Gualapack

SUSTAINABILITY REPORT 2024

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THE VISION OF THE PRESIDENT

REPORT 2024

Growing sustainably, competing with the best. This is the vision Gualapack upholds thanks to our people's knowledge, our technology crossover, and the high quality, level of service, and innovation we offer our clients.

Last year proved just how important this approach can be. In 2024, we had to tackle internal and external challenges in a context of complexities and uncertainty that are now common to all fields. Constant geopolitical tension, evolutions in legislation and in market dynamics, and opportunities opened up by novel solutions like AI require that all organisations maintain focus in their operations, have strong vision, and pursue relentless evolution at the same time.

In such a complex framework, our Group has achieved remarkable sustainability performances, as presented in this Report. This was possible thanks to the skills of the people who make up our company, and to everything we have built over the years in terms of product portfolio, organisation, and expertise.

Let me share only a few examples of the results I think deserve a special mention:

- ~24% of sales from sustainable products, with further improvement expected in years to come thanks to the success of our Pouch5® recyclable pouches and LamiNEXT™, proving the value of a product portfolio that is increasingly inspired by circularity;

- 39% of energy from renewable sources, to reduce CO_2 emissions due to our industrial processes;
- ~95,000 hours of workforce training, to always focus on skill development and to highlight our utmost attention for environment, health and safety issues;
- ~€0.9M donated to charitable initiatives around the world, to support the communities and territories where we are directly present with our production sites.

Looking ahead, we welcome the finalisation of the European Packaging and Packaging Waste Regulation (PPWR) and we hope that all secondary activities, essential to define in detail the aspects that allow for better visibility on impacts and opportunities, will continue rigorously.

Until we have adequate regulatory certainty, it will be impossible for the entire industry – from raw material suppliers to recyclers – to plan for the continued investments needed to develop the packaging solutions of tomorrow, which must be increasingly circular and integrated with European climate policies and at the same time efficient in protecting their content in a safe manner for consumers.

We are ready to embrace with confidence the challenges presented by this path to a sustainable future, for our planet and the people who inhabit it. Our investments, development projects, actions, and behaviours all progress in this direction.

This is one of the reasons why our organisation is evolving to improve. In May 2025, we appointed our new CEO. His leadership will be instrumental in guiding Gualapack into its next phase of growth and innovation. This appointment was decided in a context of strategic development, aimed at expanding the company's international presence, promoting sustainable packaging solutions, and improving operational efficiency. His vision and expertise allow us to face future challenges with renewed momentum, strengthen our leadership position, and further promote the core values that define us.

Enjoy reading the report.

Michele Guala
President

2. 2024 **ACHIEVEMENTS**

Approx.
24%
of **sales from sustainable** products

+11%
of **sales from sustainable** products **vs 2023**

Committed to
Science Based Targets
initiative to develop our **climate roadmap**

>95,000
hours of training

2,761
employees globally

99%
of employees have a **permanent contract**

> €900K
donated to **charitable initiatives** around the world

-29%
waste generated
vs 2023

8
ISO 45001 certified plants

6
plants adopting **100% renewable electricity**

39%
of electricity purchased is **renewable**

7
ISO 14001 certified plants

13
ISO 9001 certified plants

5
ISO 50001 certified plants

-11%
CO_2 emissions vs 2023

2
plants with **0 CO_2 emissions** from operations

-3%
of **water withdrawals** vs 2023

-16%
fuel consumption vs 2023

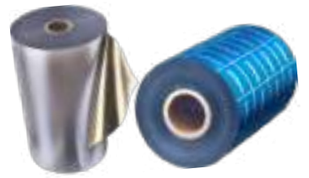
our Company

3.1 TECHNOLOGY **CROSSOVER**

Gualapack has built its market leadership through a unique set of technologies with different packaging solutions, from flexible packaging and injection moulding to design and manufacturing of filling lines, developed by combining the best breed of technologies with deep know-how. World leader in pre-made spouted stand-up pouches for food and non-food applications, we offer our partners four product ranges of packaging solutions, such as our preformed, stand-up pouches, as well as different stand-alone components: laminates, spouts and caps and filling machines, together with outstanding innovation abilities to shape the crossover packaging of tomorrow. The key to the Company's success is to provide both an integrated system and individual products and technologies. Gualapack is a "solution provider" whose priorities are quality, service and innovation for clients, with sustainability as a daily commitment.

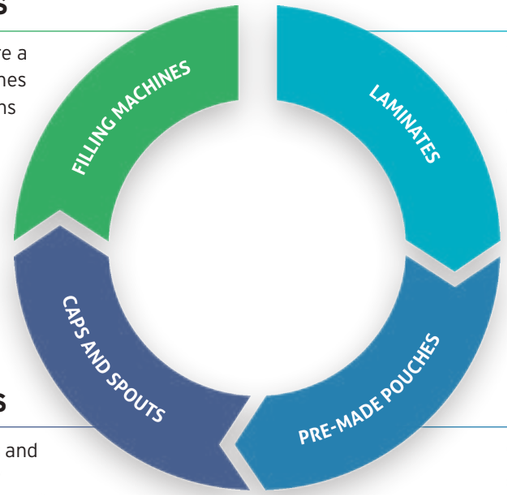
FILLING MACHINES

We design and manufacture a complete range of filling lines and pasteurization solutions with different production capabilities.



LAMINATES

We are a historical leader in flexible packaging, with advanced lamination, rotogravure and flexo printing and extrusion capabilities for PE and PP films.



CAPS AND SPOUTS

We offer a range of spouts and caps for Spouted Pouches' production, including BabyCap®, a worldwide standard for anti-choking caps.

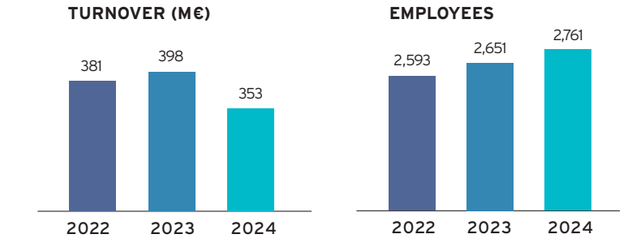
PRE-MADE POUCHES

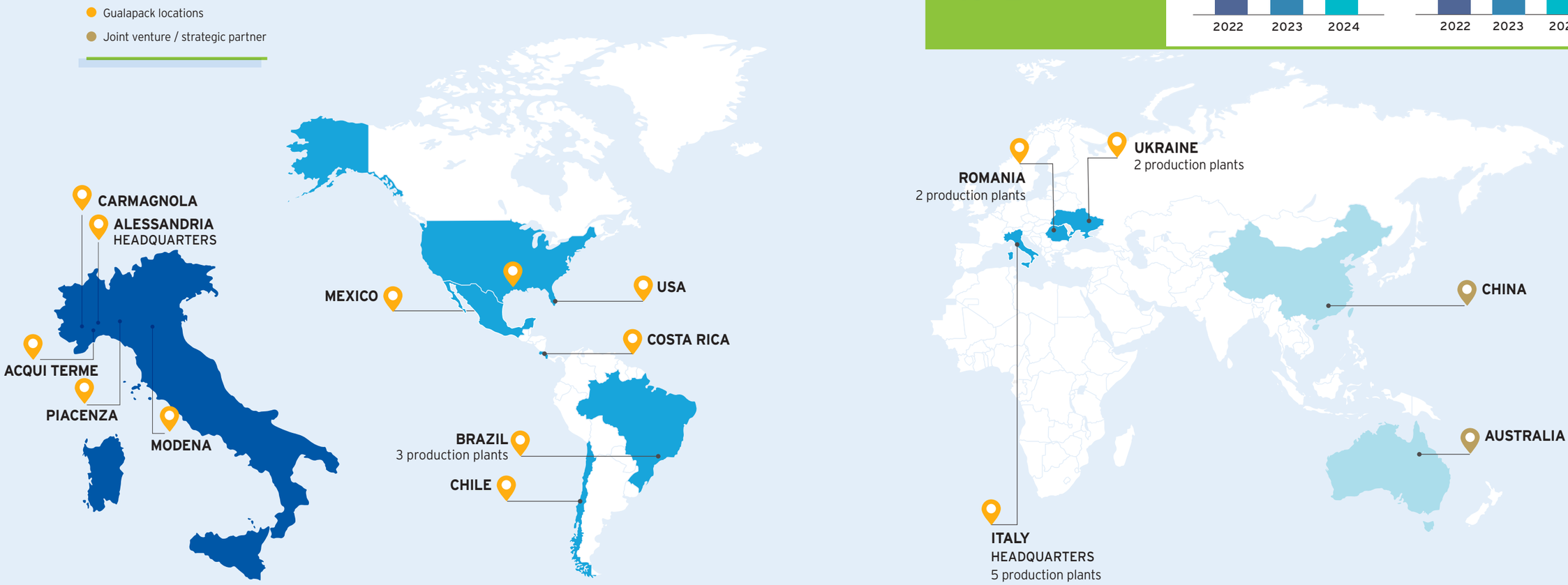
With more than 30 years of experience, we are a world leader in pre-made spouted pouches – including standard or custom pre-made stand-up pouches with or without extra features like zip closure, laser, scoring, etc.

3.2 GUALAPACK AT A **GLANCE**

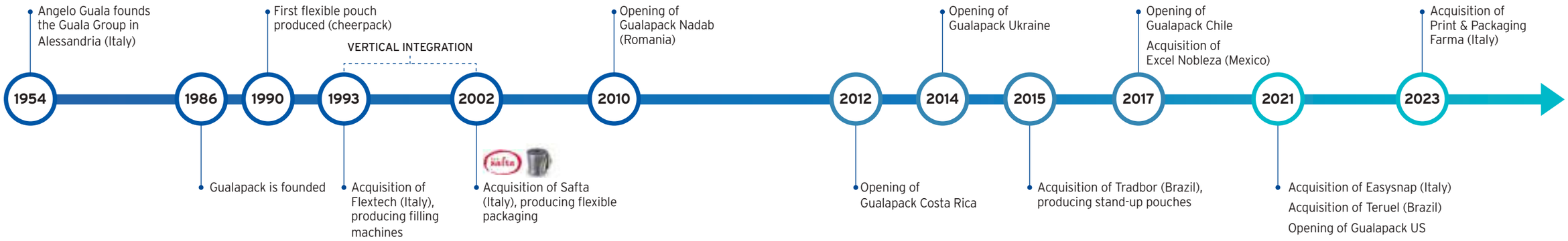
COUNTRIES:
8+2*

PRODUCTION PLANTS:
15+2*





Our **history**



3.3 VISION, MISSION AND **VALUES**

Sustainability is our everyday commitment

embedded in Gualapack Mission

OUR VISION

Growing sustainably, competing with the best.

OUR MISSION

High performance flexible packaging is our expertise. Quality, service and innovation for our customers are our priorities. Technology crossover and integrated technology solutions are our strength. Sustainability is our everyday commitment. We invest in motivated and talented people.

OUR VALUES

- **PARTICIPATION**
  Motivate and involve people through effective communication and shared responsibility to pursue challenging goals.
- **COMPETENCE**
  Do things well and quickly whilst being open to change and diversity.
- **POSITIVENESS**
  Be positive and always believe in our future successes and in the strength of our abilities.

3.4 TOWARDS A **SUSTAINABLE** ORGANISATION

Sustainability means healthy growth and continuous improvement, holistically impacting on our environment, community and surroundings so that future generations can benefit from the efforts we make today. A clear structure for sustainability governance aligns the Group's sustainability approach to key trends and embeds it into our long-term strategy.

The Corporate Sustainability Department, directly reporting to the CEO, interacts with business functions to provide strategic guidance on various sustainability topics. In particular, it is responsible for:

- monitoring the evolution of key sustainability, legislative and consumer trends and transforming them into inputs for the organisation;
- managing relationships with trade and industry associations as well as with other stakeholders;
- supporting the definition of the Group's sustainability strategy, integrating it into the Group's long-term business plan;
- supporting business functions in reviewing existing or defining new improvement plans related to sustainability;
- developing and maintaining a robust internal reporting system to monitor sustainability performances with a main focus on key social and environmental aspects.

Within the Company the Sustainability Committee is the body specifically focusing on sustainability, with an aim to identify issues and solutions to manage the complexity of the current scenario while striving to instil the same sense of responsibility in all colleagues throughout the organisation.

The Committee is chaired by the President and is composed of various company representatives, bringing to the table skills and commitment from different key departments. From the beginning, the Committee has benefited from the visibility and experience of the EMEA Director for a business perspective, as well as representatives from Operations, HSE (Health, Safety & Environment), Human Resources, Marketing and Communications in addition to Sustainability.

During 2024, the Committee's activities naturally evolved in line with the continuous changes in the general context, the company's priorities and the definition of new objectives. For these reasons, the main matters analyzed and debated during the year were the definition of a company strategy regarding the adoption of recycled plastic in our product and related to the mitigation of the impact on climate change of operations and raw materials. These conversations involved the heads of the Research and Development, Purchasing, Technology Innovation & Operational Excellence and Strategic Planning areas.

MICHELE GUALA
President

CARLO ALBERTO ZAGGIA
EMEA Director

ELISABETTA PITTALUGA
Organization & Talent Development

OLIVIA ERFURTH
Global Marketing

MICHELE MARCHINI
Health & Safety, Environment

LORENZO SACCHI
Global Sustainability

3.5 MATERIALITY **ANALYSIS**

During 2024 we conducted, for the first time, a double materiality analysis, with the aim of determining our relevant impacts, risks, and opportunities and the corresponding material topics in the environmental, social, and governance fields. The materiality analysis was carried out according to the approach proposed by the new European reporting standards ESRS and the related official guidelines. For this reason the analysis focused both on the impacts generated by the activities/products of the Group on people and on the environment (materiality impact, Inside out) and on the way in which sustainability topics impact the business in terms of continuity and economic-financial results (financial materiality, Outside in).

The double materiality analysis was divided into several phases aimed at obtaining, at the end of the process, a list of the impacts, risks, and opportunities and of the relevant topics associated with them.

1. Preliminary analysis

To understand the regulatory and sustainability context of the Group and of its value chain, as well as to grasp both global and specific ESG trends for packaging, we conducted a preliminary context analysis and a benchmark analysis of companies operating, directly or indirectly, in the relevant sector, including customers, peers and suppliers.

Based on the input results obtained from these analyses, we identified multiple potentially relevant sustainability topics; by studying the latter in depth, we were able to develop a list of impacts, risks, and opportunities to be subsequently subjected to detailed assessment.

2. Assessment activity

The evaluations for impact and financial relevance were carried out by the internal functions responsible for the selected topics that best represent the interests and opinions of internal and external stakeholders: employees, customers and consumers, suppliers, regulators and governments, local communities and competitors. The assessments were carried out on the basis of predetermined qualitative and quantitative thresholds and took into account: criteria of scope, scale, irremediable nature (only for negative impact) and probability with regard to the impacts and probability and magnitude of the financial effects that result in risks and opportunities in the short/medium/long term.

With regard to potential impacts as well as risks and opportunities, the assessments were carried out without considering any mitigation actions already in place.

The results were subsequently evaluated in detail by the company's top management through dedicated sessions, workshops and/or dedicated questionnaires.

The project involved the following functions at corporate level and in the regions with the greatest production impact: Purchasing; Research and Development; Human Resources; Health, Safety and Environment; Operations; Sales and Marketing; Administration and General Management.

The selection of the functions to participate in the identification of impacts, risks and opportunities and the engagement of various levels of the organization are aimed at involving those subjects who, due to their specific skills and knowledge of the various areas of the business, have a role in identifying, evaluating and managing the identified issues within a broader responsibility in the overall management of impacts, risks and opportunities for the Group.

3. Results of the materiality analysis

The results obtained during the activities that engaged the management were reviewed by the working group in order to develop a list of material topics for the Group, as presented in the tables hereinafter.

The list of topics, impacts, risks, and opportunities was finally submitted for final approval by Company Management, including the CEO.

4. Gap analysis and disclosure

Once the analysis was concluded, a project finally began to verify the existing alignment between the identified topics and the reporting methods applied for the Sustainability Report. The result of this analysis has led to an update of the Report model and to the identification of new information and reference KPIs to monitor.

Results of the materiality analysis

Below we present the complete list of material impacts, risks, and opportunities for the Group, sorted on a scale that considers four different levels of relevance.

Elements with low relevance are not included in the list.

For each key material topic, the ESG impacts according to impact materiality are displayed on the left, and financial risks and opportunities are displayed on the right.

