olympic and Paralympic Games

1987

MONDO Sport&Flooring becomes the official supplier of World Athletics

1988**Mondo Iberica** is founded in preparation for the Olympic and Paralympic Games to be held in 1992 in Barcelona. The fourth Olympic Games on MONDO athletic tracks take place**1992**MONDO Group acquires **Artigo S.p.A.**, a leading company in the rubber contract flooring sector, from Pirelli Group.

“Sportflex Super X Performance” becomes the official track of the Barcelona Olympic and Paralympic Games. This marks the fifth Olympic Games for MONDO, which also becomes the Sole Supplier

1996

“Mondoflex II” is created, a three-layer rubber indoor sports flooring. Additionally, MONDO is a supplier for its sixth Olympic Games in Atlanta

1997

Opening of Artigo’s new factory in Cairo Montenotte.
Mondo S.p.A. (Sport&Flooring) obtains ISO 9001 certification

1999

Research begins on the production of synthetic grass surfaces;
the “Kaleidos” becomes the official ball of Juventus football club



2000

The Sydney Olympic Games organizing committee selects MONDO for the flooring of the Olympic Stadium

2001

Mondo Iberica obtains ISO 14001 certification

2002

Mondo Tufting, a facility in Spain dedicated to the production of synthetic grass, is founded



2004

MONDO supplies the athletics tracks, as well as flooring and equipment for volleyball and basketball events, at the Athens Olympics

2006

Mondo Floorings is founded and begins producing MONDO Motors machine models



2007

Biomechanical studies lead to the creation of “Mondotrack FTX”, the fastest track of all time, which will be used for the 2008 Olympics in Beijing

Following a collaboration with Sottsass Associati, Artigo marks a turning point by launching “Kayar,” a new flooring made with coconut fiber

2010

MONDO further expands its product offering with seating. Juventus selects it for their new stadium in Turin. Photovoltaic systems are installed at the Mondo Sport&Flooring, Mondo Toys and Artigo facilities



2012

The London 2012 Olympic Committee chooses MONDO flooring and equipment for the athletics and basketball events; Mondo Iberica obtains ISO 45001 certification

2013

MONDO unveils “Monofibre 4NX”, an innovative fiber developed through combined research with the Biomechanics Institute of Valencia

2015

The UEFA Futsal Cup selects MONDO wooden flooring to host the tournament; “Mondotrack WS”, the track for the upcoming Rio Olympics, is presented at the World Athletics Championships in Beijing. Collaboration with the World Padel Tour begins: MONDO becomes a key player in the international development of padel, with federations choosing MONDO surfaces for all major tournaments

2016

MONDO supplies over 50,000 seats at the Stade Vélodrome in Marseille as part of the renovation of sports facilities for Euro 2016 football matches. The Rio Olympics mark the eleventh Olympic Games for MONDO

2018

Mondo Iberica obtains ISO 14064 certification, Mondo Floorings obtains ISO 45001 certification

2020

The Tokyo Olympic and Paralympic Games are postponed due to the pandemic, but MONDO supports athletes during the lockdown with track kits

2021

MONDO Toys launches two eco-friendly product ranges: “BioBall” and “ReNewToys”; it is the year of the Tokyo Olympics for MONDO



2022

The sport of padel continues its expansion, and MONDO becomes the official supplier of the International Padel Federation (FIP) and Premier Padel. A photovoltaic system is installed at the Mondo Tufting facility. MONDO's production facilities obtain ISO 14064 certification

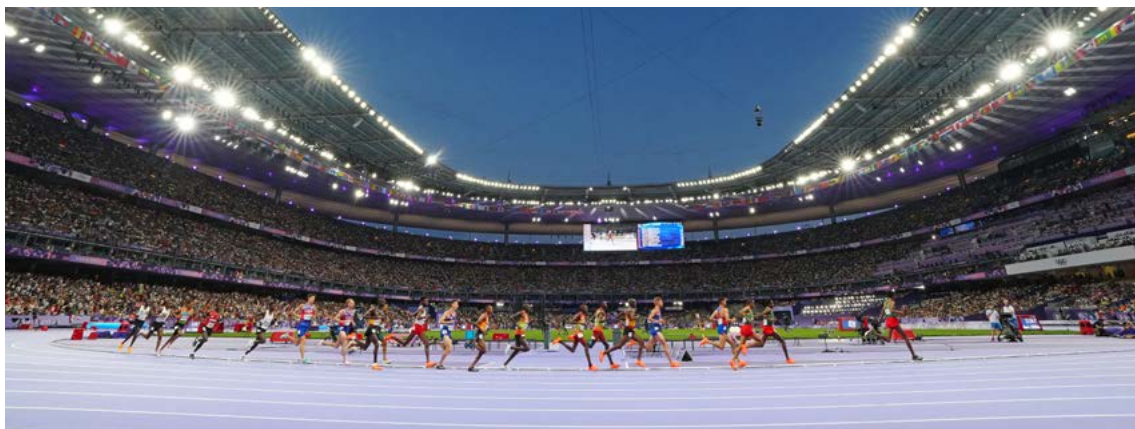


2023

A photovoltaic system is installed at the Unice Toys facility. MONDO's production facilities obtain ISO 50001 certification. Artigo demonstrates its commitment to reducing its climate impact by joining the SBTi (Science Based Targets initiative)

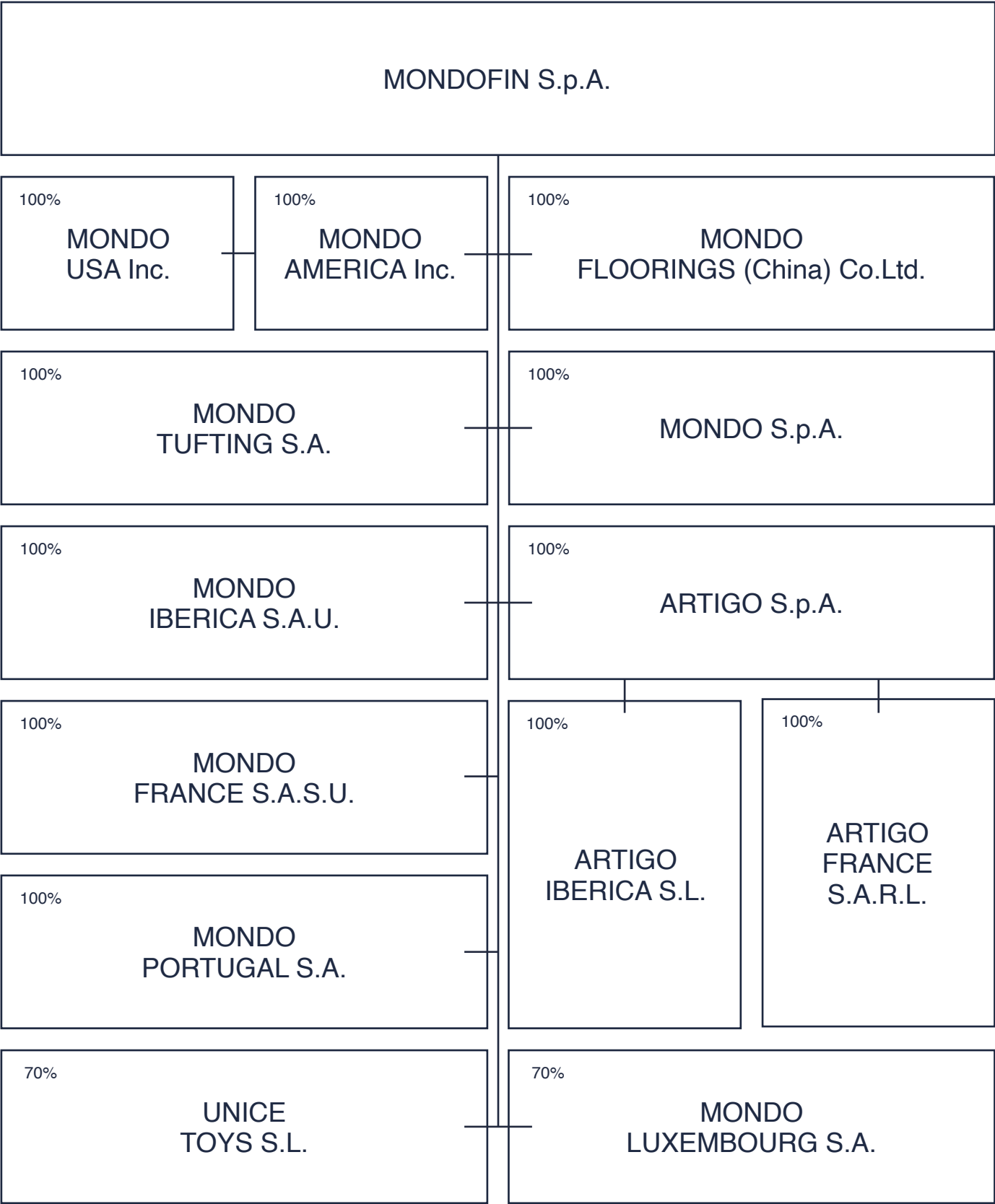
2024

A photovoltaic system is installed at the Mondo Luxembourg facility in Foetz. The "Mondotrack Ellipse Impulse" athletics track for the Stade de France, designed and produced by Mondo, covers over 23,000 m² at the Stade de France and the adjacent training area. Artigo launches the "GAIA" line of products



2.2 Corporate structure

MONDO Group is controlled by the parent company, Mondofin S.p.A., which holds 100% of the shares in several companies across Europe, America and China, except for Unice Toys, in which it holds 70%.



2.3 Philosophy and values

Mondo's history is deeply rooted in the artisan ability to work with materials (e.g. rubber adhesives, the plastics used in balls, etc.) in a region that played a key role in the entrepreneurial initiatives that successfully rode the wave of Italy's economic boom years. At its core, however, lies a focus on people: valuing individual contributions and fostering expertise.

**PUSH
BEYOND
LIMITS**

A motto born within one of the three divisions, can be extended to the entire Group. "Push beyond limits".

This new strategic positioning is inspired by a defining statement from founder Ferruccio Stroppiana: "I have lived with the ambition to always push beyond my limits." This declaration encapsulates the spirit that led to the foundation and growth of MONDO and is now embraced as a shared message throughout the entire organization.

Vision

MONDO Group's vision is to create functional, highly innovative, high-performance, and sustainable solutions - from sports products to flooring for civil use - designed to improve quality of life and support athletes and individuals in achieving their peak

performance safely. All of this is carried out with full respect for the environment, with the goal of making sport and well-being accessible to everyone.

Innovation as a tradition

MONDO's philosophy is to create new horizons for the performance of its products, offering unique, high caliber creations through the design and development of specialized, meticulously crafted solutions.

The principles guiding this process are:



To produce durable and functional solutions ranging from mid-level to premium quality



To ensure international sales and representation



To strictly adhere to technical and environmental specifications



To support all sales with world-class customer service

MONDO is committed to offering a broad and continually evolving range that is highly specialized across its various sectors. It aims to continue to offer a business model capable of growing and adapting over time, diversifying and expanding its market reach.

Values

Due to its structure, size, business activities and connection to the local area and environment, MONDO Group plays a significant role in the market, economic development, environmental protection and the well-being of the communities where it operates. It engages with a diverse range of institutional, economic and social structures.

The Group conducts its activities in accordance with ethical

principles: compliance with the law; protection of workers' health and physical and psychological well-being; respect for the environment; honesty, integrity, clarity, and transparency; fairness, good faith, and fair competition. It also upholds the legitimate interests of customers, employees, shareholders, partners, local authorities with which it collaborates in service management, and the many communities in the areas where the company operates.

2.4 Products and services

The Group's production is divided into three business units: Sport&Flooring, Contract and Toys.

Sport&Flooring BU

The Sport & Flooring division (comprising Mondo S.p.A., Mondo Iberica, Mondo Tufting and Mondo Luxembourg) specializes in the production of **sports flooring and equipment**.

Production includes vulcanized rubber athletics tracks, synthetic turf fields for football and padel, rubber and PVC flooring, as well as fixed and removable wooden sports parquet. The division also designs athletics equipment and sets up sports facilities, from stadiums to school gyms.



Contract BU

The Contract division (comprising Artigo and Mondo Luxembourg) specializes in the production of **flooring for the civil sector** (such as private and public buildings including schools and hospitals), as well as for **industrial and transportation** sectors (particularly the railway industry).

These floorings are known for their high quality and low environmental impact, achieved through the absence of PVC, heavy metals, halogens, and volatile plasticizers, and their reduced emission of VOCs (volatile organic compounds).



Toys BU

The Toys division (comprising Mondo S.p.A. and Unice Toys) is dedicated to the production and marketing of a wide range of **toys**, such as balls (including those for competitive use), radio-controlled vehicles, inflatable toys, and beach products.

PVC balls are manufactured at the Unice Toys site, while polyurethane foam balls are produced at Mondo S.p.A. In addition, certain types of toys are manufactured through supply contracts and then delivered to the Italian plant for subsequent marketing.



2.5 Impact projects 2024

Stade de France – Mondotrack Ellipse Impulse

One of the Group's most significant projects in recent years has undoubtedly been the design and production of the new track for the international sporting event held in Paris in 2024 - a real example of cutting-edge eco-design.

For this occasion, Mondo S.p.A. supplied and installed at the Stade de France a 14,000 m² MONDOTRACK ELLIPSE IMPULSE athletics track, unveiled to the world for the very first time during the Games.

The project is the result of long-standing collaborations with national companies and research institutions, **creating a short, circular supply** chain that promotes environmental sustainability while fostering local economic development. These joint efforts led to the creation of an advanced technological solution, offering state-of-the-art performance and outstanding environmental sustainability.

The key aspects considered most relevant in the development of sports tracks for the MONDOTRACK ELLIPSE IMPULSE surface were:

1

Use of approximately 50% of **recycled, bio-based and rapidly renewable materials** by weight, achieved through the inclusion of devulcanized polymers obtained via high-pressure hydromechanical treatment, and biogenic calcium carbonate sourced from the micronization of bivalve shells.
The production process also relies on renewable energy, including photovoltaic systems with a total capacity of 3 MWp.

2

Significant reduction in CO₂eq emissions assessed through a Global Warming Potential (GWP) life-cycle analysis using a "cradle-to-gate" approach.

3

Integration of innovative technologies designed to enhance elasticity and athletic performance. The most notable is the elliptical cell structure - a new geometric form of underlayer that increases shock energy absorption while reducing ground contact time during running, thereby improving athletic dynamics. This solution was developed through advanced simulations using the Finite Element Method (FEM).

