



Sustainability Report 2025



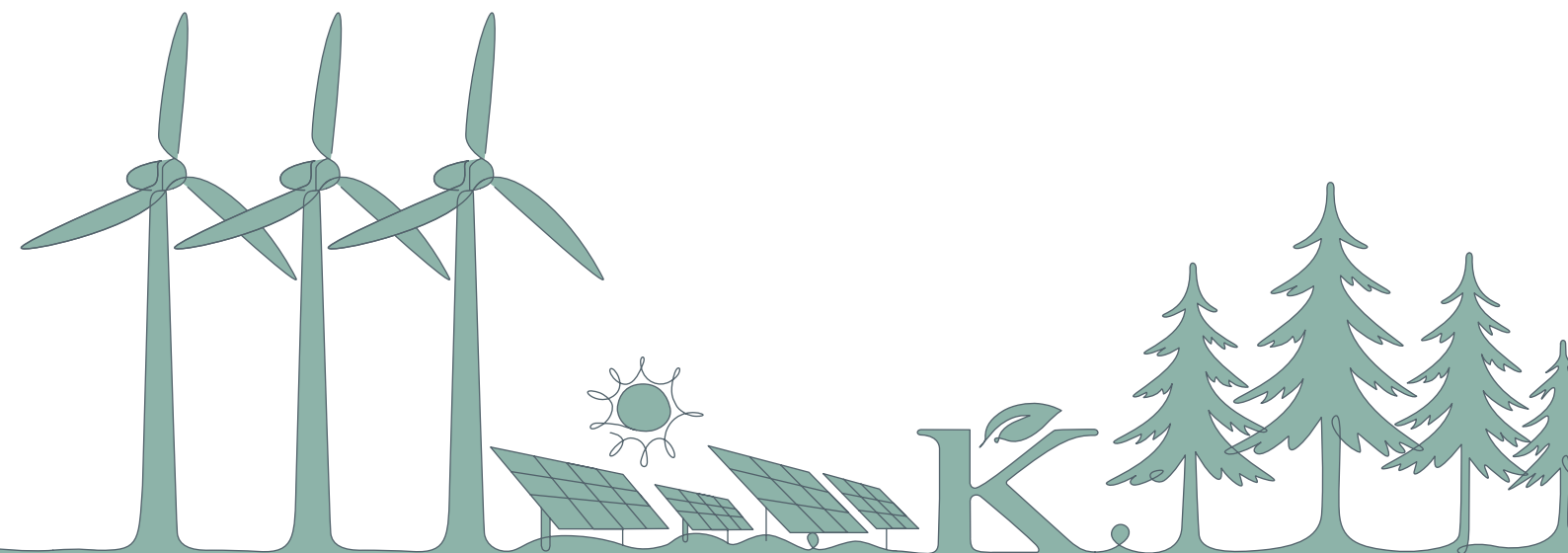
Sustainability Report EURPACK Group • 2025

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EURPACK[®]

A TRADITION OF HIGH-QUALITY PACKAGING SINCE 1912

Sustainability Report 2025



“ Our aim is not simply to grow,
but to nurture and develop an organisation capable of
generating a positive and lasting impact over time. ”

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Letter to Stakeholders



Dear Stakeholders,

2025 was a year of growth, evolution and greater awareness for the Eurpack Group. In a constantly changing economic and industrial environment, we have continued on our journey with a clear conviction: growth implies not only increasing numbers or size, but building real and lasting value for the people, the country and our local community.

For Eurpack, sustainability is not a separate commitment with respect to our business. It is the essence of how we choose to work.

Every strategic decision stems from our desire to combine growth, responsibility and a long-term vision, whilst maintaining a balance between innovation, financial performance and a focus on people.

During the year, the Group underwent significant development, expanding its production operations and completing the acquisition of a Company specialising in the graphics sector. This began a process of broadening its offering by integrating new expertise and innovative printing technologies.

This growth has also involved our people. In 2025, staff numbers have increased by around 30% year on year. This strengthened our sense of responsibility and commitment to building an organisation more attentive to inclusion, equality and wellbeing. This journey also includes the successful completion of the UNI/ PdR 125:2022 certification process, achieved in June 2025.

For Eurpack, this is not merely a goal achieved - it marks the start of a journey aimed at fostering ever-greater awareness of gender equality, equal opportunities and the promotion of diversity.

We pay great attention to our people, who are the cornerstone of our company. We believe the true value of an organisation comes from everyone feeling respected, listened to and valued. For this reason, we promote a corporate culture based on inclusion, shared responsibility and wellbeing, aiming to create an environment where every individual can express their potential authentically. During 2025, Eurpack also began collecting and analysing emissions data to set its decarbonisation targets, in line with the commitment made in 2024 as part of the Science Based Targets initiative (SBTi).

We are looking to the future with determination, aware that environmental, social and economic challenges require innovation, strategic vision and a sense of responsibility.

Our aim is not simply to grow, but to nurture and develop an organisation capable of generating a positive and lasting impact over time.

We would like to thank everyone who contributes to this journey every day: our staff, customers, suppliers, partners and local communities.

It is thanks to your trust, commitment and shared values that we can continue to build Eurpack's future together.

Monica Diaz Gonzales Olivetti
CEO, Eurpack Group



Methodological Note



Eurpack's 2025 Sustainability Report is the **fourth** annual ESG (Environmental, Social, Governance) report published by the Company. Created with the aim of continuing the course initiated in previous years, it pursues the goal of increasingly transparent communication with our stakeholders. This sustainability report (the "Report") has been prepared on a voluntary basis, in accordance with the internationally-recognised **Global Reporting Initiative** (GRI) Sustainability Reporting Standards¹, first defined in 2016 and subsequently updated. This document follows the "**with reference to**" option, namely the indications set out in the GRI guidelines with the aim of providing a clear, complete and comparable report. To learn more about the information required by the GRI standards and the reported indicators, please refer to the GRI Content Index in the annex to this report. We have also adopted the European ESRS standards² as developed by EFRAG, selecting the most significant topics.

The content of this Report is a natural continuation of what was published in the 2024 edition. In line with the Organisation's established approach, no new materiality analysis was conducted. Instead, the material topics identified in the previous financial year have been retained, as they continue to reflect the key economic, environmental, and social priorities of the Company

and its stakeholders. These topics were determined through a structured stakeholder mapping and engagement process, following the GRI Standard 3 guidelines. Questionnaires were distributed to stakeholders, and the results were analysed using the materiality matrix. This process identified the most relevant aspects for the Organisation and provided guidance for ESG reporting, as well as for assessing future risks and opportunities. The approach remains aligned with the Corporate Sustainability Reporting Directive (CSRD), Directive 2022/2464/EU, published in the 14 December 2022 edition of the European Journal. The CSRD seeks to enhance the quality and comparability of sustainability information by requiring European standards set by the European Financial Reporting Advisory Group (EFRAG) and introducing the principle of "double materiality". Conformity with this principle and the requirements of the CSRD will be crucial for Eurpack in its future reporting. This will promote the integration of ESG assessments into the annual financial reports.

The sustainability report for the three-year period 2022-2025 has been developed according to a structured approach that fulfils both the regulatory requirements and the expectations of stakeholders and the Company network.

¹ <https://www.globalreporting.org/how-to-use-the-gri-standards/gri-standards-italian-translations/>

² <https://www.efrag.org/en/sustainability-reporting/esrs-workstreams>

The reporting period for this report covers the year from **1 January to 31 December 2025**. However, to give a more exhaustive view of the Company's situation and performance, where possible we have also presented the data and information from the previous two years. Moreover, if relevant to the business and important for stakeholder awareness, the report may also include information and events from early 2026, especially those occurring after the reporting period.

Any discrepancies compared to the information given in the previous annual report have been clearly indicated in footnotes, to ensure transparency and coherent disclosure.

As in previous years, the reporting perimeter corresponds to the companies **Eurpack Giustini Sacchetti S.r.l., Eurpack Grafifarma Grafiflex S.r.l and DDA RETI E PROGETTI S.r.l.** The Company leading these entities, Giustini Holding, has been excluded from this report, as have the other Group companies: HD HINTERMANN & DIAZ S.r.l., HD RETAIL S.r.l., F.T. S.r.l. ³

The reported information was collated from **documents prepared specifically for** this purpose and distributed to the leaders of the company's various teams. These documents have been essential in terms of **standardising the information-gathering process**, while also ensuring the alignment with international reporting criteria.

Each team leader was asked to gather, check and collate the data from their respective area, and to ensure compliance with the chosen measurement criteria. The process also included a stage of internal control and validation, carried out by the sustainability officers in order to ensure that the information is coherent and reliable.

This structured approach has resulted in a **clear, effective system of reporting** that facilitates the ongoing monitoring of **sustainability performance** and allows the identification of possible areas for improvement, for future reporting activity.

Eurpack takes a prudent approach to the management of environmental risk, in line with the Precautionary Principle as contained in the Rio Declaration (UN). This principle requires the adoption of measures to prevent serious or irreversible environmental harm, even without absolute scientific certainty.

With regard to social justice and workers' rights, the company bases itself on the ILO's International Labour Standards, which promote opportunities for dignified, fair and safe employment that guarantees economic development and social wellbeing.

Finally, Eurpack follows the G20/OECD Corporate Governance principles, a set of international standards revised in 2023 to include sustainability and resilience. These principles improve corporate

governance by strengthening transparency, shareholders' rights and the management of risks, to support sustainable growth and financial stability.

The Report is published online, at <https://eurpack.it/>

Below are the contact details through which you can request information contained in the Report:

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³ Therefore, the economic and financial data do not coincide with the information contained in the consolidated report as at 31 December 2025, as that will include the data for all the companies in the group led by Giustini Holding Srl.



2025 Highlights

CERTIFIED
UNI PDR 125



+14%

**ECONOMIC VALUE
GENERATED**

VS 2025

-43%

TONNES CO₂e

compared to the 2019 baseline

ZERO

DEFORESTATION

Commitment compliant with
SBTi FLAG Guidance

Investment in
innovation and
digitalisation

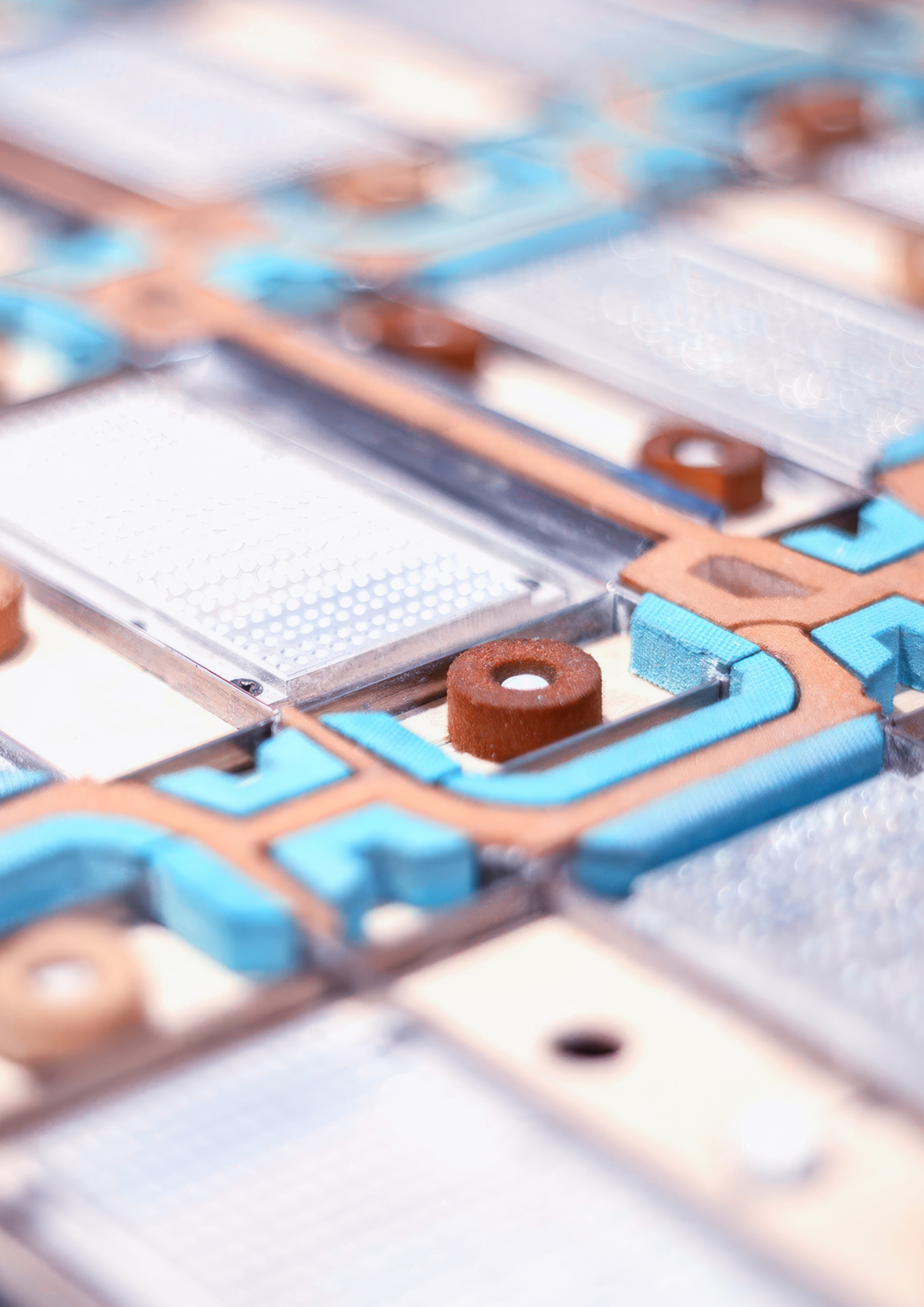
7 mln €

Men
52%

Women
48%

Ongoing projects

**WORKPLACE
INCLUSION**



CHAP. 1

EURPACK





Eurpack is an Italian industrial company specialising in the design, production and management of high-value-added packaging solutions and services, with consolidated experience in the pharmaceutical, nutraceutical, cosmetics and medical device sectors. Thanks to an integrated organisational model and a constant focus on innovation, the Group is able to offer its customers a complete service that combines technical expertise, quality, reliability and flexibility.

The Group's growth reflects years of ongoing investment in people, technology, and infrastructure, in order to meet evolving market demands and a supply chain focused on quality, sustainability, and safety.

Today, the Eurpack Group operates a network of production and logistics sites across Italy, combining specialised expertise and integrated processes to manage the entire value chain. This structure enables the Group to integrate operational efficiency, innovation, and sustainable development, delivering value to customers, employees, partners, and communities.



1.1 Company Structure

The Eurpack Group is a leading industrial Company in the **packaging** sector, specialising in the development of high-value-added solutions for primary and secondary packaging and integrated logistics. With over a century of expertise and strong specialisation in the pharmaceutical, nutraceutical, cosmetics, and healthcare sectors, the Group serves as a strategic partner for integrated packaging management, delivering quality, innovation, and operational flexibility.

In 2025, Eurpack advanced its industrial and organisational consolidation, further enhancing production capacity and service integration for customers. The Group operates seven production plants: four in Aprilia, two in the province of Milan, and one in Ascoli. There are also four logistics warehouses, in Aprilia, Robecco sul Naviglio, Ascoli and Bari. This network ensures nationwide coverage and efficient supply chain management.

The Group operates over 55,000 square metres of production space and employs more than 500 people, demonstrating strong organisational capacity to manage complex, technically-demanding projects. The Research & Development, Engineering, and Quality departments play a central role. Each team includes about 30 specialised professionals dedicated to process improvement, innovative solutions, and maintaining high-quality and regulatory standards.

Over 90% of the Group's production serves the pharmaceutical, nutraceutical, and cosmetics sectors, which require high standards of reliability, traceability, and compliance. In this context, Eurpack is committed to sustainable growth through technological innovation, operational efficiency, and value creation for customers, employees, and stakeholders.

The Eurpack Group operates a vertically integrated organisational model, managing all key stages of the production chain in-house, in order to ensure quality, traceability, and efficiency. Operations include graphic and structural design, pre-press, offset and digital printing, and the production of folding boxes, package leaflets, aluminium for blister packs, and display stands. High-tech offerings such as serialisation, labelling, secondary packaging, and customised logistics provide customers with a comprehensive, integrated solution. Specialist functions support the process, including a Quality department with highly qualified professionals and laboratories equipped with advanced technology to meet strict regulatory and quality standards.

In 2025, the Group advanced its industrial development by prioritising innovation, digitalisation, and sustainability, which

are strategic for long-term growth. Investments in research and development focus on continuously improving production processes, enhancing efficiency, and reducing environmental impact through advanced technologies and sustainable solutions.

This commitment to sustainability is evident in our active collaboration with customers, partners and suppliers, to promote materials and processes with lower environmental impact, consistent with circular economy principles and responsible business practices. Eurpack is thus progressively integrating ESG considerations into its strategies and decision-making, strengthening a business model focused on long-term value creation.

With a strong organisational structure, specialist expertise, and a focus on excellence, the Group continues to strengthen its position in pharmaceutical packaging. Eurpack thus remains committed to growth by providing reliable, innovative, and sustainable solutions, while maintaining high standards of quality, safety, efficiency, and environmental responsibility across the value chain.

MAGENTA (MI)

Via Romolo Murri, 41
20013 (MI)

ROBECCO SUL NAVIGLIO (MI)

Via delle Due Porte, 1
20087 (MI)

ASCOLI PICENO (AP)

Via della Bonifica snc
63100 (AP)

MODUGNO (BA)

Via dei Gerani, 4
70026 (BA)

APRILIA (LT)

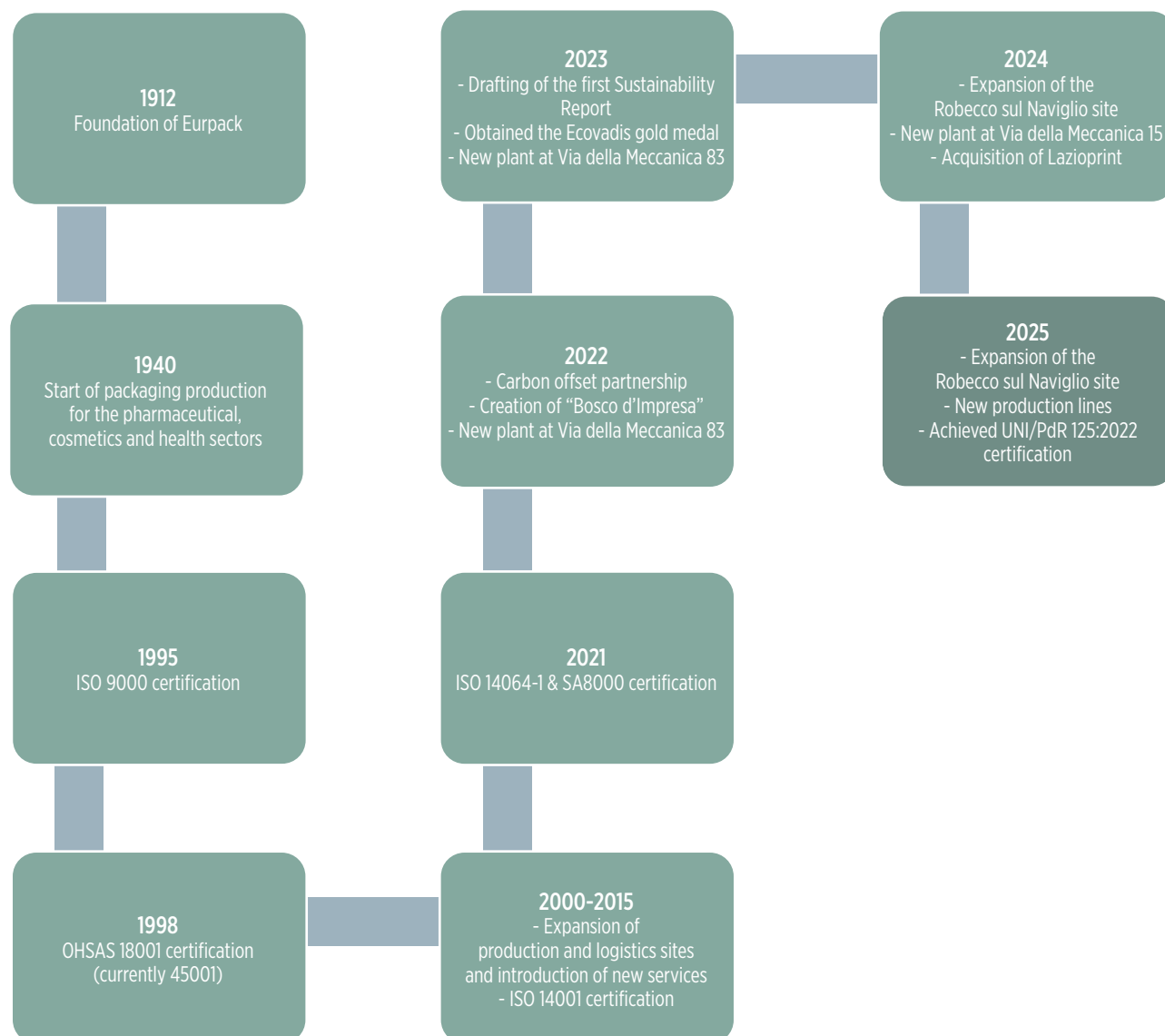
Via dell'Industria, 13
04011 (LT)

Via della Meccanica, 83
04011 (LT)

Via della Meccanica, 15
04011 (LT)



1.2 The Story Continues



Eurpack's journey has been characterised by **constant evolution** and is driven by innovation and the ability to respond effectively to market challenges.

Founded in 1912 as Tipografia Ferruccio Giustini, the company built on its experience in the printing and paper production sector by gradually developing highly specialised know-how.