Impact materiality	Impacts Description	IMPACT MATERIALITY Sub- topics	Material Topics	FINANCIAL MATERIALITY Sub- topics	Description of Risks and Opportunities	Financial materiality
A - ○○	Energy consumption mainly from non-renewable sources, with consequent negative impacts on the environment	Energy	E1 Climate change	Energy	Energy transition risk linked to the fluctuation of energy supply costs, also due to the development of international, geopolitical and macroeconomic situations and with direct effects on operations	R ○○○
A - ○○○	Contribution to climate change through direct and indirect GHG emissions related to the company's operations and the organization's upstream and downstream activities	Climate change mitigation		Climate change mitigation	Demand for products with a lower carbon footprint, demonstrated by impact assessments and life cycle carbon footprint (LCA)	O ○○○
P - ○	Contribution to air pollution through other pollutant emissions (SO2, NOX, NM-VOC, PM 2.5, NH3)	Pollution of air	E2 Pollution			
A - ○○	Environmental impact linked to the use of non-renewable raw materials	Resources inflows, including resource use	E5 Circular economy	Resources inflows, including resource use	Vulnerability and rising costs of non-renewable and depleting, recycled and sustainable raw materials, due to poor availability and events in the geopolitical and macroeconomic scenario	R ○○○
A + ○○○○	Positive impacts on the environment and communities due to research and development of innovative products that are attentive to market needs, in line with the principles of the circular economy and sustainable design	Resource outflows related to products and services		Resource outflows related to products and services	Transition risk linked to new regulations on the circularity of packaging with direct impact on product development and its attractiveness on the market, with competitors presenting alternative products with more sustainable characteristics	R ○○○
A - ○○○○	Environmental impact due to the failure to recycle or reuse products introduced on the market				Competitive advantage given by new solutions and technologies aimed at more sustainable, circular products that comply with new market demands (recyclable, compostable, recycled or bio-based content, ...)	O ○○
P - ○○	Contribution to pollution due to the release of substances or the product into the environment (soil, air, water)				Shift in public opinion and consumer preferences towards alternative products to plastic	R ○○
			G1 Business conduct	Political engagement & lobbing activity	Increased brand reputation, market share and ability to develop circular solutions for flexible packaging through proactive participation in industry bodies and associations, contributing to the development of industry standards and regulations	O ○○

R Risk **O** Opportunity **A** Actual **P** Potential **+** Positive **-** Negative

○○○○ High Threshold ○○○ Medium-High Threshold ○○ Medium Threshold ○ Medium-Low Threshold

Impact materiality	Impacts Description	IMPACT MATERIALITY Sub- topics	Material Topics	FINANCIAL MATERIALITY Sub- topics	Description of Risks and Opportunities	Financial materiality
A + ○○	Employee satisfaction and well-being thanks to the presence of corporate welfare policies, a proper work-life balance and well-being initiatives	Working conditions	S1 Own workforce	Working conditions	Exposure to criticism and protests from unions or workers' organizations, regarding working conditions and company practices, causing possible tensions with staff	R ○
A + ○○	Positive impacts, direct and indirect, on the local community due to the creation of specialized job positions and the development of professional opportunities, especially for young talents				Opportunity to improve company culture and attract talents by enhancing employee well-being through welfare programs, promoting a positive and collaborative work environment and improving overall engagement levels and productivity	O ○
P - ○○○	Accidents, occupational diseases or other incidents in the workplace, with negative consequences for the health of direct or external workers					
A + ○○○	Improving workers' skills through training and professional development activities, linked to growth objectives and personalized evaluation	Equal treatment and opportunities for all				
P - ○	Unsustainable practices and violation of human rights along the supply chain with consequent environmental, social and reputational impacts	Working conditions & Other work-related rights	S2 Workers in the value chain			
A + ○○	Economic impacts shared with the local communities in which the company operates, contributions and donations for social	Communities' economic, social and cultural rights	S3 Affected communities			
P - ○○	Customer security and privacy breaches and loss of customer data	Information-related impacts for consumers and/ or end- users	S4 Consumers and end-users	Information-related impacts for consumers and/ or end- users	Cybersecurity and data protection vulnerabilities, with potential implications for customer privacy and stakeholder trust, and possible sanctions	R ○○
A + ○○	Impact generated by clear and transparent communication with customers on the recyclability and safety characteristics of products					
				Personal safety of consumers and/ or end- users	Increased sales and market share through improved quality perceived by customers and consumers thanks to the ability to provide high-performance products that meet the needs and requirements of the market	O ○○○
					Recognition by customers of high safety standards in production processes and product development, compliance with regulations and/or voluntary codes regarding product impacts on consumer health and safety	O ○○

Product Innovation and Sustainability

Packaging is primarily meant to protect what it contains – which can be crucially important for products such as food and pharmaceuticals. However, there is a clear trend towards adding to this functional aspect also deep reflection on any environmental impact or contribution to global warming due to the full product life cycle: waste should be minimised and any resources recovered and recycled, avoiding litter and pollution as much as possible.

Within this framework, flexible packaging solutions can play a key role because they are appropriate for a vast range of goods – even those requiring specific barrier properties – and require limited amounts of material thus reducing the need for raw materials. They also take up less space and weigh less, leading to improved environmental performances in logistics as well, from transport to stocking.

Finally, considering the impact of packaging over products' entire life cycle, collection and recycling should also be assessed.

The constant changes in the general context and in our sector in particular, currently spurred by sustainability issues that deeply affect both new legislation and consumer needs and habits, are leading to an evolution of our product portfolio which requires us to make continuous investments in resources and know-how to renew and adapt technical specifications that have a direct impact on the market and on our clients. Please see section "Regulatory Evolution" for an overview on evolutions in the legislative framework in some of our key markets.

In line with our corporate Vision, "Growing sustainably, competing with the best", for years Gualapack has invested extensive human and financial resources in the development of increasingly circular packaging solutions, aiming to enhance the sustainability of its products by considering the technical features and specific challenges of fields of applications such as food, pharmaceuticals, and personal care. Our R&D area plays a crucial role in this process, by carrying out innovation activities for the search of new solutions and product development projects in close contact with the sales force and in support of clients. Dedicated teams manage the approval of raw materials, in compliance with stringent legal requirements set forth for consumer protection in the various geographical areas where our packaging is marketed.

The technical know-how we have developed over time is a strong asset setting us apart on the market, and finds various applications, including:

- Looking for new formulations and materials;
- Standardising and optimizing existing structures, applying the logics of production process improvement;
- Designing moulded components;
- Obtaining patents to protect intellectual property.

With technical resources across the various countries where we are active, and all the necessary connections with the local context and customer needs, our R&D activities see the central team in the EMEA region act as Global Lead for Product Development, thus representing an international reference on these issues and supporting the transfer of know-how to other regions.

4.1 A SUSTAINABLE **PORTFOLIO**

We monitor how much value is created by the evolution of our product portfolio and how much this value is appreciated by the market. Looking at our global sales the percentage generated by products designed to be sustainable is 24.3%.

approx 24%

of sales from **sustainable products**

This KPI measures the share of turnover deriving from new-generation products with more sustainable features, over the total sales of laminates, pouches, caps and spouts. In our definition, products with improved environmental impact include all laminates, pouches, caps and spouts designed to satisfy, without compromising performance, at least one of the following sustainability objectives: recyclability, compostability, significantly reduced weight compared with alternatives, and reduced carbon foot-print.

In the years since we started tracking this information, the indicator has recorded clear growth, according to a trend that reflects the market's appreciation of solutions with improved environmental impact. Indeed, the year-on-year growth rate is 11% when compared with 2023.

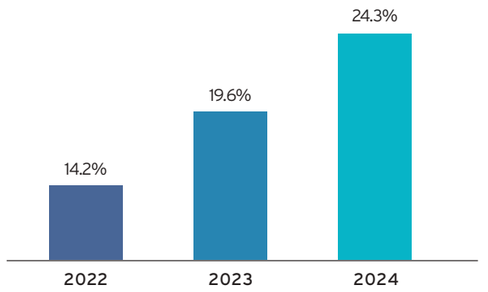
+11%

of sales from **sustainable products**

This is a remarkable result that speaks to the transformation of our product portfolio and to the trust our clients have in our innovative and sustainable solutions. As regards 2024, the strongest contribution to the KPI's increase was determined by the sales of our Pouch5®, our monomaterial spouted pouch designed to be recyclable. Following a successful worldwide launch in 2020, an increasing number of clients are now adopting this solution wherever recyclability is identified as an added value.

The indicator's positive trend is also supported by our compostable peelable lids for trays and coffee capsules, as well as by monomaterial laminates, both part of our LamiNEXT™ portfolio.

Sales from sustainable solutions



We expect this KPI to continue improving in the coming years, probably even at a faster pace, in connection to the growing awareness about sustainability issues that the market and clients are developing, always with Gualapack's innovation and support at their side.

In an evolving regulatory and market context (see section "Regulatory Evolution" for further information), companies have a decisive role in developing and introducing potential solutions for product circularity and can lead to a concrete improvement in the management of packaging's end of life, by adopting a critical view of their processes and products. It is essential they correctly identify the areas of action on which to focus for a targeted and effective contribution, aimed at significantly reducing environmental impact in the long term.

Gualapack promotes the circularity of its products and adopts improvement and development plans based on various guidelines to meet a wide range of needs. Our strategy is based on the following key themes:

- Recyclability
- Reduced weight to reduce the use of resources
- Support for reuse and refill systems
- Recycled material content where possible
- Paper-based solutions
- Compostability
- Bio-based solutions.

4.1.1 Recyclability

At Gualapack we are committed to eco-designing flexible packaging so that it achieves the essential functions of packaging while at the same time delivering low environmental impact for packed products throughout their lifecycle.

Flexible packaging adds value in a circular economy framework, through extremely efficient use of materials and energy resources. Unfortunately, this type of packaging is not yet widely recycled across the globe: this is due to a variety of reasons, also connected with the lightness characteristics of flexible packaging. Due to the small amount of material contained in flexible packaging compared with other solutions, collection and recycling processes are not always able to achieve the economic performance needed to stimulate the necessary infrastructure investments. Added to this are the technical considerations intrinsic to the characteristics of some multi-layer and multi-material packaging and the fact that these are generally more challenging to recycle economically than single-material packaging. Full circularity will be achieved through higher recycling rates by combining optimised packaging design toward mono-material solutions and improved infrastructure for collection, sorting and recycling.

Among the recycling technologies already in use, the most widespread is mechanical recycling, adopted for mono-material and mixed plastics, while solutions under development include delamination or pyrolysis for laminates with aluminium foil. With this in mind, we are shifting our product portfolio towards monomaterial multilayered structures (available both as laminates and as pouches).

The best example of our portfolio's evolution towards more recyclable applications is Pouch5®. Launched in 2020 with selected partners, after several tests and certifications on its recyclability, Pouch5® is our first flexible, high-performance stand-up pouch made in monomaterial and therefore recyclable within the existing streams. It is based on our LamiNEXT™ laminate entirely made of PP (polypropylene), where different, properly designed PP layers replace those typically present in non-recyclable solutions such as printable polyester, high-barrier aluminium, polyamide, etc.

Therefore, Pouch5® replaces traditional raw materials with alternatives that are more sustainable for collection, sorting and convenient recycling, reducing the carbon footprint compared to similar solutions made with a traditional laminate structure. We estimate that Pouch5® contributes up to a 39% reduction in greenhouse gas emissions (measured as CO_2 equivalent released throughout the pouch's life cycle), thanks to the use of materials that have a lighter impact than PET and aluminium (see section "The Life Cycle Assessment" for more information).

Indeed, over the years Pouch5® was successfully tested by several accreditation bodies for its recyclability performance, including Interseroh, Recyclass and HTP Cyclos. On top of this, in 2021 Pouch5® won in two out of ten award categories – for Balanced and Safe packaging – at the Best Packaging contest promoted by Istituto Italiano Imballaggio, Italy's key event to highlight the year's best packaging solutions. These two prestigious accolades recognise and confirm our company's strong commitment to the environment.

Pouch5® was originally designed for infant nutrition, fruit purees and other shelf-stable, pasteurised foods, to offer parents – who are increasingly aware of environmental issues and of the importance of "going green" even in packaging – the convenience of on-the-go snacks paired with the advantages of recyclable pouches. Currently it is available in a variety of shapes and sizes for different products such as baby food, wet pet food as well as for home and personal care applications. Gualapack is also able to offer Pouch5® in the PFAS-free version and continues to develop solutions in line with customer requests and according to the guidelines set by international regulations.

To complement the success of Pouch5® we also redesigned our caps, which are a crucial element in spouted options. Anticipating legislative requirements based on the Single Use Plastic Directive, we developed tethered caps to help consumers avoid unintentional littering. Designed to remain firmly attached to the spout, these caps support the common objective of reducing the number of plastic objects that are lost in the environment, while at the same time increasing the amount of material that is collected, sorted and recycled. A tethered version has already been developed and placed on the market for several of our caps.

Finally, most of the standard laminates that Gualapack offers today can be made entirely either from PP (polypropylene) or PE (polyethylene), thus covering the wide range of food products such as baby food, dairy products, fruit juices, coffee as well as non-food products such as cosmetics and pet food, always taking into account the requirements of different filling methods, both cold and hot, as well as pasteurization and sterilization treatments.

We have also recently developed the first versions of Pouch5® for sterilization, therefore for products that require heat treatments at high temperatures and for extended periods. All this while maintaining the barrier performance and integrity of our pouches. We expect this innovation to soon reach the end consumer market. Also in this case, as for the PP version – Pouch5® – the LCA studies performed highlight a benefit also in terms of reduced CO_2 emissions throughout the entire life cycle. More information in the "Life Cycle Assessment" section of this chapter.

To meet the needs of different markets, Gualapack studied and developed a recyclable laminate made of the monomaterial PE (polyethylene) to offer an alternative recyclable solution to mono-PP for cold and hot filling applications with the subsequent pasteurization. This innovation is subject to extensive testing with some partners. As for the PP version – Pouch5®, the LCA studies conducted for the monomaterial PE pouch highlight a benefit in terms of reduced CO_2 emissions throughout the entire product life cycle. More information in the "Life Cycle Assessment" section of this chapter.

Recyclability criteria are also met by other structures of ours: for example, mixed polyolefin options where a combination of PE and PP is adopted. Despite showing different recyclability scores when compared to the full/ mono PP option, this solution can be taken into consideration when some design constraints make it less feasible to go down the mono-material route.

Another recent innovation in our portfolio is our InnowebMONO™, a monomaterial PP laminate specifically developed for tubes for personal care and cosmetic products. It was tested and approved by Recyclass after independent laboratory testing proved it is compatible with the rigid PP recycling stream.

Finally, we actively work on optimising recyclability at a larger scale by engaging in value chain collaborations such as CEFLEX, the industry project to enhance the performance of flexible packaging in the circular economy.

4.1.2 Reduced **weight**

Flexible packaging provides an opportunity to maintain functionality and quality while reducing the consumption of materials and energy resources. The benefits are compounded along the product's entire life cycle: because less consumption uphill also results in less waste to collect, sort and recycle downhill.

It comes to little surprise, therefore, that flexible packaging is playing an increasingly vital role in the distribution and consumption of consumer products around the world: currently, approximately half of primary food packaging on the EU market is flexible, in terms of product units. The fact that this represents only about 17% of all food packaging material in terms of weight is proof of the remarkable difference the efficient use of materials can make for the environment, as well as for business.

Developing increasingly lightweight solutions is so integrated in our approach today, that we have extended this approach to the design of our caps as well. To mention few examples related to the injection-moulding sector, Gualapack's Wavy Cap is a lightweight option that preserves the same functionality and features of BabyCap®, our standard cap for baby food, yet is 15% lighter while the recently developed Wavylite reduced weight by as much as 30%.

-30%

in weight: **Wavylite vs standard BabyCap®**

4.1.3 **Reuse** and **Refill** Systems

By fitting in well with refill systems, flexible packaging supports sustainable production and consumption. Formats where refill pouches are used to support a reusable system have been around for some time: at home, for example, consumers may often choose detergents for which they buy a rigid packaging the first time at the supermarket and then are able to purchase refills in flexible pouches. The rigid container can be refilled at home, saving money and avoiding excess packaging waste.

Gualapack's portfolio includes a variety of solutions meant for favour the practice of reusing and refilling by consumers – for shampoos, body creams and home and personal care products in general – or by personnel in the hospitality sector, with capacities typically over 300-350 ml.

4.1.4 Recycled **content**

The use of recycled plastic in packaging is a current topic of discussion and the subject of much research. A crucial element to always keep in mind is the need to safeguard consumers' health, especially for any sensitive application where particular care is required to ensure that no potentially dangerous substances can migrate between container and content.

Many geographical areas, including European countries, lack mechanical recycling plants and technologies for the recovery and use of recycled polyolefins in food-safe packaging approved by the relevant bodies. This is largely due to the chemical characteristics of polyolefins (PE and PP), which differentiates them from other polymers (for example PET), and to the characteristics of the mechanical recycling process – which requires the crushing of waste. Indeed, there are no PE or PP materials from post-consumer mechanical recycling authorised for use in food packaging to date. Even at the regulatory level, the issue is still in progress. For example, according to the provisions contained in Regulation (EU) 2022/1616 relating to recycled plastic materials and objects intended to come into contact with food, the industrial recycling processes that yield polymers suitable for the production of food-safe packaging must undergo a lengthy authorisation process at the moment.

Pending authorisation developments related to mechanical recycling, a theoretically viable path would be to use resins deriving from chemical recycling for use in packaging meant to come into contact with food or for other sensitive applications. However, the chemical recycling chain is also currently evolving and unfortunately the quantities of material it makes available today are very limited and far from an industrial scale. One of its peculiar features is the need to implement processes that measure and track materials through the mass balance applied along the entire supply chain, which can be certified through third-party verifications, among other things. The supply chain for chemically recycled materials – from purchase to storage, use and sale – requires special management procedures capable of ensuring that every step in the flow is followed correctly. In our case, this required the Alessandria (Italy) plant to earn a certification under ISCC PLUS, the standard that regulates the management process of these materials.