4

Aesthetic design featuring colors aligned with the Paris 2024 Olympics branding, with grey curves as a tribute to the track installed for the Paris 1924 Olympics.

From a sporting perspective, the Stade de France track delivered outstanding performances during the games staged in the French capital: **3 world records, 14 olympic records, 21 continental records, 102 national records, 334 personal bests, and 422 season bests.**

Additional record-breaking performances included:

Discipline

Outstanding result

Men's 100 m

First Olympic final in history where all eight finalists ran under 10 seconds; the eighth placed athlete clocked 9.91.

Men's 800 m

Four athletes ran under 1'42" for the first time ever; Bryce Hoppel finished fourth with a new U.S. record of 1'41"67.

Men's 10,000 m

Thirteen athletes finished under 27 minutes; all broke the previous Olympic record; victory for Joshua Cheptegei in 26'43"14.

Women's 400 m

All finalists ran under 50 seconds for the first time; victory for Marileidy Paulino in 48"17 (continental record)

The project was fully aligned with eco-design principles and was managed through a comprehensive analysis and continuous monitoring of its environmental impact across all production stages - from raw material selection to end-of-life management.

The quality and sustainability of the materials used were certified by third-party organizations, including UL GREENGUARD GOLD, TÜV AUSTRIA, and an Environmental Product Declaration (EPD), attesting to compliance with international standards on safety, indoor air quality, and environmental impact.

A **14,000 m²** track

1,000 m² of indoor areas

A **8,000 m²** training track



MONDO held an internal raffle open to all Group employees, offering the opportunity to attend events as spectators or to actively participate in selected competitions - such as the marathon and the 10km race held at the end of the Games. Additionally, some employees were given the honor of serving as torchbearers during the Olympic torch relay.

GAIA - sustainable flooring

In recent years, and especially with the launch of the GAIA flooring in 2024, Artigo has made significant progress in applying eco-design principles to its products. In particular, the key innovations that distinguish GAIA include:

1

Use of bio-attributed rubber - produced with a high content of bio-based oils sourced from plants or seeds used exclusively for non-food applications.

2

Use of rice husk silica - a bio-based material obtained from the outer protective husk of rice grains.

3

Use of recycled calcium carbonate derived from marble dust recovered as a by-product from the processing of white Carrara marble.

4

Incorporation of post-industrial recycled material from pre- and post-vulcanization by-products, with certified content levels reaching up to 46% on 5mm thickness.

5

Bottom layer without added pigments - avoiding pigments that are responsible for significant emission levels during production.



These choices reflect a circular strategy aimed at exploiting the value of waste materials and industrial by-products, while reducing reliance on virgin resources. Thanks to these innovations, the “cradle-to-gate” environmental impact of the product has been reduced on average by 60% compared to the previous version. The Dual D technology, based on two distinct layers bonded

at the molecular level, allows for the optimization of both functionality and sustainability: the upper layer ensures durability and easy cleaning, while the lower layer provides shock absorption and enables the integration of high percentages of recycled content. This transition to a dual-layer system has also strengthened the company’s competitive positioning.

The development of the GAIA line was supported by an extensive Life Cycle Assessment (LCA) carried out internally, which included:



a preliminary internal study on a standard flooring product



an eco-design analysis specifically aimed at defining the GAIA product.

These activities were partly performed in-house through the creation of dedicated expertise, and complemented by our collaboration with TETIS Institute Srl, an academic spin-off of the Università di Genova, which validated the technical data. The Environmental Product Declaration (EPD) certification was entrusted to an independent third-party organization based in the United States, ensuring compliance with the latest international standards.

More specifically, it has been certified that GAIA floorings contain between 29% and 46% of **recycled materials or industrial by-products**, depending on product thickness.

2.6 MONDO Group and the UN 2030 Agenda

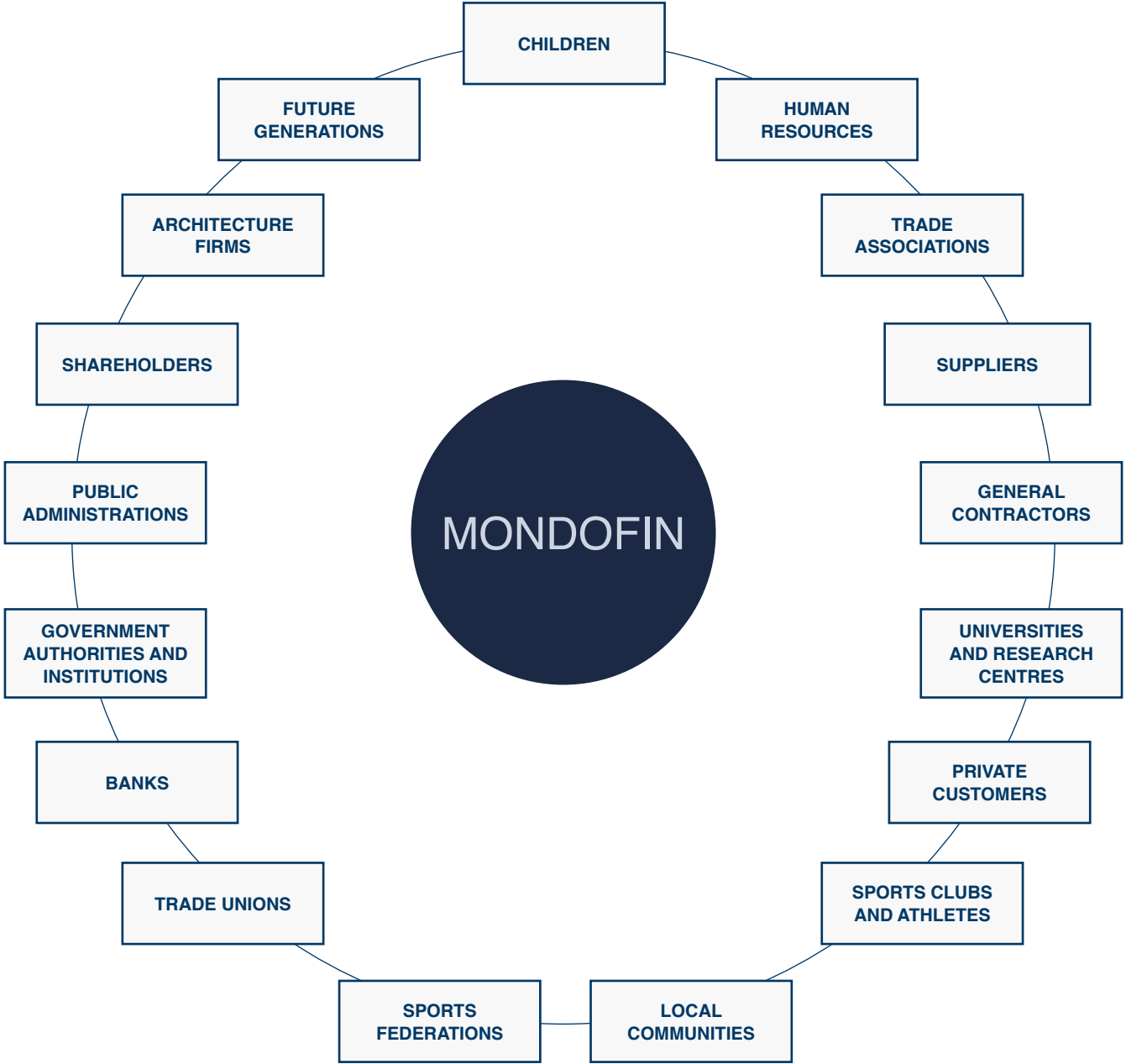
The **2030 Agenda for Sustainable Development**, defined by the United Nations in 2015, outlines a global action plan for sustainable development. The United Nations 2030 Agenda for Sustainable Development is structured into **17 Goals** (Sustainable Development Goals – SDGs), which are broken down further into **169 targets** to be achieved by **2030**. The Goals cover the three key dimensions of sustainable development: environmental, social and economic, and address globally relevant issues such as poverty, hunger, lack of education, climate change, gender inequality and lack of access to clean water and energy.

MONDO Group is developing an increasing awareness of its potential impact on the United Nations Sustainable Development Goals (SDGs), starting with those most relevant to the resilient flooring and toy sectors (as shown in the figure below). The Group will therefore start by mapping the actions already undertaken in relation to these Goals, and will then shape its future initiatives in a more targeted way, guided by the United Nations 2030 Agenda for Sustainable Development. The SDGs on which the Group has decided to focus its efforts are highlighted below.



3 – MONDO GROUP STAKEHOLDERS

A diagram representing the stakeholder map of MONDO Group is shown below.



4 – DOUBLE MATERIALITY ANALYSIS

4.1 Material Sustainability Topics

In 2024, MONDO Group's Sustainability Team carried out its first double materiality analysis, in line with the new European Sustainability Reporting Standards (ESRS) guidelines. The analysis identified the following material topics:

Consumers and end users

Resource use and circular economy

Business Conduct

Climate change:

- energy
- climate change mitigation
- climate change adaptation

Own workforce:

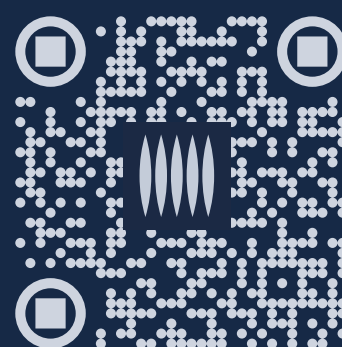
- working conditions
- equal treatment and opportunities for all
- other work-related rights

Pollution

Workers in the value chain

Water and marine resources

For more details
about the analysis,
please refer to the
QR code provided.



5 – COMMITMENT TO RESPONSIBLE CONDUCT

MONDO Group coordinates its governance bodies and activities in compliance with the principles of legality, transparency and fairness.

5.1 Business conduct

In general, the Group's governance activity is inspired by the model initially formalized by Mondo S.p.A., which is based on the **coexistence of the Organizational Model laid down in Legislative Decree 231/01 and the Internal Control System**.

The management system is composed of a framework of delegations and powers, along with a set of processes designed to monitor the efficiency of company operations, the reliability of financial information, compliance with laws and regulations, and the protection of company assets.

The consistency and sustainability of the internal control system derive from the existence and effectiveness of basic requirements (rules, defined roles, clear segregation and traceability of data). Furthermore, the **organizational system** aims to meet the fundamental requirements of formalization and clarity, communication and separation of roles, particularly regarding the assignment of responsibilities, representation, the definition of reporting lines and operational activities. To this end, internal procedures are defined based on the following key elements:

Segregation of functions:

separation within each process between the person making the decision, the person executing the decision, and the person responsible for supervising the process

Traceability

documentation of each relevant step in the process

Formalization

clear definition of each process

MONDO Group is committed to conducting its activities and relationships with stakeholders based on values and ethical principles that focus on legality, fairness and transparency. In October 2023, MONDOFIN adopted a Code of Ethics, which individual companies within the Group have since incorporated, sometimes with minor adaptations (as in the case of Mondo Luxembourg, Unice Toys, etc.). **The Code of Ethics** is a governance and management tool that expresses the ethical commitments and responsibilities in the conduct of business and corporate activities, applicable to employees, collaborators in any capacity, and members of the Group's corporate bodies. Additionally, the Group's Italian companies' (Mondo S.p.A.

since 2012 and Artigo S.p.A. since 2015) adoption of the 231 Model introduced regulations regarding the "Liability of entities for administrative offenses dependent on crimes." The adoption of the Model not only provides clear behavioral rules but also serves as a tool to enhance the company's management and control system through the establishment of a structured and comprehensive framework for prevention, deterrence, and oversight. This system aims to reduce the risk of criminal offenses by identifying sensitive activities and defining corresponding procedures.

Application of the 231 Model takes place through periodic meetings of the Supervisory Body, which involves the relevant department heads who are responsible for the specific analysis of each activity performed.

At both Mondo S.p.A. and Artigo S.p.A., the Supervisory Body is composed of a single member, an external person responsible for monitoring, who is entirely independent and separate from each company's other corporate bodies. No observations were reported during 2024.

Finally, apart from non-EU companies (Mondo Floorings, Mondo America and Mondo USA) and Mondo Luxembourg, all other Group companies have implemented a procedure for managing reports of workplace violence and harassment (including psychological harassment, sexual harassment, discrimination, etc.). Such reports can be submitted by anyone via a whistleblowing channel or similar system (accessible from the corporate website), ensuring anonymous and protected handling of the notifications. The Spanish companies, Mondo Tufting and Mondo Iberica, have established specific committees to oversee compliance activities, implementing good practices and managing the **Whistleblowing channel**. These committees are established with the aim of creating a safe and reliable environment to properly and legally manage any reports made or concerns raised.

So far, no reports have been received from active reporting channels in place at the Group's companies. In 2024, Artigo obtained a certification recognizing its **legality rating** from the Italian Competition Authority (AGCM)⁵. This certification will be renewed in 2025 for Mondo S.p.A., thanks to a new anti-corruption policy.

⁵ The legality rating is a tool introduced for Italian companies in 2012, aimed at promoting and introducing principles of ethical behavior in businesses through the awarding of a "recognition." Attribution of the legality rating is linked to benefits in terms of the granting of public funding and incentives for access to bank credit.

ESG Management

The Group employs an **Innovation and Sustainability Manager** who is responsible for coordinating and overseeing all activities related to the various ESG topics, as well as supporting and coordinating initiatives across the different companies. In managing ESG matters, the Innovation and Sustainability Manager is assisted by twelve **Sustainability Experts** located at various Group companies. These individuals meet regularly to discuss the sustainability objectives identified by the Board of Directors, plan their implementation, and monitor the progress of ongoing initiatives.

The execution of all initiatives is further supported by four additional ESG representatives based at some Group companies. The Group has established a **Sustainability Team** - a cross-functional working group combining the Innovation and Sustainability department with the Administrative, Finance, and Control area - to coordinate and oversee the drafting of this Sustainability Report. The drafting process also involves several other roles within the Group companies.

Sustainability management

In managing sustainability topics, some companies stand out for having established procedures and set objectives aimed at improving the performance of their specific businesses. For example, **Mondo Iberica** has signed a Declaration of Commitment regarding its Corporate Social Responsibility (CSR). **Artigo** has an ESG Committee composed of 3 directors. Through its **environmental sustainability policy**, **Unice Toys** pursues a commitment that can be summarized as follows:

“Respect for nature is the message MONDO wishes to convey: a real and practical commitment to contribute to the growth and education of future generations.” This represents a commitment to reducing the use of virgin raw materials, improving energy efficiency and reducing greenhouse gas emissions, following circular economy principles.