In the **1940s**, Eurpack oriented its activities towards the **pharmaceutical sector**, marking the beginning of a growth and diversification phase.

An important milestone was reached in **1995** with the **ISO 9000** certification, a standard created to help companies

produce high quality, compliant products more easily by setting precise indications to encourage the development of a quality management system within the organisation.

1998 marked a further step forward with the achievement of **OHSAS 18001** certification, (now **ISO 45001**), an international standard that specifies the requirements for an OHS management system, which aims to improve safety and preserve the health of both employees and external personnel.

In the **1990s**, Eurpack also embarked on an important path of **expansion**, with the transfer of its production operations to the Aprilia industrial area. This is also when Grafifarma was established. Grafifarma is a company specialising in the creation

and management of graphic artwork, thus strengthening the range of solutions for the pharmaceutical sector.

The **new millennium** marked a **further phase of consolidation**, with the creation of Eurpack Grafifarma Grafiflex S.r.l. and the acquisition of a leading aluminium coil printing company. The Group also acquired two paper companies based in Milan. These operations have enabled Eurpack to further expand its range of pharmaceutical packaging solutions, positioning itself as a strategic partner for the main companies in the sector.

In addition, in **2009** Eurpack obtained **ISO 14001** certification, a voluntary international standard that specifies the requirements of an environmental management system that attests to the Group's **focus on its environmental footprint**.

The following years were characterised by a **growing commitment to sustainability**: in **2021**, **ISO 14064-1** and **SA8000** certifications were obtained, relating respectively to the quantification of greenhouse gas emissions and social responsibility.

2022 saw the rollout of important new projects: the **carbon offset partnership** and "**Bosco d'Impresa**": a project aimed at mitigating environmental impact through reforestation. Furthermore, in **2022**, Eurpack enhanced its production capabilities by opening a new plant at Via della Meccanica 83 (Aprilia). This facility ensures uninterrupted production of pack leaflets and provides a backup system to maintain consistent service for customers.

Since 2023, Eurpack has been preparing an annual **Sustainability Report** in accordance with the guidelines of the Global Reporting Initiative (GRI). The aim is to communicate the company's strategies and medium- and long-term sustainability objectives transparently to all stakeholders, as well as to gather suggestions for the development of joint projects focused on environmental and social responsibility.

In addition, in **2023** the company was awarded the **Ecovadis gold medal**, a prestigious recognition for sustainable practices.

In **2024**, the Group began the process of **acquiring** LazioPrint, a leading producer of package leaflets and high-quality printed materials, specialising in the pharmaceutical sector. The Group also began the process of obtaining UNI/PdR 125:2022 **gender equality certification**. Both initiatives were completed in **2025**.

Eurpack has invested in **expanding its Robecco sul Naviglio production site** and acquiring additional land to enhance the Group's production capacity and support future growth. The project follows the principles of environmental sustainability, landscape integration, and functional efficiency. The project was designed to integrate seamlessly with the surrounding urban and

natural environment, enhancing the distinctive features of the Ticino Park area and connecting industrial and green spaces. The installation of photovoltaic systems reduces energy consumption, while sustainable rainwater management supports the natural replenishment of the local water table.

The year **2025** was significant for the Eurpack Group, as it was marked by growth, industrial consolidation, and sustainable development. The Group expanded the Robecco sul Naviglio plant to increase operational efficiency, production flexibility, and responsiveness to market demands. New production lines and innovative technologies were also introduced to improve performance, support volume growth, and ensure higher quality standards.

In **2025**, the Group achieved UNI/PdR 125:2022 certification for gender equality, confirming its commitment to fostering an inclusive and equitable corporate culture. This milestone is part of a broader effort to integrate sustainability and social responsibility into the company's strategies and operations.

Eurpack will continue to pursue growth and innovation, **maintaining a strong commitment to process improvement and creating sustainable value** for customers, employees, and stakeholders. The Company's **strategy combines tradition and innovation** to support the development of a more sustainable and responsible economy.

The Eurpack Group is working to obtain UNI CEI EN ISO 50001 certification by **2026**, aiming to implement a structured Energy Management System. This will support continuous improvement in energy performance, optimise consumption, and enhance the company's contribution to the energy transition and reduced environmental impact.



1.3 Plants: What's New

In 2025, Eurpack launched a major investment programme to strengthen operational capacity, improve process efficiency, and support future growth through modern infrastructure and advanced technologies.



Enhancement of logistics capacity

A key initiative is the construction of a **high-density warehouse** at the Robecco sul Naviglio site, covering 1,600 square metres with a 12-metre ceiling. This project **optimises space usage** and **increases storage capacity** to approximately 5,000 pallet spaces. The investment enables **more efficient logistics management**, **reduces handling times**, and **improves service continuity and quality** for customers.



New workspaces

Eurpack has also created **new offices** focused on functionality, comfort, and workplace organisation. These spaces are designed to **enhance operational efficiency and support staff wellbeing**.

A new training room for up to 30 people has been established to support in-house training and professional development, reinforcing the company's commitment to continuous staff growth.



Production process efficiency

The investments also affected production, with the introduction of a **new area dedicated to insert finishing**. This initiative optimised production techniques, increase product quality standards and improved overall production line efficiency.



Technological innovation and print quality

In 2025, Eurpack **expanded its machinery fleet** as part of a broader modernisation strategy to increase production efficiency, improve process quality, and reduce the environmental impact of its operations.

At the Robecco site, this included the purchase of a new Heidelberg XL printing press. This investment **increases productivity**, **enhances print quality**, and enables the company to respond more effectively to market demands, strengthening competitiveness in a dynamic environment.

Also at the Aprilia site, the Group advanced technological innovation and environmental performance by installing a new KBA printing press at Via dell'Industria 13.

The new technologies offer high print quality, **advanced automation and control, and improved precision in materials handling**. These enhancements optimise machine start-up, increase production stability, and significantly reduce waste. Environmentally, the presses deliver **greater energy efficiency** than previous technologies and encourage more efficient use of resources. Reduced set-up times and high reliability further **minimise paper and ink waste**, lowering both consumption and indirect emissions from the printing process.

The new machines have also improved **organisational and operational efficiency** through integration with digital production management systems. Operators benefit from more intuitive interfaces and increased automation, which improves the working conditions.

This investment demonstrates Eurpack's commitment to technological innovation, product quality, and environmental responsibility. It strengthens industrial competitiveness and supports a development model focused on efficiency, sustainability, and long-term value.



Optimisation of production assets

In 2025, Eurpack expanded its industrial presence with a new plant at the old Lazioprint site in Via degli Artigiani. It is dedicated to producing pack leaflets for the pharmaceutical sector. This strategic investment strengthens the company's expertise in a high-value-added sector and supports growth based on quality, innovation, and sustainability.

Particularly important was the decision to repurpose and redevelop an existing site - this approach limited the need for new land while maximising the existing infrastructure, reflecting a responsible approach to industrial development. The project included modernising the production facilities and reorganising operational layouts in order to optimise workflows, reduce waste, and increase the efficiency of leaflet printing.

This investment reaffirms Eurpack's commitment to industrial growth, technological innovation and operational efficiency, while promoting a sustainable development model focused on long-term value.

Broadly speaking, the implemented investment plan demonstrates Eurpack's commitment to strengthening its competitive position by developing modern infrastructure, adopting innovative technologies, and continuously improving organisational and production efficiency.

These initiatives are a strategic component that supports sustainable growth and long-term value creation for the company.

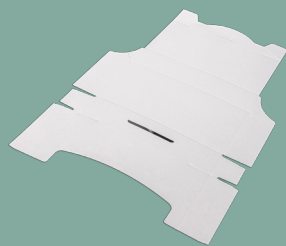
1.4 Products and Services

Packaging solutions

Folding Boxes – A wide range of formats and technical solutions with a production capacity of over one billion pieces

Straight tuck end Folding Boxes

Foldable box glued on one side and with a closing flap, designed to ensure reliability, safety and compatibility with automatic packaging lines. Used in the pharmaceutical, nutraceutical, OTC and cosmetics sectors, it ensures product protection, production efficiency and extensive possibilities for graphic customisation, in compliance with industry regulations and the brand's communication needs.



Flat-supplied Folding Boxes

A printed and die-cut folding box, supplied flat, to be glued on automatic lines, either in-house or by subcontractors. The flat configuration allows for optimal logistics management and significant space savings. Designed to ensure precision, speed, and flexibility in industrial processes, it is an effective solution for regulated and highly specialised sectors.

Automatic bottom Folding Boxes

Folding box with interlocking base, designed to ensure a fast and highly-stable packaging solution. Thanks to the snap bottom, the mechanical closing system allows for quick assembly, reducing time and costs. Ideal for packaging medium- and heavy-weight products, it ensures robust and protective support during handling and storage.





Folding Boxes with Partitions

Folding box with internal partitions, available in glued or removable versions, designed for packaging medical devices, medical pens, pre-filled syringes, vials for injectable products, bottles, and jars. The dividers can be made to the customer's specific design, using materials of different weights depending on the product requirements and the overall dimensions. This highly customisable solution offers secure, optimal protection, ensuring maximum product integrity and preserving product characteristics during transport, handling, and storage.

Four corner Folding Boxes

Four corner folding box with front opening and tray, equipped with a front security pre-cut. This box is designed to provide a secure closure with an anti-tamper pre-cut that mitigates counterfeiting. The pack can be supplied with a tray, formed and shaped to measure according to the customer's specifications, or laid out separately for custom assembly.



Multipack folded boxes

The multipack with internal folding boxes is a customised solution particularly suitable for the coordinated packaging of related products, such as medical devices, solid or liquid medicines, pre-filled syringes and therapeutic accessories. The outer box and shaped inner units of the multipack provide physical protection, simplify distribution, and ensure an organised, functional product presentation. Eurpack designs solutions based on the customer's technical specifications, optimising layout, materials, and opening method.

Leaflets – Flexibility and foresight in offering standard and high value-added solutions, with a production capacity of over 800 million pieces

Flat and Pre-Folded Leaflet

The flat and pre-folded leaflet is a compact, effective solution for communicating essential information in the pharmaceutical sector. Its neatly organised format can present complex content in a clear, legible manner, even on small surfaces. This solution satisfies high information standards, complies with current regulations, and integrates easily into various production lines. It provides a reliable platform that ensures transparent, secure communication with patients.





Parallel Fold and Cross Fold Leaflet

Leaflet with parallel fold: a traditional and reliable packaging solution for communicating pharmaceutical information. Compact and practical, it organises multilingual text, instructions, or warnings clearly and legibly.

Cross-fold leaflet: designed to provide maximum clarity and order, even with complex content. Its format provides a large information surface while maintaining a compact size.

Double-Roll Leaflet

The double-roll leaflet packaging solution is designed for pharmaceutical packaging lines that use reel systems and require large text areas.

It ensures clear and effective communication, even with multilingual or complex content. Its format optimises space without compromising legibility.



Multipage Leaflet

The multipage leaflet is ideal for gathering multilingual information in a single medium, optimising space and format. It consists of 2 to 7 pack leaflets printed on both sides, glued together with transparent glue on the long or short side. The assembly ensures perfect adhesion and sheet centring. It is available flat, folded, or cross-folded, and can be closed with a front or side label. This solution is an efficient and organised approach to managing complex information.

Outsert – Tag Sert Leaflet

The Outsert and Tag-Sert range of leaflets is designed to meet packaging requirements with a need to convey a high volume of information. They allow inclusion of multilingual text, graphics, and complex content in very compact formats. The multi-panel folded structure and seals created by glue dots or labels ensure practical, reliable, and fully compatible solutions for high-speed packaging lines. Eurpack also produces Outsert and Tag-Sert leaflets combined with patient cards and paper or plastic wrappers, providing versatile solutions for highly regulated sectors such as pharmaceuticals and healthcare.





Full Kit solutions – Full compliance with market demands through combined solutions or products



Folding Boxes with label application

The label-compatible folded box allows for the insertion of one or more labels on which doctors or patients can write notes. Labels are available upon request, and can include advanced features such as security holograms or RFID technology for traceability. This option enhances product interaction, ensures regulatory compliance, improves information functionality, and increases security in data management and identification.

Folding Boxes with Insert

The insert-compatible box enables direct placement of the leaflet into a pocket using a removable glue dot. This system optimises production sequences, streamlines packaging line processes, and enhances management of additional components. Compact, unified packaging streamlines operations and reduces costs. It also maintains order, functionality, and practicality when adding informational materials or accessories.



AITP

AITP (All In The Pocket) consolidates customer-provided accessories into a single folded box, which is placed in a pocket within the blank. This system optimises packaging, streamlines production steps, and improves component management. Ideal for additional contents like cards, devices, or instructions, the AITP box offers practicality, order, and compactness, ensuring a functional and professional presentation of the final product.

Printed Aluminium – Clean room facilities with step and continuous printing, using low-transfer inks. Production capacity: over 600 tonnes per year

- Aluminium for blister packs, available in 20-25-30 μm thicknesses with 7 or 20 g heat-seal lacquer
- Aluminium and CRSF laminates, peel-off or push-through material
- Laminates for suppositories, 45 μm soft aluminium and 27 μm polyethylene, heat-sealable with PE
- PET/ALU/PVC and PET/ALU/PE laminates, laminates for peel-off blister packaging, laminates for covering vial trays
- COLD FORM: laminated 25 m³ OPA, 45 m³ Alu, and 60 m³ PVC for ALU/ALU packaging using cold forming

Use of low-migration inks for printing



Services

Artwork

Since 1990, Eurpack's graphics division has specialised in creating and managing artwork for the pharmaceutical, cosmetics and food sectors. With years of experience, the company manages over 15,000 graphic designs annually, providing bespoke solutions tailored to client needs and regulatory requirements. All artwork compositions are designed and optimised to high quality standards, with particular attention paid to regulatory compliance, technical accuracy and the security of the information printed on the packaging. All files are thoroughly checked and electronically validated before release to the client, ensuring that the digital print proof meets industry standards. The business offers a comprehensive range of specialist services, including graphic design, artwork creation and management, colour proofing to technical specifications, production of physical and digital 3D mock-ups, and development of regulation-compliant technical layouts. Certified barcode and GS1 code verification and technical checks and pre-press validations ensure final product quality.

To ensure business continuity and data security, Eurpack maintains a digital archive protected by advanced backup systems. This approach guarantees the traceability, reliability, and integrity of information throughout the artwork management cycle.

Labelling and serialisation

Eurpack operates dedicated lines for product labelling and serialisation, in order to maintain high standards of safety, traceability and regulatory compliance throughout the production process.

Labelling is performed on specialised lines that apply one or more adhesive labels to folded boxes produced in-house or supplied directly by the customer. Two lines are dedicated specifically to pharmaceutical labels. All operational stages are fully monitored with validated software, to ensure process control and regulatory compliance. Labels and finished products are stored in segregated, secure areas in line with pharmaceutical security procedures.

To support traceability and anti-counterfeiting requirements, Eurpack also has a department dedicated to product serialisation, developed in accordance with national and international regulatory standards. This controlled-access area is equipped with CCTV and alarm systems. It is operated by highly specialised staff using advanced technologies, ensuring high levels of data security, operational control and quality throughout the entire serialisation process.

Packaging

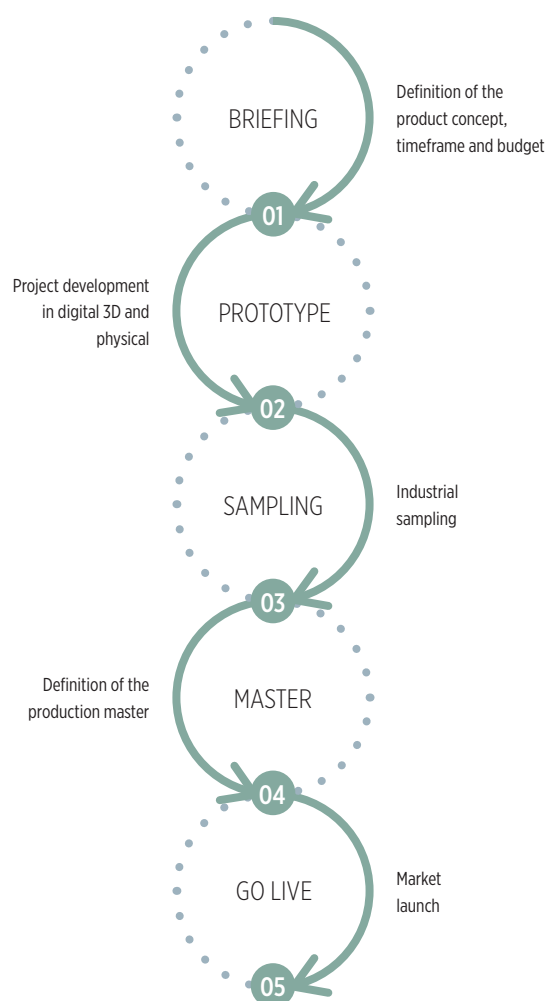
To respond ever more effectively to market needs, Eurpack has expanded its range of services, obtaining accreditation for the secondary packaging of food supplements and achieving **EN ISO 13485:2016 certification for medical devices**.

This initiative forms part of a development strategy aimed

at expanding the company's expertise and strengthening its outsourcing services, to offer customers a qualified, well-organised partner capable of operating in full compliance with the highest regulatory and quality standards. Eurpack operates production lines customised to meet specific client requirements, designed to guarantee high levels of operational flexibility, process traceability and quality control for every production batch. The adopted approach is geared towards maximum reliability and the continuous optimisation of processes, to ensure a comprehensive, certified service that complies with the requirements of the most heavily regulated sectors.

Innovative Design

Packaging design and production takes place using plotter prototyping and 3D rendering, which are essential to prepare products for the subsequent phase of industrial testing. Our in-house service supports clients through packaging validation, optimises packaging line performance, and ensures that the end product meets the technical specifications. By maintaining ongoing dialogue with leading packaging line manufacturers and raw material suppliers, we can deliver solutions that reduce costs and optimise processes.





National and international logistics and transport

Eurpack ensures highly efficient and reliable logistics management thanks to a specialised transport network that includes its proprietary fleet and carefully selected national and international partners able to provide extensive coverage of shipments by road, sea and air. By working with certified partners, who undergo rigorous quality and safety audits, Eurpack maintains strong control across the supply chain.

Transported Asset Protection Association (TAPA) certification further guarantees the protection, monitoring and security of high-value shipments.

With established logistics processes and centralised coordination, Eurpack optimises delivery times, goods traceability and operational costs. Customers receive a comprehensive, transparent service that meets the highest industry standards.

Warehouse services

Eurpack maintains dedicated storage areas for finished products, semi-finished products, and raw materials. These facilities efficiently support key supply models such as VMI (Vendor Managed Inventory), call-off, and consignment stock, while adapting to customers' specific operational needs.

The logistics organisation uses dedicated pallets and continuous stock monitoring in order to enable the precise planning and sequencing of picking and distribution. This reduces the risk of delays or disruptions in supplying critical products, including life-saving medicines.

To support its operations, Eurpack uses an integrated Warehouse Management System (WMS) that offers real-time logistics visibility, accurate stock control, and detailed reporting. This ensures high traceability, operational continuity and a rapid response across the supply chain.

1.5 Our Shrinking Footprint



System upgrades and improvements to energy efficiency

In 2025, Eurpack **modernised its air-conditioning**, replacing the gas boiler and existing units with a **high-efficiency heat pump system**. This investment supports the company's energy efficiency programme and aims to optimise heating and cooling in the production areas and offices.

The heat pump system integrates winter and summer climate control, reducing reliance on natural gas and improving overall energy efficiency. This project contributes to reducing the greenhouse gas emissions associated with the company's energy consumption and promotes more sustainable resource management.

By automatically adjusting the operating cycles to the actual space requirements, the new system reduces energy waste, maintains stable indoor conditions, and enhances comfort. This also supports continuous and efficient production processes.

The installed heat pumps provide high performance, offering 28 kW in cooling mode and 31.5 kW in heating mode. The variable airflow, from 3,480 to 5,040 m³/h, enables adjustment based on thermal needs, improving operational efficiency and ensuring uniform climate control.



Energy monitoring system

To complement these initiatives, in 2025, Eurpack launched a structured project to **monitor and analyse energy consumption**, aiming to improve production efficiency, reduce energy waste, and support the company's transition to sustainability. This was driven by the desire for a deeper understanding of consumption patterns

across the production departments and the need to find practical measures that can deliver both environmental and economic benefits. The project began at the Via dell'Industria 13 (Aprilia) plant, which was selected as a pilot site to test monitoring and analysis methods, with plans to gradually extend the model to other Group plants and standardise energy management across all production sites.

The first phase included an energy audit and analysis of the company's consumption, which involved a review of energy bills, time-of-use patterns, and the electrical system configurations. The audit revealed high consumption during production shifts, and significant power usage during non-production periods and public holidays. By mapping the electrical switchboards and key energy-intensive areas, Eurpack was able to identify the highest-impact zones and put in place a hierarchical monitoring structure for precise control of consumption.

After the initial analysis, Eurpack implemented an advanced energy monitoring system by installing devices on the main electrical switchboards and integrating them into a digital dashboard platform. 12 monitoring devices now collect real-time energy consumption data across the entire site. The system provides continuous energy data display, creates aggregated virtual meters, and centralises the management of information via a dedicated digital platform. This approach has fully digitised Eurpack's energy monitoring and enhanced its ability to track and analyse the energy performance.

Monitoring has also enabled Eurpack to define its energy profile and to identify operational anomalies and opportunities for improvement. Data analysis revealed abnormal consumption from energy-intensive systems, such as the industrial compressor and air-conditioning and air-handling systems, which were found to be active even outside

production hours. Using the detailed data and consumption profiles for each switchboard, Eurpack simulated scenarios to optimise the start-up and shut-down cycles, without affecting operational continuity.