In the challenging area of recyclability, in 2022 Gualapack was able to complete an ambitious project by collaborating with two of its major stakeholders – a supplier of raw materials and a brand owner – to create a spouted pouch that includes over 30% of post-consumer ISCC PLUS certified recycled plastic.

over 30%

ISCC PLUS certified recycled plastic

In a nutshell, the raw material producer treats plastic waste with a chemical-physical disintegration process that brings it back to its basic molecules. These are then mixed with other molecules deriving from petroleum refining, to start the polymerisation process and obtain virgin plastic*. The mass of this new polymer is therefore composed of partly virgin and partly recycled material, mixed at the molecular level. The outcome was a sustainable version of the iconic BabyCap®, with a share of post-consumer polyethylene that does not alter the mechanical and airtight properties of the packaging and complies with all the requirements for contact with food.

This is an area in which we continue to pay great attention, for example by examining the market for raw materials derived from chemical recycling to prepare ourselves to offer our customers increasingly sustainable solutions in line with the most recent regulatory requirements.

* obtained by means of mass-balance approach.

4.1.5 **Paper-based** solutions

One of the most current phenomena regarding flexible packaging in some geographical areas and in some market segments is linked to the growing use of paper-based structures. With variable results depending on the application and on the performance that must be achieved in terms of content protection, this type of solution allows to significantly reduce the amount of plastic used in packaging.

Gualapack offers its clients both films and pouches, with or without spout, with paper-based structures. One example, on which the R&D teams at both Gualapack and Easysnap Technology worked, is Papersnap®: the paper-based evolution of Easysnap®, our innovative system for single-dose packets that can easily be opened with one hand.

Easysnap® and Papersnap®'s packaging design is more compact than any other solution with equal content capacity. Furthermore, being able to portion products in single doses reduces food waste, and the opening mechanism is so accessible that it is suitable even for children, the elderly and people with disabilities.

Papersnap® essentially replicates Easysnap® but with an even higher level of sustainability. Indeed, it is designed to be recyclable in the paper stream without compromising on the original technology's excellent barrier performance. Papersnap® packets can be manufactured with an oxygen and moisture barrier, which makes them suitable for both food products and cosmetics: typical applications are honey, creamy foods with different densities, makeup or face creams and sanitising gels.

Like Easysnap®, Papersnap® consists of a top and a bottom welded together to form a packet that opens when folded, even using just one hand, without tear-off parts. In Papersnap®, however, the use of plastic is limited thanks to the paper-based components, which required the definition of additional design solutions both to manufacture the laminates and to adapt the filling machines.

Our efforts were rewarded by achieving a packet that is easy to use, dispose and sort for recycling. Papersnap® obtained the C-grade recyclability certification from Aticelca (the Italian technical association for cellulose and paper), ranking very close to grade B. Since then, through further redesigns we have improved the result even more, reaching up to 80-85% paper content on the overall weight.

80-85%

paper content

4.1.6 **Compostability**

Thanks to compostability, packaging can increasingly be considered an effective element for circularity, depending on the local context and on the content it protects. That's why, at Gualapack, we have worked hard to develop our compostable LamiNEXT™, offering a more sustainable option to our clients.

As regards compostable films, we have started producing laminates for dry applications (powders, cereals, etc.) and lid films for single-use coffee capsules certified compostable according to norm EN13432.

Subsequently, leveraging the know-how that had led to the development of a compostable top lid with high oxygen and moisture barrier performance, Gualapack expanded its offer with a new industrially compostable and transparent material, suitable for the top lid applied to fresh pasta trays or to single-serving tubs of, for example, spreadable products such as marmalade. The design of this solution had to face and overcome some particular difficulties:

- Procuring raw materials suitable for composting;
- Procuring barrier raw materials suitable for composting;
- Using additives as pure as possible and with ecotoxicity suitable for composting;
- Achieving excellent weldability on the tray;
- Ensuring the sealing bars' resistance to pressure without delamination;
- Accomplishing excellent transparency.

Gualapack managed to create a highly transparent, laminate with suitable barrier properties, without the use of adhesives that would have lowered the quality of the compost obtained after recovery. This success is due to the particular coupling technology implemented, which involves the use of an extruded biopolymer, instead of conventional adhesives, to join the various layers of compostable films. The material has brilliantly passed all compostability tests and obtained the TÜV certification.

4.1.7 **Bio-based** solutions

Gualapack's portfolio of products for improved sustainability also includes laminates, pouches, caps and spouts in which fossil-origin PE has been entirely replaced by bio-based LDPE and HDPE. These solutions are produced from renewable raw materials, where PE is a drop-in polymer that is fully equivalent to its fossil-based counterpart. This is beneficial in saving fossil fuels, which are a finite resource. Furthermore, Gualapack's bio-based range also includes compostable solutions.

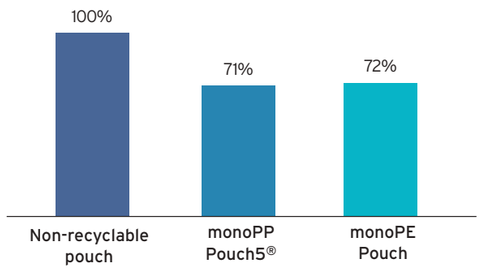
4.2 THE **LIFE CYCLE** ASSESSMENT

The Life Cycle Assessment, often referred to by the acronym LCA, evaluates the environmental impact of a product or service by analysing its different phases: raw materials used, transport, production processes, packaging, distribution, down to every step in its use and end of life. The LCA is a leading eco-design tool because it allows companies to analyse all the processes in the life cycle being studied, highlighting strengths and weaknesses from an environmental point of view, and therefore identifying possible opportunities for improvement.

Gualapack performs LCAs following ISO14040 and 14044 standards for eco-design and according to specific client requests. The company has built and customised a calculation system based on the specific production process for laminates, pre-made bags and injection-moulded parts. We directly collect the main data on process yields, energy consumption and emissions into the environment, while for the data relating to raw materials we rely on suppliers, when they are properly equipped, or we refer to official data made available by trade associations, when available, or by certified commercial databases in the absence of other sources. The studies are carried out by setting system boundaries that may or may not include the product's end of life, depending on the purposes pursued and on client requests.

Gualapack's LCA database was developed using the SimaPro LCA software and contains data relating to all the packaging analysed so far: raw materials purchased, company processes, yields of the various processes and so on. This primary data collection represents the heart of the Group's LCA calculation system. The specific knowledge gained was also used to develop a basic LCA model that is replicated for the calculation of all products' environmental impacts. Within the project, numerous parameters are defined to control all aspects of the life cycle, which are specific to each product, such as the weight and number of layers in the case of laminates. Each time a new LCA study is conducted, a copy of the basic project is made and the parameters are completed with data relating to the analysed product. The choice to structure the LCA modelling of Gualapack products in this way derives from the need to carry out studies in a timely manner, and is made possible by the type of production process, which requires minimal variations for the different packaging solutions.

Life Cycle Carbon Footprint



Monomaterial Pouches' Life Cycle Assessment

In addition to being mechanically recyclable and ready for the recycling processes, monomaterial solutions, either PE or PP (Pouch5®) also offer an improved LCA, especially thanks to the elimination of raw materials with a heavier impact on the environment such as aluminium and polyester.

In terms of climate-altering emissions measured in terms of CO_2 equivalent, should monomaterial packaging not be recycled at all it would still offer a 25% benefit compared to standard solutions. Assuming a 50% recycling rate, the reduction of CO_2 emissions rises to 28-29% – reaching 39% in the hypothesis of 100% recycling.

up to -39%

of **CO_2 emissions**

4.3 **REGULATORY** EVOLUTION

In a market context where the use of packaging is growing in various sectors and applications, packaging is perceived to be increasingly connected to the content it carries, protects and allows to be used. At the same time, consumers' demand is increasing for solutions that are more sustainable and therefore more circular throughout products' entire life span. Proper management of products' and packaging's end of life has become one of the main drivers in design choices, at the heart of the technical challenges that processing companies have to face. This trend is evident not only in the requests from customers and consumers, but perhaps even more in the legislative evolutions underway in various geographical areas.

In fact, during 2024, development activities and, in some cases, finalization of new regulations in many geographical areas have advanced.

Probably the most significant development is the finalization of the new European Regulation on Packaging and Packaging Waste 2025/40 (so-called PPWR), approved at the end of the year and published in the Official Journal at the beginning of 2025. The Regulation, which will be applicable from August 2026, aims to profoundly change the production, logistics and large-scale distribution sectors, the waste management chain as well as citizens' habits to achieve ambitious EU objectives. The Regulation in fact introduces important minimum requirements in terms of recyclability of packaging, minimum recycled plastic content, lightweighting and provides for a harmonization of the environmental labeling systems for packaging to harmonize the disposal methods by end consumers. Despite the approval of the Regulation, there remain areas of interpretation and uncertainties given the need, in the coming years, to support the specific measures with secondary regulatory instruments that will determine methodologies and details.

Other important developments have concerned the advancement, in some US states, of local provisions such as the introduction of producer responsibility schemes (or Extended Producer Responsibility, EPR) to promote private involvement in collection systems.

Instead, the activities launched during 2022 by the United Nations to lead to the drafting and approval of an international treaty to combat plastic pollution, as already done in the past regarding the fight against climate change, have not led to a conclusion of the negotiations by 2024 as previously planned. It is expected that these activities may continue in 2025 to seek a definitive compromise between all the countries involved.

In such a fast-changing context, it is essential to monitor these drivers for change to identify risks and opportunities for business and turn them into ideas for action, to improve the environmental performance of our products. The previous sections provide an overview of the main development areas that the company has already explored, achieving important results. In the years to come, every effort in this direction will become even more essential to meet increasingly stringent sustainability requirements.

5.1 MANAGING OUR **HUMAN CAPITAL**

Our ethical principles are aligned with the Universal Declaration of Human Rights of the United Nations and with the Conventions adopted by the ILO (International Labour Organisation) on the protection of male and female workers, refusing any discrimination based on gender, age, origin, religion, orientation, political opinion and disability.

As presented in the previous sections, the founding values of our corporate culture – intrinsically connected with our Vision and Mission – are:

- **Participation:**
  defined as the ability to motivate and engage people through effective communication and to share responsibilities in the pursuit of challenging objectives;
- **Competence:**
  recognising the value of doing things well, quickly, with a mind open to change and diversity;
- **Positiveness:**
  the ability to show a positive approach by always believing in the success of our future and in the strength of our capabilities.

Managing personnel is the responsibility of the HR Managers at the companies or individual sites, in collaboration with the Managers of the various company departments who, in addition to achieving corporate business and customer service objectives, must also guarantee the correct management of their collaborators. In some geographical areas, where we have multiple sites, the organisation identifies an HR Manager for the whole area who also coordinates responsibilities at the local level (this is the case, for example, for the EMEA region and for Brazil). Human resource management is therefore a decentralised function that makes use of dedicated people in the countries where we operate, in order to always be well connected with the national needs and context, not only at a regulatory level but also taking into account local diversity and specificities. Local managers are supported at a central level with regards to some globally relevant aspects and processes – such as talent management, skills and performance assessment, hiring, employer branding and organisation development, as well as for specific topics such as sustainability, change management and risk management.

We support our employees in **Ukraine** during the war

At the time of writing this Report, the Ukrainian people have been suffering the multiple consequences of the war for over three years. As a company, Gualapack is based on strong values of care, participation and teamwork: this has driven us to support our employees, their families and local communities since the beginning of the humanitarian crisis caused by the conflict. We know we can help these people by strengthening our activity and directly providing tangible support, with the distribution of humanitarian aid and financial donations.

At an operational level, our main objective has been to ensure, despite the context in which the local company operates, innovative, sustainable, quality products and adequate service to customers. Already in 2023, part of the laminate production had moved from the Sumy site (north-east of Ukraine) to a production site in Ternopil, close to the border with Poland. The damaging consequences of a war event that occurred in 2024 near our industrial site accelerated the decision to move all the production from the Sumy area.

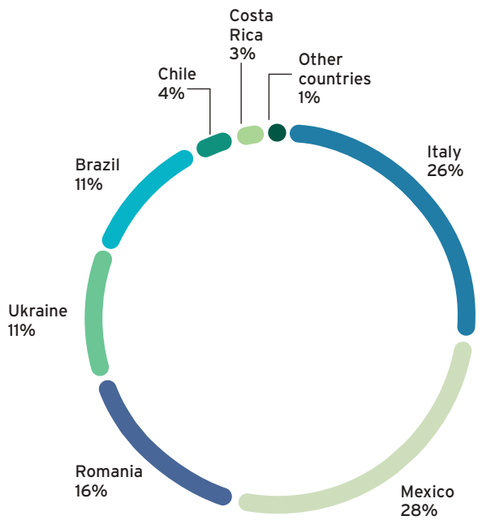
5.1.1 **Workforce** characteristics

At the end of 2024, the Group employed 2,761 workers, with an increase of around 4% compared to the previous year. We inaugurated our fist plant outside Italy in 2011, and now can count on a workforce distributed across various countries and continents – confirming the global expansion of our organisation over the last decade.

In addition, the Group's workforce includes 47 collaborators who are not direct employees of the company. These resources are generally deployed to support the management of demand peaks in certain plants, where we hire external agencies' workers while in the process of enlarging our organisation.

2,761
employees globally

Employees by country

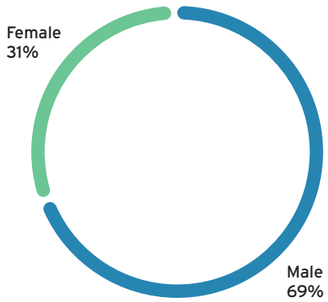


We are committed to building a diverse and inclusive culture where employees feel welcomed, valued and treated equally. Our diversity in terms of geographical areas, backgrounds, skills and talents makes our work environment multicultural and open to innovation and new challenges.

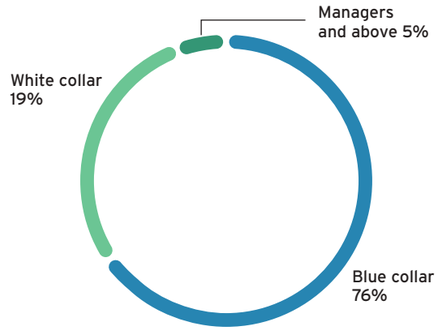
This diversity is also an essential element in understanding the wide variety of consumer needs around the world, and therefore to provide our customers with proposals to satisfy them.

Worldwide, the majority of our employees are male: this is historically linked to the nature of the activities carried out at our sites, which is clearly reflected in the distribution of our workforce by category.

Employee gender distribution*



Employees by category



* excluding some employees from Ukraine, for which the breakdown by gender was not collected.

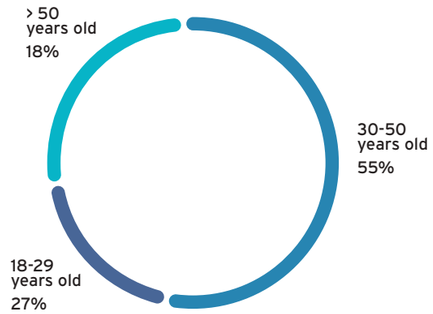
We believe in future generations Launch of the **Academy Project**

We strongly believe in the added value that new generations can contribute. For this reason, we participate in various "career day" events during the year and are committed to maintaining a constant dialogue with high school and university students by offering them company visits, internships, and opportunities for research and in-depth analyses.

In 2024, our **Academy Project** was launched, born from the collaboration with "Nervi/Fermi Institute" of Alessandria, Italy and "Gi Group". The initiative aims to offer students a training course that combines theory and practice, preparing them to face the world of work with concrete skills.

The four students involved in the project have the opportunity to participate in technical activities in the company. The Academy offers them a unique opportunity for training and growth, aiming to facilitate entry into the world of work. We are excited about this collaboration and to be able to contribute to the training of young talents in the territory.

Employees by age group*



*excluding some employees from Ukraine, for which the breakdown by age was not collected.

The Group also supports diversity by promoting job opportunities for people with disabilities, who currently represent 2% of employees across our global operations. Going further into detail in some employee demographics, we can report that the majority – around 55% – are between 30 and 50 years old, while around one quarter are under 30 and no employees are under 18.

We aim to be an employer of choice for our current employees and potential candidates. When it comes to the current members of our workforce, we strive to provide long-term employability and stability to support them in their professional and personal development. We favour the establishment of a stable and lasting working relationship:

99%

of Group employees have a **permanent contract**

84%

of Group employees are covered by **collective labour agreements***

* based on local requirements and common practices.

We aim to attract, develop and retain the right people for each role and make them feel in the right place to express their skills. Employees with strong potential for future development are selected through the talent and key person identification processes. For more information on the age breakdown, turnover and many more details about our employees, please refer to the "People Indicators" section in Chapter 8.

Awareness campaign on inclusion and violence against **women**

During the year, through talks and activities, our employees had the chance to reflect and learn about the importance of ending violence in all its forms.

In November, in México we worked with the Municipal Institute for Women to run an awareness campaign against violence towards women. Similarly, in December we hosted in the Castellazzo plant (Italy) two associations to share their experience and their activities in the field of inclusiveness and support for vulnerable people.

We are proud to have taken part in this initiative, which strengthens our commitment to building a fairer and safer environment for everyone. We thank the external partners which contributed for their valuable support and all participants for their willingness to learn and help make a change.

5.1.2 Continuous **development**

In a constantly changing global context, characterized by complex and interconnected challenges, continuous development is the concrete answer to the need to know how to adapt, evolve and lead change in a conscious and strategic way.