Mondo Tufting has published a three-year Sustainability Plan (2024–2026) to structure the management of ESG initiatives and projects and to formalize internal roles and responsibilities. The Plan is structured as follows:

Mondo Tufting three-year sustainability plan 2024-2026

Management Policy: among other aspects, this covers the maintenance and implementation of new certifications, improvement of business processes, technological innovation, personnel safety, environmental protection, and workers' rights.

Energy Policy: this is focused on improving energy efficiency.

Diversity, Equity, and Inclusion Policy: this aims to ensure a work environment that respects and values diversity.

Mondo Iberica has developed several ESG Policies:

Policy on quality, environment, health and safety, and social responsibility

Energy policy

Compliance policy

Policies and protocols on workplace harassment and discrimination based on sexual orientation, gender identity and/or expression. These protocols also outline procedures for submitting complaints to a dedicated committee.

Additionally, Mondo Iberica adheres to the **Aragón Circular Institutional Declaration** (promoted by the Government of Aragón through the Departments of Economy, Labor, Agriculture, Livestock, and Environment) and the Luxembourg Declaration (on promoting health in workplaces in the European Union).

Management systems and certifications

MONDO Group has chosen to manage its business processes at corporate level using the following management systems:

ISO 9001	Mondo S.p.A. ⁶ Mondo Tufting S.A. Artigo S.p.A. Mondo Luxembourg S.A. Mondo Iberica S.A.U. Mondo Floorings (China) Co.Ltd.
ISO 45001	Mondo Iberica S.A.U. Mondo Floorings (China) Co.Ltd.
ISO 14001	Mondo S.p.A. (only S&F BU) ⁶ Mondo Tufting S.A. Mondo Iberica S.A.U. Mondo Floorings (China) Co.Ltd. Artigo S.p.A.
UNI/PdR 125:2022	Mondo S.p.A. Artigo S.p.A.
ISO 14064	All Group companies
ISO 50001	All the Group's production companies

For product certifications, please refer to Section 6.2 - **Consumers and end users**.

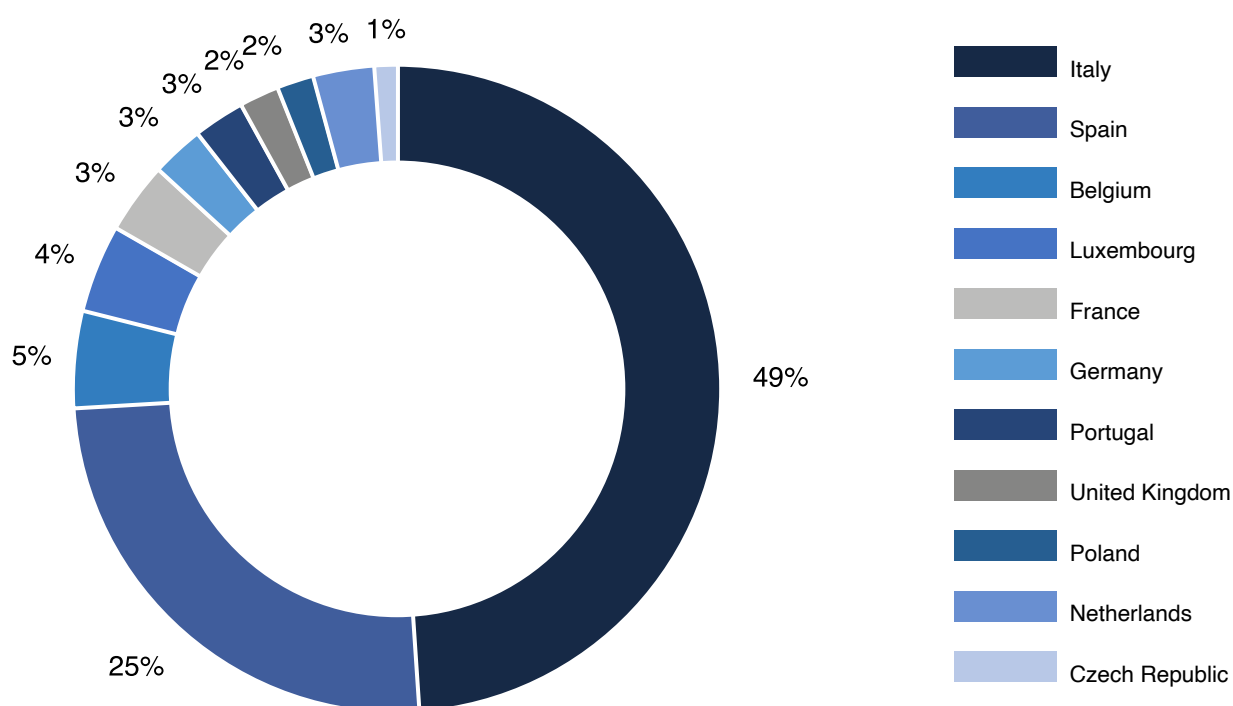
⁶ Applies only to the Sport & Flooring Business Unit.

5.2 Supplier relationship management

Engaging suppliers to maintain high standards of quality, environmental performance, and safety is fundamental for MONDO Group. The Group aims to build proactive and cooperative relationships that help prevent risks associated with business activities and protect the environment by responsibly overseeing the value chain. The company selects suppliers in compliance with applicable laws and internal procedures, based on evaluations of competitiveness, quality, financial stability, economic conditions, and compliance with safety and environmental regulations.

The main criteria for supplier selection are economic, technical, quality-related, safety-focused, and material performance-oriented. Overall, in 2024, **96% of the Group's suppliers remained European** (2023: 3,722; 2024: 4,393), representing over **84% of total expenditure** (84.9% in 2023 and 84.1% in 2024). The chart below shows that 97%⁷ of Group expenditure in Europe was concentrated in countries hosting at least one MONDO production site (Italy, Spain, Luxembourg), with 78% of expenses in these countries.

Distribution of expenditure in Europe 2024 (€)



With regard to the other continents, most of the suppliers and expenditure are concentrated in Asia and the Americas, in line with the trend observed in 2023.

⁷ European countries contributing less than 1% to expenses have been excluded to allow for a better graphical representation. For more information, please refer to the QR Code at the end of this document.

6 – COMMITMENT TO PEOPLE

6.1 Own workforce

Working conditions

The competence and professionalism of its personnel have been key drivers in MONDO's success for over 70 years. For this reason, creating a **positive and stimulating work environment** for its employees is a top priority for the Group. Personnel management is organized at **individual company** level, with a dedicated HR office at each Group entity.

Personnel

In the distribution of employees by contract type (permanent/fixed-term) and work schedule (full-time/part-time), a significant distinction exists between the manufacturing companies and the commercial companies:

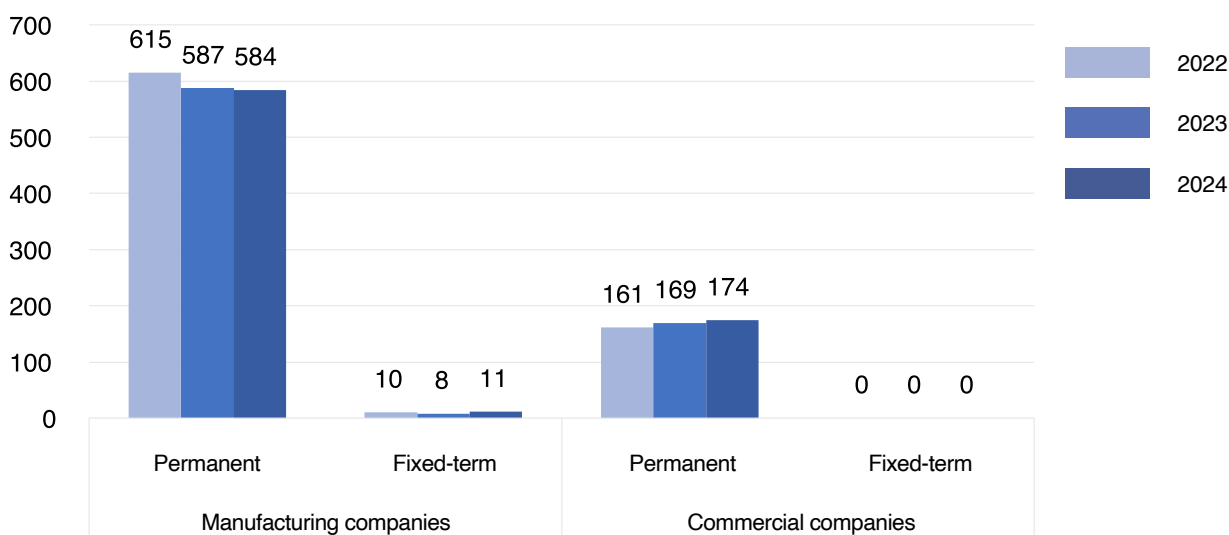
manufacturing companies:

98% of employees are on permanent contracts and 95% work full-time

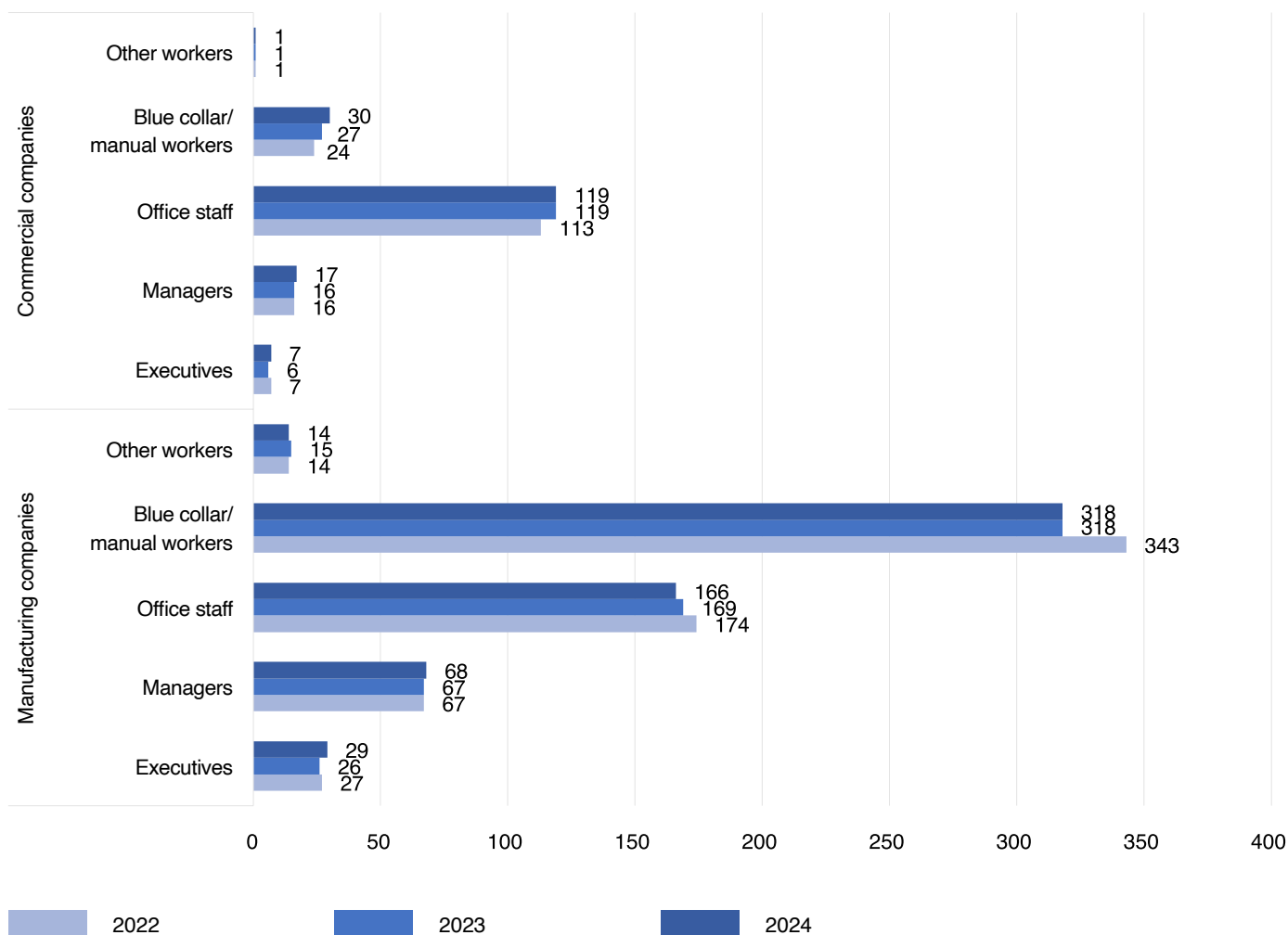
commercial companies:

100% of employees are on permanent contracts and 99% work full-time.

Employees by type of contract



Employees by employment category



Recruitment process and employee turnover

The Group's **recruitment process** mainly relies on external agencies, but the company's website and online platforms, such as LinkedIn, are also used. Additionally, for both recruitment purposes,

to attract new talent, and to raise awareness of the organization among employees' families and the broader local community, some companies organize or aim to organize events such as "open days".

Communication, talent, and personality tests – Mondo America, Mondo USA.

Human resource management is handled in the Americas by the HR department of Mondo America, with the cooperation of an HR manager at Mondo USA.