The simulations indicated a potential annual energy saving of approximately 68,993 kWh, representing an estimated 4.11% reduction in overall consumption.

Beyond reducing energy consumption and costs, the project has strengthened Eurpack's ability to manage energy effectively, laying the groundwork for further efficiency measures and access to incentives under the Transition Plan 5.0. The monitoring system is a strategic foundation for the future integration of photovoltaic installations and energy storage systems, supporting a gradual reduction in the company's reliance on the electricity grid and its carbon footprint.

Sustainable mobility and decarbonisation infrastructure

Eurpack has installed an electric charging point at its Via dell'Industria 13 site, to support sustainable mobility and reduce environmental footprint. The charging point serves both the company fleet, and the e-vehicles and hybrids of employees.

This initiative advances Eurpack's energy transition and demonstrates its commitment to decarbonising operations and reducing transport-

related CO₂ emissions. The charging system offers an adjustable power output from 5.1 kW to 22 kW, allowing flexible and efficient energy management to meet operational needs.

The system includes advanced features for the monitoring and smart management of energy consumption. It integrates with digital energy management platforms, enabling precise performance tracking and improved resource optimisation.

The charging point ensures high safety and reliability through dedicated protection systems, resistance to external factors, and compliance with key technical standards.

Eurpack has also introduced a Tesla electric vehicle to further support sustainable mobility and reduce emissions from business travel.

This investment aligns with Eurpack's commitment to energy efficiency and decarbonisation, supported by the E.CHARGER 22 kW charging point at its production sites. The integration of charging infrastructure and electric vehicles enables a more efficient and sustainable management of business travel energy use. The e-vehicle offers strong performance in range, safety, and efficiency, helping to reduce the company's environmental footprint.

Using the Tesla eliminates direct tailpipe emissions (Scope 1) and significantly reduces overall CO₂ emissions compared to traditional internal combustion vehicles, especially when powered by low-impact electricity sources.

In 2025, Eurpack's initiatives reflected a clear and structured shift toward a more sustainable development model, driven by technological innovation, energy efficiency, and ongoing improvements in environmental and operational performance. Actions such as modernising the production facilities, promoting sustainable mobility, and implementing advanced energy monitoring systems demonstrate the company's commitment to integrating industrial growth, environmental responsibility, and competitiveness through high-efficiency solutions and responsible resource management.

1.6 Digitalisation, Technological Innovation and Business Continuity

At Eurpack, Research & Development drives innovation by delivering practical, sustainable solutions for pharmaceutical packaging. We continuously explore advanced technologies and materials to optimise lead times, processes and costs, while maintaining high standards of quality, safety and reliability. Our multidisciplinary team monitors global developments and evaluates innovative materials, including biopolymers, high-performance papers, compostable plastics, plant-based fibres, recycled aluminium, advanced coatings and smart materials. Each solution is rigorously tested and validated to meet the pharmaceutical sector's stringent requirements, ensuring the packaging is efficient, safe and sustainable. In an environment where quality and regulatory compliance are essential,

Eurpack combines technical expertise with comprehensive support across all stages of development – from CAD and rapid prototyping through to validation and industrialisation – offering advanced, reliable, and market-ready solutions. This contributes to a more competitive and responsible *pharma* supply chain.

In 2025, Eurpack advanced its digital transformation by strengthening its cyber infrastructure and information systems to drive growth, improve operational efficiency, and enhance processes. Key initiatives included upgrading technology, improving cyber security, digitising workflows, and integrating advanced systems to support production and business management.



Infrastructure enhancement and support for Industry 4.0

A key project is the complete upgrade of Wi-Fi infrastructure at Aprilia's production sites, meeting the latest security standards and ensuring full coverage of all areas, from offices to warehouses. The upgrade also establishes a foundation for future implementation of the WMS system for warehouse management. Eurpack has also developed the hardware and software infrastructure needed to integrate new industrial machinery, including the Heidelberg printing press, and has migrated the Logotronic system across all production lines. The company has introduced integrated systems for centralised access control and reception, improving operational coordination and traffic flow management across the various production sites.



Digitalisation of processes and intelligent data management

During the year, business processes digitalisation was strengthened through the implementation of advanced Business Intelligence tools, with the introduction of the Microsoft Power BI platform for data analysis and decision-making support. Particular attention was also paid to staff management with the launch of a centralised system to improve traceability, operational continuity, and staff safety, even in emergencies.

On the IT management front, work began on implementing a ticketing system to optimise the management of requests and technical interventions across all company sites.

At the same time, Eurpack completed the roll-out of the EYE-C cloud-based comparison tool for the reprographics department,

which has improved the efficiency and reliability of pre-press checks and graphic validation.



Document efficiency and operational sustainability

As part of its digitalisation efforts, the company has renewed its printer fleet by introducing a "follow-me" system based on the PaperCut platform, enabling more secure, traceable, and efficient management of company printing.

The adoption of integrated digital systems helps to reduce paper waste and improve operational sustainability through the gradual digitisation of documents and quality management processes. Particularly important in this context is the project to implement new software integrated with Net@Pro, as it aims to digitise quality certificates and gradually phase out paper-based documentation.



Strategic projects and business continuity

In the medium to long term, Eurpack has launched strategic projects to optimise production processes and enhance operational resilience. These include implementing the new Net@Pro production planning software, introducing a Manufacturing Execution System (MES) for real-time production monitoring, and launching the WMS project for advanced warehouse management.

Particular attention has also been paid to data security and business continuity, with the launch of a disaster recovery project covering all company sites. This project ensures information protection and service continuity, even during critical incidents.

Through these investments, Eurpack is reaffirming its commitment to promoting a more digital, integrated, and sustainable industrial model that combines technological innovation, operational efficiency, information security, and continuous business improvement.

1.7 Rating Tools

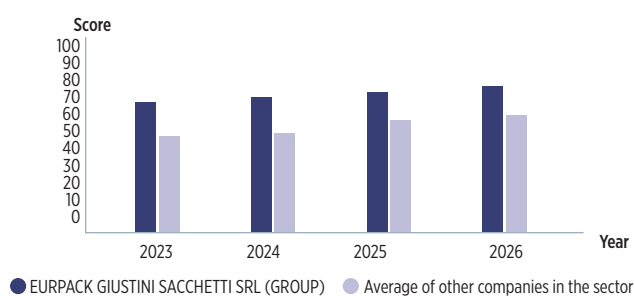
EcoVadis

EcoVadis is one of the leading corporate sustainability rating systems that examines environmental footprint, social responsibility and ethical practices.

Eurpack has been awarded the EcoVadis Silver Medal for its achievements in sustainability. This significant milestone places it among the top-performing companies assessed in the last 12 months. Eurpack ranks in the top 15% of companies in the 'Manufacture of corrugated paper and cardboard and paper and cardboard packaging' sector. It achieved a score of **78/100**,

corresponding to the 92nd percentile of the EcoVadis assessment.

Compared with the last assessment, the **overall score has risen** thanks to new measures and the ongoing strengthening of sustainability practices. The company demonstrates a mature and advanced sustainability management system that covers all four areas assessed by EcoVadis: Environment, Labour and Human Rights, Ethics, and Sustainable Procurement. This confirms Eurpack's ongoing commitment to responsible and sustainable growth.



SBTi

The Science Based Targets initiative (SBTi) is an international organisation that supports companies and financial institutions in defining climate strategies consistent with scientific targets for limiting global warming and achieving climate neutrality by 2050. Through internationally recognised standards, guidelines, and tools, the SBTi enables organisations to set greenhouse gas (GHG) emission reduction targets aligned with the scientific community's requirements for limiting the effects of climate change.

In this context, on 20 September 2024, the Science Based Targets initiative registered the Commitment Letter signed by Eurpack Giustini Sacchetti S.r.l., through which the company has formally committed to:

- set science-based emission reduction targets in accordance with SBTi criteria;
- pursue a path of progressive decarbonisation aimed at achieving climate neutrality by 2050;
- monitor and report annually on its greenhouse gas emissions and the progress made.

In 2025, Eurpack partnered with a firm specialising in ESG and climate strategy consultancy to develop the emissions reduction targets required by the SBTi based on calculations of Scope 1, Scope 2, and Scope 3 emissions.

This work involved analysing the company's emissions inventory and defining a structured emissions reduction pathway in accordance with

international standards and the company's climate transition goals. Joining the SBTi and launching the target-setting process represent a significant step forward in Eurpack's sustainability journey, reinforcing the company's commitment to the responsible management of its environmental impacts and a climate strategy aligned with leading international standards.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

SYNESGY

Eurpack has been awarded an ESG rating of **A – Excellent** in the assessment carried out through Cribis' Synesgy platform. This result attests to a high level of compliance with the principles of ESG sustainability, in line with national and international best practices. Based on globally-recognised standards, the assessment highlights the Company's commitment to the responsible and sustainable management of its activities, contributing to long-term value creation for customers, partners and stakeholders.

A

SCORE ESG: A

Ottimo livello di Sostenibilità

Società con un ottimo livello di adeguatezza rispetto ai principi ESG, pienamente in linea con le best practice nazionali e internazionali. Lo score ESG è conforme agli standard di rendicontazione internazionali (Global Reporting Initiative, European Sustainability Reporting Standards e Sustainable Development Goals) e considera gli argomenti più importanti, materiali e significativi relativi ai fattori Ambientali, Sociali e di Governance.

Lo score ESG rappresenta la valutazione della conformità ai principi ESG (Environment, Social, Governance) di un'azienda, esso prende in considerazione anche il settore industriale e il paese/regione.

CHAP. 2

SUSTAINABLE VALUES





Understanding the impacts of our business and identifying priorities to focus on is fundamental to building an effective long-term sustainability strategy. For the Eurpack Group, the path to sustainable development is based on a structured analysis of the environmental, social, economic, and governance issues affecting the organisation and its stakeholders.

During 2025, the Group continued to evolve its sustainability model, building on analyses from previous years and further integrating ESG principles into its decision-making and strategic planning. Through stakeholder engagement and the assessment of impacts, risks, and opportunities, Eurpack identifies the issues most relevant to its business and sets priorities for its investments, initiatives, and improvement targets.

By analysing relevant issues and their impacts, the Eurpack Group sets priorities that guide its strategies, improvement measures, and sustainability objectives, strengthening a growth model that creates long-term value. This approach also enables the Group to better meet stakeholders' expectations and address challenges in a constantly evolving economic and regulatory environment.





2.1 Methodological Continuity of the Materiality Analysis

When preparing the 2025 Sustainability Report, Eurpack chose to **continue the analysis and reporting process started in the previous reporting period**. It maintains continuity with the methodological approach adopted in the 2024 Report and confirms the previously identified key material topics. This decision reflects the Company's desire to consolidate a structured and consistent approach to sustainability. The aim is not only to comply with international reporting standards, but also to develop a long-term strategy based on continuous improvement.

Throughout 2025, Eurpack monitored the relevant economic, social, and environmental context, as well as the evolving expectations of internal and external stakeholders. Discussions and dialogue during the year through Company meetings, business relations, industry events, and exchanges with customers, suppliers, employees, and partners did not reveal substantial changes that would alter the priorities identified in the previous reporting period. The evidence confirmed that the key issues relevant to the paper products sector and Eurpack's business model remain unchanged. This highlights stability in expectations relating to ESG aspects. In particular, stakeholders continued to prioritise product quality, health and safety in the workplace, the development of people, efficient waste management, regulatory compliance, and certifications.

In light of these considerations, Eurpack deemed it appropriate to

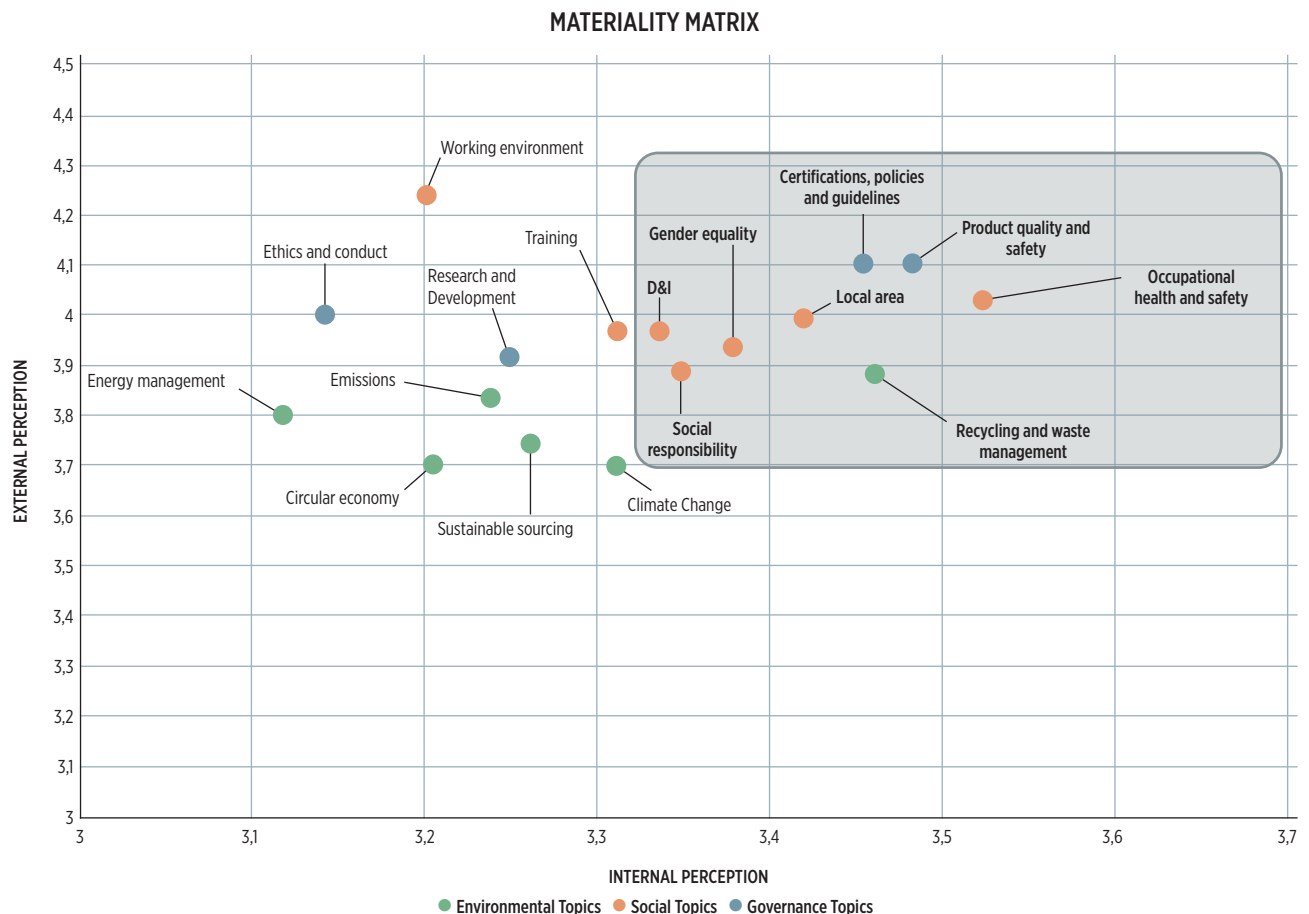
retain the structure of the materiality matrix and the impact matrix developed in the previous report. The Company is continuing along the path already defined and is strengthening the integration of ESG issues within its strategies. This decision reflects the Company's commitment to maintaining continuity with objectives set in previous years. It avoids a fragmented or purely formal approach to sustainability and instead prioritises an evolutionary, gradual, and long-term vision.

The entire process continues to be developed in line with the principles set out in GRI 3: Material Topics 2021. This standard identifies materiality analysis as a fundamental tool for pinpointing the most significant economic, environmental, and social impacts generated by the organisation throughout its value chain. In accordance with the GRI framework, Eurpack systematically monitors its actual and potential impacts, both positive and negative, while maintaining a transparent, traceable approach based on stakeholder engagement. The methodological continuity adopted in the 2025 Report is not merely a confirmation of past analyses, but a commitment to consolidating a sustainability journey already underway. This approach progressively strengthens the actions and objectives set out. The approach **confirms Eurpack's commitment to responsible and sustainable growth** that combines competitiveness, a focus on people, environmental protection, and the creation of shared value over time.

2.2 The Materiality Matrix

The creation of the materiality matrix is a cornerstone of reporting and sustainability processes according to the GRI Standards, particularly in light of the latest regulatory and methodological changes introduced by the document titled *GRI 3: Material Topics (2021)*. It allows for the systematic, structured identification of the topics considered most relevant in terms of their environmental, social and economic impact, based on the perceptions and priorities expressed by the stakeholders. In this sense, this exercise responds to the fundamental principles of GRI reporting: inclusion

of stakeholders, contextualisation of sustainability, materiality and completeness.



2.2.1 Chosen methodological approach

The analysis was conducted in the form of two structured questionnaires, addressed respectively to the internal stakeholders (employees and operational management) and external (customers, suppliers, trade associations, retail partners and certification bodies). Each respondent gave their opinion on a predefined set of ESG topics, using a 5-point scale for the perception¹ questions, and multiple-choice questions (with the possibility of selecting multiple options where indicated) for the expectation questions.

The responses were processed by giving each topic an average score, which was then used to position the topics in the matrix based on two axes:

- 🔍 Horizontal axis: the significance as perceived by the internal stakeholders;
- 🔍 Vertical axis: the significance as perceived by the external stakeholders.

The questionnaire was administered via the online platform and emailed to the identified groups of stakeholders. The data was collected over a period of 4 weeks to allow for plenty of time for the stakeholders to respond. The questionnaire received a total

of 386 replies from different types of stakeholder. Of these, 331 were internal to the organisation, while 55 came from the external stakeholder category. In terms of geographical distribution, the majority of the replies (91%) came from Italian stakeholders, while the remaining 9% came from external stakeholders.

The intersection between these two dimensions allows for a classification of the topics into four materiality quadrants, which reflects the principle of materiality as expressed in the GRI.

2.2.2 Priority topics

The topics in the top right quadrant of the matrix are the strategic material topics on which there is a convergence of perceptions between the internal and external stakeholders. They include:

- 🔍 Product quality and safety;
- 🔍 Workplace health and safety;
- 🔍 Certifications, policies and guidelines;
- 🔍 Recycling and management of waste;
- 🔍 Local area;
- 🔍 Gender equality;
- 🔍 Diversity and Inclusion (D&I);
- 🔍 Social responsibility.

¹ Likert scale from 1 to 5: 1 = strongly disagree, 2=somewhat disagree, 3= neutral, 4= somewhat agree, 5 = strongly agree



These topics reflect a high level of perceived significance in relation to the direct impact of the company's activities on the wellbeing of workers, on the quality of the product offer and on compliance with the applicable and voluntary laws and regulations. The simultaneous presence of internal stakeholders (sensitive to the operational dimension) and external (interested in social responsibility and transparency) underlines the need to reinforce management practices and instruments which are consistent with the standards GRI 403 (Occupational Health and Safety), GRI 416 (Customer Health and Safety), GRI 308/414 (Environmental and Social Assessment of Suppliers) and GRI 307/419 (Compliance).

These areas reflect a strategic vision, oriented towards the sustainability of production processes, the responsible selection of suppliers (GRI 204), the recognition of diversities (GRI 405) and the creation of shared value with the local community (GRI 413).

The internal focus underscores the Company's commitment to strengthening its systemic resilience and capacity for sustainable innovation.

Certain topics, although positioned in the centre of the matrix, deserve strategic consideration across all areas given their central role in the ecological and digital transition. The latter include climate change, energy management and greenhouse gas emissions.

These areas relate to the standards GRI 302, 305 and 201, and reflect the need to align with the goals of climate neutrality and decarbonisation in line with the European Green Deal and the SDGs (in particular SDG 7, 12 and 13). The use of renewable sources, energy efficiency and offsetting emissions are all priorities, not only for the Company's environmental performance but also for its long-term reputation.

2.3 The Impact Matrix

LOOKING TO THE FUTURE: THE CSRD

Conformity with the principle of double materiality – and therefore with the Corporate Sustainability Reporting Directive (CSRD) – represents a fundamental, essential step for Eurpack in its future reporting exercises.

The topics and impacts emerging from this first analysis have given us valuable indications, not only for the construction of ESG reporting, but also in terms of launching a structured process for the identification of risks and opportunities. This approach will favour the integration of the financial materiality aspect within the annual reports.

As many of the identified impacts may also have financial significance, the sustainability reporting process for the 2023-2025 period will be a preparatory activity but also progressively structural for the Group. This commitment anticipates the regulatory change, but most importantly it responds to the growing expectations of stakeholders and of the Company's network.

Eurpack has adopted the *Impact Materiality* approach to identify the main impacts of its activities on people, the environment and the business context, in order to understand how the company contributes – positively or negatively – to the creation of sustainable value.

The process was initiated through the involvement of a number of members from the Sustainability Committee in a focus group. They focused on the most important issues emerging from the material topics identified in the above analysis and identified the actual or potential impacts related to each one of them.

The topics analysed were:

- 🔍 Product quality and safety;
- 🔍 Workplace health and safety;
- 🔍 Certifications, policies and guidelines;
- 🔍 Recycling and management of waste.

Continuing with the teamworking approach, the same stakeholders then attributed a degree of significance to the identified impacts, considering their nature (positive or negative, actual or potential). The assessment was carried out collaboratively, following the GRI guidelines and using a numerical scale common to all the impacts.

Each impact was assessed based on four key parameters:

- 🔍 **Scale:** refers to the positive or negative impact;
- 🔍 **Scope:** the extent of the impact (e.g. people involved or environmental harm);
- 🔍 **Probability:** the likelihood of the impact occurring (for potential impacts);
- 🔍 **Irreparability:** the difficulty in mitigating or remedying the impact.