We believe that the ability to learn continuously is a fundamental resource today, for people and for our organization and that the contamination and acceptance of diversity, in its various forms, lead to individual and collective growth and development.

This is why we invest in personal and transversal training courses, which support professional growth and foster a culture of innovation, responsibility and resilience. We invest to strengthen internal skills, optimize resources and actively contribute to the creation of shared value.

In particular, in 2024 we carried out some important training initiatives at a global and transversal level, aimed at topics in line with our strategic plan and its main pillars. We continued to focus on global campaigns such as cybersecurity and initiatives in favour of safety at work, employee well-being, sustainability and the renewal of some certifications. Total training hours provided in 2024 increased by 24% compared to the previous year, reaching approximately 95,000 hours.

95,000

hours of **training**

Training hours by topic

	2024	2023	2022
HSE	21,741	17,024	13,432
Product quality and hygiene	7,564	10,698	7,291
Professional development, including technical training	34,562	28,030	26,757
Cyber security	9,698	1,001	-
Other	21,550	19,672	7,520
Total	**95,115**	**76,424**	**55,000**

Increasingly **international trainings**

To best support a team of Mexican colleagues and an Australian technician, we organized a targeted technical training on operational activities. The initiative actively involved colleagues from the Castellazzo, Piacenza and Carmagnola plants, creating an important opportunity for exchange and growth. In addition to transferring skills and know-how, these moments always prove invaluable for strengthening team building and laying the foundations for increasingly effective and profitable remote collaboration.

In the **EMEA** region, training provided in 2024 focused on consolidating and enhancing skills and abilities in areas of strategic value, such as: cyber security, regulations, workplace and food safety, whistleblowing, versatility, ERP training on the new SAP system, and some soft skills such as public speaking, negotiation and leadership. In addition, at the Piacenza site, we implemented an ad hoc platform to digitally develop skills in the areas of workplace and food safety.

In **Costa Rica**, the focus was on health and safety and leadership. Training sessions and projects were also developed on important issues such as gender equality, unconscious bias, violence and bullying, well-being and improving quality of life.

In **Brazil**, in 2024, several training and development initiatives were conducted to support the professional growth and well-being of our employees. The focus was on regulatory standards for occupational safety, the Hara team and ISO 9001 standards and good manufacturing practices. In particular, the management team received training on compliance and the code of ethics, reinforcing our commitment to integrity and transparency, and the administrative team participated in training on information security. In addition, we organized awareness meetings aimed at enhancing the importance of mental and physical health care, as well as the need for shared environmental responsibility.

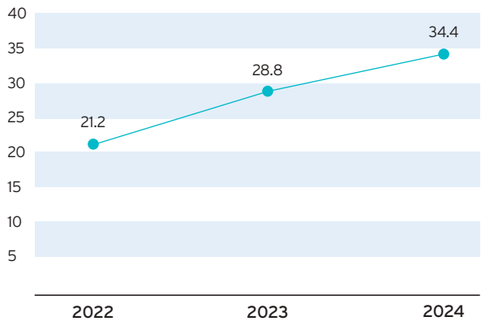
In **Chile**, we implemented a series of training programs aimed at achieving and improving BRC and ISO 9001 certifications. Key initiatives include: good manufacturing practices with awareness of procedures and critical controls to ensure quality; occupational safety to promote a proactive mindset regarding safety; leadership development through the provision of specific training on the strategic role of managers and the importance of active listening for engagement and innovation; information security with specialized sessions for administrative staff on best practices and internal data protection policies.

In **Mexico**, attention has been focused on safety both in the workplace and outside (see courses on driving cars and motorcycles) and on continuous improvement also by organizing kaizen events with the aim of improving key processes in the production process. The on-boarding process has been consolidated to align new employees on company values and strategy as well as on procedures and best practices.

Worth mentioning, within the safety awareness initiatives, is the "Safety cup", which aims to encourage employee proactivity in identifying and reporting unsafe conditions and behaviours in order to improve the culture of shared responsibility for prevention.

In the **United States**, we have consolidated the skills and roles of our colleagues, who have integrated with the other companies of the Group through the transfer of knowledge and the sharing of best practices. In particular, we have focused on synergy and teamwork with Mexican colleagues, given the close correlation and collaboration between the two teams.

Training hours per employee



5.1.3 Ethics and Integrity

Ethics and integrity are the cornerstones of our commitment to sustainable and responsible growth. In an environment where stakeholder trust is becoming increasingly important, transparent, fair, and ethical conduct is essential to ensuring the soundness and continuity of our work.

For this reason, we promote a corporate culture based on compliance with rules and individual and collective responsibility.

The Whistleblowing Portal, in particular, is the system that ensures the receipt and processing of reports of illegal or suspected illegal phenomena for all those who deal with Guala Pack, allowing us to promptly take the necessary corrective measures.

In managing reports, we are committed to respecting the principles of confidentiality, proportionality and impartiality, to recognizing the good faith of the whistleblowers; furthermore, we guarantee their anonymity and protection from any form of retaliation or discrimination by the parties involved in the reports.

Also from a risk management perspective, the correct application of the whistleblowing procedure was monitored, so no reports of alleged wrongdoing were received, and at the same time, no notifications of other cases were received through direct channels, managed locally by the HR offices and company management.

Furthermore, no incidents or human rights violations (such as forced labor, human trafficking, or child labor) occurred.

In 2024, we conducted targeted awareness-raising campaigns and training sessions.

5.2 HEALTH AND SAFETY: A MATTER OF CULTURE

We can achieve our vision – "Growing sustainably, competing with the best" – only if our organisation is made up of individuals who are fulfilled at work as well as in their personal life. To achieve this, we must meet a fundamental need for all individuals: the need for safety. For this reason, we have always and constantly strived to create and develop a shared culture that directs each worker's activities towards a continuous improvement of knowledge, skills and personal awareness, aiming for the ambitious goal of "zero accidents". Indeed, every person, at the end of the working day, has the right and also the duty to return home in the same state of health and safety they enjoyed when they arrived at work.

Gualapack believes that the management and improvement of health and safety conditions, as well as the protection of the environment, should not only be considered an important and high-priority aspect but a way of thinking and operating that is completely integrated into every daily activity, at every stage of design and execution.

We firmly believe that each of us can be a witness and protagonist of safe behavior, both in the workplace and in our home life and in the community, we belong to.

The promotion of a culture oriented towards safety and health in the workplace continued and evolved in 2024, following the guidelines of the Group's Health, Safety and Environment Manual, extending across multiple levels.

Top management engagement: Within an integrated vision, a clear and visible commitment of top management is essential to lead the entire organization towards continuous improvement. In this perspective, a system for reporting injuries, hazards and near misses has been established globally, involving various levels of the organization, up to the CEO. This mechanism allows information to be shared on events occurred and related corrective actions undertaken to avoid their recurrence in other plants of the Group.

Prevention orientation in all Gualapack sites: Just as quality assurance aims to prevent product/service defects, the most ambitious target for a safety management system is to achieve zero injuries and accidents. As of the end of 2024, 8 of our sites – representing approximately 76 % of our employees worldwide – have implemented an ISO 45001-certified safety management system.

76%

of employees covered by
ISO 45001 certifications

Continuous improvement: Our continuous and innovative commitment has evident effects in both technological and procedural or organisational terms. It is therefore necessary to maintain close interaction between the various company functions to achieve the objectives set forth by top management in dedicated planning documents. The performance of the health and safety management system is monitored by collecting data and consolidating certain KPIs, among which two of the most significant are certainly the injury frequency and severity indexes.

Worker consultation and participation: Safety is a collective commitment, in which everyone plays a crucial role; worker engagement is an essential step, especially when cultural changes are taken into account. To this end, it is essential to be credible, coherent and a good role model, also through effective communication and sharp awareness. In 2024, the European Week for Safety and Health at Work, an initiative promoted by the European Agency for Safety and Health at Work, was the opportunity to promote and support the daily commitment to spreading the culture of safety that must accompany all our activities in order to build and maintain a safe and protected working environment for everyone.

Education and training processes: Integrating worker consultation is a significant commitment for every organization, that plays a crucial role in promoting cultural change and ensuring effective application of management tools. Over the past year, more than 22,000 hours of training on health, safety and environmental issues were provided across our locations, representing a 29% increase over the previous year, underscoring our ongoing investment in improving skills and raising awareness on these key issues.

approx 22,000 h

of training on **HSE**

Analysis and verification of behavioural aspects: Aware that accidents in the industrial sector originate mostly (and up to 80%, according to some estimates) from people's inappropriate actions, particular attention is paid to behaviors and the importance of the role that everyone can play in spreading the culture of attention, the "culture of caring" for others as well as for the environment.

Company documentation: Also during 2024, the effort to standardize the records and documents connected to the health, safety and environment management system across the various sites continued with determination, detailing with increasing precision tasks, responsibilities, roles, duties and programs, and establishing, in particular, internal procedures and regulations that are applicable and consistent with "who, how, what" descriptions. These initiatives aim to guarantee a more consistent and systematic approach in overall management, improving the efficiency and operational safety of the entire organization.

Management review and internal/external auditing: The re-verification and planned revision of the management system, and therefore the auditing process and subsequent management reviews, allow us to evaluate functionality and to highlight the most important critical issues, identifying possible solutions and improvements. In 2024, we continued our cross-audit activity; they represent a powerful tool for continuous improvement and sharing best practices between plants. Spreading this culture helps to strengthen organizational awareness, stimulate constructive discussion and encourage the adoption of high and homogeneous standards within the Group. Through the active participation of cross-functional teams from different sites, cross audits not only improve the effectiveness of controls, but also create opportunities for mutual learning and professional growth, helping to build a solid culture of health, safety and environmental protection.

Spreading safety culture means opening up: It is essential to recognize that the promotion and intensification of the culture of safety cannot be achieved without embracing a broad and inclusive perspective of the outside world. It is essential to learn from the experiences of others, as each interaction offers a unique opportunity for personal and collective enrichment. Also in 2024, Gualapack opened its doors on various occasions, welcoming classes of schools, interns, and groups of visitors.

6 cross audits

focused on **health and safety**

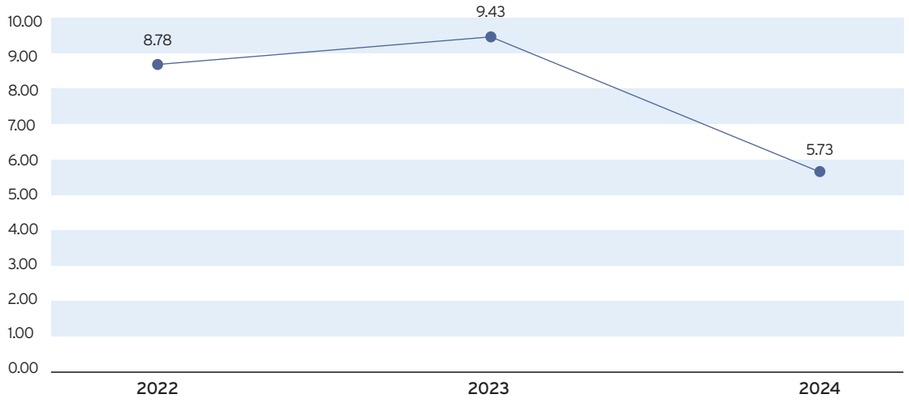
Injury frequency index

The protection of the health and safety of people, whether they are employees of the Group, contractors or visitors, is a central value and a priority for Gualapack.

We monitor the injury frequency rate at all our sites. Considering our attention for the health and safety of anyone who interacts with our company, the index is calculated by including also the injuries and hours worked by employees of external companies who collaborate with Gualapack on a regular basis, providing services such as maintenance, cleaning, logistics and transport.

The 2024 injury frequency index decreased significantly when compared with the previous year. We believe a positive contribution on the performance came through best practices sharing across our plants through internal cross audits. The accidents recorded, triggered mainly by behavioural causes, were analysed in depth and followed by additional actions for the awareness and engagement of operators. Supervisors and managers of the various areas are committed to overseeing collaborators' behaviour, with ever greater attention and focus on health and safety issues.

Injury Frequency Index
(Number of injuries per million hours worked)

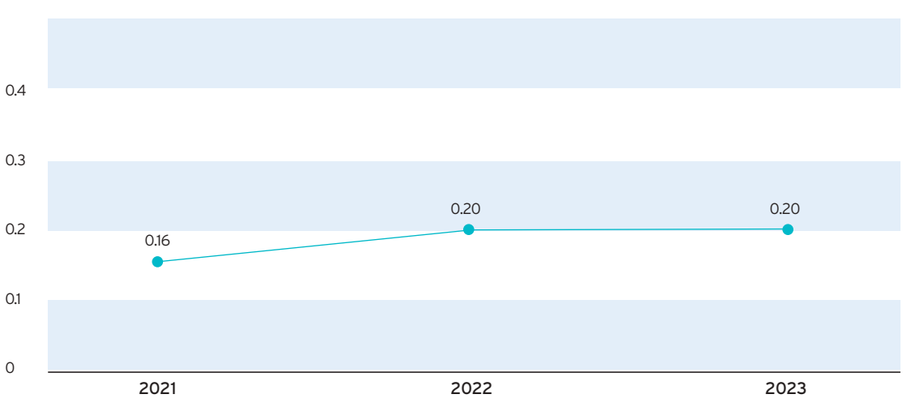


Injury severity index

The injury severity index represents the intensity of the accidents that occur. It is generally related to technical aspects, the complexity of machines and equipment, the safety devices present, the level of dangerousness of substances and preparations used. In 2024, this index remained stable compared to the previous year.

In general, to favour the improvement of indexes linked to accidents, it is advisable to continue harmonising safety procedures across the various sites, disseminating best practices and the best available technologies as detailed in the Health, Safety and Environment Manual published in 2021. Our main actions are aimed at the continuous improvement of machine safety, the safe management of dangerous substances with particular attention to flammable liquids and the related risks for fire and explosion, and the reduction of interference with mechanised load handling. In addition, we place crucial importance on the gradual introduction across all sites of procedures to monitor near misses systematically, and to execute audits aimed at pinpointing unsafe practices and behaviours.

Injury Severity Index
(Number of days of absence due to injury per 1,000 hours worked)



Responsible relationship with external Stakeholders

6.1 SUPPORTING **COMMUNITIES**

As a group with a multinational workforce across multiple locations in various countries and continents, we feel we should not only be tied to the society we live in, but also play a relevant role in it. For this reason, we acknowledge our responsibility extends beyond our core business. We implement social activities at our international locations to contribute to the achievement of better living conditions for all, providing educational opportunities and supporting cultural promotion and social services for those in need.

Through a broad range of activities customised to the local context, we aspire to address concrete needs and achieve a lasting positive impact on communities by leveraging part of the proceeds the company generates.

While social projects in Italy are mainly addressed through a dedicated foundation (Fondazione SociAL) with its own budget and staff, initiatives in other countries are overseen by local subsidiaries' boards of directors and managed by the local management team.

This approach allows us to maintain a global vision while tailoring concrete actions to specific contexts.

The results achieved in 2024 were remarkable: we donated over 900,000 euros to charitable initiatives around the world.

over €900,000

donated to **charitable initiatives**

Once again, we are proud to have strengthened our bonds with local associations, partners and institutions in the areas where we operate, spurred by the desire to make a difference for the people who live near our operations.

The following pages present some concrete examples selected from the 46 initiatives implemented in total during 2024.

46 initiatives

promoted by the company in addition to those of the **SociAL Foundation**

6.1.1 Gualapack's support for **Fondazione SociAL**

Fondazione SociAL continues to deepen its knowledge of the needs expressed by the territory, supporting cultural and social development and capacity building projects, welcoming proposals from non-profit organisations and informal youth groups in the provinces of Asti and Alessandria, Italy.

During 2024, Fondazione SociAL promoted and supported three lines of economic and methodological aid, leading to the launch of various projects in 2025. These projects, initiated by third-sector organisations and non-profits, aim to strengthen social, cultural, and organisational capacities and to animate young people. In particular:

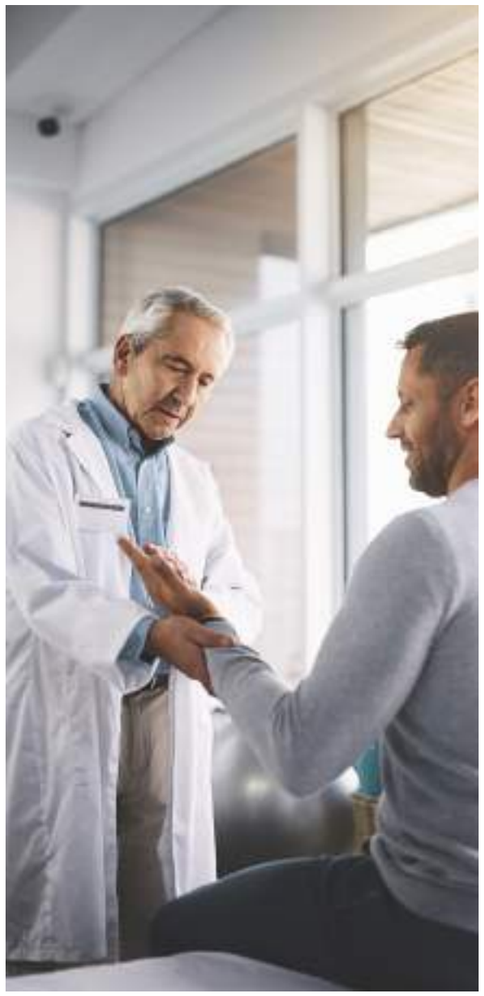
- The annual Swipe it up 2024 the call for initiatives of a youthful nature and interest to trigger virtuous processes of civic activism and development of the territories involved.
- The second experimentation of the biennial "Potenziamento Organizzativo 2023" line, meant to enhance the organisational strength of third-sector bodies in the provinces of Asti and Alessandria, by spurring rationalisation and growth processes that can favour projects for impact, organisational strengthening, strategic development and sustainability.
- The yearly SMART 2024 call for smaller-scale experimental projects, focusing especially on those designed for organisational strengthening, in addition to cultural education-promotion and initiatives to prevent and contrast social hardship.