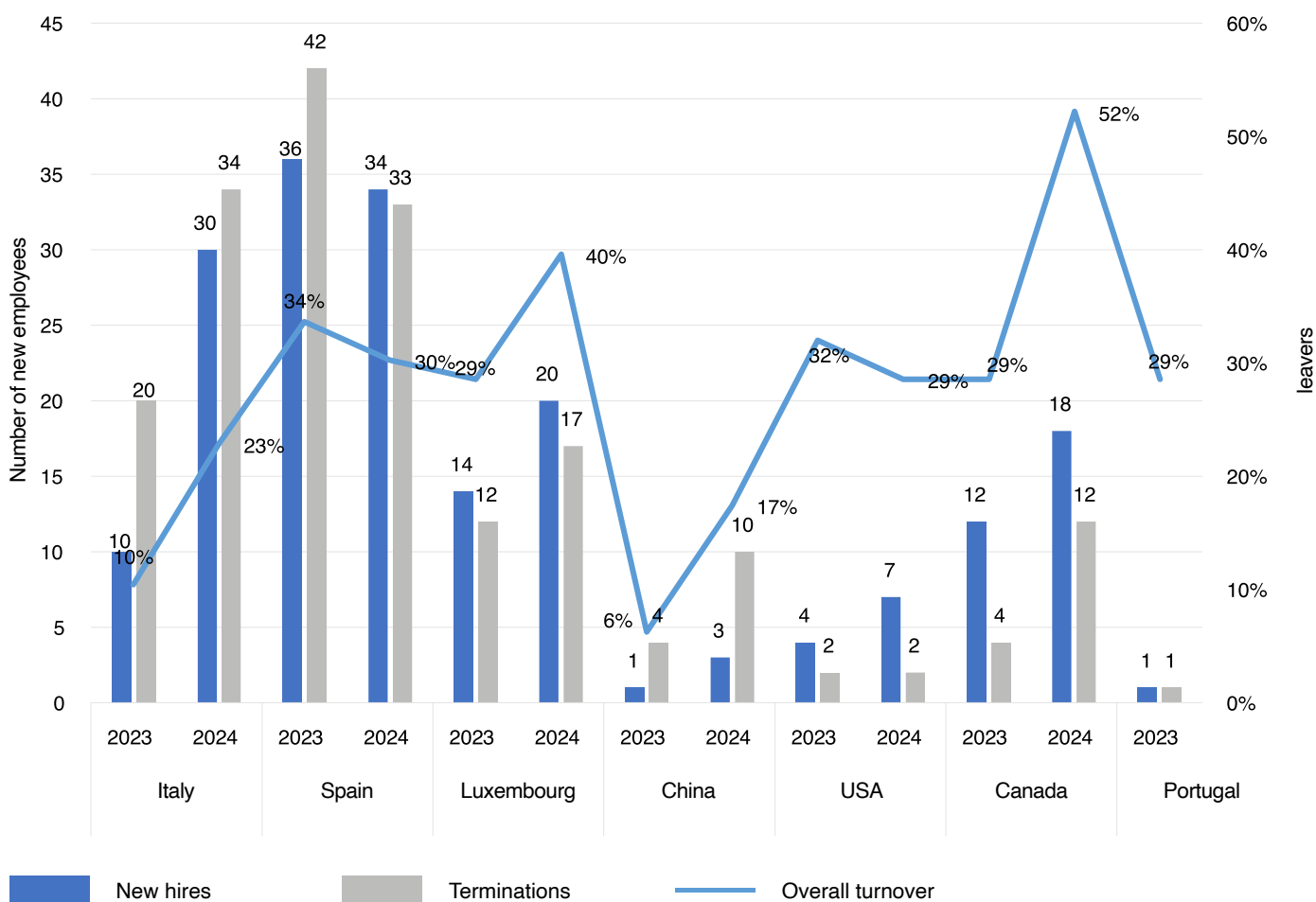
Communication, talent and personality tests are often

conducted during interviews to create a profile of the candidate. This approach speeds up the hiring process by considering only profiles that match the specific requirements for a given position. These tests also help facilitate internal activities such as teamwork.

In all countries where this is applicable, personnel are hired under the appropriate national collective labor agreement. Some examples include: CCNL Gomma e Plastica (national collective labor agreement for the rubber and plastics sector) for Mondo S.p.A. and Artigo, Convenio Colectivo del sector de Industria, Tecnología y Servicios del Metal de Zaragoza (Zaragoza collective agreement for the industry, technology, and metal services sector) for Mondo Iberica, and the Convenio colectivo general de trabajo de la industria textil y de la confección (general collective labor agreement for the textile and garment industry) for Mondo Tufting. In countries without

collective bargaining agreements, or that follow different mechanisms from Italy, the local companies ensure that employees are provided with high quality contracts that comply with local laws. During the year, the Group recorded **112 new hires**, against **108 terminations**. Changes in the workforce mainly involved the Group's manufacturing companies, which accounted for 75% of new hires and 78% of terminations. The chart below shows the trend of employee inflows and outflows. In particular, the dark bars represent new hires, the lighter bars represent terminations, and the line shows the overall turnover rate.

Turnover trend (entries and exits) by country



Workplace well-being

Ensuring a **high-quality work environment** is an area in which MONDO Group is increasingly active. To promote a **better work-life balance**, nearly all of the Group's companies have implemented flexible working hours and smart working arrangements for office staff, with some even formalizing these policies. Sales employees work primarily autonomously, organizing their schedules and commuting between home and client locations.

Concivivi Certification - Mondo America

Mondo America has held the **Concivivi** Certification for three years. This is a Quebec-based certification focused on work-family balance. The company has implemented several measures, such as enhanced leave during pregnancy, childbirth, adoption, or pregnancy termination, leave for marriage or civil unions, flexible vacation days and flexible lunch breaks (30 minutes or 1 hour), access to a fitness center (for employees and their family members) at special rates, and an on-site gym at the Mondo America site, among other initiatives.



Flexible compensation system - Mondo Iberica

Mondo Iberica offers a flexible compensation system as a welfare measure, allowing employees to freely choose benefits and other services in addition to their salary. Some examples include health insurance covering dental care, vouchers for food products, training courses, etc.

Performance bonus

A widely adopted welfare measure used by the Group is the performance bonus, which rewards employees for achieving specific goals and results.

Mondo S.p.A:

The annual company performance bonus is tied to EBITDA⁸ and production volumes (e.g., meters of tracks produced).

Mondo Luxembourg:

Performance bonus (applicable to office and manual workers only), with a maximum amount of 1% of the total payroll in 2024. Of this, 30% is fixed, while 70% is variable based on the achievement of targets.

Artigo:

Performance bonus linked to production and individual performance. The production-related component primarily depends on production efficiency, such as line speed and raw material consumption. The portion of the bonus linked to individual performance takes absenteeism into account (excluding periods of extended sick leave).

To ensure the well-being of employees, it is important not only to provide them with **adequate workspaces** but also to continuously improve the quality of these spaces, while also incorporating recreational and leisure areas. To this end, several Group companies have begun renovating their facilities to improve energy efficiency and comfort. For example, in 2023, Artigo carried out renovations of its offices, cafeteria, and locker rooms. In 2024, Artigo and Mondo S.p.A. each began construction of an on-site gym for employees at their sites. These are scheduled to open in 2025. During the year, Mondo America also started work to create green areas designated as picnic zones near its offices.

⁸ Earnings Before Interest, Taxes, Depreciation and Amortization represents the gross operating margin (MOL), which reflects income generated exclusively from core business operations.

Health and safety

Health and safety in the workplace play a crucial role in the sectors in which the Group operates, also due to the specific risks identified in its production processes.

All sites operate in compliance with the national regulations applicable to each Group company. In addition, the Group actively promotes a culture of safety and risk awareness related to the work carried out at its sites, through the implementation of new safety measures. The Italian companies, which are equipped with

This means 18% of the Group's employees are covered by a third-party certified occupational health and safety management system. During the year, Mondo S.p.A. and Artigo carried out and successfully completed a gap analysis with promising results regarding the **ISO 45001 standard**, which both companies are considering applying for in the near future. Other Group companies manage this topic by requiring responsible behavior and full compliance with the safety procedures adopted at every organizational level. Some companies, such as **Unice Toys, Mondo Iberica and Mondo America**, have established specific committees dedicated to health and safety in the workplace. More specifically, these health and safety committees investigate incidents, receive reports from staff on potential hazards, and assess workplace

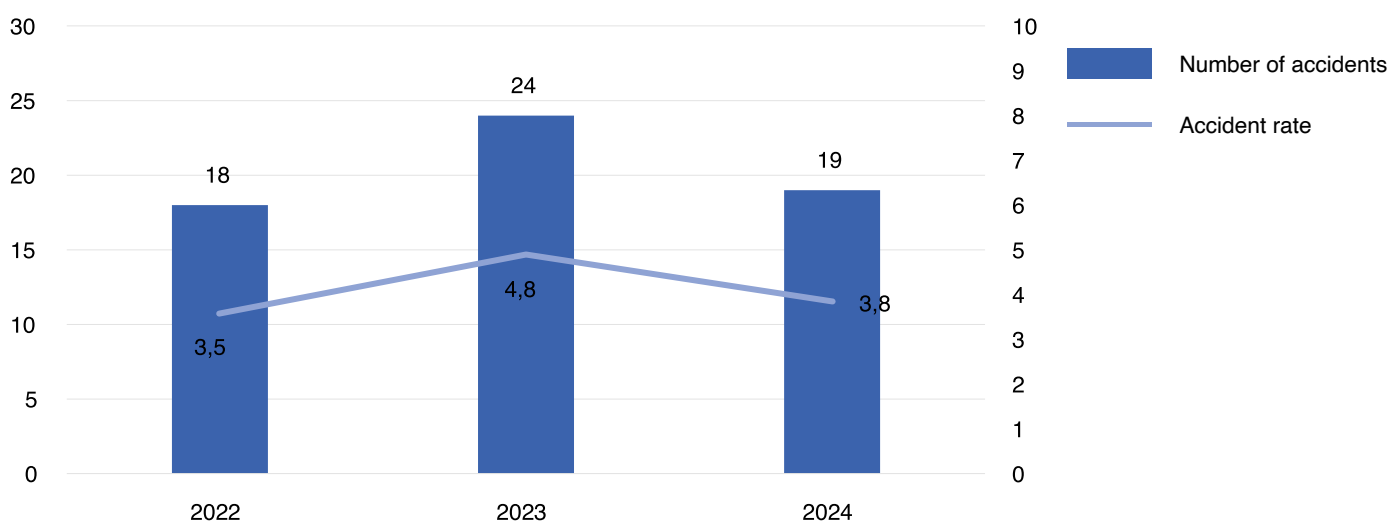
an Occupational Health and Safety Management System (SGSL) drawn up in accordance with D. Lgs. 81/2008 (Consolidated Safety Act), undergo periodic checks as part of audits carried out by the Supervisory Body (OdV) or other external entities.

Mondo Iberica and Mondo Floorings have been certified according to ISO 45001 (Occupational Health and Safety Management Systems) since 2012 and 2018 respectively.

safety in accordance with national regulations - for example, Mondo Tufting follows practices promoted by the national legal framework, while Mondo USA adheres to the guidelines of the Occupational Safety and Health Administration (OSHA). Prevention and training are considered essential tools to ensure the health and safety of all employees in the workplace. Staff are regularly involved in safety training activities - during onboarding, throughout their careers, and following any risky events or specific accidents. In particular, **7,031 hours of health and safety training** were provided during the year, including 559 hours of non-mandatory training.

A total of 20 work-related accidents involving employees were recorded during the year (including 1 at a commercial company), 2 of which occurred during commuting (in itinere).

Trend of employee accidents (manufacturing companies)



The use of personal protective equipment (PPE) plays a crucial role in ensuring a **high level of health and safety for personnel**, particularly when working with machinery and chemical products. Key PPE items include protective shoes, helmets, appropriate clothing, goggles, ear protection and masks.

The companies conduct frequent training and monitoring activities to ensure the correct use of PPE.

Equal treatment and opportunities for all

Diversity and gender equality

Given the Group's international presence and its continuous interactions with other companies, institutions and organizations worldwide, diversity and inclusion are intrinsic characteristics of MONDO's vision and business model.

In 2024, considering it essential to promote inclusion and mitigate the risk of discrimination, the Group adopted a Group-wide **Policy on Diversity, Equity and Inclusion**.

During the year, Mondo S.p.A. and Artigo successfully completed the certification process for the UNI PdR 125:2022 standard, which relates to the proper management of gender equality within organizations. Through this certification, the companies commit to integrating gender equality principles across all stages

of the employment relationship. The certification process, which began with a questionnaire, continued - according to the standard procedure - with the assessment of several elements, such as the effectiveness of internal processes, internal audits, and risk management procedures. The Group's companies, particularly those in the manufacturing sector, are characterized by **gender polarization**, especially in the following categories: executives: 93% men, managers: 82% men, blue collar workers: 78% men. In the commercial companies too, there is a predominance of men in the executive (71%) and blue collar (87%) categories, while there is a more balanced gender distribution in the other categories.

Vulnerable categories

The Italian companies, which are subject to Law no. 68/1999⁹, employ a total of 16 individuals belonging to **protected categories**, working in the office staff and blue collar categories. The Spanish companies - Mondo Tufting and Mondo Iberica - which are subject to Real Decreto Legislativo 1/2013¹⁰, employ 3 individuals from vulnerable groups, also within the office staff and blue collar categories.

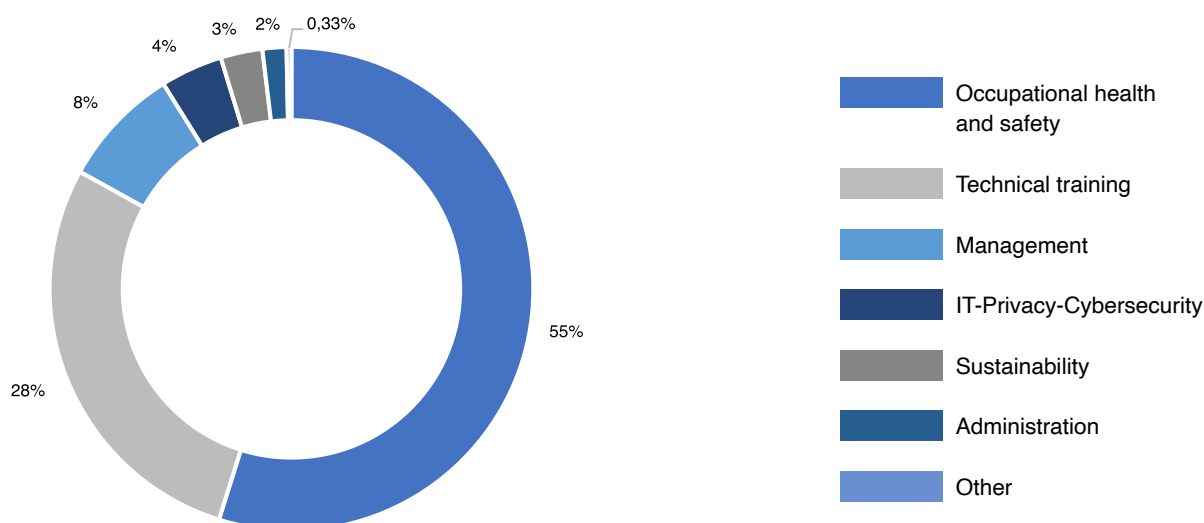
In the absence of specific national legislation, an example of good practice in the inclusion of vulnerable groups comes from **Mondo Luxembourg**, where one individual from a vulnerable category is employed as office staff.