For the actual impacts, their significance was calculated by combining scale and scope. For the potential impacts, probability was also included. The output of this process is an objective and shared

assessment of the relevance of the impacts for each material topic. In turn the scale derives from the calculation resulting from the risk analysis completed in relation to the sub-topics dictated by the

GRI based on the material topics.

Below are the actual impacts that scored high and those that are extremely likely to occur in relation to the reference scale².

ACTUAL IMPACTS

MATERIAL TOPIC	SUB-TOPIC	IMPACT	ACTUAL/POTENTIAL IMPACT	POSITIVE/NEGATIVE IMPACT	SIGNIFICANCE
Product quality and safety	Regulatory compliance	Maintaining compliance strengthens customer trust and reduces the risk of penalties	Actual	Positive	4,5
	Assessment and management of risks to customer health and safety	Consumer health protection and legal protection for the company	Actual	Positive	4
	Engaging customers in safety-related initiatives	Loyalty and collaboration to improve processes	Actual	Positive	4,5
Occupational health and safety	Training and awareness-raising	Reducing accidents and raising awareness	Actual	Positive	4
	Statistics on accidents and illnesses	Better monitoring of operational criticalities	Actual	Positive	4
Certifications, policies and guidelines	Environmental and social governance	Greater transparency with customers and stakeholders	Actual	Positive	4

key ACTUAL IMPACT

0 ≤ x ≤ 1	INSIGNIFICANT IMPACT
1 < x ≤ 2	NEGLIGIBLE IMPACT
2 < x ≤ 3	LOW IMPACT
3 < x ≤ 4	MEDIUM IMPACT
4 < x ≤ 5	HIGH IMPACT

POTENTIAL IMPACTS

MATERIAL TOPIC	SUB-TOPIC	IMPACT	ACTUAL/POTENTIAL IMPACT	POSITIVE/NEGATIVE IMPACT	POTENTIAL
Certifications, policies and guidelines	Environmental and social governance	Lack of accountability can lead to a loss of trust	Potential	Negative	9
Waste recycling and management	Circular economy initiatives	Development of innovative products and reduction of waste at source	Potential	Positive	9
		Investments not recouped if the market does not recognise the value of sustainable packaging	Potential	Negative	9

key POTENTIAL IMPACT

1 - 2	EXTREMELY UNLIKELY
3 - 4	QUITE UNLIKELY
5 - 6	PROBABLE
7 - 8	QUITE LIKELY
9 - 10	EXTREMELY LIKELY

The analysis of the impacts, both actual and potential, shows that the material topics addressed have a concrete and strategic relevance for Eurpack. In the first table, the impacts are already visible and are managed through targeted actions: the negative ones are addressed with mitigation measures, while the positive ones are strengthened thanks to the company's focus on these areas. In the second table, the potential impacts – although highly

probable according to the analysis – are the subject of careful prevention: Eurpack has already put in place a number of projects aimed at preventing their actual occurrence.

This approach shows a forward-looking vision and a strong sense of responsibility in managing risks and opportunities, in line with the Company's sustainability goals.

² See the annex for the complete table and further details



2.4 The Value We Pack Tomorrow

The matrices developed remain a fundamental strategic tool, as reflected in the 2025 Sustainability Report, for guiding corporate governance toward the enhanced integration of ESG principles into Eurpack's decision-making processes and development strategies. Consistent with the requirements of GRI 3: Material Topics 2021 and the general principles outlined in GRI 1: Foundation 2021, the materiality analysis is regarded not limited to a formal reporting exercise, but as a continuous process for identifying, assessing, and monitoring the economic, environmental, and social impacts generated by the organisation across its value chain.

Eurpack is reaffirming its commitment to advancing the objectives set in the previous financial year. This includes promoting the progressive integration of material issues into decision-making processes and strategic plans, consolidating ESG performance

monitoring and reporting, maintaining structured stakeholder engagement, and continuing internal awareness and training initiatives on sustainability. These efforts aim to strengthen the dissemination of ESG culture within the organisation, and to foster greater cross-organisational awareness.

Accordingly, the materiality and impact matrices serve as strategic levers for consolidating Eurpack's sustainability initiatives, strengthening stakeholder trust, and enhancing the organisation's ability to generate shared and lasting value. Alignment with previously defined goals underscores the Company's commitment to an evolutionary and consistent approach, focused on developing a responsible, resilient, and sustainable business model over the long term.

2.4.1 2024 objectives

Governance Objectives

Material topic	Objective		Deadline	SDGs
Certifications, policies and guidelines	Obtaining ISO 50001 certification for energy management and ISO 20400 for sustainable procurement.		By the end of 2027	 
	Implementation of a supplier selection system with ESG questionnaire.	▶▶	By the end of 2025	
	Adoption of a procedure for the continuous monitoring of gender pay equality.	✓	31/12/2025	
	Adoption of additional services and initiatives to promote the work-life balance.		By the end of 2027	
	Implement a procedure for the management, monitoring and analysis of any incidents of harassment and abuse, adopting a zero-tolerance policy.	✓	31/12/2025	
	Activation of training programmes and tools to ensure the safety of personnel.			
	ESG rating.	✓	By the end of 2026	
Product quality and safety	10% decrease in the number of Non-Conformities ³ .	✗	31/12/2025	
	Maintenance of production NCs <2%.	✗		
	Maintain high standards of product quality and safety throughout the life cycle, through compliance with current regulations, the continuous improvement of control processes and traceability of materials, in order to protect the health of consumers and strengthen trust in the brand.	✓		

³ The target was not achieved due to a combination of factors that emerged in 2025:

- Increase in production volumes and the number of orders compared to 2024, with greater operational complexity and an increased risk of error;
- Increase in recurring non-compliance, particularly in the folding box and leaflet processes (Aprilia and Robecco), as highlighted by the 2023–2024–2025 comparative analysis;
- Numerous change controls and layout/machinery changes during the year, which introduced process variability;
- Introduction of new staff and operational reorganisations that required periods of adjustment;
- Training not fully completed on all operating procedures, with an impact on the correct application of standards

Social Objectives

Material topic	Objective	Deadline	SDGs
Occupational health and safety	Maintenance of the ISO 45001 certification for employee health and safety. ✓	31/12/2025	
	Reduce accidents at work and reduce the percentage frequency and severity rates of accidents ⁴ . ✓		
	Ensure constant monitoring and promote the active involvement of workers in deciding and implementing safety measures, with the aim of continuously improving protection and prevention standards within the organisation. ✓		
	Continue to actively support the local area and community by sponsoring local, cultural and sporting events, helping to strengthen the link with the community and promote Company values. ✓		
	Promote corporate volunteering campaigns to encourage the active involvement of employees in social and environmental projects, fostering internal cohesion and having a positive impact on the local area. ✓	31/12/2026	
Social responsibility	Develop structured collaborations with schools and training providers in order to launch internships, school-work schemes and training programmes to integrate young people into the world of work. ✓	31/12/2025	   
	Continued collaboration with the Donne al Centro Association. ✓		
	Start of collaboration with Etikey Impresa Sociale. ✓		
	Strengthen sustainability training for the local technical-commercial network, with the aim of improving the Company's ability to communicate the environmental and social characteristics of the products marketed to customers. ✓		
	Continue to support solidarity projects and initiatives promoted by non-profit organisations, contributing to the social development and well-being of local communities and vulnerable groups. ✓		
Diversity and inclusion (D&I)	Implement awareness and training programmes on prejudices and stereotypes, with the aim of promoting an inclusive, diversity-friendly and equality-oriented corporate culture. ✓	31/12/2025	 
Gender equality	Achievement of gender equality certification, with the implementation of actions to reduce the gender gap according to the six areas of UNI/Pdr 125:2022. ✓	31/12/2025	 
	Ensure equal opportunities for access to recruitment, training, professional development and career advancement for all, recognising merit and promoting a fair and inclusive working environment. This commitment is supported by active D&I policies and periodic monitoring through specific indicators of equality and representation. ✓		

⁴ The number of accidents remained unchanged compared to 2024; the accident indicators decreased due to the massive increase in the number of workers employed and the hours worked.



Environmental Objectives

Material topic	Objective		Deadline	SDGs
Recycling and management of waste	Implement corporate strategies for waste reduction at source, by optimising production processes, choosing sustainable materials and adopting eco-friendly design practices in line with the principles of the circular economy and the waste hierarchy.	▶▶	31/12/2025	
	Internal circularity projects.	✓		
	Percentage increase in recovered waste.	✓		
Emerging topic	Objective		Deadline	SDGs
Energy management	- Photovoltaic power system; - Replacement of heating system to eliminate gas consumption; - Installation of a new compressor in Aprilia (VI13).	▶▶ ✓	31/12/2025	
	Intelligent monitoring of consumption for energy efficiency.	✓	31/12/2025	
	Replacement of pallet trucks and forklifts with lithium battery vehicles.	✓	31/12/2026	
Climate changes and GHG emissions	- 3% reduction in GHG compared to the previous year ⁵ ; - Defining science-based targets according to the criteria of the Science Based Targets initiative; - New warehouse in Robecco, objectives: internal storage, increased customer service, avoiding costs of third-party warehouses and moving materials between storage sites.	✗ ✓	31/12/2025	

2.4.2 2025 objectives

Governance Objectives

Material topic	Objective		Deadline	SDGs
Certifications, policies and guidelines	Achievement of ISO 37001 certification, which sets out the requirements for an Anti-Bribery Management System, and ISO 27001 certification for information security management.		By the end of 2028	
	Integrate digital sustainability according to UNI/PdR 147 Procedures.		By the end of 2028	
	Membership of the United Nations Global Compact and ASVIS.		31/12/2026	
	Nomination for the 2026 Sustainability Award.		31/07/2026	
	More climate-conscious companies 2026.		31/12/2027	
Product quality and safety	Percentage of NCs on supply contracts ≤ 1.25%.		31/12/2026	
	Maintain high standards of product quality and safety throughout the life cycle, through compliance with current regulations, the continuous improvement of control processes and traceability of materials, in order to protect the health of consumers and strengthen trust in the brand.			

⁵ Increased reporting scope, expanded plant facilities, and increased number of staff

Social Objectives

Material topic	Objective	Deadline	SDGs
Occupational health and safety	Maintenance of UNI PDR:125 certification.	31/12/2026	
	Safety training courses ≥ 1,700 hours.		
	Increase in near misses +15%.		
Social responsibility	Continue to actively support the local area by sponsoring local, cultural and sporting events, helping to strengthen the link with the community and promote Company values.	31/12/2026	   
	Promote corporate volunteering campaigns to encourage the active involvement of employees in social and environmental projects, fostering internal cohesion and having a positive impact on the local area.		
	Develop structured collaborations with schools and training providers in order to launch internships, school-work schemes and training programmes to integrate young people into the world of work.		
	Maintain collaboration with Etikey Impresa Sociale.		
	Strengthen sustainability training for the purchase department.		
	Continue to support solidarity projects and initiatives promoted by non-profit organisations, contributing to the social development and well-being of local communities and vulnerable groups.		
Diversity and inclusion (D&I)	ISO 30415 certification.	By the end of 2027	 
	Implement awareness and training programmes on prejudices and stereotypes, with the aim of promoting an inclusive, diversity-friendly and equality-oriented corporate culture.	31/12/2026	
Gender equality	Maintenance of gender equality certification, with the implementation of actions to reduce the gender gap according to the six areas of UNI/Pdr 125:2022.	31/12/2026	

Environmental Objectives

Material topic	Objective	Deadline	SDGs
Recycling and management of waste	Implement corporate strategies for waste reduction at source, by optimising production processes, choosing sustainable materials and adopting eco-friendly design practices in line with the principles of the circular economy and the waste hierarchy.	31/12/2026	
	Reduction of water consumption -3%.		
	Waste reduction -2%.		
Emerging topic	Objective	Deadline	SDGs
Energy management	Intelligent consumption monitoring for energy efficiency.	31/12/2026	
	Replacement of pallet trucks and forklifts with lithium battery vehicles.		
Climate changes and GHG emissions	50.4% reduction in Scope 1 and Scope 2 GHG, in line with the SBTi Science objectives.	31/12/2036	 
	90% reduction in Scope 1 and Scope 2 GHG, in line with the SBTi Science objectives.	31/12/2050	

CHAP. 3

GOVERNANCE

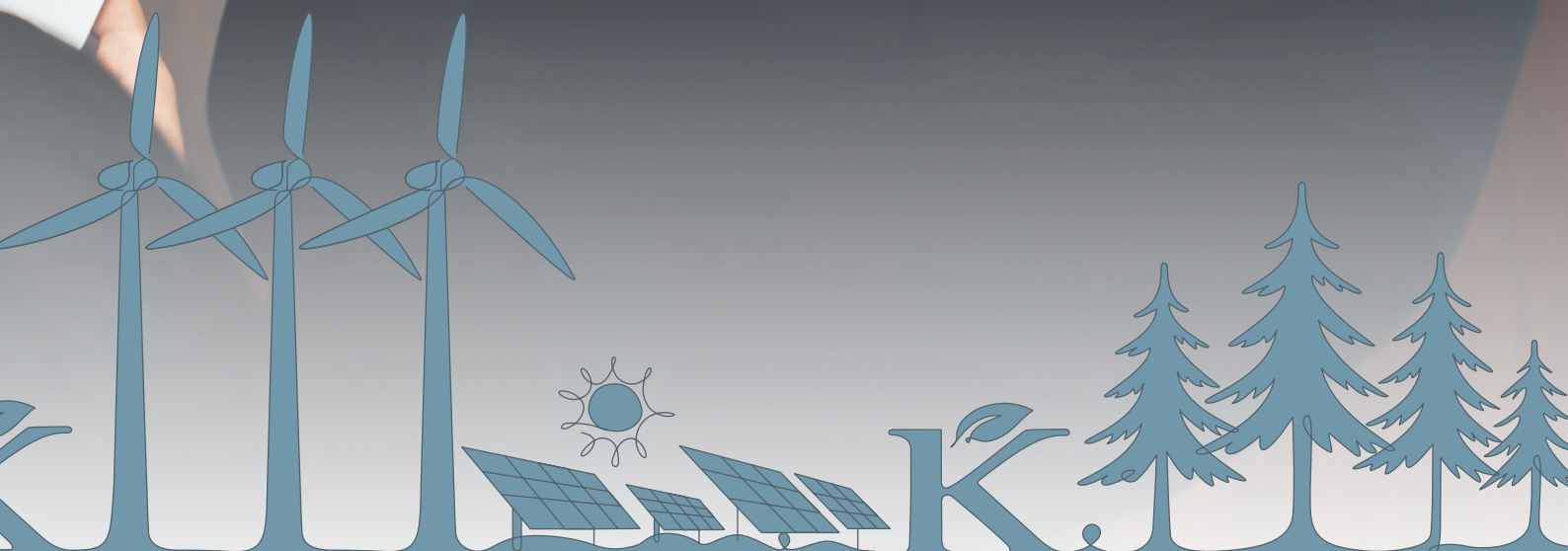




Sound, transparent, and accountable governance is essential for sustainable growth and long-term value creation. Eurpack Group views good governance as critical for guiding strategic decisions, managing risks, ensuring regulatory compliance, and promoting ethical behaviour across the value chain.

In 2025, the Group further strengthened its corporate governance by consolidating risk management, compliance, and sustainability processes, while integrating ESG principles into business activities and decision-making. The Group focused on fostering integrity, safeguarding human rights, preventing corruption, protecting data, and engaging responsibly with stakeholders.

This year's initiatives demonstrate the Group's commitment to an effective governance model centred on transparency, accountability, and continuous improvement. Through structured policies, procedures, and management systems, Eurpack is enhancing its ability to address evolving challenges, build trust, and create shared value for customers, employees, business partners, institutions, and communities.





3.1 Values, Mission & Vision

Eurpack believes that true success extends beyond financial results and relies on consistently applying ethical and professional principles in every decision and action. These values shape our organisational culture and guide the daily work of all contributors.

Integrity, transparency, and respect for people and the environment are essential for building strong, lasting relationships

with stakeholders. We conduct all activities with responsibility, excellence, and sustainability, fully complying with regulations and focusing on long-term value.

IMPARTIALITY:

The Company rejects and condemns all forms of discrimination based on gender, nationality, religion, personal and political opinions, age, health status or economic conditions of its people, partners and suppliers.

ANTI-CORRUPTION AND LEGALITY:

All activities must be carried out with full awareness of the laws and regulations in force. The Company undertakes to promote a culture of legality, ensuring that all parties involved operate in compliance with the relevant legislative and regulatory provisions.

TRANSPARENCY AND PRIVACY:

Acting with clarity, completeness and diligence to enable all stakeholders to make informed and autonomous decisions. At the same time, we ensure the protection of confidential information, using it exclusively for the designated purposes.

INTEGRITY:

The Company's objectives must be pursued with honesty, fairness and responsibility, in compliance with the rules of professional ethics, without pursuing personal or corporate profit in violation of the laws in force or the rules of this Code.

RECOGNITION OF HUMAN RESOURCES:

Human resources are the engine of the company's growth. Eurpack promotes the professional growth of its staff, safeguarding the dignity, diversity and integrity of each individual. It guarantees a safe working environment, based on loyalty, fairness, cooperation and mutual respect

RESPECT FOR THE ENVIRONMENT:

Environmental protection is an essential principle for the company, which is committed to growing sustainably by using advanced technologies, the continuous monitoring of activities and searching for solutions with a low environmental impact, thus contributing to the responsible development of the local area.

FAIR COMPETITION:

The Company recognises the value of competition when it is inspired by the principles of professionalism, fair competition and transparency towards all market operators, and undertakes to respect these principles without damaging the image of competitors and their products.

MISSION



Our aim is to manage increasingly complex research and development projects in the Italian and foreign markets for secondary packaging, through a process of internationalisation, strengthening the development phase and bringing in professional project managers.

When developing packaging, we consider potential environmental impacts and assess their effects on the health and safety of people working in the EURPACK group.

We want to remain inquisitive, pragmatic and focused on the continuous innovation of products and processes.

VISION



We offer ourselves as all-round consultants, able to tackle complex projects and provide effective solutions in the post-development phase, becoming a reference point in identifying new business opportunities that generate value both for the Group and for our customers.

We believe in the power of collaboration and are committed to actively involving our people, customers, partners and local communities in shared projects, based on the dissemination of know-how, the sharing of values and the achievement of common goals.

We want to inspire the people in our Group to develop an entrepreneurial style, encouraging them to become ambassadors for a cultural shift that stimulates curiosity, innovation and the ability to go beyond the status quo. Finally, we aim to decisively affirm our leadership at the national level and to enhance the contribution of Italian innovation on the international packaging scene, strengthening our presence beyond national borders.



3.2 BoD, Committees, Organisational Models

The **Board of Directors (BoD)** of **Eurpack** plays a key role in guiding and developing the Company. Consisting entirely of members of the **Diaz** family, the BoD represents the continuity of a solid and deep-rooted entrepreneurial tradition, in which the company's values are handed down from one generation to the next.

The **Chairman** is **Corrado Diaz Gonzales Olivetti**, while the role of **CEO** is held by **Monica Diaz Gonzales Olivetti**. The presence of a woman at the helm of the company testifies to the fact that merit and competence are the real criteria for growth at Eurpack, regardless of gender.

Alongside them, the **managing directors Luca Diaz Gonzales Olivetti and Roman Diaz Gonzales** provide cohesive management oriented towards sustainable growth. This family structure not only ensures a common and shared vision, but also strengthens the sense of responsibility and dedication to the future of the Company. Eurpack's Board of Directors thus represents a perfect balance between **innovation and tradition**, between historical values and a mindset open to change, as it promotes a business model that combines **solidity, inclusion and sustainable growth**.



Over the years, Eurpack has consolidated a governance model focused on sustainability, social responsibility, and people development, recognising **company committees as fundamental tools for strategic direction, monitoring, and continuous improvement**.

As the economic and social environment evolves, these bodies play a central role in **strengthening Company culture**, promoting organisational values, and supporting sustainable growth.

The committees use a cross-functional and participatory approach to help Management **identify strategic priorities, address stakeholder concerns, and promote initiatives** that create long-term value for the organisation, its people, and the local community.

SUSTAINABILITY COMMITTEE

To advance Eurpack's sustainable development strategy, a dedicated body now leads sustainability initiatives and monitors the Company's ESG progress.

The Sustainability Committee oversees sustainability initiatives to ensure they align with Company objectives, stakeholder expectations, and regulatory and market requirements.

The Committee analyses, evaluates, and monitors sustainability projects, assessing their effectiveness, strategic alignment, and long-term impact. Through ongoing oversight, the Committee sets priorities for submission to the Board of Directors and ensures initiatives progress smoothly toward established objectives. It also oversees the analysis of material issues and identifies new projects, focusing on the sustainability aspects most relevant to Eurpack and its stakeholders, including employees, customers, suppliers, and local communities. This approach enables the Company to quickly identify opportunities for improvement, address emerging challenges, and demonstrate its commitment to responsible, innovative, and sustainable development.

STEERING COMMITTEE

In 2025, as part of aligning with UNI/PdR 125:2022, Eurpack established the Steering Committee, a body that plays an increasingly significant role in supporting the Company's strategic objectives on inclusion, equal opportunities, and the development of its people.

The Committee actively promotes, disseminates, and consolidates an organisational culture based on fairness, respect, and staff wellbeing. It contributes to developing an inclusive working environment that values diversity and supports the professional and personal growth of every employee.

The Steering Committee provides guidance, oversight, and recommendations to help the Company implement policies and initiatives that promote gender equality and human capital development. This approach reinforces the Committee's role as a strategic driver of the organisation's sustainable and responsible growth.