6.1.2 **Italy**

Health Education and Health Care for All

The Nessuno Escluso medical center welcomes patients, often from the most vulnerable groups, seeking treatment and pharmaceuticals to quickly relieve symptoms. However, the indiscriminate use of drugs, especially antibiotics, carries the risk of inefficacy and the development of resistance, which is difficult to counteract.

Traditional health education initiatives aimed at promoting the correct use of pharmaceuticals have proven ineffective due to linguistic and cultural barriers. For this reason, the project seeks to overcome these challenges through a more inclusive approach, fostering collaboration between doctors and patients to build trust and awareness.



UniLife: "UnilifexYggdra" - Meeting Space for University Students in Alessandria

The project, promoted by the associations UniLife and Yggdra, aims to offer cultural and social events of more interests to university students in Alessandria.

UniLife, active for three years, organizes initiatives for socializing and culture, while Yggdra manages a multifunctional space with a study room dedicated to students. By joining forces, the project aims to create a dynamic and engaging environment, with topical and stimulating activities, capable of responding to the real needs of young people.

6.1.3 Romania

A Safe Haven for Child Victims of Abuse

Gualapack Nadab, in collaboration with Cetatea Voluntarilor Arad, has created The Little Fortress of Children, the largest counseling center for child victims of abuse in Arad.

This space, designed to be welcoming and protected, is equipped with the most modern audio-video recording technologies, ensuring a safe environment in which children's rights are protected. Here, young witnesses or victims of abuse receive a hearing and support without ever coming into contact with the aggressors or other parties involved.

With this project, Gualapack Nadab renews its commitment to the community, placing the well-being of children at the center of its actions. We are proud of this achievement, because we believe that every gesture of care and protection leaves an indelible mark on the future of those who need it most.

8 March. International Women's Day'

On March 8 we gave away a flower and a card to celebrate the women of our community. Those gifts were distributed to teachers, educators, mothers and grandmothers who welcomed them with joy and in some cases with a few tears of joy.

As a company, we expressed our warmest and most sincere wishes for health, happiness and success in achieving their goals for all the women present. It was an opportunity to celebrate women's inner strength, intelligence, compassion and their important contributions to society and the lives of those around them.

6.1.5 United States

Ronald McDonald House Fort Worth Foundation

In the United States, community involvement and employee volunteerism are well-established practices.

During the year, we carried out two charitable initiatives in collaboration between Polymerall, part of the Gualapack Group, and the Ronald McDonald House Fort Worth Foundation, an organization with the mission of offering supportive, home-like community to seriously ill children and their families during the medical care period. The foundation offers support and accommodation to the families of children who are hospitalized or who must stay close to the hospital for medical treatment.

During the first project, 2,500 trays of meals were donated to be served to families in need.

The second project was a volunteer activity. We prepared and served lunch for 80 people who benefit from the offer of the Ronald McDonald House Fort Worth Foundation.

6.1.4 Mexico

Food Packing in Collaboration with the Puebla Food Bank

The Mexican HR team enthusiastically participated in the food packaging campaign organized by the Puebla Food Bank, offering concrete support to families in difficulty. With dedication and team spirit, our collaborators have put their time and energy into the service of this important cause, demonstrating that even the simplest gestures can make a difference.

We believe that every small action can generate a big impact. Thank you to everyone who contributed to this initiative: together, let's continue to build a more supportive future for our communities!

Rice Collection Campaign for the local Food Bank

In November Excel Nobleza Gualapack México joined forces with the Puebla Food Bank in a meaningful rice collection campaign, aiming to donate 5 tons of rice in December. This initiative not only seeks to provide vital food support to those most in need, but also to raise awareness among staff about the positive impact of such contributions.

To kick off the campaign, the Food Bank team delivered two awareness sessions, inspiring the Excel Nobleza team and emphasizing the importance of joining this cause.

6.1.6 Costa Rica

Supporting "Soy Niña"

Soy Niña is a non-profit organization that works with girls and adolescent females living in communities at psychosocial risk.

The organization supports them in strengthening their socio-emotional skills, enabling them to take care of themselves, stay in the educational system, and make informed decisions. Soy Niña seeks to empower girls and adolescent females to prevent all forms of gender-based violence, a problem that is linked to school dropout, rising poverty rates, inappropriate relationships, sexual abuse, early pregnancies, and more. In 2024, we contributed a financial donation that was invested in food and essential supplies for the workshops, which impact more than 200 girls and adolescents on a weekly basis."

"Casa de los Niños"

Casa de los Niños is a Non-Governmental Organization that seeks to break the cycle of poverty through a multidimensional and sustainable approach.

Through pedagogical, academic, and psychological support, as well as human and spiritual development, they aim to prevent school dropout and risky behaviours, improving the lives of children and adolescents.

They believe in children, in their strength, resilience, and ability to create a better future.

In 2024, we contributed a financial donation that was used to purchase school supplies for the more than 300 children and adolescents involved in the program."

6.2 SUSTAINABLE **PROCUREMENT**

Lasting sustainable development implies a transformation of company operations that encompasses the entire value chain. Addressing the challenges within the upstream supply chain, a responsible procurement approach has an important role in shaping ESG impact, as environmental and social matters extend beyond company borders.

At Gualapack, supplier evaluation criteria include corporate image, service level, quality level and cost effectiveness; starting from 2020, these aspects are also complemented by a sustainability assessment for global suppliers and for direct suppliers to plants in the EMEA region.

This process supports supplier selection and a better understanding of the impact of the overall supply chain, determining how natural and human resources are employed at every step. Environmental, social and economic aspects require specific attention in the context of procurement.

6.2.1 **Environmental** aspects

Today, environmental challenges are more relevant than ever. At Gualapack, we have identified certain supplies as critical for their potential environmental impact, due either to their characteristics or to the production process they entail. This applies to materials like aluminium and plastics, goods such as cylinders for printing, and activities like those requiring inks and solvents, which imply significant waste management efforts. We periodically carry out mapping observations to identify potential risks in related suppliers, and require specific certifications and periodically check their validity. Based on the analysis of potential risks, we draw up our multi-year audit plan.

The procurement team works closely with other areas in the company to foster environmental sustainability through the promotion of internal initiatives. Collaborating with the R&D and technology development departments, we constantly monitor and research new technologies and solutions that can provide a turning point towards a lower footprint – for example in manufacturing or in waste recovery. Furthermore, external partners are selected according to their capability to offer solutions in the framework of medium- to long-term collaborations, looking for stable value creation in areas like energy generation and saving, which can actively contribute to internal projects for the improvement of our environmental sustainability.

6.2.2 **Social** aspects

Working closely with suppliers, Gualapack pays attention not only to its environmental footprint but also to its social impact. All our suppliers are required to comply with our Code of Ethics and subjected to validations through audits, with priorities set depending on our risk mapping. Moreover, we also check suppliers' own codes of ethics, when available, to ensure that they align with Gualapack's values.

We associate increasing importance to standards such as Ecovadis or Sedex, which provide cross-industry specifications and allow us to assess partners speaking a common language. To achieve ambitious sustainability goals, it is essential to set high standards for suppliers' performance. Therefore, we monitor specific safety KPIs during the procurement phase – just as we do with our own plants. Safety procedures and accident indicators are checked, performing safety audits that ensure their validity.

During 2024, of all the audits carried out with our suppliers, 3 focused on sustainability issues, relating to health and safety, environmental management and ethical issues. These field activities can be carried out in a dedicated form, making use of the technical support of our specialists on these issues, or can be combined with activities in which our experts carry out assessments related to other crucially important issues to guarantee food safety and quality of the production process.

The geographical location of suppliers' production plants can also be identified as a potential risk factor: when necessary, the fact that an organisation is located in a potentially risky area is taken into consideration in the definition of its audit plan. As regards social sustainability, Gualapack takes into account suppliers' commitment towards the development of social initiatives that positively impact the local community, measuring the results of their efforts in redistributing the value they create.

3 suppliers audited

on sustainabilituy matters

6.2.3 **Economic** aspects

We require suppliers' financial management to be sufficiently balanced to allow the company's investments and development. We examine their financial statements periodically, as they become available. Looking at financial indicators over time – alongside our analysis of the information emerging from the market, which offers real-time indications on business trends – we carefully evaluate suppliers' financial management and strive to ensure supply continuity.

6.3 ASSOCIATIONS, MEMBERSHIPS AND EXTERNAL ASSESSMENTS

Collaboration and shared commitment with partners and associations in our sector help us identify and manage common risks and foresee opportunities and changes taking place. Playing an active role in various initiatives offers us opportunities to keep up with the most current developments in the production of plastic packaging according to sustainability requirements. In addition, it allows us to monitor developments in the guidelines for ecodesign, with a view to recyclability or compostability. Thus, representatives of ours support the debate and activities arising from the following initiatives.

Ceflex

https://ceflex.eu

The Circular Economy for Flexible Packaging (CEFLEX) initiative is a collaboration of over 180 European companies, associations and organisations representing the entire value chain of flexible packaging.

Project stakeholders include raw material producers (plastics, paper and aluminium foil), ink, coating and adhesive suppliers, film producers and flexible packaging converters, brand owners, waste management companies, recyclers, extended producer responsibility organisations and technology suppliers.

CEFLEX's goal is to work together to make all flexible packaging in Europe circular, targeting an established collection, sorting and reprocessing infrastructure and economy for post-consumer flexible packaging.

FPE

https://www.flexpack-europe.org/

Flexible Packaging Europe (FPE) is the European industry association representing the interests of more than 85 SMEs and multinational manufacturers. Members account for almost 90% of European sales of flexible packaging – including plastics, aluminium, and paper.

The main objective of FPE is to promote the flexible packaging industry and to represent the interests of the sector at the highest levels in Europe. The association is proactively involved in providing clear, relevant information to the authorities about the European flexible packaging industry, to help facilitate legislation that is both realistic and manageable. FPE also helps to provide clear and factual information about the industry to help address concerns and issues around flexible packaging.

RecyClass

https://recyclass.eu/

RecyClass is a non-profit cross-sector initiative, promoted by the association of European recyclers, which fosters the circularity of plastics mainly at a European level.

One way it pursues its goals is by developing scientific test methodologies designed to evaluate the recyclability of plastic materials. The results are subsequently incorporated into recyclability guidelines and into a recyclability self-assessment tool available online.

Gualapack is a Platinum Member of RecyClass and supports its working groups by contributing to the definition of guidelines and by analysing its product portfolio, taking into account ecodesign principles and guidelines.

Giflex

https://giflex.it/

Established in 1985, Giflex is the Italian national association of manufacturers of flexible packaging for food, pharmaceutical and chemical products and other industrial applications.

It currently represents 96 Italian and multinational companies with factories in Italy: 40 that produce printed flexible packaging (and which overall represent around 80% of the sector in Italy) and 56 that supply raw materials, converting machines, accessories and services for the flexible packaging industry.

Giflex's goal is to champion the values of the flexible packaging industry, which over the years has proved its will to constantly listen to the needs of clients and consumers, for example by developing numerous innovations in line with the circular economy and ecological transition.

Ucima

https://www.ucima.it

The Unione Costruttori Italiani Macchine Automatiche per il Confezionamento e l'Imballaggio (UCIMA) is the Italian trade association that brings together, represents and assists national manufacturers of packaging machines – currently representing some 200 companies among the most important in the sector.

The association establishes relations with various institutions, as a privileged interlocutor for the national and international promotion of the quality and value of Italian technology, and provides services and consultancy to companies in support of the ecosystem's continuous progress.

FPA

https://www.flexpack.org

The Flexible Packaging Association (FPA) is the American association of flexible packaging manufacturers and material or equipment suppliers to the industry. Established in 1951, its members include small, medium and large converters and suppliers representing 70% of the flexible packaging industry in the United States – making FPA the leading advocate and voice for the country's flexible packaging industry.

Rede pela circularidade do plastic

https://www.redeplastico.com.br/

Created in April 2018, the Rede pela circularidade do plastic (Network for the Circularity of Plastic) is the first – and largest – Brazilian initiative for the application of the circular economy to plastics, engaging the whole value chain of plastic packaging and bringing with it connections, discussions, constant search for innovation, partnership and widespread participation in favour of a common objective: circularity.

ABRE

https://www.abre.org.br

Founded in 1967 and currently encompassing over 200 companies, ABRE is the Brazilian packaging association. Its goal is to be a reference in the country's packaging ecosystem and to favour connections between the different stakeholders that belong to it. The association focuses on sustainable development and is driven by knowledge sharing and appreciation of national packaging and industry professionals.

Aciplast

https://aciplast.org

The Asociación Cámara Costarricense de la Industria del Plástico (ACIPLAST) was established in 1983 as a non-profit private organisation that represents the industrial sector of plastics of Costa Rica, with the crucial goal of supporting, promoting and defending the rights of its companies. The organisation is oriented towards the search for continuous improvement and strengthening of the competitive position of businesses in the plastics industry. Furthermore, it represents them with governmental bodies to coordinate major national issues related to the sector.

AED

https://www.aedcr.com

The Business Alliance for Development (AED) is a non-profit organisation that supports the sustainability and competitiveness of Costa Rican companies, through the promotion of responsible and sustainable business models. AED guides the productive sector to consider sustainability principles as part of management, reducing negative impacts and maximising positive ones on society, the environment and the economy. It is made up of over 110 companies that work with civil society and the State through public-private alliances under a comprehensive impact approach, to acquire greater competitive edge and contribute to the development of the country.

Recoup

https://www.recoup.org

RECOUP is a non-profit and leading authority providing expertise and guidance across the plastics recycling value chain. Built on a network of valued members, it has collaboration as a central value in all its activities. The organisation is committed to securing sustainable, circular and practical solutions for plastic resources both in the United Kingdom and worldwide.

Cenem

https://cenem.cl

The Centro de Envases y Embalajes de Chile (CENEM) is a technical, private, non-profit organisation founded in 1991. In Chile, it is the only technical initiative that brings together players of the packaging industry and of its value chain: over 115 companies that work collaboratively with institutions, academia and government bodies. CENEM's mission is to foster strategic partnerships to face challenges and opportunities connected with the circular economy.

Canacintra

https://canacintra.org.mx/camara/

The Cámara Nacional de la Industria de Transformación (CANACINTRA) is the organization that represents the industrial sector of Mexico. Its objective is to promote the competitiveness and productivity of member companies, supporting them to remain constantly updated and become socially responsible innovative agents.

• • •

Furthermore, we actively participate in various independent assessments to ensure we meet stringent requirements on environmental, social and governance issues, recognising our strengths and also identifying areas for improvement on which we can focus additional analyses and actions. The initiatives in which we take part also serve to prove our commitment to these issues to our clients.

EcoVadis

https://ecovadis.com

Founded in 2007, EcoVadis today is one of the largest platforms for assessing corporate sustainability. Tens of thousands of companies partner with EcoVadis to collaborate on sustainability with a common platform, universal scorecard, benchmarksv and performance improvement tools. Its method is based on the analysis of four main areas: ethics, labour and human rights, environment, and sustainable procurement.

SMETA

https://www.sedex.com/

One of the most popular social audits in the world (with over 74,000 companies assessed), SMETA (Sedex Members Ethical Trade Audit) supports businesses in assessing working conditions along their supply chain. The careful analysis of the production site focuses in particular on health, safety and human rights. In addition to completing dedicated questionnaires, the assessment also entails third-party audit activities at our sites. We use this evaluation tool to transparently and impartially prove to interested clients what our position is on social issues and respect for workers' conditions.

Our plants'
Environmental Performance

7.1 **RESPONSIBLE** OPERATIONS

Within its corporate policy and vision, Gualapack has given top priority to actions for environmental protection, recognising that today it is more vital than ever to take care of the planet we live in, safeguarding and preserving resources that we know are not infinite. Over the last few years, there have been increasingly frequent episodes of extreme climate, unusual increases in average temperatures, prolonged periods of drought alternating with sudden and violent storms. The scientific community and international institutions widely agree in identifying the use of fossil fuels that generate greenhouse gases as a cause of these natural events, which expose the fragility of the ecosystem and of humankind itself and, in many cases, have already led to serious consequences.

For Gualapack, therefore, it has become essential not only to comply with mandatory environmental rules, but also to adopt appropriate management systems in the Group's production sites – many of which are already certified according to the ISO 14001 and ISO 50001 international standards. These systems are also useful tools to increase the awareness and engagement of all personnel, to determine everyone's roles and responsibilities, and to promote and disseminate the culture of environmental protection. This latter aspect has required careful information, training and awareness-raising initiatives aimed at all Gualapack collaborators, from internal resources to suppliers and employees of other companies that operate, continuously or occasionally, at our production sites.