Training and skills development

Training and the development of human capital are highly prioritized at MONDO Group, as the quality of the products and services offered is closely linked to the training, professionalism, and continuous upskilling of staff.

During the year, **over 12,000 hours of training** were delivered (+82% compared to 2023). Training activities mainly focused on occupational health and safety, technical training, and managerial training. The majority of training hours (67%) were delivered by the Group's production companies.

Training by course type¹¹



⁹ Law 68/1999 promotes the employment of individuals with disabilities, psycho-physical impairments and serious health conditions (known as "protected categories"). Companies are required to employ a certain number of individuals from these protected categories based on their total number of employees.

¹⁰ Royal Decree Law 1/2013 requires companies with more than 50 employees to hire a quota of vulnerable individuals, equal to at least 2% of their workforce.

¹¹ Technical training primarily includes language courses, job-specific skills training, and research and development training. Training in the administrative area mainly focuses on topics such as human resource management, anti-corruption practices and procedures, and payments and VAT.

ESG training

12,000
Hours of training
+82% compared to 2023

In recent years, almost all Group companies have launched training initiatives on sustainability-related topics. In 2024, a total of 358 hours of sustainability training were provided. Among the various projects implemented on sustainability topics, a particularly noteworthy one is the program launched in 2023 by Mondo S.p.A. In 2024, the initiative involved an additional 16 employees from different business areas, delivering 48 hours of training. The project will continue in 2025, with training sessions dedicated to new hires.

Alongside training initiatives, some Group companies have implemented performance evaluation mechanisms aimed at supporting the professional growth of their workforce.

Examples of performance evaluations

Mondo S.p.A. utilizes a performance evaluation mechanism that is also linked to professional advancement. During the year, this process involved all white-collar staff and consists of a self-assessment phase, followed by an evaluation by the direct supervisor. At **Mondo Iberica**, a performance assessment mechanism based on annual objectives jointly set by managers and employees is in place. An overall assessment of employee performance is conducted annually, while an intermediate evaluation is performed during the year to track progress towards achieving the goals set. **Mondo Tufting** has implemented an annual employee appraisal process, which begins with the employee's self-assessment and concludes with a meeting with the supervisor to review performance and discuss potential career advancements or promotions. These practices have been long established at Mondo America and Mondo USA.

6.2 Consumers and end users

The high level of **quality and safety of its products** is one of MONDO Group's strengths and is an area that is constantly monitored and recognized internationally. Indeed, MONDO's tracks and balls have been used in major sporting competitions for decades.

Sport&Flooring

When developing a new sports product, it is essential to involve and listen to the needs of those who will use our surfaces. The Group has therefore been **collaborating closely with athletes and international sports federations** for years, allowing MONDO's laboratories to gather crucial information that is used to create high-quality products suitable for all sporting disciplines. **MONDO's Research Centers** in Gallo d'Alba, Foetz (Luxembourg) and Borja (Spain) play a crucial role in supporting the production plants in the development of technologically advanced products that can enhance performance and safeguard the physical integrity of athletes. To achieve this, quality control is conducted daily in the laboratories at all stages of production, from raw materials to finished flooring. In particular, the most relevant aspect in this regard - based on market demands and athletes' needs - is performance. By using materials that ensure consistent performance under all usage conditions and that can maintain such **performance** over time, MONDO's track formulations are designed to provide the appropriate level of slip resistance (on both dry and wet surfaces) and to maintain the same elastic behavior over a wide temperature range, thereby ensuring a constant elastic response regardless of the season or the climatic conditions of installation. Since the 1970s, MONDO's laboratories have been conducting research to **preserve performance over time**, specifically focusing on developing solutions and methods that enable the material to withstand permanent exposure to climatic conditions. Although it is impossible to completely prevent the aging of materials exposed to the elements, it is possible to slow this process and extend the lifespan of sports surfaces by carefully balancing the polymer system and additives. To ensure greater safety, MONDO has studied the correlation between air pollution and athlete health, especially for outdoor facilities where the impact of sunlight and heat can increase material emissions. During physical activity, athletes breathe up to 20 times more frequently than normal, thus exposing themselves 20 times more to the risks of pollution. MONDO ensures minimal emissions of VOCs (volatile organic compounds) in the design and construction of sports flooring.

To ensure the quality and safety of its products, the Sport & Flooring Business Unit companies hold the following certifications:

Certifications/Compliance	Company ¹²
TÜV OK RECYCLED Environmental Product Declaration (EPD) A+ The Finnish Mark M1	Mondo S.p.A.
UL GREENGUARD/ GREENGUARD GOLD	Mondo S.p.A. Mondo Tufting
Study of Composition and Recoverability of a Group of Products (CSIC) ARAGON CIRCULAR Seal	Mondo Tufting S.A.
Social Responsibility Seal of Aragón Aragonese Network of Healthy Businesses ARAGON CIRCULAR Seal	Mondo Iberica S.A.U.

The professionalism of the Sport & Flooring Business Unit goes beyond the mere production of products and also extends to the earlier phases, by listening to customer needs and subsequent requirements. In fact, MONDO often takes care of product installation and the obtaining of all the required certifications, as well as maintenance activities during its use.

Furthermore, the BU's research is focused on designing products that are increasingly sustainable, while still maintaining high levels of quality and safety.

¹² Note that the certifications listed do not apply to the entire range of products, but to one or more specific types of products. For further information, please visit the website www.mondoworldwide.com/emea/en/

Contract BU

MONDO's presence on the civil flooring market has been firmly established, earning a reputation thanks to numerous prestigious projects completed worldwide. These achievements provide tangible evidence of the high quality of the products and the commitment of the companies involved.

To maintain our ongoing objective of delivering top-tier flooring, the Contract BU companies are deeply committed to researching innovative solutions with a strong focus on sustainability.

The safety of Artigo flooring is ensured by its compliance with international fire reaction regulations, guaranteeing low smoke opacity and toxicity in case of fire. Moreover, the application of "PRO" and "TXL" surface treatments helps improve the product's durability while significantly reducing management costs.

Furthermore, a new technology has enabled a significant improvement in surface finish and increased resistance to soiling. Finally, the development of a new coating technology (a surface treatment that makes the flooring easy to clean) has continued. A new product line with improved resistance and aesthetic features will be launched in 2024.

To ensure the quality and safety of its products, Artigo holds the following certifications or participates in initiatives that ensure compliance:

Certification/Compliance	Company
--------------------------	---------

Environmental Product Declaration (EPD)

A+

The Finnish Mark M1

Cradle to Cradle

Science Based Targets initiative (SBTi)

CAM

UL GREENGUARD

FDES

CSTB

BVB

Indoor Air Comfort Gold

LEED

BREEAM

WELL Building Standard

FloorScore

Health Product Declaration (HPD)

Blaue Engel

Artigo¹³

Artigo is a member of GBC Italia (a branch of USGBC), a non-profit organization dedicated to promoting sustainability in construction. It aims to foster the adoption of sustainable building practices and support the development of eco-friendly, energy-efficient and environmentally respectful buildings and infrastructure, particularly by promoting LEED certification.

¹³ Note that the certifications listed do not apply to the entire range of products, but to one or more specific types of products. For further information, please visit the website www.artigo.com.

Toys BU

Quality and safety are fundamental requirements for all MONDO products, but they play an even more critical role when it comes to **toys**. Since these are products intended for children, both consumers and regulatory authorities demand and enforce extremely high levels of quality and safety. The use of chemical substances in production could be dangerous without proper risk analysis and responsible management of their use, and any design defects could harm the health of users. For these reasons, companies operating in the toy sector are required to maintain stricter control over quality and safety, including within the supply chain of raw materials and chemical products.

At European level, toy safety requirements are highly stringent and are laid down in **Directive 2009/48/EC**, which applies to toys placed on the market from 20 July 2011. Specific regulations regarding chemicals have been in force since 20 July 2013.

Depending on the specific product and the activity carried out, the Toys BU companies fall under the definition of manufacturer according to Directive 2009/48/EC¹⁴ and are therefore subject to the related obligations. Toys produced internally, as well as those outsourced and subsequently marketed must comply with safety requirements regarding their physical and mechanical properties, chemical composition, electrical components, flammability, hygiene and radioactivity. To be placed on the European market, a toy must also be accompanied by an EC **Declaration of Conformity**, through which the manufacturer certifies that the product meets the applicable safety requirements.

The toy's packaging must also include instructions for use, safety information and any necessary warnings.

External companies (typically those outside the EU) entrusted with the production of certain MONDO toys are selected carefully. The quality department staff regularly carry out audits at suppliers' premises to verify the safety of the raw materials used and the characteristics of the product - for example, the presence of sharp edges. In addition, social audits are conducted on working conditions and the treatment of workers. These social audits are conducted following the Business Social Compliance Initiative (BSCI) protocol. Moreover, in response to the requirements of some major brands that MONDO works with - such as Disney and Mattel - BSCI audits are repeated at least annually. In addition to Directive 2009/48/EC, the Toys BU is subject to the following regulations: Directive 2011/65/EU, UNI EN 71-1:2014+A1:2018, Directive 2014/53/EU (RED), Regulation (EU) 2023/1542, Regulation (EU) 2016/425, Regulation (EU) 2006/1907. The companies in the Toys BU have never received any complaints or reports concerning product safety.

Relations with local areas and communities

In the photo: Maurizio Stroppiana (Vice President Sport) with Tony Estanguet (President Paris 2024).



The Group's international dimension enables it, through its individual companies, to actively participate in initiatives and activities in various countries around the world, and to establish relationships with local communities and institutions.

Group companies provide full support to local organizations and initiatives, particularly with regard to sports-related causes. Rather than financial donations, they prefer to provide and/or install materials, products and components free of charge, such as balls and tracks, aiming to make high-quality equipment available to as many people as possible to promote good sports practices.

Some of the Group's most long-standing and consolidated relationships with external stakeholders are with schools and universities in the regions surrounding the companies' sites. These relationships are fulfilled through:

internship agreements;

participation in conferences and university seminars,

for example, Mondo S.p.A. has delivered lectures at the Department of Engineering of the University of Florence, at the Polytechnic of Turin on the topics of eco-design and Life Cycle Assessment, at the University of Genoa, and at the Business School of the Luiss Guido Carli University of Rome

¹⁴ Directive 2009/48/EC defines the manufacturer as the natural or legal person who manufactures a toy, or has it designed or manufactured, and markets it under their own name or trademark.

participation in specific projects and initiatives. Some examples are described below:

Mondo S.p.A. and Artigo

Continued their collaboration with the University of Genoa (Department of Civil, Chemical, and Environmental Engineering – DICCA) and Tetis Institute S.r.l. for the precise determination of the contribution of their products in terms of CO₂ and for some evaluations in the field of eco-design.

Mondo S.p.A

Continued its collaboration with the Department of Materials Engineering at the Polytechnic of Milan for FEM modeling of track/athlete shoe interactions. Additionally, in November 2024, the three-year NINSOLA project (SWIch Call – Support of the Whole Innovation Chain) was launched, focused on the reuse of by-products from the processing of Piedmont hazelnuts (e.g., shells and leaves), which will undergo various treatments. Mondo intends to use these by-products as plasticizers and oils for the enhancement of elastomers.

Artigo

Collaborated with Università Sapienza by providing materials for the laboratory “ABCDesign.Arredamento.Bambini.Circularità nel Design”, aimed at designing sustainable furniture products made from waste materials and intended for use in kindergartens. Furthermore, the SIIP project (Sustainable Intelligent Industrial Planning) continued, with the goal of supporting the evolution of manufacturing supply chain processes for sustainability management, starting from the end-to-end planning stages, i.e., from material sourcing to reuse or disposal. During the year, the SOLINDARITY project was launched, focusing on the decarbonization of industrial processes, as well as the TO.RO.FU project, aimed at optimizing the production process (specifically rubber vulcanization) and enhancing it through innovative technologies.

Mondo Luxembourg

Initiated a series of projects aimed at reducing the environmental impact of its products, funded by the Luxembourg Ministry of the Economy.

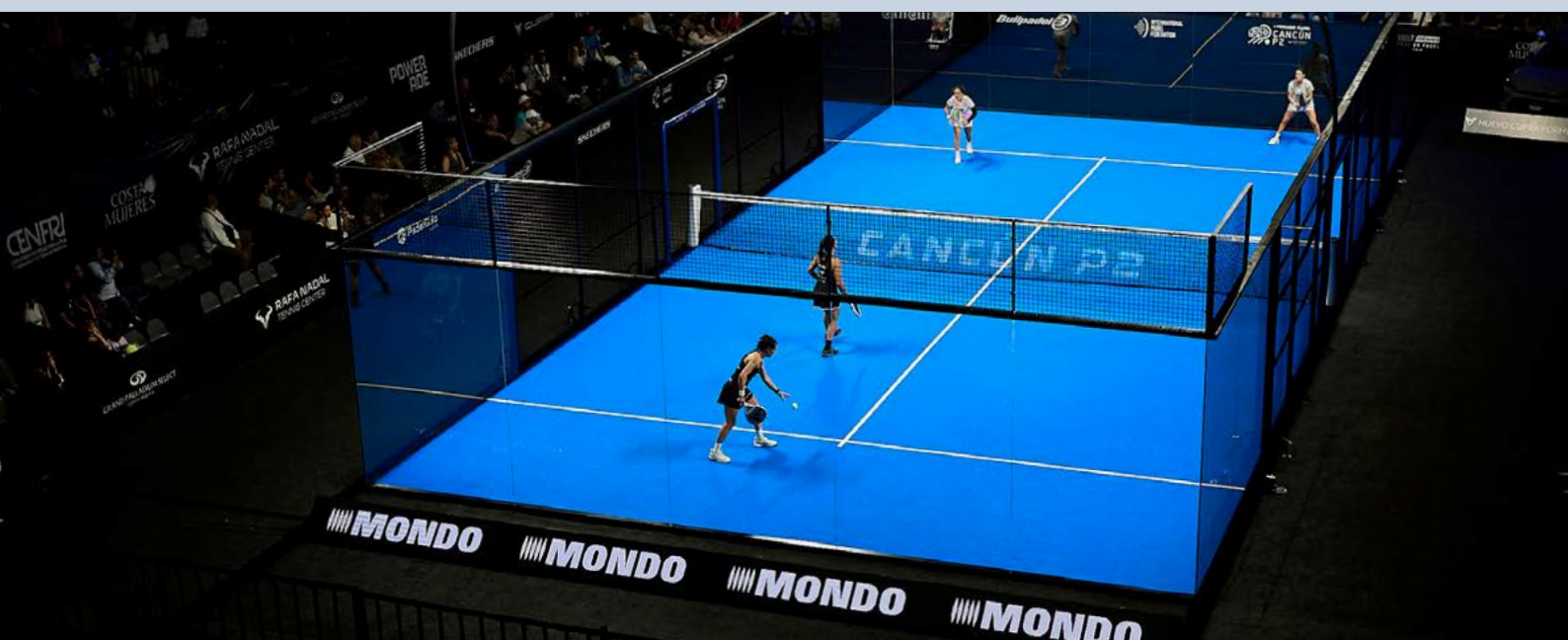
Mondo Floorings

Continues to collaborate with Beijing Sport University (BSU). Through the Mondo track, BSU is engaged in measuring athletes' interaction forces using load cells and conducting a series of analyses.