To further demonstrate Eurpack's commitment to these issues, a Steering Committee member and the Group's ESG Manager has joined the **Provincial Standing Committee for Gender Equality established by the Province of Latina**. This appointment recognises Eurpack's progress and ongoing commitment to gender equality and an inclusive culture, and is a source of great pride for the Company.

SOCIAL PERFORMANCE TEAM

The Social Performance Team (SPT), formally appointed by Management, plays a key role in overseeing and consolidating the Social Responsibility Management System (SGRS) to ensure compliance with the SA8000 standard.

With representatives from multiple departments, the SPT serves as a cross-functional body that facilitates dialogue between Management and Employees, fostering a culture of responsibility, active listening, and continuous improvement. The Team now monitors Company activities more closely, identifies non-compliance risks, and sets priorities of action in sensitive areas. Its key activities include monitoring social performance indicators, managing corrective and preventive actions, supporting the Social Responsibility Report and Review, and developing training and awareness programmes. The SPT also manages relationships with the Certification Body and stakeholders, ensuring ongoing and transparent communication on social responsibility. To support continuous improvement and staff engagement, the Team conducts an annual anonymous internal survey to gather feedback, identify development areas, and strengthen the efficacy of the management system.

Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001

Eurpack has adopted its Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001, updated and approved by the Management Board on 06/03/2024. The aim is to further consolidate the Company's commitment to the principles of legality, transparency, fairness and responsibility in corporate management, in accordance with current regulatory provisions and Confindustria Guidelines.

Over time, the 231 Model has assumed an increasingly central role

within the corporate governance system. It is a strategic tool for managing risks and promoting a business ethics-centred culture. The Model implements a structured system of rules, procedures, and controls to prevent offences outlined in the Decree for the Company's benefit and to protect the Company's integrity and reputation.

The system includes targeted monitoring, control, and awareness activities for employees and stakeholders. These initiatives promote understanding of legal, reputational, and operational risks, and encourage ethical, responsible, and compliant behaviour.



The Board of Directors is responsible for adopting, implementing, and updating the Model, and periodically reviews its effectiveness in response to regulatory and organisational changes. Corporate functions support the practical application of the Model's principles and procedures, ensuring they are communicated and integrated into daily operations.

The Supervisory Body (SB) oversees the Model's operation and compliance, and promotes its continuous improvement through verification, analysis, and updates. This enables Eurpack to proactively manage risks, prevent unlawful conduct, and respond promptly to breaches, supporting sustainable, responsible, and transparent growth.

CODE OF ETHICS

Considered a key instrument, Eurpack has adopted its Code of Ethics to define and communicate the values, principles, and rules of conduct that guide the organisation and its workforce.

Over time, the Code of Ethics has become central to corporate governance. It serves as a key guide for fostering a culture of transparency, fairness, responsibility, and integrity. Eurpack establishes clear, shared principles to prevent non-compliance, build stakeholder trust, and support sustainable growth and reputation.

The Code sets the values and conduct standards for Company activities. It upholds legality, fairness, respect, and social responsibility, supporting an ethical and continuously improving workplace.

The Code applies to all representatives of Eurpack, including the Board of Directors, employees, contractors, consultants, suppliers, and partners, who must adhere to its principles and disseminate the corporate cultural ethic.

Ethics, Integrity and Anti-Corruption

For Eurpack, integrity is not only a regulatory obligation, but a fundamental pillar of its corporate identity and sustainable growth strategy. The conduct of business is based on the principles of transparency, honesty and loyalty, with the aim of consolidating a lasting relationship of trust with all its stakeholders.

In order to ensure maximum compliance, Eurpack has adopted a comprehensive Anti-Corruption Procedure, integrated with the Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/01. This system defines a standardised process for carrying out checks on all sensitive processes, ensuring that every relevant economic transaction is subject to strict control protocols. The scope of the procedure is cross-cutting and involves critical areas of the Company's operations, including the selection and management of suppliers, consultants and partners, relations with the Public Administration, and the management of financial flows and contracts.

Eurpack's approach to prevention is based on rigorous due diligence on counterparties. Before entering into any relationship, the Company conducts a reputational analysis, verifies identities, and ensures there are no conflicts of interest. The Company formalises its ethical commitment by including specific anti-corruption clauses in contracts.

With a view to shared responsibility, each employee is called upon to actively monitor the emergence of potential risk signals, such as anomalies in payments or requests for unjustified urgencies. If critical issues arise, the Company has set up secure whistleblowing channels through which any unlawful conduct can be reported. This guarantees maximum confidentiality and the protection of the whistleblower. The effectiveness of the corruption prevention

management system is monitored through an independent and objective Internal Audit programme. Conducted with a risk-based approach, these audits analyse samples of financial transactions, staff interviews and supplier documentation to ensure that procedures are not only formally correct, but effectively implemented.

The results of these activities feed into a cycle of continuous improvement, focused on the constant updating of staff training and the strengthening of control measures, confirming Eurpack's commitment to a robust and resilient governance model.

Whistleblowing and whistleblower protection

In line with its values of ethics, transparency and responsibility, Eurpack has implemented a whistleblowing system aimed at encouraging the reporting of illegal, improper or non-compliant behaviour, while ensuring maximum protection for the whistleblower. The Company offers confidential channels for submitting reports securely:

1. the dedicated email address is: odv_egs@pec.panservice.it;
2. Ordinary mail: Supervisory Board 231, Via dell'Industria 13 - 04011 Aprilia (LT);
3. Physical mailbox at the Company headquarters, accessible only by the Supervisory Body.

We handle all complaints according to established company procedures and conduct appropriate checks to verify their validity. When appropriate, the information collected is sent to the relevant bodies for potential disciplinary action or further investigation.

Eurpack recognises the vital role people play in safeguarding the Company's integrity, and ensures no whistleblower faces discrimination, penalisation, or retaliation for reporting in good faith. Any retaliatory or discriminatory measure is considered null and void, in full compliance with current legislation.

Through this system, the Company reinforces its commitment to transparent, responsible and risk-prevention-oriented management, promoting a climate of trust and active participation within the organisation.

Privacy and protection of personal data

Eurpack fully complies with Regulation (EU) 2016/679 (the GDPR), ensuring that personal data is processed lawfully, transparently, and with the highest standards of security and confidentiality. The protection of personal data is a key element of the Company's commitment to people, and is an integral part of the Integrated Management System. To this end, the Company adopts technical and organisational measures aimed at ensuring the confidentiality, integrity, availability and traceability of information, preventing unauthorised access, improper use, loss or improper disclosure of data.

Personal data is processed solely to manage employment relationships, fulfil regulatory, organisational, and contractual obligations, and protect Company security. Eurpack complies with the principles of lawfulness, minimisation, and necessity, collecting and processing only the data strictly necessary to pursue its intended purposes.

Access to information systems is managed by specific procedures that define roles, responsibilities and authorisation levels. The assignment and revocation of authorisations are formalised and tracked, while access is granted according to the need-to-know principle and managed centrally through the Company authentication system. Credentials must meet complexity requirements and are renewed periodically. System administrators use multi-factor authentication, and privileged credentials receive additional security protections. To mitigate unauthorised access risk and system vulnerability, the security of digital infrastructure is ensured through perimeter protection systems, network segmentation, centralised antivirus, control of external devices and secure connections.

To ensure operational continuity and information availability, Eurpack adopts formalised backup policies, with scheduled backups, data retention and replication on dedicated cloud infrastructures.

The Company also has a structured process for managing cyber incidents, which includes event classification, the definition of action priorities, response times and escalation procedures, with a special focus on critical systems.

With regard to personal data breaches, Eurpack has adopted practices that provide for the immediate containment of the event, the restoration of security conditions, the resetting of any

compromised credentials, and the prompt notification of data subjects in the cases envisaged by the regulations. Eurpack is currently drawing up a specific documented procedure for the handling and notification of breaches in accordance with Article 33 of the GDPR.

Finally, Eurpack guarantees employees, collaborators and all other data subjects the exercise of the rights recognised by the applicable legislation, including the right of access, rectification, erasure, limitation of processing and objection, ensuring maximum transparency in the methods of managing personal data and the constant improvement of its information protection system.

Social Responsibility Management System (SRMS)

The Company considers **social sustainability and the promotion of gender equality** to be central to its responsible growth strategy, and has consolidated its commitment through the implementation of an **Integrated Management System compliant with SA8000 and UNI/PdR 125:2022 standards**. Adopting these certifications demonstrates our commitment to respecting human and workers' rights, fostering an inclusive, safe, and merit-based workplace, and promoting a culture of ethics, transparency, and social responsibility. Specifically, SA8000 certification demonstrates the organisation's commitment to international standards for worker protection, health and safety, freedom of association, and the prevention of child labour, forced labour, and discrimination. The UNI/PdR 125:2022 certification confirms the implementation of policies and tools that promote gender equality, equal opportunities for professional growth, and the work-life balance. The Company's management team actively defines the Social Responsibility and Gender Equality Policy, setting annual objectives, improvement actions, and development programmes aligned with the adopted certification principles. These objectives are pursued by allocating sufficient organisational and economic resources, communicating company policies internally, providing ongoing staff training, and systematically monitoring social performance using specific indicators. The management system also allows for periodic management reviews in order to assess the efficacy of actions taken, the reaching of set objectives, and the identification of further areas for improvement.

Operational oversight is managed by the ESG department, the Head of the Social Responsibility Management System, the HR functions, and Senior Management. Each has defined roles and responsibilities to ensure proper procedure implementation and ongoing system updates. We prioritise worker health and safety, human capital development, and transparent communication with both internal and external stakeholders. The Company applies social responsibility and sustainability principles throughout its value chain. It verifies and monitors partners and suppliers to ensure they meet the Company's ethical and social standards.



3.3 Networks

For Eurpack, joining industry associations is a strategic way to promote innovation, quality, and sustainability, while also encouraging dialogue and collaboration with a broad range of stakeholders.

Through active participation in these associations, Eurpack upholds its commitment to responsible production practices and the development of sustainable solutions, while strengthening its role within the relevant industrial supply chain.

MEMBERSHIP OF ASSOCIATIONS



The local association of the Confindustria network of Rome, Frosinone, Latina, Rieti and Viterbo. This association acts as a policy lab, for the construction of strategic and operational projects and proposals aimed at intercepting and representing the collective interests of companies.

UNINDUSTRIA - Sezione Carta, Stampa e Cartotecnica

The objectives of the trade-specific sections are to liaise, collaborate and coordinate with Confindustria's sector associations and federations, in order to achieve integration and liaison in the representation of interests between regions and trades.



An organisation representing companies located in the Caffarelli industrial zone of Aprilia in Lazio. Founded with the aim of supporting the member companies, CIAP promotes initiatives aimed at the economic, social and environmental development of the region.



A national trade association representing Italy's graphic, paper and cardboard processing companies, and printers of flexible packaging. Assografici is a member of Confindustria and is also linked to the European trade federations: Intergraf for the graphic sector and Citpa for the paper processing sector.



A private non-profit consortium, which in Italy is the instrument through which the producers and users of packaging can achieve the legal targets for waste recycling and recovery.



A national consortium for the recovery and recycling of cellulose-based packaging, bringing together paper mills, producers, processors and importers of paper and cardboard used in packaging. It is part of the CONAI system.



Provincial Standing Committee for Gender Equality, of the Province of Latina, a permanent forum for dialogue between institutions, social partners and local organisations aimed at promoting equal opportunities in the world of work and combating gender discrimination.

In line with its path of sustainable development and its desire to strengthen the strategic role of ESG communication, Eurpack has joined the **“Comunicazione e (in)formazione”** sub-group of the **ESG Strategies Technical Group, promoted by Unindustria**. This involvement reflects a deliberate commitment to advancing effective, transparent, and stakeholder-aligned models for communicating sustainability. The sub-group is committed to developing a shared strategy for communicating ESG issues and initiatives - a process that begins by identifying common macro-objectives and analysing current practices, with input from companies. In this collaborative context, Eurpack engages in a structured, inclusive process that emphasises active cooperation, ongoing dialogue among companies, and alignment with institutional communication. This approach

ensures consistent, effective, and enhanced ESG content. A key focus of the subgroup is promoting and sharing best practices, including through innovative tools like the **“Vetrina della Sostenibilità”**. This initiative highlights company experiences, sustainability reports, and achievements, while fostering dialogue and collaboration within the regional business community.

Through this participation, Eurpack strengthens its reputation as a responsible and proactive company, committed to fostering a more sustainable and transparent local ecosystem. Membership of the subgroup offers opportunities for discussion and growth, as well as the ability to create positive, lasting impacts by strengthening dialogue with stakeholders, institutions, and reference communities.

Vetrina della sostenibilità





“Per Eurpack lo sviluppo sostenibile è una strategia a lungo termine, un valore aggiunto per una crescita strutturata, equilibrata, etica, che vede il benessere sociale come punto di inizio e di fine di un ciclo continuo.”

Monica Diaz Gonzales Olivetti
Amministratore Delegato



[Link to Video ¹](#)

¹ https://www.youtube.com/watch?v=pFTh4q6nk-A&time_continue=121&source_ve_path=NzY3NTg&embeds_referring_euri=https%3A%2F%2Fwww.un-industria.it%2F



3.3.1 Participation in industry events and stakeholder engagement

In 2025, Eurpack participated in major events and exhibitions for the packaging, life sciences, and pharmaceutical industries, strengthening relationships with customers, partners, suppliers, and other supply chain stakeholders.

The main events include:

- Pharma Hub, an event dedicated to innovation, sustainability and regulatory developments in the pharmaceutical and healthcare sector;
- Vitafoods Europe, one of the main international trade fairs dedicated to the world of food supplements, nutraceuticals and well-being;
- Pharmintech, a leading event for innovative technologies, processes and solutions for the pharmaceutical and life sciences industry;

- Pharmap, an international congress dedicated to pharmaceutical production and packaging, which brings together companies, experts and industry players from different countries.

By participating in these events, the Group showcased its solutions, analysed key market trends, and strengthened engagement with stakeholders throughout the value chain. The events offered a valuable opportunity to stay informed about innovation, quality, sustainability, and regulatory developments, while also strengthening skills and strategic relationships nationally and internationally. These discussions reflect the Group's commitment to ongoing dialogue with customers, suppliers, partners, and other stakeholders. Our goal is to understand market expectations, share best practices, and drive continuous improvement throughout the supply chain.

3.4 Company Policies

The **FSC® and PEFC Policy** demonstrates the Company's commitment to responsible forest resource use by promoting sustainable, traceable, and environmentally-sound management throughout the production chain. Through FSC® and PEFC Chain of Custody (CoC) certifications, Eurpack ensures that cellulose-based materials are sourced from forests managed according to internationally recognised environmental, social, and economic standards. This approach supports biodiversity, protects natural resources, and benefits communities involved in forest management. The policy also reinforces the Group's dedication to a sustainable production model by enhancing process transparency, material traceability, and the adoption of environmentally responsible practices. (eurpack.it)



The **Human Rights Policy** defines the Group's commitment to protecting and promoting fundamental human rights, which are essential to ethical, responsible, and sustainable governance. Guided by leading international standards on human and labour rights, the policy promotes inclusion, respect, dignity, and equal opportunity. It encourages fairness and responsibility within the organisation and throughout the value chain. With this document, Eurpack reaffirms its commitment to preventing discrimination, exploitation, forced labour, and child labour, while promoting a safe, fair, and people-focused workplace. The policy also reinforces the Company's commitment to transparency, social responsibility, and respect for human rights in its interactions with stakeholders, partners, and suppliers. (eurpack.it)

The **SA8000 and UNI/PdR 125:2022 Policy** outlines the Company's commitment to social responsibility, gender equality, and employee development by adopting principles of inclusion, equity, safeguarding workers' rights, and continuous improvement. Through this policy, Eurpack is committed to providing safe, respectful working conditions, preventing discrimination, promoting equal opportunities, and supporting an environment of respect, participation, and professional growth. The policy is a well-established tool that supports the Company's commitment to ethical, responsible, and sustainable governance. (eurpack.it)



The **Zero Tolerance Policy** affirms the Company's commitment to preventing and addressing any behaviour that violates respect, dignity, inclusion, or business ethics. Through this policy, Eurpack promotes a safe, fair, and respectful workplace with zero tolerance for discrimination, harassment, violence, abuse, or any conduct that undermines individual dignity. The policy reinforces the Company's commitment to social responsibility, organisational well-being, and individual protection. It promotes a culture of mutual respect, active listening, and fairness in professional relationships. (eurpack.it)

The **HR Policy** defines the Group's principles for managing human resources, emphasising that people are vital to the organisation's growth and sustainable development. The policy fosters a workplace grounded in meritocracy, inclusion, skill recognition, and respect for personal dignity. Through this policy, Eurpack is committed to ensuring equal opportunities, organisational well-being, and continuous training. The company works to promote transparent, and safe working conditions, and actively combat all forms of discrimination, harassment, and harmful behaviour. The HR Policy serves as a strategic tool to foster staff engagement, align company goals, and support professional growth. It promotes a responsible, ethical, and improvement-focused corporate culture. (eurpack.it)



The **QES (Quality, Environment and Safety) Policy** outlines the Group's commitment to high quality standards, environmental protection, and workplace health and safety, supported by an integrated management system focused on continuous improvement. The policy encourages responsible and sustainable business practices by prioritising operational efficiency, risk prevention, regulatory compliance, and reduced environmental impact. We prioritise product and service quality, customer satisfaction, worker safety, and the adoption of more sustainable and innovative practices. Eurpack's QHSE Policy demonstrates its commitment to integrated, responsible management and strengthens a corporate culture focused on quality, safety, and sustainability as key drivers of growth and competitiveness. (eurpack.it)



The **Whistleblowing Policy** outlines the procedures by which employees, contractors, and stakeholders can report unlawful, irregular, or unethical conduct, while ensuring whistleblower confidentiality and protection. It details available reporting channels, report handling procedures, and protective measures for those who report in good faith, in line with current legislation and Eurpack's principles of transparency, fairness, and integrity. (eurpack.it)



The **Sustainable Procurement Policy** defines the Company's principles for integrating sustainability into supplier selection and management, supporting a responsible, transparent, and long-term value-driven supply chain. With this approach, Eurpack seeks partners who uphold high environmental, social, and ethical standards and promotes practices that reduce environmental impact, respect human rights, and ensure regulatory compliance across the supply chain. This policy supports the Group's ESG strategy and aligns with leading international sustainability certifications and initiatives. (eurpack.it)

The **Anti-Corruption Policy** defines the principles and measures we use to prevent and address corruption and unlawful conduct that violate legality, transparency, and corporate ethics. This policy reaffirms our commitment to responsible, transparent management and promotes fairness, integrity, and regulatory compliance in all interactions with customers, suppliers, partners, public authorities, and stakeholders. As a core part of our governance and compliance system, the policy strengthens our ethical culture, internal controls, and the Group's long-term reputation and reliability. (eurpack.it)



Eurpack is committed to responsible data management, and has published its **Privacy Policy** to ensure user privacy through security measures that comply with current legislation. Personal data is collected transparently, used only for service delivery, legal compliance, and website improvement, and is processed with digital tools but only for as long as strictly necessary. Eurpack also promotes transparency and accountability, enabling users to exercise their rights to access, rectify, erase, or object to data processing. These practices help build trust and support the sustainability of its digital operations. (eurpack.it)

3.5 Certifications and Regulatory Compliance

Beyond mere formal documents, Eurpack's certifications reflect a **genuine commitment** to quality, safety, sustainability, and social responsibility. In a market that is increasingly attentive to ethical and environmental standards, these certifications allow the company to stand out, guaranteeing customers and partners a reliable and cutting-edge service. Below, we take a closer look at the value and importance of each Eurpack certification.

Gender equality



In 2025, Eurpack received **Gender Equality certification pursuant to UNI/PdR 125:2022** from Bureau Veritas, demonstrating its commitment to an inclusive, fair, and people-focused workplace. This standard encourages organisations to implement **policies that reduce the gender gap**, particularly in **career advancement, equal pay, diversity management, and support for parenthood and maternity**.

For Eurpack, this certification is a significant acknowledgement of its progress in inclusion, employee development, and social responsibility, further strengthening a culture of respect, fairness, and meritocracy.

SA8000 - Corporate Social Responsibility



SA8000 certification attests that Eurpack operates according to high standards of **business ethics, protecting workers' rights and ensuring safe and decent working conditions**. This standard certifies our compliance with international human rights standards, the rejection of child labour and the adoption of fair practices in personnel management.

In line with the principles of the SA8000 standard, given the crucial role of the supply chain in creating a responsible and sustainable business model, Eurpack has implemented a **structured system for the selection, qualification and monitoring of its suppliers**, with the aim of ensuring high standards of ethical, social and regulatory compliance.

Through a rigorous process of evaluation, which includes the **supplier ethics validation questionnaire**, risk classification and a periodic audit plan, Eurpack constantly monitors the performance of its partners in relation to:

- Compliance with mandatory and voluntary regulations;
- Working conditions and human rights, preventing any form of exploitation or discrimination;
- Compliance with ethical commitments, by signing the SA8000 policy and the company's Code of Ethics;
- Continuous monitoring, with annual updates and on-site audits for suppliers classified as critical.

The internal management system makes it possible to identify high-risk suppliers and to implement targeted corrective actions, up to and including suspension of the relationship in the event of serious non-compliance. In addition, for private recruitment agencies, a dedicated qualification and retraining process is adopted to ensure alignment with the principles of fairness and compliance with labour regulations.

Through this integrated approach, Eurpack ensures a concrete commitment to social sustainability, strengthening its responsible governance model and promoting an ethical and transparent value chain.