We have chosen clear and concrete indicators to monitor the progress of the actions we implemented over time, and to trace the effectiveness and efficiency of our processes in various phases and conditions. Last but not least, it is important to underline how we subject plants, infrastructures and equipment to continuous updates, while also constantly studying new technologies to minimise environmental impacts.

Environmental protection, as a pillar of sustainability, translates into actions aimed at reducing the impact of our products and of our production processes. The main indicators that we monitor for this purpose are presented below, and reflect the performances of our various plants around the world, summarised and normalised over total production volumes. Where indicators have worsened or, in any case, have not reached the objectives we had set forth, appropriate and effective corrective actions have been implemented.

In 2022, we began collecting data in a capillary way for further indicators, which are presented in detail in the appendix to this Report, under the "Environmental Indicators" section.

Defining our long-term climate strategy

In early 2024, we signed our commitment to the Science Based Targets initiative (SBTi) as part of our sustainability efforts.

SBTi provides a clearly-defined pathway for companies to reduce greenhouse gas emissions, helping prevent the worst impacts of climate change and future-proof business growth.

Targets are considered "science-based" if they are in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to 1.5 °C above pre-industrial levels.

We acknowledge that the private sector must play a crucial role in reducing greenhouse gas emissions and fighting climate change, and we are working to develop and integrate our climate strategy into the Group's business strategy.

Once finalised and approved by the SBTi initiative, we will communicate our carbon reduction roadmap to limit emissions from our own operations as well as indirect emissions from upstream and downstream activities (including suppliers, logistics, product end-of-life and so on).

We are currently working in determining potential trajectories in the medium and long term. For full picture of our CO_2 emissions, including our scope 3 inventory, please refer to the dedicated table in the chapter 8.

7.1.1 CO_2 emissions (Scope 1 & 2)

Climate change represents one of the most urgent challenges of our times and is closely linked to the emission of greenhouse gases. For this reason, Gualapack has set for itself the goal of significantly reducing the emissions associated with its manufacturing activities through an increasingly better and more rational use of the energy coming into the various sites.

The index monitored in this case considers scope 1 and scope 2 emissions, connected to the consumption of methane and LPG, diesel and petrol for transport, and electricity purchased from the grid. The calculation of the CO_2 equivalent emitted is determined by specific emission factors for the various regions where the production sites are located. The KPI compares the metric tons of CO_2 emitted to total production volumes.

During 2024, total emissions amounted to 32,290 metric tons of CO_2 (according to the market-based approach suggested by international standards such as the GHG Protocol), down by 11% compared to 2023, while the normalised indicator remained stable.

These results were achieved mainly thanks to energy-saving activities, driven by the growing number of plants implementing energy management systems, some of which are certified according to UNI ISO 50001, while also reflecting a decrease in production volumes in some of our facilities.

-11%

CO_2 emissions vs 2023

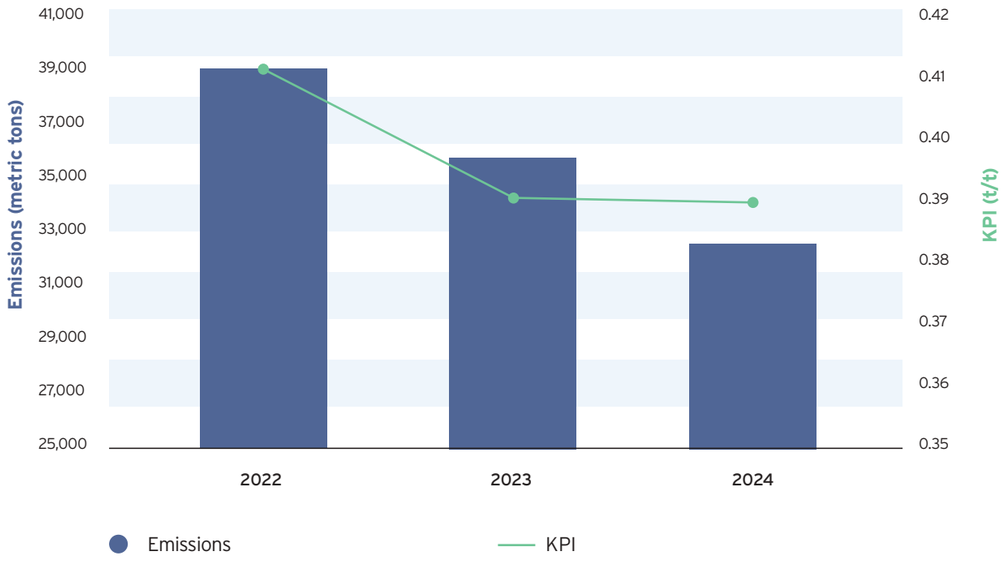
5 ISO 50001

certified plants

2 plants

with **0 CO_2 emissions** from operations

CO_2 emissions - scope 1 & 2 (market-based)



7.1.2 Electricity consumption

Electricity is the main energy vector consumed for production purposes in the various Gualapack sites around the world. We carry out capillary monitoring of consumption for all the main industrial activities (production lines), auxiliary services (thermal plants, compressor plants, solvent recovery) and general services (lighting, air conditioning, offices and laboratories).

In 2024, we recorded a slight decrease in total electricity consumption to 74,341 MWh. Unfortunately, the associated indicator per ton of output saw a negative performance due to reduced output from some of our plants, as highlighted in the chart.

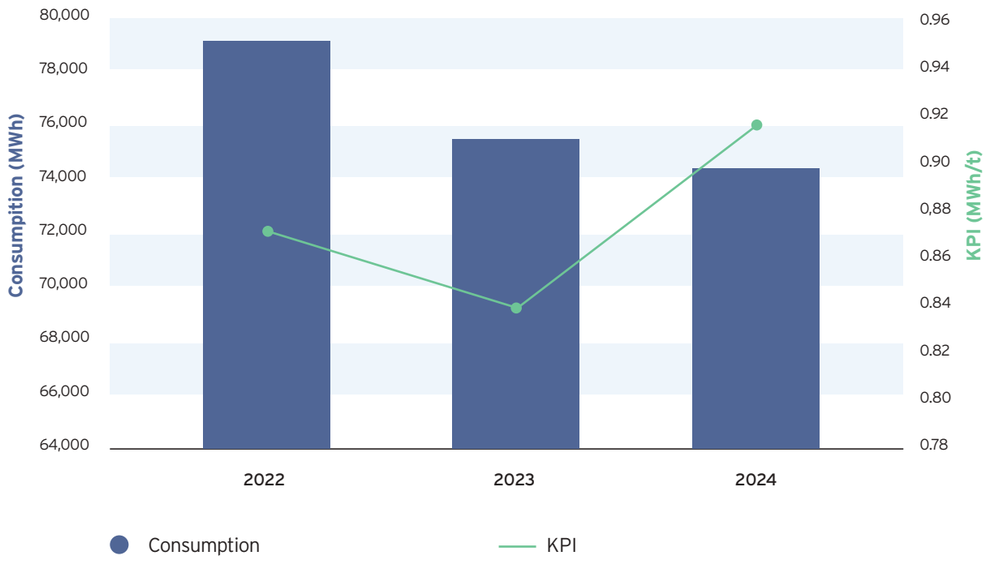
The indicator used is the ratio between the total electricity consumed and the total production volumes at the various sites. It is a parameter for which various improvement activities can be implemented, both technical (increasing efficiency, for example by adopting inverters or replacing old systems with higher-efficiency alternatives) and behavioural in nature (related to habits, research, and reporting of any waste).

In 2024, various initiatives were promoted to raise awareness and engage all personnel across the organisation in limiting consumption, both in offices and in production areas, by disseminating information sheets, launching campaigns through the online intranet, and offering training and information initiatives.

-1%

electricity consumption
vs 2023

Electricity consumption



Share of renewable electric energy

In 2024, the total amount of electricity coming from renewable sources maintained a relevant share vs. total electricity consumed at 31% of which the main part was purchased.

In line with previous years, in 2024 approximately 3% of the electricity consumed by our plants worldwide was self-generated from renewable sources. This includes the photovoltaic parks installed in Italy, at the Alessandria and Piacenza sites, and in Costa Rica. The Alessandria site has reached no less than a 13% share of renewables in its total electricity consumption.

In 2024, 39% of the Groups' purchased electricity came from renewables; 6 of our production sites adopt 100% renewable electricity. Those are the two plants of Romania, the three Brazilian sites and the plant of Costa Rica.

It is also worth mentioning the cogeneration plant installed in Piacenza: with an electrical power of 7.2 MW and the simultaneous production of thermal energy for around 3.5 MW, it is sufficient to cover the site's energy needs and ensure a cut in greenhouse gas emissions equal to about 15% compared to conventional solutions.

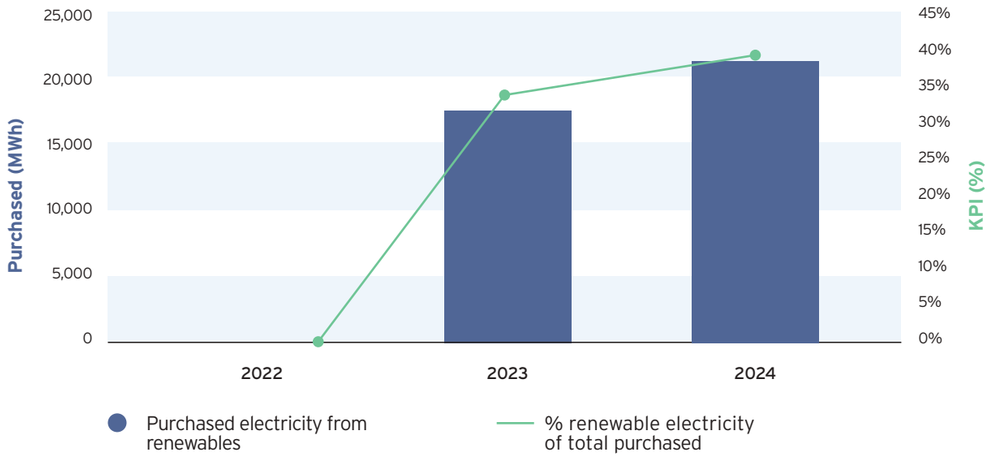
3%
of **electricity self-generated** from renewable sources

39%
of **electricity purchased** coming from renewables

31%
of **electricity consumption** coming from renewables

6 plants
adopting **100%** renewable electricity

Electricity purchased coming from renewables



7.1.3 **Fuel** consumption

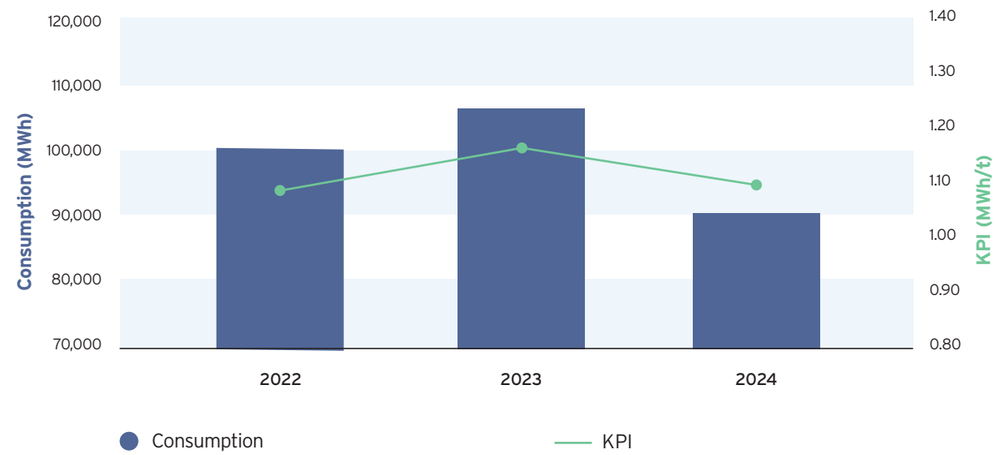
Methane represents the main energy vector in we consider all our operations. Some sites use LPG as fuel.

Methane is used to generate thermal energy (both for heating and for the production process) and to produce electricity in the Piacenza cogeneration plant: the majority of our total methane consumption is used in the latter activity, which guarantees a combined production of electrical and thermal energy (steam) with very high overall efficiency.

In 2024, we recorded a strong decrease in overall consumption and in the related indicator: the first settled at 89,689 MWh, down by 16% vs 2023, while the KPI – calculated as the ratio between the energy associated with the two fuels considered (methane and LPG) and total production volumes – recorded a value of 1.1 MWh/t, with a 6% decrease as highlighted in the chart.

-16%
fuel consumption vs 2023

Methane-LPG



7.1.4 **Water** withdrawals

Responsible water management is one of Gualapack's commitments in the field of sustainability, especially considering the increasingly frequent periods of drought and lack of rainfall in some geographical areas. Our approach is aimed at minimising withdrawals, managing the quality of discharges, and promoting the awareness of all our collaborators in safeguarding this resource also through virtuous behaviours that reduce waste.

The greatest consumption in this case is linked to cooling systems such as evaporative towers, the production of steam (thermal energy) and sanitary and domestic equipment. The Piacenza site, located in an area that does not present particular vulnerabilities in terms of water, is the plant that consumes the most water, used primarily for cooling and then returned to the environment without significantly altering its quality.

In 2024, total water withdrawals decreased by over 3% in absolute terms, down to 362,900 m^3.

We examined our assets and operations to identify real and potential water risks in our operations, drawing on the methodology and tools provided by Aqueduct, a World Resources Institute project. Less than 1% of water withdrawals occur in areas considered to be at high water risk.

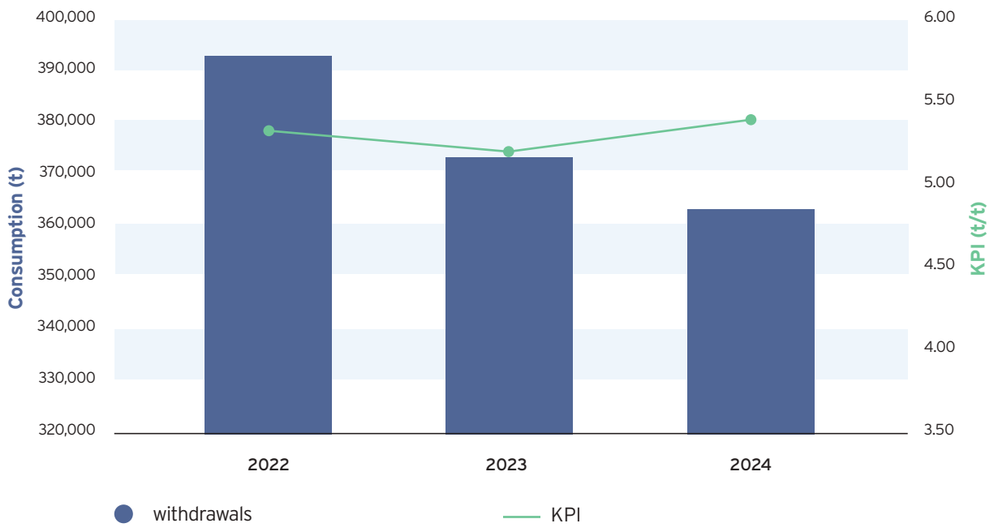
-3%

water withdrawals vs 2023

<1%

withdrawals from areas at **high water risk**

Water



7.1.5 **Waste** management

Across all sites, the generation of waste – special, almost entirely non-hazardous waste – is subject to careful management and continuous monitoring. The waste generated in 2024 by our plants around the world totalled 12,276 metric tons, with a 29% decrease compared to 2023. The normalised index is calculated as the ratio between the amount of waste generated and the total production volumes, and also recorded a remarkable improvement of -20% at the global level.

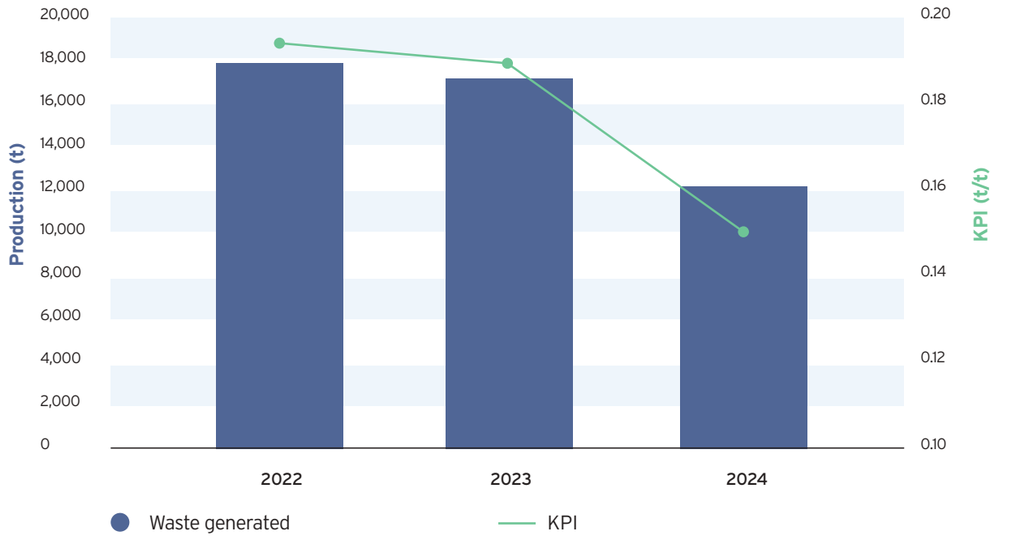
At our sites, waste is suitably differentiated at the origin so as to facilitate recovery operations. 82% of the waste generated is diverted from disposal.