Mondo Tufting

Is participating in the European AMBIANCE¹⁵ project (a five-year project launched in June 2022), which aims to develop new bio-based products for outdoor urban applications (including the manufacture of artificial turf fields for sports) through innovative characterization, digital technologies, and a circular approach. As part of the project, the company will experiment with new applications related to filament extrusion, mixing of filler pellets, and production of the entire product, replacing the matrix and fillers with bio-based materials.

¹⁵ HORIZON-CL4-2021-TWIN-TRANSITION-01-05 (RIA).



MONDO Cares

Another initiative worth mentioning is **MONDO Cares**, which is active in Canada and the USA. MONDO Cares is a Corporate Social Responsibility initiative based on three key pillars:

Community

Promoting inclusion, mental health and the value of community

Achievement

Supporting athletes in their efforts to reach their goals

Mental health

Raising awareness about mental health and the challenges athletes face.



During the year, MONDO Cares launched several new partnerships:

Earth Ranger

for the development of environmental initiatives aimed at young people

KIP

to provide support to children with incarcerated parents

Coach Canada

to develop DEI initiatives across various sports categories

Quebec Cancer Foundation

to provide support to patients seeking to improve their appearance (e.g., through the purchase of wigs).

MONDO Cares is also involved in various volunteering initiatives and collaborations, for example with the Laval Alzheimer Society and the Québec Cancer Society.



In the photo: Mondo collaborates with installation teams worldwide.

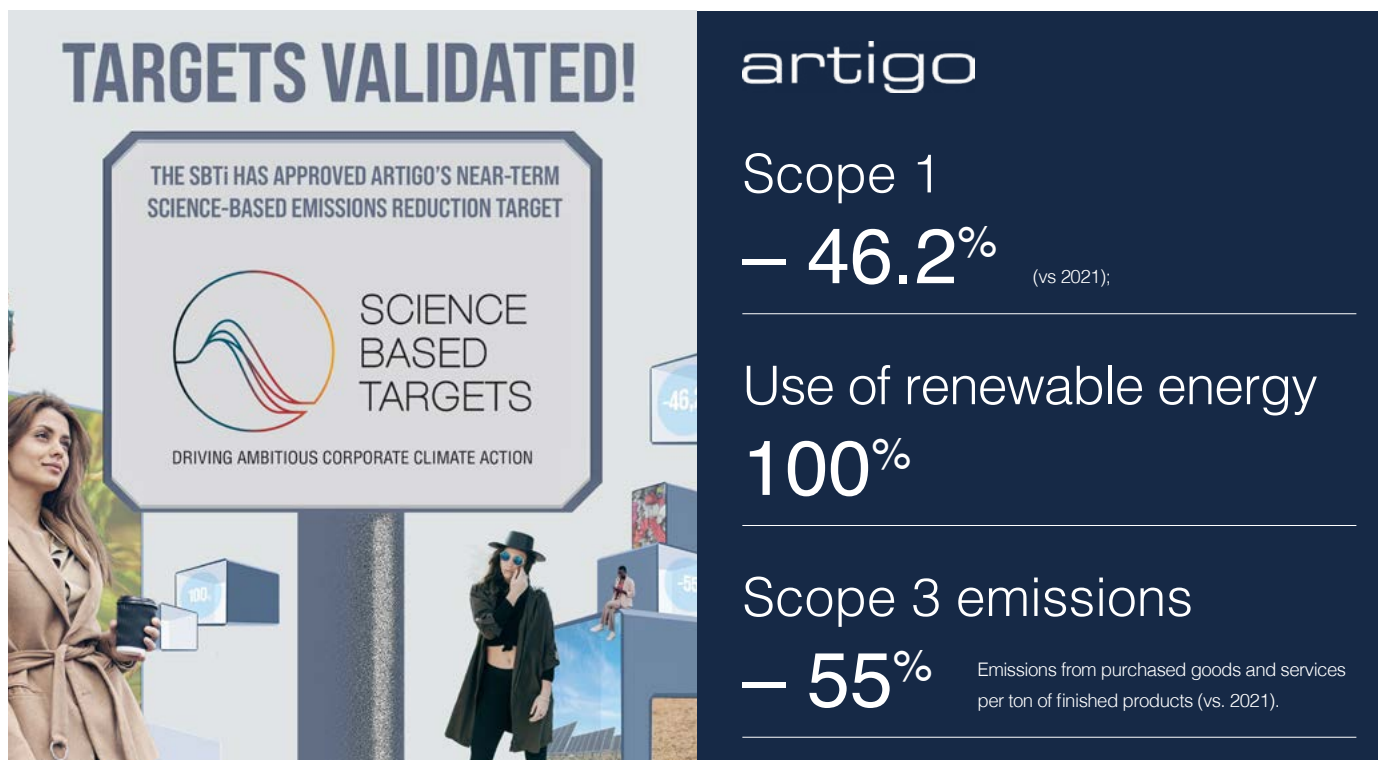
7 – COMMITMENT TO THE ENVIRONMENT

Environmental sustainability is at the heart of the Group's commitments.

In recent years, MONDO has devoted increasing time and resources to this cause, achieving significant milestones, exemplified by three key achievements: In 2021, the Group began a process of measurement and analysis, leading to attainment of the ISO 14064 certification. This certification enabled all the production companies to precisely identify direct emissions (from sources owned or controlled by the organization) and indirect emissions (related to the purchase of energy, raw materials, water and waste). This served as the starting point for initiating a critical analysis of MONDO's carbon footprint, which is still actively maintained through its ongoing commitment to continuously renewing the certification. In 2023, the Group achieved the ISO 50001 certification concerning energy performance. This milestone was the culmination of a

comprehensive process that involved mapping, analyzing and monitoring energy usage and consumption across our facilities. It also involved raising awareness and developing tools to manage energy efficiently.

Another significant commitment to environmental sustainability was Artigo's participation in the SBT (Science Based Targets) initiative, a corporate climate action organization that enables companies and financial institutions worldwide to do their part in addressing the climate crisis, with the goal of reducing their emissions in line with the Paris Agreement. The targets presented by Artigo, to be achieved by 2031, are as follows:



7.1 Climate change

GHG emissions

MONDO Group has developed and is consolidating a strong awareness of its impacts in terms of climate-altering gases, thanks to the monitoring and calculation processes promoted by the ISO 14064 certification, which some Group companies have been pursuing since 2021. Also this year, the Group has pursued the ISO 14064 certification process and obtained impact data for categories 1 and 2 (or Scopes 1 and 2, in the terminology used by the GHG Protocol), which allowed for an evaluation of the progress made and the setting of further improvement targets¹⁶. Among the most significant changes and developments achieved by the Group, it is important to mention the numerous initiatives for on-site production of electricity. In addition to the photovoltaic systems already installed at the facilities of Mondo S.p.A., Artigo, Mondo Tufting, and Unice Toys, new systems were added at Mondo

Luxembourg and Mondo Floorings. Other initiatives relating to the exclusive or predominant purchase of 100% renewable energy are also noteworthy (as in the cases of Unice Toys, Artigo, and Mondo S.p.A.).

During the year, the Group's direct emissions (Scope 1) amounted to 4,141 tCO₂e. 87% of direct emissions relate to the use of fuels for heating and material processing by production facilities, while emissions from vehicle movement (for the transport of people and goods) account for 11%¹⁷. The remaining 1% comes from certain F-gas emissions. Compared to the previous year, there was a reduction of 8%, consistent with a similar decrease in natural gas consumption.

Below is the breakdown among the different Group companies:

Company	Scope 1 (tCO ₂ e)
Mondo S.p.A. ¹⁸	1,705
Artigo S.p.A.	739
Mondo Luxembourg S.A.	724
Unice Toys S.L.	421
Mondo America Inc.	257
Mondo Tufting S.A.	108
Mondo Iberica S.A.U.	108
Other ¹⁹	76
Total	4,141

¹⁶ At the time of drafting this sustainability report, the data collected is still undergoing ISO 14064 certification. The data is considered reliable and accurate and will be updated if necessary.

¹⁷ Emissions from mobile combustion affect all companies except Mondo USA, as the sales personnel use vehicles for mixed purposes, and there is not yet a separate accounting procedure in place to model the consumption attributable to Group activities.

¹⁸ Applies only to the Sport & Flooring Business Unit.

¹⁹ Mondo USA, Mondo Floorings, Mondo Portugal, Mondo S.p.A. (Toys).

Indirect emissions (Scope 2), resulting from energy purchases, were calculated using the location based method. Below is the breakdown among the different Group companies:

Company	Scope 2 (tCO ₂ e)
Mondo S.p.A. ²⁰	4,941
Artigo S.p.A.	3,613
Mondo Luxembourg S.A.	2,362
Mondo Tufting S.A.	1,324
Mondo Floorings (China) Co.Ltd.	200
Unice Toys S.L.	351
Other ²¹	347
Total	13,141

To analyze the Group's energy procurement choices more accurately, the market-based approach was also used, which takes into account the source of the energy purchased. This highlighted a significant reduction in CO₂eq emissions between 2023 and 2024, amounting to 28%. The table below also compares the emission efficiency over the two years, calculated as the ratio between total Scope 2 emissions (calculated using the market-based approach) and electricity demand (including energy purchased with Guarantees of Origin and self-produced and self-consumed energy)²². The Group saw a 27% improvement in emission efficiency, driven by better energy procurement choices (between renewable energy purchases and self-production) and a 1.8% decrease in the Group's overall energy demand.

	Unit of measurement	2023	2024
Scope 2 emissions	tCO ₂ eq	7,571.85	5,389.22
Electricity demand	GWh	29.18	28.56
Emission efficiency	tCO ₂ eq/ GWh	259.50	188.71

Energy

To improve its energy performance, reduce its environmental impact and contain costs, MONDO Group has been implementing a program to track and monitor energy consumption at its production facilities for several years.

In 2023 this effort resulted in the Group obtaining **ISO 50001** certification at corporate level. Among the commercial companies, Mondo America and Mondo USA have obtained LEED certification for their eco-friendly buildings. The Group's production processes, particularly those related to flooring, require significant energy resources, making it essential to make responsible decisions

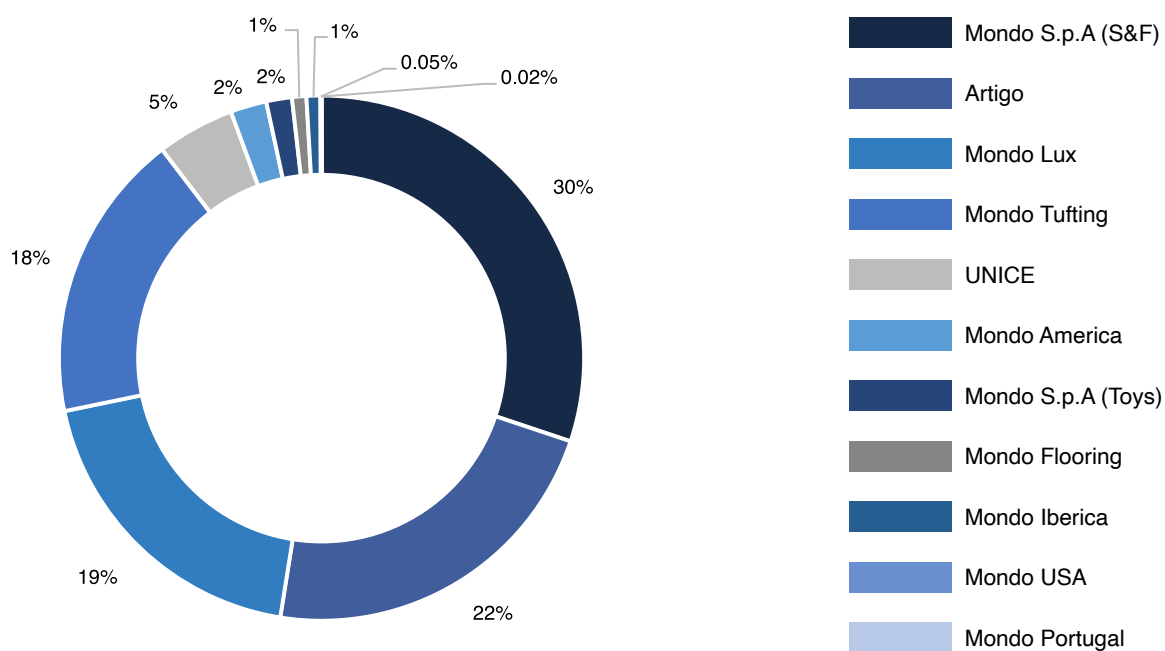
regarding the procurement and/or use of alternative energy sources to replace fossil fuels. To this end, in 2022, the Italian companies Mondo S.p.A. and Artigo established an Energy Committee, which meets monthly to discuss strategic choices regarding energy, such as procurement, renewable energy sources, exploration of alternative technologies, etc. The following chart shows the Group's electricity demand, amounting to 28.81 GWh, broken down by the different companies:

²⁰ Sport & Flooring BU only.

²¹ Mondo S.p.A. (Toys), Mondo USA, Mondo Iberica, Mondo Portugal.