For more than thirty years, Quality, Environment, Health, and Safety have been central to Eurpack's management model and are the core values guiding our business activities and strategic decisions. We recognise that sustainable growth depends not only on manufacturing excellence, but also on protecting people, preserving the environment, and maintaining high organisational standards.

ISO 9001 – Quality Management System

ISO 9001 is an international standard that establishes the requirements for a quality management system (QMS), which is essential to ensure **continuous improvement**, customer satisfaction and operational efficiency. The adoption of ISO 9001 enables Eurpack to **improve the quality of its products and services** through rigorous process control,



reducing errors and inefficiencies. Finally, it promotes a culture of change, encouraging an innovative and agile working environment. Adopting ISO 9001 provides Eurpack with a competitive advantage by demonstrating its commitment to quality, reliability, and excellence.



In 2025, Eurpack will celebrate 30 years since obtaining its first Quality Management System certification in 1995. This milestone highlights the company's ongoing commitment to continuous improvement, structured processes, and a culture focused on excellence, risk prevention, and sustainability.



Over time, this approach has expanded to include environmental and workplace health and safety issues, resulting in an integrated management system. Today, this system is a defining feature of the organisation and a key tool for creating value for customers, employees, and stakeholders.

ISO 14001 – Environmental Management System

ISO 14001 is a key certification for Eurpack; it **integrates environmental management into all business processes**, promoting a culture of sustainability and respect for the environment. This certification demonstrates Eurpack's ongoing commitment to **reducing its environmental impact, protecting the environment**, and improving operational efficiency.

ISO 45001 – Health and Safety System

ISO 45001 is the international standard for **occupational health and safety management systems (OHSMS)**. Eurpack's adoption of this policy represents a concrete commitment to ensure a **safer working environment, reducing the risk of accidents and occupational diseases**. In addition, it promotes compliance with current safety regulations, avoiding penalties and improving compliance management. This approach not only strengthens the company's reputation, showing its commitment to safety and gaining the trust of customers, partners and stakeholders, but also contributes to increased operational efficiency as it reduces the costs related to accidents, absences and production downtime. Promoting a culture of safety actively involves employees and management in the prevention of risk, encouraging a proactive attitude.

The integration of ISO 45001 certification with other management systems, such as ISO 9001 for quality and ISO 14001 for the environment, facilitates a structured and synergistic approach to the management of the business, as it improves the sustainability and overall effectiveness of processes.

ISO 13485 – Medical Device Quality Management System

ISO 13485:2016

BUREAU VERITAS
Certification



EN ISO 13485 is the harmonised **quality management** system (QMS) standard for the medical device sector. The standard specifies the requirements through which an organisation can demonstrate its ability to provide medical devices and related services that comply with customer specifications and the applicable regulatory

requirements. Achieving this certification is essential to ensure high standards of quality in the production of packaging for medical devices to optimise process management and to minimise risks.

ISO 14064-1 – The Organisation's Carbon Footprint



ISO 14064 carbon footprint certification allows a company to **measure, monitor and reduce its GHG emissions throughout the production chain**. This commitment to environmental sustainability improves **energy efficiency**, reduces **environmental footprint** and strengthens the company's credibility with customers and stakeholders. In addition, this standards promotes compliance with environmental regulations and the achievement of sustainability objectives, contributing to the transition to a low-carbon economy.

FSC® (Forest Stewardship Council) + PEFC



FSC® certification ensures that the paper and cardboard-based **materials** used by Eurpack are **sourced from forests managed in a responsible and sustainable manner**. This means complying with high environmental standards, protecting biodiversity and ensuring the wellbeing of local communities involved in forest management.



Being PEFC-certified, on the other hand, means ensuring the eco-sustainability of the end product thanks to traceability of the production process.

Kosher certification



Kosher certification is one of the main food certifications attesting that the end **consumer product complies with Jewish and Islamic standards**. Obtaining this certification from the Italy Kosher Union means that the company can guarantee quality, transparency and access to new markets.

More and more consumers, not only of the Jewish faith, are choosing kosher products for their high control and safety standards.

Being kosher-certified is also a symbol of trust and recognition, as the brand is synonymous with quality and compliance. The strict control standards imposed by this certification guarantee a reliable and transparent process, confirming Eurpack's attention to the safety and excellence of its products.

TAPA TSR (Trucking Security Requirements)



The TAPA TSR (Trucking Security Requirements) certification covers **every stage of transport** operations: from personnel recruitment and training, to the policies and risk analysis of road routes, to on-road safety protocols and product loading and unloading.

This certification is particularly important because it guarantees **maximum safety in the logistics and transport of products** which are often intended for highly regulated sectors, such as the pharmaceutical and medical industries. Compliance with TAPA TSR standards allows the company to protect the integrity of products during transport, reducing the risks of theft and tampering. It also boosts reliability and our reputation with customers and partners, as it shows a tangible commitment to supply-chain security and the upgrading of logistics processes, reducing inefficiencies and ensuring more effective management of risk.

**Food supplement secondary packaging authorisation - HACCP**

HACCP authorisation is essential for Eurpack because it guarantees **compliance with safety and hygiene standards in the management of food supplement packaging**. This ensures that our production processes comply with regulations, reducing the risk of contamination and improving the quality of the final product.

ISO 27001 – Compliance of security information management

Eurpack operates **in compliance** with ISO 27001 standards, ensuring the **security of company information**. This is a crucial aspect in

the pharmaceutical, cosmetics and healthcare sectors, where the protection of sensitive data is essential. The adoption of these best practices allows the company to manage cyber security effectively, preventing risks such as unauthorised access, data breaches and cyber attacks. In addition, it strengthens the trust of customers and partners, improves regulatory compliance and ensures the protection of information throughout the production chain.

ISO 50001 – Energy Management System (EMS)

ISO 50001 is the international standard that defines the requirements for the design, implementation, and improvement of an Energy Management System (EMS). This standard supports organisations in reducing energy consumption, optimising efficiency and decreasing environmental impact through a systematic approach focused on continuous improvement. Eurpack has advanced its energy management through substantial investments in infrastructure and resources. To further demonstrate its commitment to sustainability, the company is pursuing ISO 50001 certification. **The certification process began in 2025 and is expected to conclude by the end of 2026.**

3.6 Product Health and Safety

Product health and safety are core principles at Eurpack and central to our responsibility to customers, patients, and end-users. Product and service quality is integral to our strategy, supporting reliability, operational continuity, and compliance with all relevant regulations.

Eurpack operates in the pharmaceutical, nutraceutical, cosmetics, and medical device sectors with a focus on risk prevention and continuous improvement. We ensure every product meets high standards of quality, safety, traceability, and compliance. Health and safety impact awareness accompanies the life cycle of every product, from raw material selection to customer delivery. Our **Integrated Quality, Environment, Health, and Safety Management System**, certified to international standards, supports the structured management of all processes and associated risks. Specifically, ISO 9001 certification is our benchmark for managing business processes effectively, efficiently, and with customer focus. This system standardises activities, clarifies responsibilities, monitors performance through specific indicators, and drives corrective actions and continuous improvement to ensure compliance and customer satisfaction.

The Integrated Management System includes structured processes for supplier qualification, raw material control, product design and validation, change management, production monitoring,

equipment maintenance, staff training, batch traceability, non-conformity management, root cause analysis, corrective and preventive actions, internal audits, and management reviews. These processes ensure ongoing performance monitoring, prompt identification of issues, and continuous organisational improvement.

As part of its activities relating to medical devices, Eurpack also operates **in compliance with UNI EN ISO 13485**, which further reinforces the risk-based approach and process control, helping to ensure the safety, effectiveness, and compliance of products with applicable regulatory requirements. The standard requires the systematic assessment of potential impacts on product health and safety, risk management throughout the entire production process, and the continuous monitoring of the quality management system's performance, ensuring adherence to the sector's highest standards.

This focus on quality also extends to the responsible management of the supply chain. Through its FSC® and PEFC Chain of Custody certifications, Eurpack ensures the traceability of raw materials of forest origin and promotes responsible sourcing, integrating environmental sustainability with product quality and safety.

The integration of the various management systems and certifications enables Eurpack to take a comprehensive view of quality, product safety, sustainability and responsibility throughout the value chain. This approach promotes an organisational model that prioritises prevention, innovation, continuous improvement, and long-term value. It strengthens customer trust, ensures regulatory compliance, and enhances the Company's competitiveness in regulated markets.

In 2025, all Eurpack product and service categories underwent health and safety impact assessments through the Integrated Management System's analysis, control, and monitoring processes, ensuring compliance with technical, regulatory, and contractual requirements.

Non-conformities

The effectiveness of the Integrated Management System is confirmed by the results achieved in 2025. No significant health and safety non-compliance issues, product recalls, fines, or other measures related to legislative violations were reported during the year.

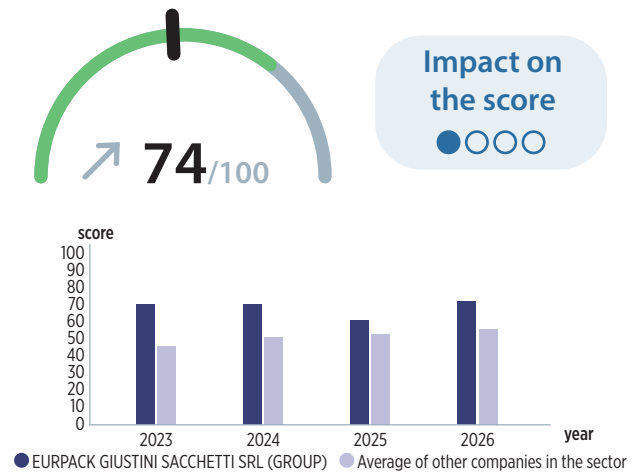
These results demonstrate the strength of Eurpack's internal controls and quality assurance, supported by risk management, ongoing performance monitoring, and active staff engagement. Preventing non-conformities and ensuring product compliance throughout the life cycle protects end-user health and safety, builds trust with customers, partners, and stakeholders, and demonstrates the company's commitment to quality, reliability, and continuous improvement.

KPIs	2025
SIGNIFICANT NON-COMPLIANCE INCIDENTS RELATING TO THE HEALTH AND SAFETY OF PRODUCTS AND SERVICES	0
PRODUCT RECALLS FOR HEALTH AND SAFETY REASONS	0
PENALTIES OR MEASURES FOR REGULATORY NON-COMPLIANCE	0

Ecovadis – ethics performance score

Ethics is one of the four pillars of the EcoVadis assessment and measures a company's ability to promote responsible and transparent behaviour that complies with corporate integrity principles. In 2026, based on figures referenced to 31 December 2025, Eurpack achieved a score of 74 out of 100², a marked improvement on the previous year (the 2025 result scored 62 out of 100).

Ethics



The assessment considers aspects such as corruption prevention, responsible information management, data security, transparency of business relationships, and the adoption of internal procedures and controls to ensure compliance with applicable regulations and business conduct principles.

The result demonstrates Eurpack's commitment to building a corporate culture based on fairness, responsibility, and transparency, which are essential for fostering lasting relationships of trust with customers, suppliers, employees, and stakeholders, contributing to ongoing sustainable value.

² EcoVadis uses a strict set of cutting-edge guidelines applied by expert analysts in every assessment. The EcoVadis score allows companies to see how they are faring compared to competitors in the same industry, but it also defines their overall sustainability performance in absolute terms. <https://support.ecovadis.com/hc/it/articles/115002531507-Qual-%C3%A8-la-metodologia-EcoVadis>



CHAP. 4

ENVIRONMENT



Environmental protection is one of the guiding principles behind Eurpack's business and strategic decisions. Amid increasing climate, regulatory, and social challenges, the Company considers environmental sustainability essential for responsible, long-term growth.

Throughout 2025, Eurpack continued its path of improvement, consolidating ongoing initiatives and developing new projects to progressively reduce its environmental footprint. This commitment means a greater focus on efficient resource use, emission reduction, technological innovation, and adopting more sustainable solutions across the entire value chain.

The year's work testifies to growing awareness regarding the incorporation of environmental considerations into the Company's decision-making and operations. Through targeted investments, performance monitoring, and identifying new improvement opportunities, Eurpack is strengthening its contribution to the transition towards more efficient, resilient, and environmentally friendly production models.





4.1 Climate strategy

Climate change is a significant global challenge that demands action from all economic stakeholders. Recognising its responsibility across the value chain, Eurpack has launched a structured program to measure, monitor, and reduce greenhouse gas (GHG) emissions. This initiative supports the transition to a low-carbon development model. Measuring the carbon footprint is essential for understanding the climate impact of business activities and identifying effective actions for gradual reduction.

Eurpack monitors its emissions, categorising them as follows:

- ✓ Scope 1, direct emissions generated from sources owned or controlled by the organisation;
- ✓ Scope 2, indirect emissions associated with the purchase of electricity, heat or cooling;
- ✓ Scope 3, indirect emissions generated along the value chain, upstream and downstream of Company activities.

In addition to using the GHG Protocol Scopes, Eurpack organises and monitors its emissions inventory according to ISO 14064-1 categories. This approach ensures a structured reporting of direct emissions (Category 1) and key indirect emissions (Categories 2, 3, and 4), providing a comprehensive and consistent assessment of the climate impacts of its operations.

In 2025, the Group updated the Company's GHG inventory

using the operational control approach, in line with ISO 14064-1 requirements, as part of the certification process. For the first time, the inventory also followed the GHG Protocol Corporate Standard to define science-based reduction targets in accordance with the Paris Agreements.

The reporting of a comprehensive inventory of GHGs can improve the organisation's knowledge of its own emissions; this tool is progressively assuming a managerial aspect relevant for relationships with stakeholders and for the emergence of new environmental policies and requirements that aim to reduce GHG emissions.

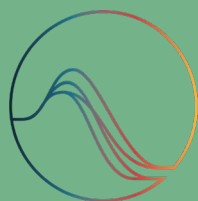
A significant amount of GHG emissions is associated with an increase in business costs, although the organisation is not directly subject to particular legislative requirements.

In addition, stakeholders can perceive the direct and indirect emissions related to the activities carried out by the organisation as potential financial liabilities, which must be managed and, if possible, reduced. Emissions reporting also helps identify opportunities to improve resource use and energy efficiency, and to develop services that reduce GHG impacts for customers and suppliers. This positions the Company more competitively in an environmentally conscious market. Maintaining a rigorous emissions inventory is fundamental for setting effective targets and supporting ongoing monitoring and reporting.

SBTi

As part of its decarbonisation programme, Eurpack has continued to meet its commitment under the Science-Based Targets initiative (SBTi) Commitment Letter, formalised in September 2024.

In November 2025, the Company partnered with a climate and sustainability consultancy to define science-based emissions reduction targets that meet SBTi criteria.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

This collaboration included a detailed analysis of Scope 1, Scope 2, and Scope 3 emissions, development of reduction scenarios, and creation of a decarbonisation roadmap aligned with the Paris Agreement.

In early 2026, Eurpack published its Science-Based Targets and submitted them for validation through the SBTi platform.

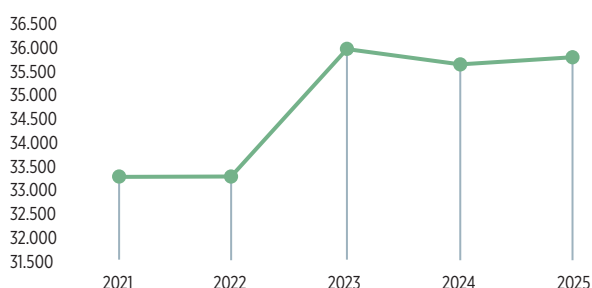
The assessment and validation process is ongoing at the reporting date.

ISO 14064-1 inventory

As in previous years, Eurpack has calculated its **organisational carbon footprint** for 2025 in collaboration with Kassena S.r.l., a spin-off from the University of Tuscia. The assessment used SimaPro 10.3.0.1 software, the Ecoinvent v3.11 database, and the “IPCC 2021 GWP 100 v1.03” method, which is based on the Global Warming Potentials from the Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC, 2021).

Compared to the previous year, there was a **slight increase in overall emissions**, mainly due to the expansion of the reporting scope. However, this increase is offset by Eurpack’s attention and commitment to environmental issues, as demonstrated by the efficiency initiatives implemented.

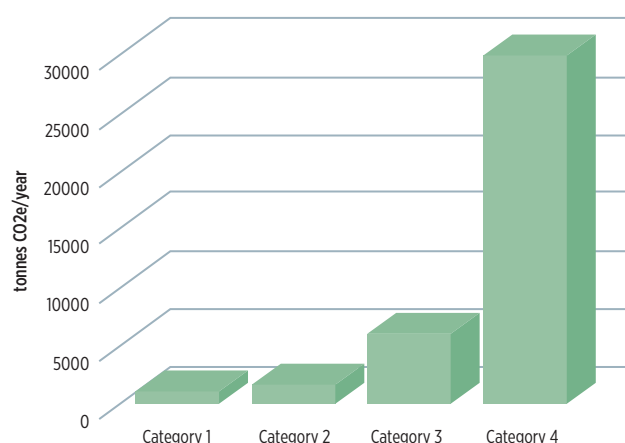
TOTAL CO2E FOR THE YEARS 2021-2022-2023-2024-2025



the construction of a low-carbon future, thereby strengthening its commitment to increasingly responsible packaging.

In establishing the operational boundaries of the system to be assessed, in line with the breakdown outlined in ISO 14064-1:2019, the GHG emissions associated with the organisation’s operations were identified.

The analysis carried out on the Eurpack Group’s production sites showed a total amount of GHG of 35,926 t CO2-eq for 2025. Category 4 (indirect GHGs from products and services used) was the most impactful.



By adopting sustainable practices and investing in energy efficiency and internal awareness campaigns, Eurpack intends to actively contribute to the achievement of **international climate goals** and

The Robecco production site contributed 57.1% of the total emissions generated by the Eurpack Group, followed by Aprilia with 42.7% and Ascoli with the remaining 0.2%.

Inventory of GHGs produced by the Eurpack Group in 2025 (Location-based approach)

	t CO2e/year						Incidence (%)		Quantitative uncertainty	Qualitative uncertainty (IQ)
	Aprilia	Robecco	Ascoli	Total			Of which t CO2e	Within category		
Category 1. Direct GHGs					Biogenic	LUC				
Methane combustion	34	148	9	191	-	-	47%	0,5%	2,0%	Low
Use of company fleet vehicles	89	87	-	176	11,9	-	44%	0,5%	NA	Low
Use of rented vehicles	21	15	-	36	2,4	-	9%	0,1%	NA	Low
Refrigerant gas leakage	-	-	-	-	-	-	-	-	-	-
Subtotal	145	250	9	404	14,3	-	100%	1,1%	0,9%	
Category 2. Indirect GHGs from imported energy					Biogenic	LUC				
Production/use of electricity (location-based)	486	446	15	947	-	-	2,6%		NA	Low
Category 3. Indirect GHGs from transport					Biogenic	LUC				
Transport of raw materials and external processing	1.562	2136	2	3.699	0,8	3	68%	10,3%	7,9%	Low
Transport of finished products	163	362	0,5	525	0,1	0,2	10%	1,5%	9,6%	Low
Transport of waste generated by the organisation	14	98	2	113	0,02	0,04	2,1%	0,3%	16,1%	Low
Commuting	378	303	12	693	0,30	0,40	13%	1,9%	8,2%	Low
Transport associated with customer visits to the Company	143	229	0,8	373	0,20	0,20	7%	1%	8,7%	Low
Upstream electricity	3	3	0,1	6	0,01	0,01	0,1%	0,02%	37,4%	Low
Upstream methane	9	41	2	53	0,02	0,01	1%	0,1%	16,6%	Low
Subtotal	2.272	3.172	19	5.463	1,4	3,9	100%	15,2%	6,5%	
Category 4. Indirect GHGs from products and services used					Biogenic	LUC				
Production of raw materials and outsourced processes	12.225	16.407	11	28.643	293	301	98,4%	79,8%	3,9%	Low
Immovable property	116	153	6	275	0,5	0,3	0,9%	0,8%	41,7%	Average
Waste disposal	100	94	-	194	177	0,02	0,7%	0,5%	23,1%	Low
Subtotal	12.441	16.654	17	29.112	471	301	100%	81,1%	4,0%	
Total t CO2e	15.344	20.522	60	35.926	486	305		100%	3,6%	Low



Inventory of GHGs produced by the Eurpack Group in 2025 (Market-based approach)

	t CO2e/year						Incidence (%)		Quantitative uncertainty	Qualitative uncertainty (IQ)
	Aprilia	Robecco	Ascoli	Total	Of which t CO2e		Within category	Out of total issued		
Category 1. Direct GHGs					Biogenic	LUC				
Methane combustion	34	148	9	191	-	-	47%	0,5%	2,0%	Low
Use of company fleet vehicles	89	87	-	176	11,9	-	44%	0,5%	NA	Low
Use of rented vehicles	21	15	-	36	2,4	-	9%	0,1%	NA	Low
Refrigerant gas leakage	-	-	-	-	-	-	-	-	-	-
Subtotal	145	250	9	404	14,3	-	100%	1,2%	0,9%	
Category 2. Indirect GHGs from imported energy					Biogenic	LUC				
Production/use of electricity (market-based)	-	-	-	-	-	-	-	-	-	-
Category 3. Indirect GHGs from transport					Biogenic	LUC				
Transport of raw materials and external processing	1.562	2136	2	3.699	0,8	3	66%	10,5%	7,9%	Low
Transport of finished products	163	362	0,5	525	0,1	0,2	9%	1,5%	9,6%	Low
Transport of waste generated by the organisation	14	98	2	113	0,02	0,04	2%	0,3%	16,1%	Low
Commuting	378	303	12	693	0,30	0,40	12%	2%	8,2%	Low
Transport associated with customer visits to the Company	143	229	0,8	373	0,20	0,20	7%	1,1%	8,7%	Low
Upstream electricity	68	62	2,1	132	1,4	0,04	2,4%	0,4%	37,4%	Low
Upstream methane	9	41	2	53	0,02	0,01	1%	0,1%	16,6%	Low
Subtotal	2.337	3.231	21	5.589	2,8	3,9	100%	15,9%	6,5%	
Category 4. Indirect GHGs from products and services used					Biogenic	LUC				
Production of raw materials and outsourced processes	12.225	16.407	11	28.643	293	301	98,4%	81,6%	3,9%	Low
Immovable property	116	153	6	275	0,5	0,3	0,9%	0,8%	41,7%	Average
Waste disposal	100	94	-	194	177	0,02	0,7%	0,6%	23,1%	Low
Subtotal	12.441	16.654	17	29.112	471	301	100%	82,9%	4,0%	
Total t CO2e	14.923	20.135	47	35.105	488	305	100%	100%	3,6%	Low

Category 1: direct GHGs

Category 1 emissions amount to 1.1% of the total. In this category of direct GHG emissions, methane combustion is the primary emission hotspot, followed by transport using the Company's vehicle fleet, which is the second-largest source. No refrigerant gas emissions were recorded, as F-gas control reports confirmed no leaks.