At the moment, our commitment is mainly focused on limiting waste during start-ups, reducing both the time and the materials required, and on optimising order sequence programmes.

-29%

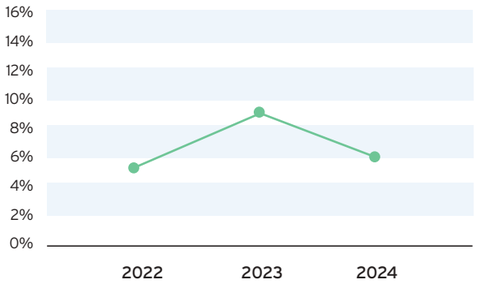
waste generated vs 2023

Waste



At the same time, Gualapack continues to commit to the progressive reduction of the amount of waste destined to the landfill, favouring recovery, recycling and finally waste-to-energy processing through appropriate sorting. In this case, the index considered is the ratio between waste in landfills and total waste produced; in 2024, it significantly improved compared to 2023, reaching 6%

% waste to landfil



7.1.6 **Certifications** overview per plant

		ISO 9001	ISO 14001	ISO 45001	ISO 50001	BRC PACKAGING	FSC	SEDEX SMETA	ISCC PLUS
Plant	**Country**	**Quality management**	**Environmental management**	**Health & Safety management**	**Energy management**	**Food Hygiene management**	**Certified forest products**	**Responsible supply standard**	**Chain of custody for plastic materials**
Alessandria	Italy	●	●	●	●	●	Not applicable	●	●
Piacenza	Italy	●	●	●	●	●	●	●	
Carmagnola	Italy	●		●		Not applicable	Not applicable	●	Not applicable
Acqui Terme	Italy	●					Not applicable		
		Other: ISO15378, ISO22000							
Modena (Easysnap)	Italy					●	●		●
		Other: • IFS Food – International Featured Standard, Food • UNI EN ISO 22716 – Cosmetics: Guidelines on Good Manufacturing Practices • ICEA EMILIA ROMAGNA – Organic packaging for food and cosmetic products in single doses • CSQA • HALAL							
Iperó	Brazil	●	●	●		●	Not applicable	●	
Jaguariúna	Brazil	●				●		●	
Ouro Fino	Brazil	●							
Santiago	Chile	●				●	Not applicable		
Cartago	Costa Rica	●	●	●	●	●	Not applicable		
Tehuacán	Mexico	●	●	●			●	●	
		Other: FSSC 22000 v5.1 (Food Safety System Certification)							
Nadab Pouches	Romania	●	●	●	●	●	Not applicable	●	
Nadab Laminates	Romania	●	●	●	●	●		●	
Ternopil	Ukraine	●				●	Not applicable		

The plant in Minsk, Belarus was not operational in 2024.

ITALY • *ALESSANDRIA*

Gualapack's headquarters was founded in 1986, and manufactures pre-made, stand-up pouches and complete packaging solutions including everything from product co-design to injection moulding of caps and spouts, from container assembly to filling lines.

Country: Italy

Plant size: 40,000 m²

Year of establishment: 1986 (new site built in 2002 located in Castellazzo Bormida (AL))

Products:
Injection moulded spouts and caps, pre-made pouches

Certifications:
ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018, BRC Global Standard for Packaging and Packaging materials – Issue 6, ISCC Plus, SEDEX SMETA 4-pillars

ITALY • *PIACENZA*

Founded in 1925 under the name SAFTA and purchased by Gualapack in 2002, the plant manufactures multi-ply flexible laminates using rotogravure printing processes (including internal production of the graphics artwork and cylinder engraving), PE and PP blown film extrusion and lamination using adhesives or extruded PE, as well as slitting. In addition, it carries out applied research.

Country: Italy

Plant size: 84,000 m²

Year of establishment: 1925 (purchased in 2002)

Products:
PE blown film extrusion, graphics and cylinder engraving, rotogravure printing, lamination, slittings

Certifications:
ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018, BRC Global Standard for Packaging and Packaging materials – Issue 6, FSC® Chain-of-Custody, SEDEX SMETA 4-pillars

ITALY • *CARMAGNOLA*

Founded in the 1980s under the name Techpack, it later became Flextech, was acquired in 1993, and was merged and incorporated in Gualapack as its Machinery Division in October 2015. Filling lines for pre-made flexible packaging and some types of machines for the production of flexible packaging in Gualapack's factories are designed, assembled and installed at this site.

Country: Italy

Plant size: 5,000 m²

Year of establishment: 1986 (purchased in 1993)

Products:
Filling lines, machines for spout applications

Certifications:
ISO 9001:2015, ISO 45001:2018, SEDEX SMETA 4-pillars

ITALY • *ACQUI TERME*

Gualapack Pharma srl started in 2023, stemming from the rental of Print and Packaging Farma srl, founded in 2015. The company is located in Acqui Terme, and specialises in digital printing on aluminium and on the cutting of strip rolls for the production of primary packaging intended mainly for pharmaceutical and nutraceutical products.

The birth and aggregation of Gualapack Pharma to the Group has a strategic value, bringing a new and broad extension of the range of products and services offered to the pharmaceutical sector.

Country: Italy

Plant size: 2,100 m²

Year of establishment: 2023

Products:
Digital printing on thin aluminium and strip roll cutting

Certifications:
ISO 9001, ISO 15378, ISO 22000

ITALY • *MODENA*

Easysnap Technology, founded in 2002, created Easysnap®, a single-dose packaging with a patented opening system. Easysnap® is made with automated machines designed and developed by Easysnap Technology.

The company includes two main business areas:

- Easysnap Technology Srl: focused on designing and engineering custom projects based on the research and development of new technologies, mechanical solutions, and plastic and paper materials;
- Easysnap Co-packing Srl: offering a complete co-packing service for third-party clients for any kind of liquid product, divided into two separate business units catering to the food and to the beauty & pharma markets.

Country: Italy

Plant size: 875 m²

Year of establishment: 2002 (acquired in 2021)

Products: Design and assembly of packaging machines, packaging services for third parties

Certifications: BRC Global Standard for Packaging and Packaging materials – Issue 6, ISCC Plus, IFS Food – International Featured Standard Food, ISO 13485 – Quality management systems for medical devices, UNI EN ISO 22716 – Cosmetics: Guidelines on Good Manufacturing Practices, ICEA EMILIA ROMAGNA – Organic packaging for food and cosmetic products in single doses, CSQA, HALAL

BRAZIL • *IPERÒ*

Formerly Tradbor, the company was founded in 1994 and bought by Gualapack in 2015 under the name Gualapack Brasil. This site manufactures pre-made flexible packaging.

Country: Brazil

Plant size: 11,000 m²

Year of establishment: 1994 (purchased in 2015)

Products:
Pre-made pouches, injection moulding

Certifications:
ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, BRC Global Standard for Packaging and Packaging materials – Issue 6, SEDEX SMETA 4-pillars

BRAZIL • *JAGUARIÚNA*

In 2021, Gualapack strengthened its presence in Brazil in line with the strategic plan defined in 2020, by acquiring Teruel. The Brazilian company was founded in 1969 and was well established in the domestic market in the field of laminates and packaging, with two production facilities in Ouro Fino (Minas Gerais) and Jaguariúna. The high-quality flexible packaging products it offers span from the food sector to personal care and home care applications.

Teruel, with its complementary technologies and product portfolio, allows Gualapack to offer a wider range of innovative solutions as well as a presence in the local territory, strengthening the production capability of pre-made pouches already available in Iperó.

Country: Brazil

Plant size: 30,000 m²

Year of establishment: 1969 (acquired in 2021)

Products:
Printing and lamination (plastic, paper and aluminum foil) for flexible packaging applications, barrier papers, heat sealable resin applications in register or full coating on papers and plastics films for soap wrappers, easy open wrappers for paper ream of printing and writing

Certifications:
ISO 9001:2015, BRC Global Standard for Packaging and Packaging materials – Issue 6, SEDEX SMETA 4-pillars

BRAZIL • *OURO FINO*

This is the second production facility of Gualapack Teruel, a company founded in 1969 and joining the group in 2021. It is located in Ouro Fino (Minas Gerais) and produces high-quality flexible packaging for a wide range of food and non-food products.

Country: Brazil

Plant size: 20,000 m²

Year of establishment: 1969 (acquired in 2021)

Products:
Flat die extrusion, laminating of different substracts for flexible packaging applications, heat sealable resin application in register or full coating on papers and plastics films for soap wrappers

Certifications:
ISO 9001:2015

CHILE • *SANTIAGO*

Founded in 2017, Gualapack Chile was born out of the need to have a closer relationship with our main clients in Latin America. This additional presence in the continent allows us to reduce delivery time, more efficiently meet demand, strengthen our product's standing in the country, and collaborate in a more synergic way to grow business.

Country: Chile

Plant size: 3,000 m²

Year of establishment: 2017

Products:
Pre-made pouches, injection moulding

Certifications:
ISO 9001:2015, BRC Global Standard for Packaging and Packaging materials – Issue 6

COSTA RICA • *CARTAGO*

Gualapack Costa Rica manufactures pre-made flexible packaging of the same type and intended use as Gualapack's. The Group's first site in South America, it was founded in 2012 with the goal of establishing a strategic presence closer to local clients and markets.

Country: Costa Rica

Plant size: 9,800 m²

Year of establishment: 2012

Products:
Pre-made pouches, injection moulding, profile extrusion, filling lines

Certifications:
ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018, BRC Global Standard for Packaging and Packaging materials – Issue 6

MEXICO • *TEHUACÁN*

EXCEL NOBLEZA was founded in 1985 in Tepanco de López, Puebla, and joined Gualapack in 2017. Its products include multi-ply laminates printed via flexography, pre-made stand-up pouches, overwrapping and labels. Since the beginning, its main goal has been to make flexible packaging solutions for its clients' products, always with a special interest for innovation.

Country: Mexico

Plant size: 28,000 m²

Year of establishment: 1985 (purchased in 2017)

Products:
Pre-made pouches, injection moulding, laminates, labels, shrink film, laminate pouches and high-barrier films

Certifications:
ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, FSC® Chain-of-Custody, SEDEX SMETA 4-pillars, FSSC 22000 v5.1 (Food Safety System Certification)

ROMANIA • *NADAB - Pouches*

The Gualapack Nadab Pouches plant in Chişineu-Criş, Romania, was founded in 2010 as a backup production site for the plant in Alessandria, Italy, to meet growing market demand and provide clients with better continuity of service.

The factory manufactures pre-made flexible pouches and plastic profiles made via extrusion process, required to pack the pre-made pouches produced.

Country: Romania

Plant size: 26,000 m²

Year of establishment: 2010

Products:
Pre-made pouches, profile extrusion

Certifications:
ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018, BRC Global Standard for Packaging and Packaging materials – Issue 6, SEDEX SMETA 4-pillars

ROMANIA • *NADAB - Laminates*

The Nadab Laminates plant was inaugurated in 2019. It manufactures multi-ply laminates destined to conversion into pouches at the Nadab Pouches plant next door. Its layout was designed to optimise flows and minimise the movement of materials.

The Group opted for production lines of the same standard as the models already adopted in the plants located in Piacenza, Italy and Sumy, Ukraine, to guarantee maximum production flexibility and a cohesive quality standard.

Country: Romania

Plant size: 37,000 m²

Year of establishment: 2019

Products:
Rotogravure printing, lamination, slitting

Certifications:
ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018, BRC Global Standard for Packaging and Packaging materials – Issue 6, SEDEX SMETA 4-pillars

UKRAINE • *TERNOPIL AND BORSHIV*

Gualapack Ukraine, based in Sumy (Ukraine), was founded in 2014 and started production in August 2014. In August 2024, the Sumy plant was damaged by fire that broke out following a missile attack; since than it has no longer been operational as there are no conditions to operate in safety. Currently, the company operates through two leased operating sites, located in the Lviv region:

- Ternopil with a production area and warehouse dedicated to the production of bags.
- Borshiv with a production area and warehouse dedicated to the production of polylaminate films for sale to third parties and the production of bags and closures in rigid plastic material (caps, straws and assemblies).

Country: Ukraine

Plant size: 10,665 m²

Year of establishment: 2014

Products:
Pre-made pouches, multi-ply laminates, rotogravure printing, injection moulding

Certifications:
ISO 9001:2015, BRC Global Standard for Packaging and Packaging materials – Issue 6

USA • *DALLAS/FORT WORTH*

Polymerall Flexible Packaging was founded in 2011 and joined the Gualapack Group as a subsidiary of EXCEL NOBLEZA in 2021.

Based in Dallas/Fort Worth metro Polymerall is the sales and distribution arm for Gualapack North America specialized in custom printed laminated films, bags and pouches for virtually any type of application: from food to industrial products.

Polymerall strengthens the group's local presence in the United States, connecting the plant in Puebla, Mexico, to the distribution centre in Dallas-Worth trough a cross dock operation in Laredo.

Country: USA

Plant size: 1,900 m² (20,000square feet)

Year of establishment: 2011 (acquired in 2021)

Products/Services:
Distribution centre for various flexible packaging solutions (films, pouches) and spare parts for Gualapack filling lines

Certifications:
SQF UNDERWAY

The plant in Minsk, Belarus, founded in 2021, was not operational in 2024 due to the conflict in the area.

Additional Information and Data

8.1 METODOLOGY AND SCOPE

This Sustainability Report, now in its 7th edition, is a voluntary document issued by the Group to present to our stakeholders the efforts and the results achieved during the year on environmental, social and governance related matters.

The 2024 edition of the Gualapack Sustainability Report was prepared according to the Sustainability Reporting Guidelines of the Global Reporting Initiative (GRI), while also considering indications and requirements from the European Sustainability Reporting Standards (ESRS), version as of end of 2024. This Report does not fulfil all ESRS criteria due to evolving requirements. The information and the key performance indicators (KPIs) present the company's contribution to the global commitments toward a more sustainable planet in line with the United Nations' 2030 Agenda Sustainable Development Goals (UN SDGs).

Through the document, unless specified otherwise, the terms "we", "our", "us", the "Group" and the "company" refer to our global operations, including our fully consolidated subsidiaries. The Report is prepared on a consolidated basis with a scope of consolidation as for the financial statements without exclusions of any subsidiary, unless where considered not relevant due to the nature of the information collected and reported as described below.

Compared to 2022, the 2023 and 2024 editions include information and data for the newly acquired company Guala Pack Pharma not part of the scope of consolidation in previous years.

Data related to employees, presented in Chapter 5 "Managing our Human Capital" and Chapter 8 "Additional information and data", include all Group employees worldwide considering headcount at the end of the reporting period. Some details were not collected for employees working in Ukraine due to challenges connected with the war crisis. Where this is the case, it is clearly reflected in the text through footnotes. No significant fluctuations occur during the year.

Data related to environmental impact, presented in Chapter 7 "Environmental performance of our plants" and Chapter 8 "Additional information and data", exclude specific sites from the scope of reporting due to the immateriality in relation to the Group as a whole, as may be the case for newly-acquired entities, production activities that are not yet fully operational or operate for limited time during the year, or sites where impacts are not meaningful due to the size and characteristics of the activities carried out.

Normalised environmental performance indicators are presented in order to ensure data comparability from year to year and enable operational trends to be evaluated.

Indexes and KPIs were chosen on the basis of their representativeness, comparability over time and coherence with the reality they report.

For this reason, as well as to allow their correct understanding, it was necessary to relate the main sustainability parameters we identified to an appropriate common denominator. Furthermore, it was necessary to harmonise the indicators between different production sites. Gualapack factories produce a wide range of products, including pouches, caps, spouts, filling machines and film. A criterion was therefore identified to appropriately harmonise the KPIs, in order to obtain homogeneous consolidated data, and the quantity of total output from the plants over time, expressed in metric tons, was adopted as the common denominator. Total output data is therefore obtained by adding the volumes of pouches, caps, spouts, laminates, polyethylene film (where the film extrusion process is present) and ethyl acetate (where the solvent recovery process is present) produced at each production site. The Carmagnola, Italy site could not be included in the environmental KPI analysis, neither in terms of ratio between resource consumption and emissions nor in terms of finished product. Indeed, in this case production consists of filling systems and machines that cannot be quantified on the basis of weight (metric tons), and which therefore are dimensionally different from the outputs of the other plants. The same logic applies to certain operations performed by the Easysnap plant in Modena, Italy.

In analysing certain indicators, apparent peaks and discontinuities compared to previous years' trends may stand out. These exceptional values are related to specific situations, promptly interpreted and explained in the comments to the tables or KPI charts.

The common denominator expressed in metric tons of total output over time, although efficient in harmonising the sites' different outputs, is not always the most effective numerical method to provide a fair picture of Gualapack's commitment to sustainability. For example, so-called "downgauging", while leading to clear benefits in terms of environmental impact, actually penalises the result of any KPI where weight is in the denominator. Another example is related to the often conflicting demands of reference markets: clients tend to order increasingly smaller production

batches, while at the same time demanding a reduction in the environmental impact of products and processes. These two needs are obviously in conflict, as smaller batches inevitably lead to a loss of efficiency, caused by more frequent startups and by the high impact of setting up new processes. As regards this particular issue, Gualapack has focused its efforts for sustainability precisely on the optimisation of startup phases.