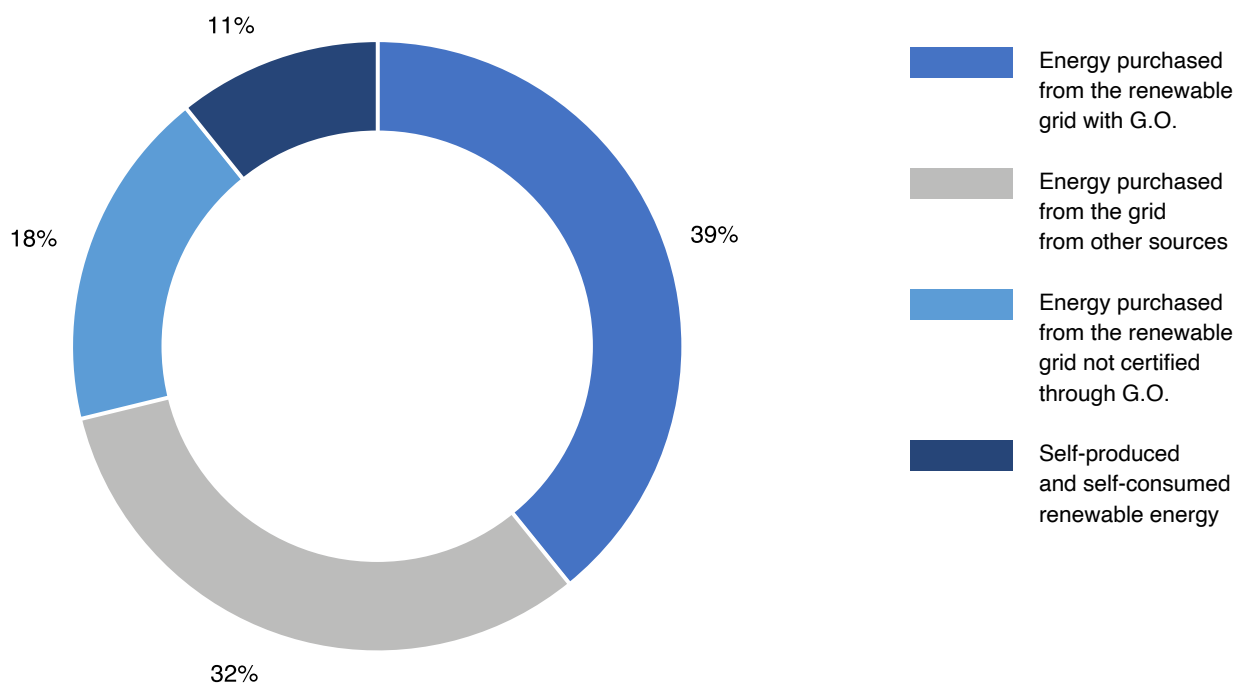
²² Mondo Floorings and Mondo USA were excluded, as it was not possible to determine a market-based factor for them.

Group electricity demand



The transition to renewable energy sources began with Mondo S.p.A. and Artigo in 2010, with the installation of the Group's first photovoltaic system. This was followed by the photovoltaic system installed at Mondo Tufting in 2022 and another at Unice Toys in 2023. In 2024, a photovoltaic system was installed at Mondo Luxembourg and Mondo Floorings. In addition, a revamping/repowering was carried out at Artigo.

Group electricity demand by energy source



The choices made both in terms of self-production and renewable energy procurement (through Guarantees of Origin contracts and supply contracts with an energy mix rich in renewable sources) allow MONDO to reach a 68% share of renewables (+8% compared to 2023). In 2024, an energy intensity of 0.22 was recorded, showing a 12% reduction compared to 2023 (0.25), and thus an improvement in the Group's energy management.

7.2 Pollution

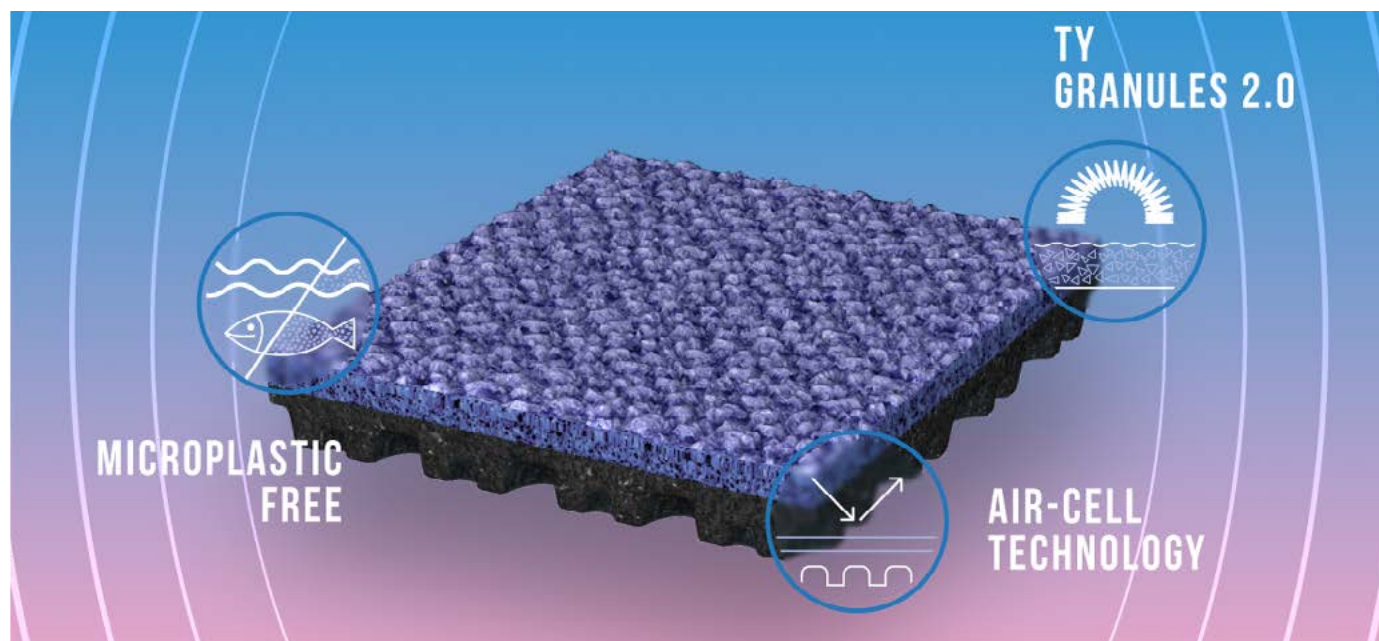
All production companies, except Mondo Iberica, generate emissions from industrial processes that are subject to specific monitoring and oversight by regional and national agencies. The main air pollutants emitted, all below legal thresholds, include carbon monoxide (CO), nitrogen oxides (NOx), sulfur dioxide (SO₂), and volatile organic compounds (VOCs).



Management of microplastics at MONDO Sport&Flooring

With EU Regulation 2023/2055 (amending REACH), a series of restrictions on the placing of microplastics on the market have been introduced. Among MONDO's products, synthetic turf will be the most affected by these restrictions, due to the ban on the use of polymer granules as infill, which comes into effect in 2031. To this end, the Sport&Flooring Business Unit is studying alternatives in line with the Regulation. Furthermore, the above-mentioned Regulation requires that,

starting from October 2026, a set of instructions be provided on the proper use and disposal of products containing synthetic polymer microparticles, to prevent their release into the environment. The Group actively participates in working groups on the topic, including with World Athletics. In any case, MONDO tracks have long been characterized by a compact surface layer made of vulcanized rubber, free of coatings and microplastic granules that could detach over time and contaminate bodies of water.

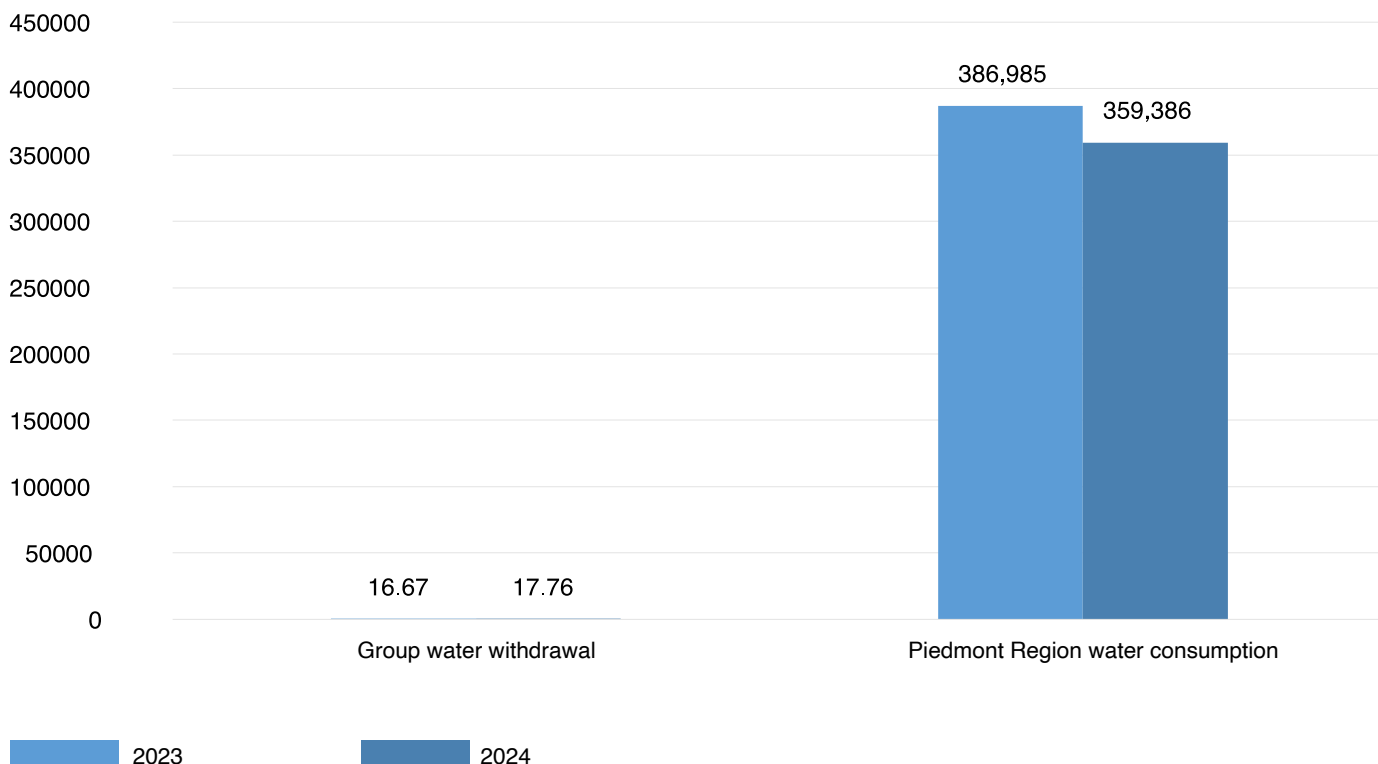


In the image: Mondotrack Ellipse Impulse athletics track.

7.3 Water and marine resources

The following comparison of the Group's total water needs with the water consumption needs of the Piedmont Region (where the parent company is based) further highlights the relatively small amounts of water used at MONDO's sites.

Group water withdrawal compared with the region's water demand (Megalitres, MI)²³



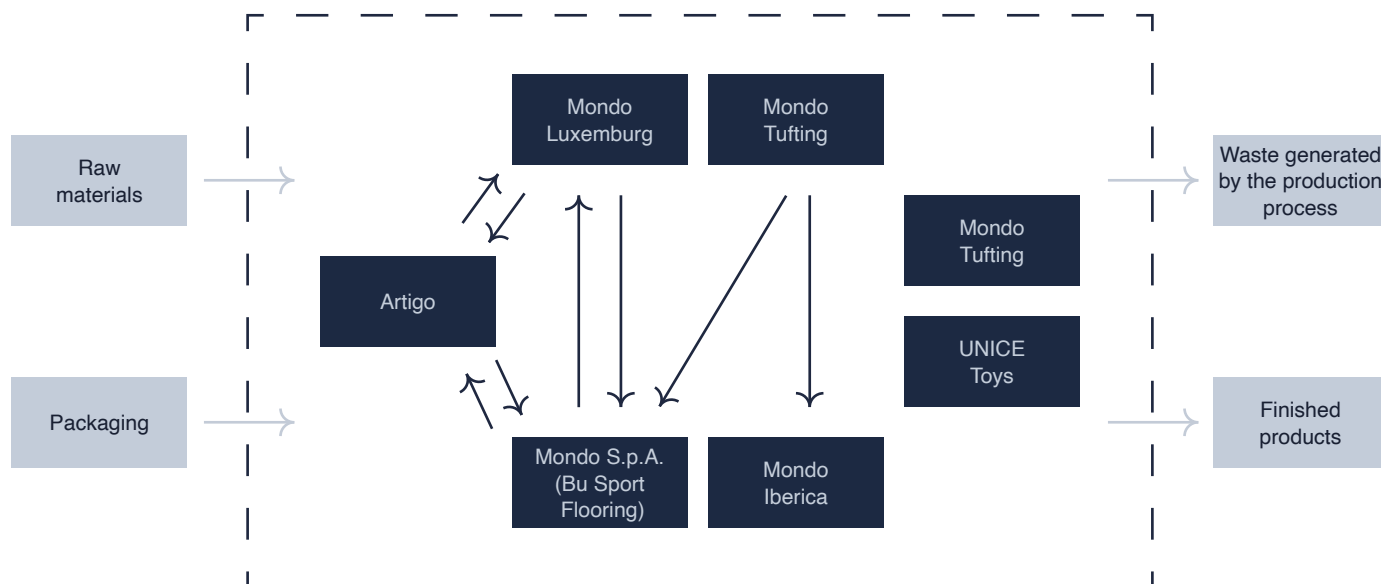
7.4 Resource use and circular economy

Resources used

The Group pays great attention to sourcing raw materials with the aim of producing products that maintain and enhance MONDO's quality while consistently seeking low-environmental-impact solutions. Thanks to the distinctive characteristics of its business model, MONDO Group has been able to structure and progressively implement highly virtuous circularity initiatives. For this reason, even before analyzing the materials acquired as input by individual companies, it is worth focusing on the significant exchange of

materials that occurs within the Group. The mass balances of the individual production companies are closely interconnected, generating a transfer of resources (virgin raw materials, by-products and production scraps) that have always been repurposed with the aim of minimizing reliance on natural resources. The diagram below illustrates the mass balance of Mondofin's production entities, including raw materials, packaging for finished products, finished products and waste generated by production sites.

²³ The analysis considered data published by ISTAT, which identify the regional per capita water demand (250 l/day in 2023 and 232 l/day in 2024) and the population of the Region in the respective years of reference.