Category 1 emissions from methane combustion have decreased compared to the baseline:

	2025	2024	2023	2022	2021
Methane combustion (t CO2e)	191	297	239	232	312
Percentage change	-39%	-5%	-23,4%	-25,6%	-

An analysis of energy consumption reveals a gradual reduction in the use of natural gas, confirming the decarbonisation programme undertaken by Eurpack and the growing shift towards more sustainable and efficient energy sources.

A particularly significant milestone was achieved **in 2025, with the installation of new heat pump systems** at the plants on Via dell'Industria 13 (Aprilia) and Via delle Due Porte 1 (Robecco sul Naviglio). This investment has enabled the complete elimination of natural gas use at both sites, representing a major step forward in the process of electrifying the Company's energy consumption and reducing climate-changing emissions.

The project is one of the Group's key energy efficiency initiatives carried out in 2025. It confirms Eurpack's commitment to pursuing an energy transition strategy aimed at progressively reducing

dependence on fossil fuels and continuously improving its environmental performance.

Category 2: indirect GHGs from imported energy

As previously mentioned, Eurpack uses both location-based and market-based methods to calculate indirect emissions from electricity consumption, following the GHG Protocol and ISO 14064-1. Using the location-based approach, annual emissions from the national energy mix are 947 tonnes of CO2e, or 2.6% of the Eurpack Group's total annual emissions. This calculation uses a national average emission factor of 200.4 g CO2e/kWh, which reflects Italy's electricity generation mix, including CH4 and N2O, as published by the Higher Institute for Environmental Protection and Research (ISPRA) in its latest annual report (413/2025).

The market-based approach relies on the contractual terms of Eurpack Group's energy supply. As **all electricity for 2025 is sourced from renewables certified by Guarantees of Origin**, a direct emission factor of zero is assigned to electricity consumption, in line with the GHG Protocol and ISO 14064-1, provided the certificates are valid, traceable, and exclusively cancelled for the organisation.

For reporting indirect upstream emissions from electricity supply, the renewable energy mix declared by the supplier was modelled. The mix, identified as **100% hydroelectric**, was broken down based on the main hydroelectric technologies in Italy, using data from the Ecoinvent v3.11 database. Specifically, the blend considered comprises:

- 4% pumped-storage plants
- 61% reservoir plants in the Alpine region
- 35% run-of-river plants.

The weighted combination of these sources was used to model a kWh representative of the actual mix supplied to the Eurpack Group. This modelling produced a specific emission factor of 26.7 g CO₂e/kWh, which is used exclusively to quantify indirect upstream emissions from electricity supply.

Accordingly, emissions calculated with this factor are not allocated to direct electricity consumption in Category 2, but are reported as indirect upstream emissions from electricity.

Adopting the market-based approach reduces total reported emissions from 35,926 t CO₂e to 35,105 t CO₂e. This represents a decrease of 821 t CO₂e, or approximately 2.3% compared to the location-based approach.

Category 3: indirect GHGs from transport

Category 3 emissions amount to 15.2% of the total. Transport of raw materials, outsourced processing, and finished product shipments accounted for the largest share of emissions.

Category 4: indirect GHGs from products and services used

Category 4 emissions amount to 81.1% of the total. The production of paper & cardboard and aluminium are the materials that have had the greatest impact.

Environmental efficiency

The ratio of CO₂ equivalent (CO₂e) emissions to turnover is a crucial indicator for assessing a company's environmental efficiency. This parameter quantifies the CO₂e emissions generated for each unit of turnover produced. In 2025, we recorded a lower ratio of turnover to total CO₂e emissions than the baseline, indicating greater efficiency and lower environmental footprint per unit invoiced.

	2025	2024	2023	2022	2021
Turnover K€	70.495,24	64.196,63	64.407,65	50.684,19	36.827,31
Total CO ₂ e in tonnes	35.926	35.640	36.026	33.265	33.195
Tonnes of CO ₂ e / k€	0,510	0,555	0,559	0,656	0,901
Percentage change	- 43,3%	- 38,4%	- 38%	- 27,2%	-

GHG Protocol inventory

This second corporate greenhouse gas inventory follows the GHG Protocol Corporate Accounting and Reporting Standard (<https://ghgprotocol.org/corporate-standard>). The results are expressed in CO₂-equivalents (CO₂e) using the IPCC 2021 GWPI00¹.

EMISSION INTENSITY REDUCTION TARGET

Eurpack, in line with its climate strategy and Science Based Targets initiative (SBTi) commitments, aims to **reduce its greenhouse gas emissions intensity by 60% by 2030**, using 2021 as the base year. Emissions intensity is measured as total CO₂ equivalent (tCO₂e) emissions per Company turnover (k€). Eurpack has already achieved a 43.3% reduction compared to 2021, surpassing its initial target of a 30% reduction by 2030.

The target is to reduce emission intensity to 0.357 tCO₂e/k€ or less by 2030, down from 0.901 tCO₂e/k€ in 2021 and 0.510 tCO₂e/k€ in 2025.

We will achieve this target by implementing additional energy efficiency measures, electrifying consumption, adopting high-efficiency technologies, and progressively reducing emissions across the value chain. These actions align with our decarbonisation programme and our commitments under the Science-Based Targets initiative (SBTi).

Eurpack will monitor this indicator annually as a key KPI to evaluate the effectiveness of its decarbonisation programme and progress toward long-term climate goals.

¹ A standardised parameter that measures the impact on global warming of a greenhouse gas compared to carbon dioxide (CO₂), assessed over a 100-year period



Scope 1 (direct emissions)	Date	
	Type	Source
• Natural gas combustion	Primary	Monthly utility/gas invoices
• Use of Company-owned fleet vehicles	Primary/Secondary	Company fuel bills
• Use of rented vehicles (operating-lease under operational control)	Primary/Secondary	Company fuel bills
• Refrigerant leakage from site equipment	Primary	Annual F-gas inspection/maintenance reports
Scope 2 (indirect emissions from electricity)		
• Electricity consumption	Primary	Utility bills
Scope 3 (all other indirect emissions)		
• Transport of raw materials, purchased goods and waste (inbound/on-site)	Primary/Secondary	Supplier/haulier questionnaires;
• Transport of sold finished products (outbound)	Primary/Secondary	Company logistics records;
• Employee commuting	Primary	Ad hoc employee questionnaire
• Fuel- and energy-related activities not in Scopes 1 & 2 (e.g., electricity losses)	Secondary	Specific emission factors
• Production of purchased raw materials (e.g. paper & board, aluminium)	Primary/Secondary	Procurement records; secondary database
• External processing / third-party conversion	Primary/Secondary	Purchase orders/service invoices; secondary database
• Capital goods	Primary	Company registers
• Treatment and disposal of waste	Primary/Secondary	Company registers; secondary database

Where available, primary operational data such as measured energy consumption, bills, and logistics records are used. If primary data are unavailable, well-documented secondary sources and reliable databases (e.g. ecoinvent v3.11) are utilised. Calculations are performed using SimaPro 10.3.0.1.

In 2025, total greenhouse gas emissions at Eurpack Group's production sites by geographical area are 35,553 tCO₂e:

✓ Scope 1 = 404 tCO₂e;

✓ Scope 2 by geographical area = 947 tCO₂e;

✓ Scope 3 = 34,202 tCO₂e.

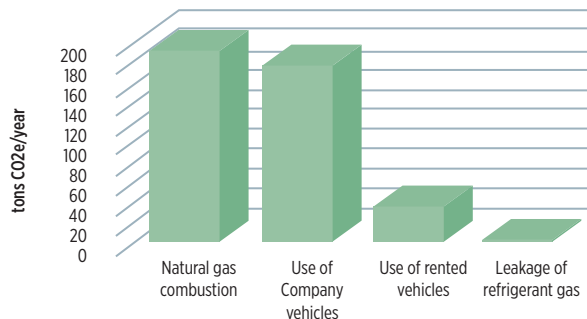
Under the market-based approach, Eurpack's electricity purchases are matched with Guarantees of Origin (GO) valid for 2025 and cancelled exclusively for the Company. As a result, market-based Scope 2 emissions are 0 tCO₂e. However, upstream electricity emissions increase by approximately 126 tCO₂e compared to the location-based estimate, due to the specific upstream residual emission factor used in the market-based model. As a result, the Group's total for 2025 amounts to 34,732 tCO₂e market-based, compared to 35,553 tCO₂e market-based.

The table below shows, for each scope, the type of source and the production site:

	t CO ₂ e/year			
	Aprilia	Robecco	Ascoli	Total
Scope 1 (direct emissions)				
Natural gas combustion	34	148	9	191
Use of Company vehicles	89	87	-	176
Use of rented vehicles (or operating leases)	21	15	-	36
Leakage of refrigerant gas	-	-	-	-
Subtotal	145	250	9	404
Scope 2 (indirect emissions from electricity)				
Consumption of purchased electricity (location-based)	486	446	15	947
Consumption of purchased electricity (market-based)	-	-	-	-
Scope 3 (other indirect emissions)				
Transport of raw materials	1.562	2.136	2	3.700
Transport of finished products	163	362	0,5	526
Transport of waste produced by the organisation	14	98	2	114
Employee commuting	378	303	12	693
Upstream electricity	3	3	0,1	6
Upstream natural gas	9	41	2	52
Production of purchased raw materials	12.225	16.407	11	28.643
Capital goods	116	153	6	275
Waste treatment and disposal	100	94	-	194
Subtotal	14.570	19.597	36	34.202
Total t CO₂e	15.201	20.293	59	35.553

Scope 1 – direct emissions

Scope 1 emissions account for 1.1% of the Group's total greenhouse gas footprint. Within Scope 1, natural gas combustion is the main critical factor.



Scope 2 – indirect emissions from electricity

Location-based

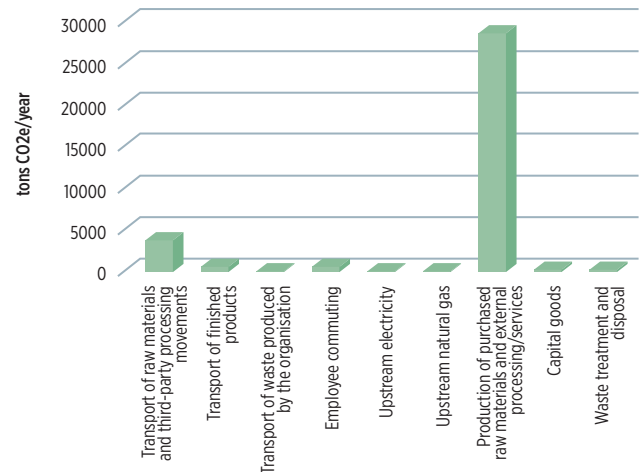
Annual emissions associated with the use of the national energy mix, calculated according to this approach, amount to 947 tCO2e (2.7% of the Eurpack Group's total annual emissions)².

Market-based – Guarantees of origin

The GHG Protocol guidelines for Scope 2 (<https://ghgprotocol.org>) envisage the reporting of indirect emissions from purchased electricity using a market-based approach that reflects contractual arrangements. When EU Guarantees of Origin (GOs) meet the quality criteria, are valid for the reference year, have been cancelled exclusively for the reporting entity, and are explicitly 100% renewable (within the relevant market), the associated market-based emission factor for those kWh is 0 tCO2e/kWh. **Eurpack's electricity use is fully covered by Green Certificates, valid until 2025 and issued exclusively to the Company. These certificates confirm that all electricity is derived from renewable energy sources.**

Scope 3 – all other indirect emissions

Production of purchased raw materials and external processing or services account for about 84% of Scope 3 emissions. Transport of raw materials and third-party processing contribute approximately 11%, employee travel approximately 2%, and transport of finished products approximately 1.5%.



Scope 3 emissions are the largest part of Eurpack's carbon footprint and are a key focus of the Group's decarbonisation programme. For this reason, the Company has extended emissions monitoring to the entire value chain. It analyses indirect impacts from upstream and downstream activities to define targeted reduction actions and support long-term climate goals.

Indicator	Unit of measurement	2025
Upstream Scope 3 emissions	tCO2e	30.176
Downstream Scope 3 emissions	tCO2e	4.226

Upstream Scope 3 emissions comprise those from purchased goods and services, capital goods, fuel and energy activities, upstream transport and distribution, waste management, business travel, employee commuting, and leased assets.

Downstream Scope 3 emissions include those generated by transporting and distributing sold products, processing and using products, end-of-life treatment, and activities such as leasing, franchising, and investment.

Indirect value chain emissions make up the largest portion of the Group's carbon footprint. Addressing these is a key focus of Eurpack's decarbonisation programme and SBTi-aligned emissions reduction targets.

² This calculation uses the national average grid emission factor of 200.4 g CO₂e/kWh, which reflects Italy's electricity generation mix, as published by ISPRA (413/2025).



COMMITMENT TO NON-DEFORESTATION

Eurpack Giustini Sacchetti S.r.l. is committed to eliminating deforestation from its key commodities by 4 September 2028.

This commitment is defined in accordance with SBTi FLAG Guidance. It applies to wood and wood fibre (paper and cardboard), the Company's main commodity linked to deforestation. The cutoff date is 2020: purchased paper and cardboard are considered deforestation-free only if they come from land not deforested after 2020. A significant proportion of the Company's paper and cardboard is already FSC or PEFC certified. By the target date, the Company will ensure all remaining suppliers use certified, traceable, and deforestation-free sources. The FSC/PEFC chain of custody will serve as the traceability mechanism, and the Company will engage with suppliers for any volumes not yet covered.



THE UP2YOU CARBON-NEUTRAL PROJECT

Also in 2025, Eurpack renewed its commitment to rolling out a project, which began with one customer in 2022, aimed at achieving carbon neutrality for the raw material used to make the folded boxes for a specific product. In collaboration with Up2You, an innovative start-up and B Corp-certified Company that is committed to environmental protection and social equity at an intra- and international level, the Group has been working to reduce its environmental footprint and cut its CO₂ emissions to zero, thereby addressing the challenge of climate change. Up2You uses only certified projects. It is the only Company in Europe authorised to operate with **Verra and Gold Standard certified carbon credits**. Thanks to this project, Eurpack was also able to achieve zero CO₂ emissions from the production of the same customer's folding boxes in 2025 (equivalent to 50 tonnes of CO₂³). The collaboration backed three specific projects:

- ✓ Brazil – Energy Industries project for renewable energy
- ✓ Zimbabwe – Agriculture Forestry and Other Land Use project to preserve areas prone to deforestation
- ✓ Uruguay – Agriculture Forestry and Other Land Use project, which involved planting trees to counter deforestation and offset CO₂ emissions.

TREEDOM



An eco-sustainability project undertaken in recent years

Eurpack is working with Treedom, a platform that plants trees remotely to promote environmental sustainability and support local communities.

Through this partnership, Eurpack has planted 2,268 trees in 10 countries and created its own forest, with 2,202 trees that absorb about 520 tonnes of CO₂. Trees are essential for our planet: they absorb CO₂, improve

air quality, protect biodiversity and support local communities. Planting trees means investing in a greener and healthier future, helping to combat the climate crisis and ensure ecological balance. This is one of the Treedom principles that Eurpack has made its own, by increasing its commitment in terms of tree planting.



³ <https://nft.u2y.io/registry>

For the first time, Eurpack is investing in **Italy** by supporting poplar planting in Casoria through the “Alberi e Legalità” project (Trees and Legality), promoted by the Sott’n’Coppa association.

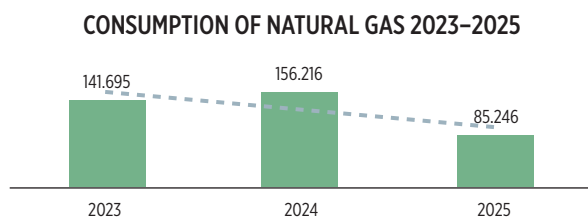
The municipality of Afragola hosts one of Campania’s largest properties confiscated from organised crime: the Masseria Antonio Ferraioli, a 120,000-square-metre agricultural estate. The project’s main goal is to return this property to the community by transforming it into a hub for participation, inclusion, and sustainable development. Activities include community gardening, beekeeping, tree planting, and educational and local community social programmes. The project also supports the workforce inclusion of vulnerable groups, such as former inmates or individuals serving criminal sentences, by providing real opportunities for social reintegration.

Since 1999, Sott’n’Coppa has operated in the Fair Trade sector, raising public awareness of inequalities between the Global North and South and promoting more equitable, sustainable development models.

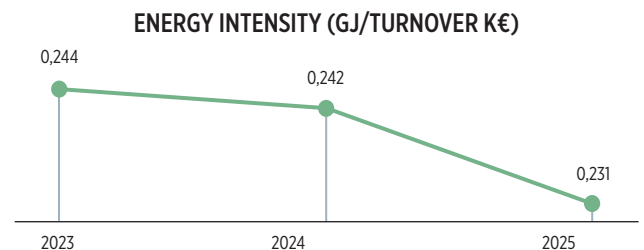
4.2 Energy Management

Energy is a critical operational factor for Eurpack, directly affecting production continuity and efficiency. The Company prioritises effective energy management and a gradual shift to sustainable solutions. As outlined in previous chapters, investing in photovoltaic systems, electric vehicle charging stations, and energy monitoring tools supports informed, efficient energy management and helps reduce emissions while improving the organisation’s environmental performance.

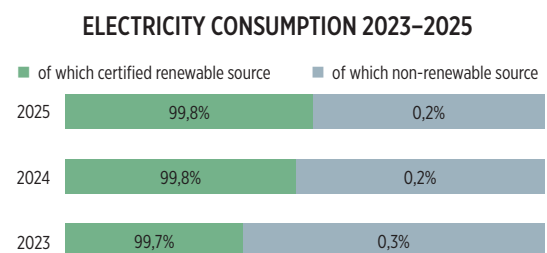
The Company’s energy sources include natural gas and electricity. With reference to natural gas, consumption recorded in 2025 totalled 85,246 standard cubic metres, entirely destined for plant heating. Compared to 2024, natural gas consumption fell sharply by around 45%.



With regard to electricity, the 2023–2025 period shows a positive trend in energy efficiency relative to revenue. Energy intensity fell from 0.244 GJ/k€ in 2023 to 0.242 GJ/k€ in 2024, a reduction of 0.7%. In **2025**, there was a further slight decrease to 0.231 GJ/k€. **The overall reduction of approximately 5.3%** highlights the Company’s increasing energy efficiency and confirms the effectiveness of the measures implemented to monitor and optimise energy consumption.



Consumption in 2025 amounted to 17,111 GJ, an increase of 11% compared to the previous year.



In a process of industrial growth and modernisation, increased electricity consumption from acquiring new machinery indicates the expansion of Eurpack’s manufacturing operations.

It is also important to emphasise that Eurpack uses **electricity from renewable sources**, thus making a tangible contribution to the reduction of indirect greenhouse gas emissions (Scope 2) and strengthening its commitment to a production model with a low environmental footprint.



4.3 Management of Water Resources

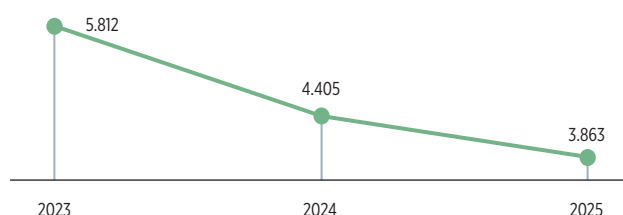
In accordance with the principles of its Environmental Management System and the approach adopted to comply with ISO 14001, Eurpack carefully monitors and manages environmental aspects related to water use and local area protection. These are considered relevant elements for its activities.

The Company uses water from private wells and the local water network, mainly for production processes and civil uses. The effluents include sanitary and industrial wastewater. Sanitary waste water is conveyed to the public sewer system and treated according to current legislation. Industrial wastewater is collected and managed by authorised operators to ensure correct treatment and disposal in full compliance with environmental requirements. By continuously monitoring consumption and managing discharges, Eurpack is committed to preserving water resources and minimising the environmental impacts of its production operations.

As shown in the table, the Company's water supply comes from boreholes in the Aprilia area, while at the other Group sites it is drawn from the public water supply ⁴.

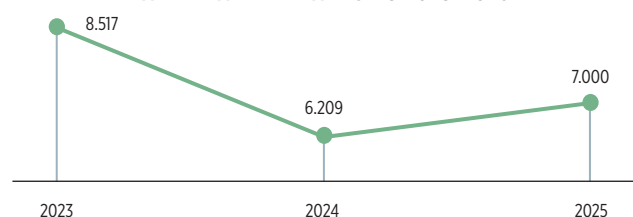
In 2025, water withdrawals increased by approximately 13% compared to the previous year. Discharges, on the other hand, decreased.