During 2024, we decided to update some of the methodologies and definitions applied in previous years, for example on how we consider electricity purchased by some of our premises. To allow comparability of information with previous years, the same definition applied for 2024 was applied retrospectively to data reported for 2023. This required a restatement of information disclosed in previous reports for energy consumption and CO_2 emissions.

Sources of conversion factors and emission factors adopted include the IPCC 2006 Guidelines for National Greenhouse Gas Inventories and the resources available at the Our World in Data website (ourworldindata.org). Green House Gasses data are reported in CO_2 equivalent as emission factors adopted accounts for impacts from other gasses such as CH4, N2O, HFCs, PFCs, SF6, and NF3.

The system boundaries are defined by the production process itself: all environmental indicators, except Scope 3 CO_2 refer to the impact generated from the moment the materials enter the company until the packaging of the finished product ready for shipping, according to the so-called "gate to gate" approach.

For the estimate of Scope 3 CO_2, which considers the upstream and downstream value chain, the hybrid methodology or the average data methodology was applied; therefore, indirect sources were also used. For the calculations of emissions of purchased goods and services, for example, some suppliers, which have a significant relevance for the company, were asked for the specific emissions of their products while for other goods and services the emission factors provided by indirect sources such as DEFRA or SimaPro LCA were applied. For the calculations of end-of-life treatment emissions of products sold, the methodology of average data was used, where the product tonnage of the various sites was multiplied by the emission factors of the end-of-life scenario, based on the average rate of the end-of-life scenario. These average end-of-life rates were taken from the most recent OECD data for recycling, landfill and combustion. Outside of these we do not have any other data with high degrees of uncertainty

All data presented in the Report refers to the International System of Units and may be subject to rounding. Conversions between different units were performed considering internationally recognized conversion factors. Employee details are reported in headcount as of year-end.

The document is prepared internally through the precious contribution of experts on the subject from all our global operations, and is overseen by Gualapack's Sustainability Committee. Despite our best efforts to ensure the accuracy of the information included, these are based on our state of knowledge at the time of publication with an inherent risk of errors. Should any error arise, we will amend the information in the next edition of the Report. We have not omitted on purpose significant information on impacts and have not exercised the right to withhold specific information corresponding to intellectual property, know-how or innovation results.

No upstream or downstream metrics were estimated using indirect sources.

The PDF version of this document is available for download on our website:

http://www.gualapack.com

8.2 **PEOPLE** INDICATORS

8.2.1 Characteristics of **employees**

Employees by gender

Gender	2024	2023	2022
Male	1,725	1,840	1,795
Female	781	811	798
Other	0	0	0
Not reported	255	0	0
Total	**2,761**	**2,651**	**2,593**

Employees by country

Country	2024	2023	2022
Italy	729	734	696
Romania	437	432	394
Ukraine	292	298	320
Brazil	290	285	267
Chile	113	92	93
Costa Rica	82	71	81
Mexico	783	697	728
Other countries	35	42	14
Total	**2,761**	**2,651**	**2,593**

Total number of non-employees

Country	2024	2023	2022
Italy	28	42	73
Romania	0	26	26
Ukraine	0	0	0
Brazil	0	3	14
Chile	0	10	40
Costa Rica	4	4	4
Mexico	0	0	0
Other countries	15	12	10
Total	**47**	**97**	**167**

Employees by employment contract and by gender

	2024				2023			2022		
	Male	Female	Not reported	Total	Male	Female	Total	Male	Female	Total
Number of employees	**1,725**	**781**	**255**	**2,761**	**1,840**	**811**	**2,651**	**1,795**	**798**	**2,593**
Permanent employees	1,717	773	255	2,745	1,815	782	2,597	1,768	783	2,551
Temporary employees	8	8	0	16	25	29	54	27	15	42
Non-guaranteed hours	0	0	0	0	0	0	0	0	0	0

Employees by employment contract and by country

	Italy			Romania			Ukraine		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Number of employees	**729**	**734**	**696**	**437**	**432**	**394**	**292**	**298**	**320**
Permanent employees	722	726	691	726	437	394	292	298	320
Temporary employees	7	8	5	8	0	0	0	0	0
Non-guaranteed hours	0	0	0	0	0	0	0	0	0

	Brazil			Chile			Costa Rica		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Number of employees	**290**	**285**	**267**	**113**	**92**	**93**	**82**	**71**	**81**
Permanent employees	287	282	267	113	82	80	76	70	64
Temporary employees	3	3	0	0	10	13	6	1	17
Non-guaranteed hours	0	0	0	0	0	0	0	0	0

	Mexico			Other countries		
	2024	2023	2022	2024	2023	2022
Number of employees	**783**	**697**	**728**	**35**	**42**	**14**
Permanent employees	783	697	728	35	10	7
Temporary employees	0	0	0	0	32	7
Non-guaranteed hours	0	0	0	0	0	0

Employee turnover

	2024	2023	2022
Employees hired	839	867	668
Employees left	733	825	471
Turnover rate	28%	32%	20%

8.2.3 Diversity and equal **opportunities**

Gender distribution in number and percentage at top management level

	2024		2023	
	Number	**%**	**Number**	**%**
Male	14	93%	13	93%
Female	1	7%	1	7%
Total	15		14	

Number of employees by age and by category

	2024				2023			
Age group	**Blue collar**	**White collar**	**Managers and above**	**Total**	**Blue collar**	**White collar**	**Managers and above**	**Total**
<18 years old	0	0	0	**0**	0	0	0	**0**
18-29 years old	585	95	2	**682**	461	219	2	**682**
30-50 years old	1,010	277	90	**1,377**	934	470	107	**1,511**
>50 years old	313	92	42	**447**	244	175	39	**458**
Not disclosed	179	72	4	**255**				
Total	**2,087**	**536**	**138**	**2,761**	**1,639**	**864**	**148**	**2,651**

	2022			
Age group	**Blue collar**	**White collar**	**Managers and above**	**Total**
<18 years old	0	0	0	**0**
18-29 years old	508	234	2	**744**
30-50 years old	895	437	109	**1,441**
>50 years old	227	142	39	**408**
Not disclosed				
Total	**1,630**	**813**	**150**	**2,593**

Number of employees by gender and by category

	2024				2023			
Gender	**Blue collar**	**White collar**	**Managers and above**	**Total**	**Blue collar**	**White collar**	**Managers and above**	**Total**
Male	1,378	250	97	**1,725**	1,284	451	105	**1,840**
Female	530	214	37	**781**	355	413	43	**811**
Not disclosed	179	72	4	**255**				
Total	**2,087**	**536**	**138**	**2,761**	**1,639**	**864**	**148**	**2,651**

	2022			
Gender	**Blue collar**	**White collar**	**Managers and above**	**Total**
Male	1,273	412	110	**1,795**
Female	357	401	40	**798**
Not disclosed				
Total	**1,630**	**813**	**150**	**2,593**

Employees with disabilities by category

Category	**2024**	**2023**	**2022**
Blue collar	32	35	34
White collar	29	13	14
Managers and above	2	4	0
Total	**63**	**52**	**48**

Employees with disabilities by gender

	2024		2023		2022	
Gender	**Number**	**%**	**Number**	**%**	**Number**	**%**
Male	49	**2.8%**	37	**2.0%**	33	**1.8%**
Female	14	**1.8%**	15	**1.8%**	15	**1.9%**
Total	**63**	**2.3%**	**52**	**2.0%**	**48**	**1.9%**

8.2.4 Collective bargaining **coverage** and social **dialogue**

Employees covered by collective bargaining agreements and workers' representatives

	2024		2023		2022	
Covered by	**Number**	**%**	**Number**	**%**	**Number**	**%**
Collective bargaining agreements	2,306	84%	2,468	93%	2,337	90%
Workers' representatives	2,279	83%	2,470	93%	NA	

Employees covered by bargaining agreements and workers' representatives per country

	2024			2023		
	Collective Bargaining Coverage		**Social dialogue**	**Collective Bargaining Coverage**		**Social dialogue**
Coverage Rate	Employees – EEA* (for countries with >50 empl. representing >10% total empl.)	Employees – Non-EEA* (for countries with >50 empl. Representing >10% total empl.)	Workplace representation (EEA* only) (for countries with >50 empl. representing >10% total empl.)	Employees – EEA* (for countries with >50 empl. representing >10% total empl.)	Employees – Non-EEA* (for countries with >50 empl.) Representing >10% total empl.)	Workplace representation (EEA* only) (for countries with >50 empl. representing >10% total empl.)
0-19%		Costa Rica; Ukraine			Costa Rica	
20-39%						
40-59%		Chile			Chile	
60-79%						
80-100%	Italy; Romania	Brazil; Mexico	Italy; Romania	Italy; Romania	Ukraine; Brazil; Mexico	Italy; Romania

*EEA: European Economic Area countries

	2022		
	Collective Bargaining Coverage		**Social dialogue**
Coverage Rate	Employees – EEA* (for countries with >50 empl. representing >10% total empl.)	Employees – Non-EEA* (for countries with >50 empl. Representing >10% total empl.)	Workplace representation (EEA* only)(for countries with >50 empl. representing >10% total empl.)
0-19%		Costa Rica	NA
20-39%			NA
40-59%		Chile	NA
60-79%			NA
80-100%	Italy; Romania	Ukraine; Brazil; Mexico	NA

Number of work stoppages

	2024	2023	2022
Total	2	0	0

Social initiatives to support local communities

Country	**2024**
Italy	4
Romania	7
Ukraine	-
Brazil	6
Chile	8
Costa Rica	4
Mexico	15
Other countries	2
Total	**46**

8.2.5 **Discriminations**

Incidents and complaints

	2024	2023
Number of incidents of discrimination, including harassment	0	2
Number of complaints	0	3
Amount of fines, penalties, and compensation for damages	- €	- €
Number of human rights incidents	0	0

8.2.6 Occupational **health** and **safety**

Health and safety performance

	2024		2023		2022	
	Own Employees	*Non - Employees*	Own Employees	*Non - Employees*	Own Employees	*Non - Employees*
Total numbers of hours worked	3,688,445	322,861	5,286,048	331,571	4,612,082	626,185
Number of fatalities as a result of work-related injuries	0	0	0	0	0	0
Number of fatalities as a result of work-related ill health	0	0	0	0	0	0
Number of recordable work related injuries	23	0	48	5	42	4
Frequency rate of recordable work related injuries	6.24	0	9.08	15.08	9.11	6.39
Recordable work related ill health	0	0	1	0	0	0
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	789	0	1,063	76	814	42
Severity rate for days lost to work-related injuries and fatalities from work-related accidents	0.21	0	0.2	0.23	0.18	0.07

Employees in ISO 45001 certified plants	2,104	2,298	2,295
Coverage versus total employees	76%	87%	89%

8.3 **ENVIRONMENTAL** INDICATORS

8.3.1 **Energy** consumption & mix

Energy consumption & mix

(MWh)	2024	2023	2022
Fuel consumption from coal and coal products	-	-	-
Fuel consumption from crude oil or petroleum products	4,204	4,229	3,310
Fuel consumption from natural gas	87,345	100,324	95,008
Fuel consumption from other fossil sources	2,344	6,226	5,656
Consumption of purchased or acquired heat, steam and cooling from fossil sources	33,064	35,944	57,006
Total fossil energy consumption	**126,957**	**146,723**	**160,980**
Share of fossil sources in total energy consumption (%)	**84.5%**	**88.3%**	**98.6%**
Consumption from nuclear sources	**-**	**-**	**-**
Share of consumption from nuclear sources in total energy consumption (%)	0.0%	0.0%	0.0%
Fuel consumption from renewable sources, incl. biomass (comprising biogas, waste of biologic origin, renewable hydrogen, etc.)	18	-	-
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	21,213	17,244	-
Consumption of self-generated non-fuel renewable energy	2,009	2,131	2,256
Total renewable energy consumption	**23,241**	**19,375**	**2,256**
Share of renewable sources in total energy consumption (%)	**15.5%**	**11.7%**	**1.4%**
Total energy consumption	**150,198**	**166,098**	**163,236**

Energy production

(MWh)	2024	2023	2022
Energy production from non-renewable energy sources	19,544	21,937	20,146
Energy production from renewable sources	2,009	2,164	2,258
Total energy production	**21,554**	**24,101**	**22,404**

Energy consumption and intensity

	2024	2023	2022
Intensity (MWh/M€ Net Turnover)	425	417	429
Intensity (MWh/Ton of Output)	1.84	1.82	1.77

8.3.2 CO_2 Emissions

GHG emissions

Scope 1 GHG emissions	**2024**	**2023**	**2022**
Gross Scope 1 GHG emissions (tCO_2eq)	19,334	22,851	20,673
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	79%	73%	77%
Scope 2 GHG emissions			
Gross location-based Scope 2 GHG emissions (tCO_2eq)	15,146	14,669	15,507
Gross market-based Scope 2 GHG emissions (tCO_2eq)	12,956	13,476	17,136
Significant scope 3 GHG emissions			
Total Gross indirect (Scope 3) GHG emissions (tCO_2eq)	233,893	254,557	298,046
1. Purchased goods and services	198,153	214,325	258,263
2. Capital goods	-	-	-
3. Fuel and energy-related Activities	6,617	7,222	8,366
4. Upstream transportation and distribution	21,050	23,930	22,250
5. Waste generated in operations	248	210	229
6. Business traveling	-	-	-
7. Employee commuting	4,502	4,323	4,228
8. Upstream leased assets	-	-	-
9. Downstream transportation	2,339	3,448	3,568
10. Processing of sold products	-	-	-
11. Use of sold products	-	-	-
12. End-of-life treatment of sold products	984	1,101	1,143
13. Downstream leased assets	-	-	-
14. Franchises	-	-	-
15. Investments	-	-	-

Total GHG emissions	**2024**	**2023**	**2022**
Total GHG emissions (location-based) (tCO_2eq)	268,372	292,077	334,226
Total GHG emissions (market-based) (tCO_2eq)	266,183	290,884	335,855

GHG emissions intensity

	2024	2023	2022
Intensity (Ton CO_2/M€ Net Turnover) location based	760	733	878
Intensity (Ton CO_2/M€ Net Turnover) market based	754	730	882
Intensity (Ton CO_2/Ton of Output) location based	3.29	3.20	3.63
Intensity (Ton CO_2/Ton of Output) market based	3.27	3.19	3.65

8.3.3 **Water** management

Water withdrawals and intensity

	2024	2023	2022
Total water withdrawals (m^3)	362,900	373,639	393,421
Intensity of water withdrawal (m^3/M€ Net Turnover)	1,028	938	1,033
Intensity of water withdrawal (m^3/Ton of Output)	4.45	4.10	4.28

Water discharge

	2024	2023	2022
Total water discharge (m^3)	248,971	293,256	313,299

Water consumption and intensity

	2024	2023	2022
Total water consumption (m^3)	**113,929**	**80,383**	**80,123**
Intensity of water consumption (m^3/M€ Net Turnover)	323	202	210
Intensity of water consumption (m^3/Ton of Output)	1.40	0.88	0.87

Water recycled, reused and stored

(m^3)	2024	2023	2022
Water recycled and reused	0	2,766	2,768
Water stored	2,299	24,297	24,292

8.3.4 **Waste** management

Total waste generated

(Ton)	2024	2023	2022
Hazardous	1,676	2,742	1,882
Non-hazardous	10,599	14,526	15,952
Total waste generated	**12,276**	**17,268**	**17,834**

Waste diverted from disposal

(Ton)	2024	2023	2022
Preparation for reuse	**420**	**6,757**	**6,712**
Hazardous	85	753	761
Non-hazardous	335	6,004	5,951
Recycling	**3,136**	**6,052**	**6,968**
Hazardous	143	1,129	75
Non-hazardous	2,993	4,923	6,894
Other recovery operations	**6,666**	**209**	**501**
Hazardous	827	0	0
Non-hazardous	5,839	209	501
Total waste diverted from disposal	**10,223**	**13,018**	**14,182**
Hazardous	1,055	1,882	836
Non-hazardous	9,167	11,136	13,346

Waste averted to disposal

(Ton)	2024	2023	2022
Incineration	**1,316**	**2,706**	**2,530**
Hazardous	392	484	672
Non-hazardous	923	2,222	1,858
Landfilling	**355**	**1,140**	**885**
Hazardous	1	107	137
Non-hazardous	354	1,034	748
Other disposal operations	**382**	**404**	**237**
Hazardous	228	270	237
Non-hazardous	154	133	0
Total waste averted to disposal	**2,053**	**4,250**	**3,652**
Hazardous	621	860	1,046
Non-hazardous	1,432	3,390	2,606

Intensity of waste generated

	2024	2023	2022
Intensity (Ton/M€ Net Turnover)	35	43	47
Intensity (Ton/Ton of Output)	0.15	0.19	0.19

Non recycled waste

	2,053	4,250	3,652
Non recycled waste (Ton)	9,139	11,216	10,866
% versus total waste generated	74%	65%	61%

8.3.5 Pollutants

Air Pollutants (kg)	2024	2023	2022
SO_2 (sulphur dioxides);	196	0	0
NOx (nitrogen oxides);	22,802	65,845	43,950
Non-methane volatile organic compounds (NMVOC)	99,229	114,287	119,997
PM 2.5 (fine particulate matter);	80	124	88
NH_3 (ammonia)	0	0	0
Heavy metals	0	0	0

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