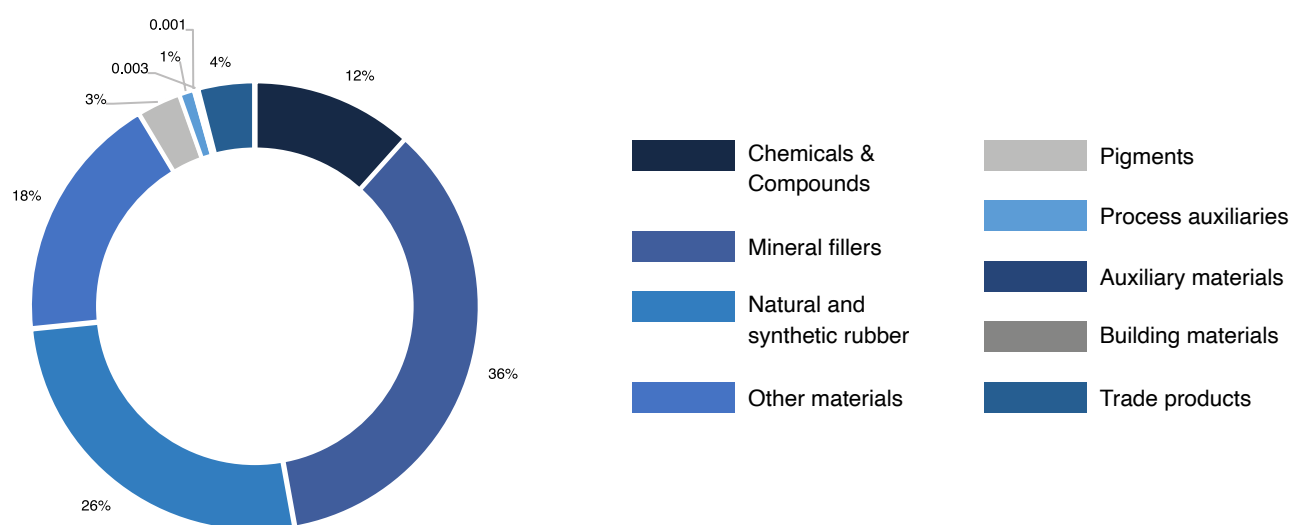


Rubber is a raw material almost unparalleled in terms of inherent strength and elasticity, capable of enhancing its technical performance through industrial processes that refine its properties. It is the main raw material purchased and used by the production plants for the Contract and Sport & Floor Business Units, **accounting for over 26% of the Group's purchases** (of which 24.4% is synthetic). In addition to rubber, mineral fillers, natural pigments, and vulcanization accelerators are added in appropriate amounts depending on the specific product to be manufactured. The process is exclusive and engineered in-house within the Group, by assembling different machinery and customizing certain procedures. Rubber flooring production follows precise and complex rules and allows for even less tolerance for inaccuracies than other resilient flooring. Although many production phases - such as vulcanization - have undergone significant improvements in waste reduction, they remain essentially the same as in the early days. The types of materials purchased in 2024 by the Group's various production plants and sales subsidiaries are shown in the following chart²⁴. In 2024, **46,754 tons of materials**

and raw materials were purchased, 83% by the manufacturing entities and the remaining 17% by the sales subsidiaries. Particular focus should be placed on the raw materials that make up the final products, such as: rubber (such as SBS, EPDM, SBR, and natural rubber), mineral fillers (such as calcium carbonate and silica), chemicals and compounds (such as glues, solvents, polypropylene, etc.).

Among these, it is worth noting the use of some **renewable materials**, such as natural rubber (which represents 7.18% of all rubber used in the production process), wood, mussel shells, and some natural pigments and plasticizers. In addition, **almost 7% of the purchased materials contain recycled content** - in particular: mineral fillers for 1.8% (861 tons) and synthetic rubber for 4.7% (2,218 tons).

Materials purchased in 2024 (%)



²⁴ The data comes from the ISO 14064 (Organizational Carbon Footprint) studies that the Group is conducting, together with an external consultant, on the year 2024. Further information is available in the detailed disclosure. Purchases related to packaging are excluded from the scope of the pie chart; furthermore, no data are shown for Mondo USA, which only purchased packaging. The "trading products" category refers to the semi-finished products marketed by Mondo Toys.

The type of materials used and their versatility in terms of potential reuse and reintegration into the production process have enabled the introduction and stabilization of intercompany exchanges over time. These exchanges involve rubber scraps that can be reused by incorporating them into other products with higher density or by creating functional semi-finished products for technical layers that form the final product. These products can include sports, civil or railway flooring. For the two production sites in the Toys division (Unice Toys and Mondo Toys), the sourcing of materials is structured as follows: raw materials and packaging for finished products are procured from companies outside the Group's organizational boundaries. In some cases, the incoming materials undergo transformation at the production sites (e.g., the production of bio PVC balls at the Unice Toys facility), while in others, they are not

transformed and are sold directly (such as the Mondo Toys "trading products"). Finally, finished products are delivered to customers (finished products plus packaging) while waste from the production facility is sent to treatment plants. The Group's current and future investments in materials are aimed at supporting research and development activities focused on identifying alternative materials and/or production methods that enable the creation of products with increasingly lower environmental impacts. As part of product sustainability efforts, work has been carried out to acquire the know-how needed to develop Life Cycle Assessment (LCA) models, with the aim of applying eco-design models to product design.

Sport&Flooring BU

This Business Unit has long directed its research toward non-fossil-based raw materials. Particular attention is given to so-called "infills" (materials dispersed within synthetic turf surfaces), which are also of natural origin and designed to biodegrade quickly without releasing microplastics. **Ecofill® Rebound** performance infill, manufactured using thermoplastic granules sourced from virgin raw materials, ensures the absence of heavy metals and potentially hazardous substances, thereby guaranteeing athlete safety, as demonstrated by its compliance with REACH.

The sustainability of MONDO S.p.A. sports solutions starts from the research, selection, and verification of raw materials, which include **over 10% recycled materials**, such as synthetic rubber and mineral fillers. This commitment has made it possible, for some product ranges, to achieve a share of **over 50% between recycled and renewable materials**.

Among the circularity initiatives carried out over the years, it is worth mentioning the collaboration between MONDO and Nike, for the production of **Nike Grind granules**, obtained from the recovery of sports shoes that cannot be sold. These granules, combined with other raw materials, are used to produce running tracks and

performance infills for synthetic turf systems.

The Business Unit also implements several other circular practices: **Mondo Tufting** already holds ISCC certification for the use of recycled material and has started a path of continuous improvement in waste management. In particular, the company has managed to send part of its scraps for energy recovery and is working to identify solutions that allow materials to be recycled and reused within its own production cycle. In 2023, **a production scrap recovery plant was installed**; the recovered material is fed back into the production extruders, thus reducing the consumption of virgin raw materials. The company currently reuses **about 15% of the waste generated**. Additionally, Mondo Tufting filters the polyol used for cleaning filters and reintegrates it into the production process. The company is currently seeking new suppliers of ISCC-certified materials²⁵, continuing its search for PFAS-free process aids. Another notable initiative has been the change in the destination of part of the waste: approximately 3% of the total annual waste by weight was diverted from landfill to technical recovery, with the aim of reusing the materials.

Sigillo Aragón Circular



In addition to **Mondo Iberica**, **Mondo Tufting** has also obtained the **Aragón Circular seal**, in recognition of the circular economy practices implemented.

To obtain the seal, companies must prepare a report covering various topics, such as: the use of consistent design criteria, the origin of raw materials, the management of waste and by-products from the production process, water consumption and treatment, the economic criteria used in the procurement of materials and services, life cycle analyses, circularity along the value chain,

and more. The recognition is renewed every two years and serves as a valuable tool, especially for participation in public tenders.

Among the circularity initiatives implemented by Mondo Iberica is, for example, the removal of infills from old football fields and their reuse, where possible, in other installations. If the material cannot be used in new installations, partners are sought to reuse the material. Additionally, packaging is reused whenever possible.

²⁵ ISCC materials (International Sustainability & Carbon Certification) are certified according to a global sustainability scheme covering various raw materials, including bio-based, recycled, and renewable energy-based materials.

For Mondo Tufting, the following good sustainability practices have been highlighted in particular:

Eco-design

Integration of eco-design criteria that contribute to the circularity of production processes and/or extend the product's life cycle.

Product certifications

Conducting life cycle analyses of products and obtaining relevant product certifications.

Waste management

Management of waste at the production facility.

Sustainability

Participation in projects and the presence of staff dedicated to sustainability.

Contract BU

During the year, research efforts focused on developing innovative formulations and technologies for the use of recycled or renewable materials. Through meticulous monitoring, **Artigo** has successfully reintegrated a significant portion of production waste and by-products into its manufacturing processes. In particular, through the use of recycled material and the reuse of internal production scraps, it was possible to achieve, for the standard flooring range, recycling and reuse rates ranging from 29.5% to 46.5% (depending on the type of flooring).

29.5% to 46.5%



Furthermore, in 2024, a program for the

recovery
of installation scraps was proposed.

Toys BU

The toy division has been committed to product sustainability since 2021, when it began producing “**BioBall**” and “**ReNewToys**.” Production of MONDO’s PVC BioBall uses a new formula that replaces some fossil-based substances with plant-derived alternatives.

Similarly, rigid plastic products are manufactured using a new formula that includes standard material and pre-consumer recycled material suitable for food contact.

Food-grade plastic, which cannot contain dyes or harmful additives, also makes the toys safer. Recycled material from the food industry is sourced exclusively from a leading company in the sector.





Procuring from a single supplier ensures a controlled and high-quality raw material source. During the year, Unice Toys continued its activities to give new life to PVC waste, a project that has been ongoing for years with a Spanish company and was expanded in 2024 through a new partnership with an Italian company. The commercial companies also undertake virtuous circularity initiatives, particularly concerning packaging. For example, these companies sometimes manage packaging directly or, as in the case of Mondo America, re-packaging for Mondo USA. Wherever possible, packaging is reused or recycled by being sent to third-party recyclers.

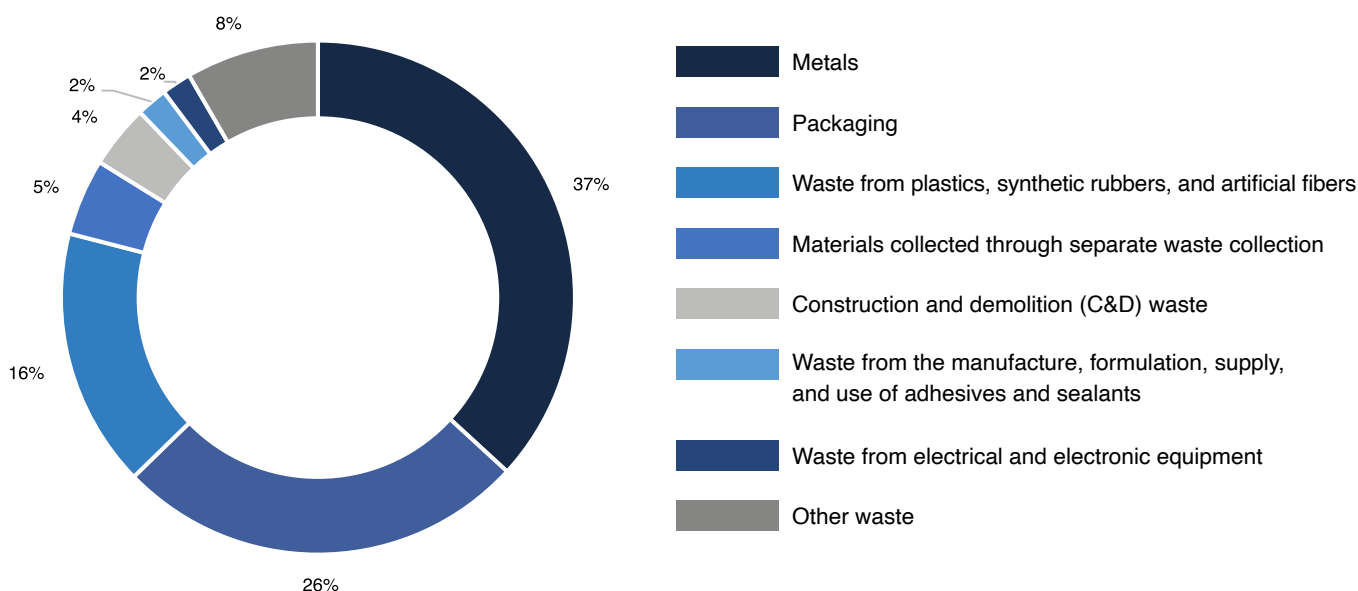
Waste

The Group pays close attention to circularity and the responsible management of waste, implementing recycling and recovery initiatives to minimize the amount of waste generated and ensure proper disposal, particularly regarding hazardous substances and materials in use. In 2023, the waste produced by the Group (excluding Mondo Iberica and Mondo USA) amounted to **5,410.18 tons**, of which 92% was classified as non-hazardous and 8% as hazardous, in line with the previous year's trend²⁶. As shown in the chart below, the majority of the waste produced consists of: Metals

(EWC 170405, 170407, accounting for 37%), mainly linked to dismantling and decommissioning activities involving Mondo Toys and Artigo in 2024, packaging (EWC 150101, 150102, 150103, 150106, including plastic, paper, cardboard, and wood packaging, accounting for 26%), and plastic, synthetic rubber, and artificial fiber processing waste (EWC 070213), which are the main raw materials for Mondo products (15.3% of total waste produced)²⁷.

Once they reach the end of their life cycle, MONDO surfaces can be disposed of as non-hazardous municipal waste, thanks to their classification under EWC Code 170203 (European Waste Catalogue).

Waste composition (2024)



Through some of the circularity initiatives described above, the Group is able to reintroduce scraps and other materials into the production process, thus effectively reducing the amount of waste generated. The separation and disposal of waste at the various Group sites are managed in accordance with national regulations. Overall, waste destined for recovery activities represents 84% (over 4,500 tonnes²⁸), in line with the previous year's trend. In addition to waste from the processing of rubber and plastics for flooring production (7% of recovery-bound waste), waste includes packaging materials (28%) and metals (44%).

²⁶ The data comes from the ISO 14064 studies that the Group is conducting, together with an external consultant, for 2024.

²⁷ It should be noted that over half of the EWC 070213 waste produced by the Group is attributable to Artigo (approx. 500 tons).

²⁸ Unless otherwise stated, the end-of-life scenario from Eurostat was used (latest available data referring to 2022).

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