WATER DISCHARGES IN M3 2023-2025

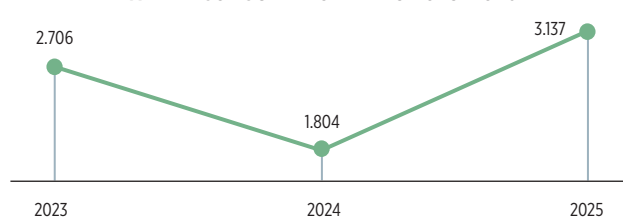


Water consumption over the three-year reporting period is shown below.

WATER WITHDRAWALS M3 2023-2025



WATER CONSUMPTION IN M3 2023-2025



Water withdrawal by source	UoM	2023		2024		2025	
		All areas	Water-stressed areas	All areas	Water-stressed areas	All areas	Water-stressed areas
Groundwater (e.g. well)		3.193	0	2.302	0	2.067	0
fresh water ($\leq 1,000$ mg/l total dissolved solids)		3.193	0	2.302	0	2.067	0
other water types ($> 1,000$ mg/l total dissolved solids)		0	0	0	0	0	0
Third-party water resources (e.g. mains)		5.324	4.720	3.907	2.879	4.933	2.424
fresh water ($\leq 1,000$ mg/l total dissolved solids)		5.324	4.720	3.907	2.879	4.933	2.424
other water types ($> 1,000$ mg/l total dissolved solids)		0	0	0	0	0	0
Total water usage		8.517	4.720	6.209	2.879	7.000	2.424
fresh water ($\leq 1,000$ mg/l total dissolved solids)		8.517	4.720	6.209	2.879	7.000	2.424
other water types ($> 1,000$ mg/l total dissolved solids)			0	0	0	0	0

⁴ Note that Robecco sul Naviglio is located in a water-stressed area. As stated by the EEA, water stress is understood as a situation in which there is not enough quality water to meet the needs of the population and the environment and therefore a lack of renewable surface and groundwater.

PROMOTION OF RESPONSIBLE RESOURCE CONSUMPTION AND REDUCTION OF SINGLE-USE PLASTIC

During 2025, Eurpack introduced two filtered mains water dispensers at the Robecco site, installed in the canteen area and in the office break area, respectively.

The initiative was launched to reduce the consumption of single-use plastic bottles and promote more sustainable behaviour in the workplace.

The dispensers provide room-temperature, chilled and sparkling water, offering employees a practical and accessible alternative to buying bottled water.

By using mains water, the Company contributes to reducing plastic waste and the environmental footprint associated with the production, transport and disposal of packaging.

The initiative is part of raising awareness and engaging people in environmental sustainability, promoting conscious resource use and encouraging daily behaviours to reduce waste.



4.4 Atmospheric Emissions

Protecting air quality is an important aspect of Eurpack's environmental commitment. During 2025, as in previous years, periodic monitoring was conducted of atmospheric emissions from printing activities and the ink drying oven. Analyses by a specialised laboratory confirmed the plant's full compliance with the requirements of Italian Legislative Decree 152/2006, showing emission values well below the authorised limits.

The checks on emission point E1, related to the drying and printing oven, covered some main volatile organic compounds (VOCs) associated with flexographic printing processes. These include xylene and toluene, solvents commonly used in ink formulation and classified as volatile organic compounds. They also include aliphatic hydrocarbons, represented in the monitoring by n-hexane, which is used as a solvent in some industrial applications. These substances receive particular attention because they contribute to air pollution and the formation of tropospheric ozone, hence their emissions are strictly regulated by law.

The measurements showed extremely low concentrations: xylene was less than 0.06 mg/Nmc (limit 0.89 mg/Nmc), toluene less than 0.03 mg/Nmc (limit 0.89 mg/Nmc), and n-hexane 0.16 mg/Nmc (limit 1.33 mg/Nmc). **These results show actual emissions are well below the authorised thresholds, confirming the effectiveness of the technologies, monitoring procedures, and plant management.**

Pollutant	Limit	2023	2024	2025
Xylene (cl.IV)	0,89	0,31	0,02	<0,06
Toluene (cl.IV)	0,89	0,40	0,03	<0,03
Aliphatic hydrocarbons (n-Hexane) (cl.V)	1,33	0,90	1,20	0,16

The three-year period shows **overall improvement in the plant's emissions performance**, especially for aromatic compounds (xylene and toluene) and in 2025 for aliphatic hydrocarbons (n-hexane), while maintaining full compliance with the authorised limits.

The reported performance figures confirm Eurpack's commitment to preventing and minimising its production-related environmental footprint, helping maintain high standards of environmental protection and regulatory compliance.



4.5 Management of Raw Materials

In the choice of raw materials and their use, Eurpack is committed to operating in a responsible and sustainable manner. The main raw material in the factories is paper, and Eurpack is committed to managing it responsibly.

In addition to this, the materials listed in the following table are used in the production cycle.

Overall, the data show a more efficient and conscious use of materials, in line with the objectives – environmental responsibility and rationalisation of manufacturing processes – that minimise the waste generated from production.

MATERIALS	UoM	2023	2024	2025
PAPER AND CARDBOARD	t	10.722	10.849	12.994
ALUMINIUM		465	438	481
INK		131	145	116
PLATES		32	39	40
PACKAGING	t	619	605	137
DIE CUT		-	-	9
MISCELLANEOUS		-	-	587
PALLET		-	-	1.136

Renewable materials used

Non-renewable materials used

PAPER SOURCED FROM RESPONSIBLY-MANAGED FORESTS

Responsible sourcing of raw materials is a key component of Eurpack's sustainability strategy.

The Company prioritises **FSC®** and **PEFC-certified paper** sourced from forests managed with environmental, social, and economic sustainability in mind. This approach supports biodiversity, conserves forest resources, and promotes transparent, traceable supply chains. In 2025, Eurpack purchased 11,799 tonnes of paper, with 7,918 tonnes certified, representing 67% of the total.

While the percentage of certified paper decreased from 75% in 2023 to 68% in 2024, the total volume increased from 7,103 tonnes in 2024 to 7,918 tonnes in 2025, an 11.5% rise. This trend reflects the significant increase in the Group's production volumes while maintaining a predominant share of procurement from certified sources.

The Chain of Custody management system, guaranteed by **FSC®** and **PEFC** certifications, ensures the complete traceability of certified materials throughout the supply chain. It reaffirms Eurpack's commitment to responsible sourcing of raw materials, fostering sustainable forestry practices, and reducing the environmental footprint of its products.

USE OF REUSABLE PALLETS AND SUSTAINABLE LOGISTICS MANAGEMENT

As part of its logistics activities, Eurpack promotes solutions that reduce raw material consumption and enhance packaging reuse along the supply chain. Namely, about 70% of the pallets used are **first-choice used EPAL pallets**, carefully selected and compliant with the required quality standards. This choice extends the life cycle of wooden packaging, reducing demand for new resources and supporting the principles of the circular economy. The use of new EPAL pallets, on the other hand, accounts for around 30% of the total and is reserved for customers who expressly request this type as a binding supply requirement.

By primarily using reused pallets, Eurpack reduces the environmental impact of producing new wooden packaging and supports more sustainable logistics operations.

4.6 Waste Management and Recycling

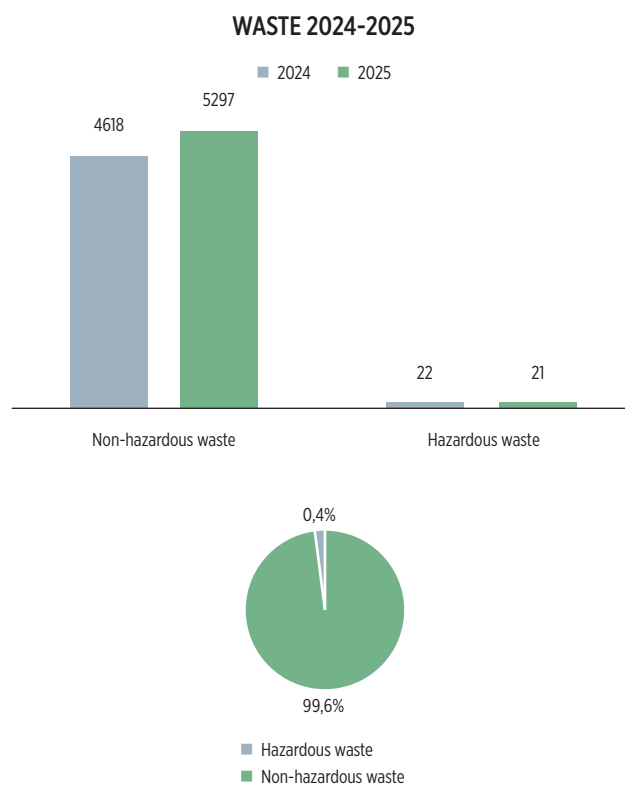
As part of its manufacturing activities, Eurpack generates various types of waste from packaging printing and processing, including paper, cardboard, rubber, plastics, metals, and liquid residues. Waste management follows structured procedures to ensure separate collection, storage in designated areas, and transfer to authorised operators, fully complying with environmental regulations.

In line with circular economy principles, Eurpack prioritises recovering and reusing materials whenever technically feasible, minimising the use of landfill. In 2025, the Company handled 8,879 metric tonnes of waste, with 8,577 metric tonnes **(96.6%) sent for recycling** and 302 metric tonnes (3.4%) sent to landfill. The volume increase compared to previous years reflects the Group's production growth while maintaining a high percentage of recycled material.

Production waste is entrusted to qualified partners who, through specialised facilities, recover and transform it into new raw materials and products. Recovered paper and cardboard are reused to produce recycled cardboard, boxes, and other packaging, while cellulose fibres are used in the green building sector. Other materials are repurposed to make cake trays and market products, reducing virgin raw material consumption and promoting a closed-loop resource cycle.

Through this management model, Eurpack reaffirms its commitment to promoting the efficient use of resources, increasing material recovery, and actively supporting the transition toward an increasingly circular economy.

Hazardous waste, which is carefully monitored and collected by specialised companies, accounts for a very small portion of the total, as shown in the graph.



As part of its commitment to continuous improvement, **Eurpack has set a target for 2026 to reduce waste production by 2% compared to the previous year**, through measures to optimise production processes, reduce waste at source, increase efficiency in the use of raw materials, and further enhance the recovery of recyclable materials. Achieving this target will help strengthen the transition to an increasingly circular and environmentally efficient production model.



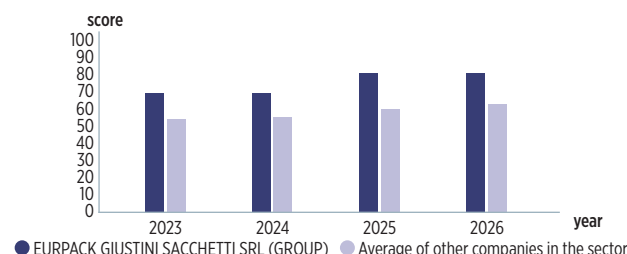
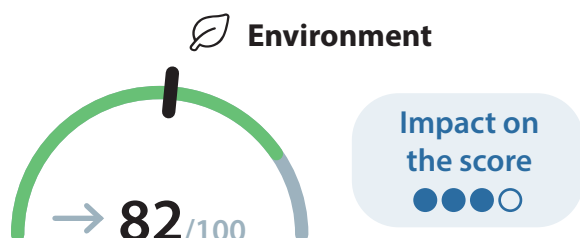
Ecovadis – environmental score

As part of the continuous improvement of its ESG practices, Eurpack performs an annual Ecovadis audit. This audit monitors progress compared to the previous year.

The environment is one of the four areas considered in the Ecovadis assessment. In 2026, based on data from December 31, 2025, the Company scored 82 out of 100, placing it in the “Advanced and

Excellent” range ⁵. This matches the previous assessment and demonstrates Eurpack’s commitment, as described in this chapter.

The Company operates an advanced sustainability management system that covers all the topics considered: Energy Consumption and GHGs, Water, Biodiversity, Pollution, Materials and Waste, Product End of Life.



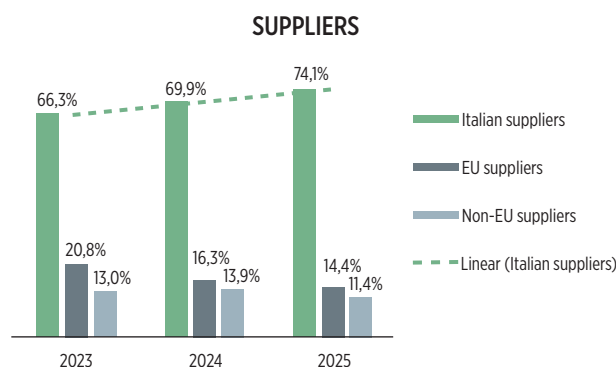
4.7 Sustainable Procurement

Supply chain sustainability is a key element of Eurpack’s ESG strategy. The Company recognises that creating sustainable value involves not only its internal production but also its entire network of suppliers and business partners, who must share the same principles of environmental, social and ethical responsibility.

In 2025, Eurpack continued to integrate ESG criteria into its procurement processes, strengthened supplier engagement, and promoted a greater focus on environmental, social, and governance impacts across the value chain. Our purpose is to build a more responsible, resilient, and transparent supply chain that directly supports the Group’s sustainability goals.

As such, in 2025, we consolidated awareness-raising activities and defined tools to be introduced from 2026. These include a structured ESG assessment process for suppliers to support more informed risk and opportunity management across the supply chain.

The Eurpack Group has a strong presence in Italy. In 2025, the percentage of spending on Italian suppliers was 74% (+4% compared to the previous year). Of this, 14% came from EEC suppliers and 12% from non-EEC suppliers.



⁵ Ecovadis uses a strict set of cutting-edge guidelines applied by expert analysts in every assessment. The Ecovadis score allows companies to see how they are faring compared to competitors in the same industry, but it also defines their overall sustainability performance in absolute terms. <https://support.ecovadis.com/hc/it/articles/115002531507-Qual-%C3%A8-la-metodologia-Ecovadis>



The graph indicates that **connections with Italian suppliers grew stronger** between 2023 and 2025. The share of purchases from Italian suppliers has grown progressively, from 66% in 2023 to 74% in 2025, with an increase also in the number of suppliers involved (from 738 to 982), which consistently represent 94% of the total.

At the same time, there has been a steady decline in shipments from EU and non-EU suppliers.

The overall trend shows a **strategy of consolidating the relationship with the national production system**, with expected benefits in terms of proximity, supply chain control and sustainable logistics.

	UoM	2023	2024	2025
Italian suppliers	€	25.642.191	29.971.152	42.320.100
	n	786	860	982
EU suppliers	€	8.029.042	6.985.188	8.243.324
	n	53	53	48
Non-EU suppliers	€	5.012.073	5.941.889	6.531.744
		3	2	13

Another point to note is that Eurpack plants apply a proximity criterion when selecting suppliers, in order to favour the providers located in their respective regions. In particular, there is a tendency to prefer suppliers from Northern Italy for the northern sites, with the same principle applied to those those located in the Centre-South, with the aim of **optimising logistics, reducing the environmental footprint from transport and strengthening the link with the local economic system**.

Human rights, social responsibility and supply chain management

Eurpack operates in full respect of human rights and the principles of social responsibility, adopting a preventive approach to the management of social risks, both within the organisation and along its supply chain. Company policies and the SA8000 Management System formalise the protection of workers' rights, non-discrimination, freedom of association and collective bargaining, and the prohibition of child and forced labour.

As part of its ESG due diligence, Eurpack has established a **structured process to qualify and monitor suppliers** and stakeholders to identify and prevent social risks in the value chain. The process uses a targeted questionnaire to gather information on human rights, working conditions, ethical principles, and social requirements. The collected information is analysed using an assessment methodology that assigns each entity a risk level (low, medium, or high) and, when

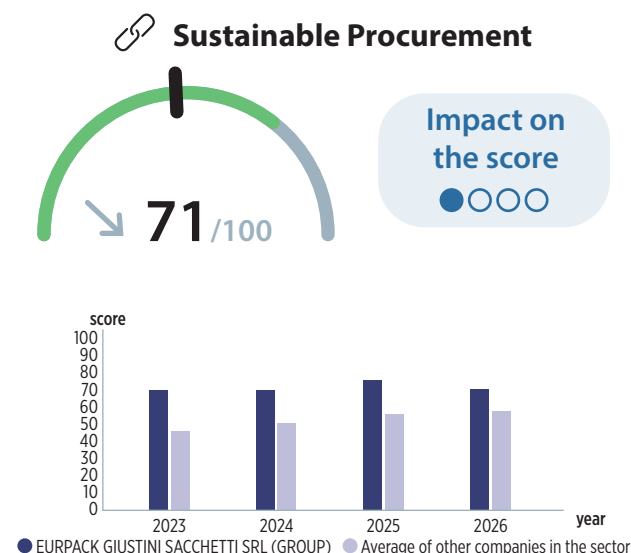
necessary, defines appropriate monitoring and improvement actions. Monitoring is done periodically to keep assessments updated and integrate results into supplier selection and management.

The 2025 analysis found no suppliers or operations exposed to significant risks related to freedom of association, collective bargaining, child labour, forced labour, human rights, or other relevant social impacts. **The supply chain risk level remained low and well managed, demonstrating the effectiveness of Eurpack's due diligence system.**

EcoVadis – sustainable procurement score

Sustainable Procurement is one of the four areas assessed by EcoVadis, and demonstrates the Company's commitment to responsible supply chain management. In 2026, using data from 31 December 2025, Eurpack scored 71 out of 100, maintaining its "Advanced"⁶ status and improving from the previous assessment.

This result demonstrates the effectiveness of policies and procedures that integrate environmental, social, and ethical criteria into procurement, fostering transparent and responsible supplier relationships. The assessment highlighted the adoption of structured practices for selecting, monitoring, and engaging business partners on sustainability issues. These efforts strengthen supply chain resilience and promote ESG standards across the entire supply chain. This result demonstrates Eurpack's commitment to a responsible procurement model that creates shared value and supports the Company's sustainability goals.



⁶ For further details on the EcoVadis methodology, please see note 5 on page 68.

CHAP. 5

SOCIAL

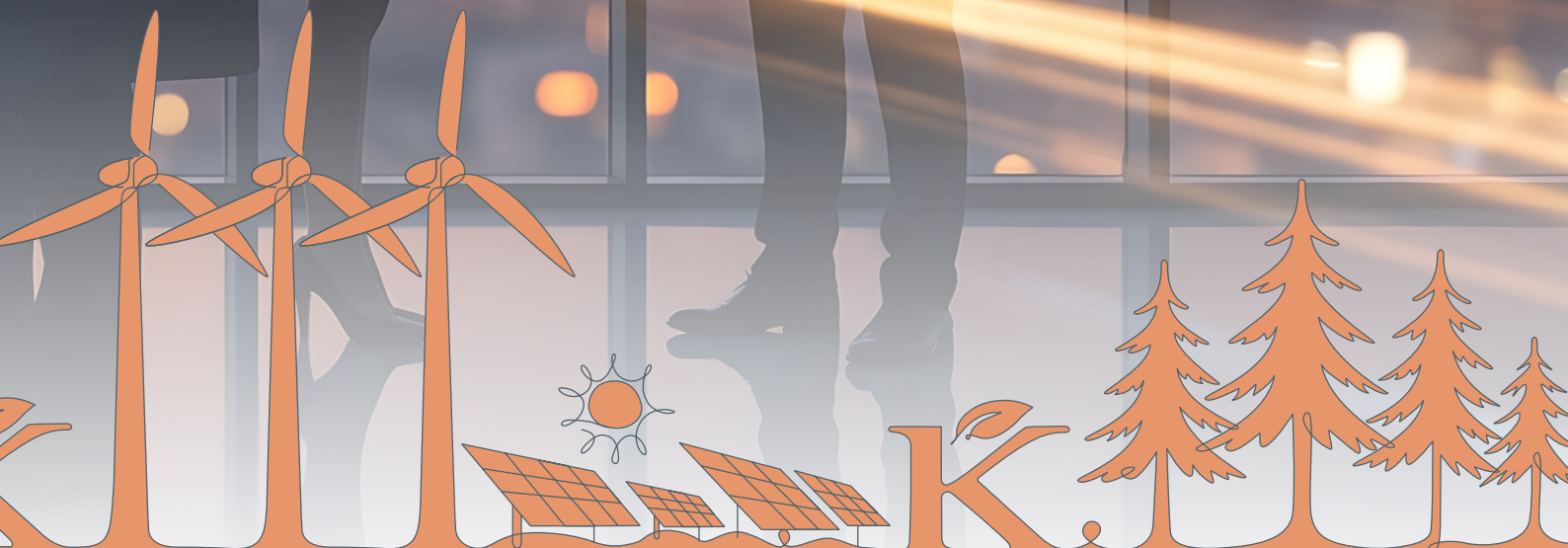




People are Eurpack's most important asset – the powerhouse of the Company's growth and innovation. That is why the principles of developing human capital, ensuring health and safety, respecting fundamental rights, and encouraging an inclusive and responsible working environment underpin the Company's choices and operations.

During 2025, Eurpack consolidated the initiatives already launched in previous years and developed new projects aimed at promoting wellbeing, skills development, equal opportunities, and the active involvement of employees, partners, and stakeholders. The Company considers the value of its people to be a fundamental requirement for guaranteeing competitiveness, innovation, and ongoing sustainable development.

Our targeted initiatives throughout the year show a growing commitment to embedding social considerations into business processes by investing in training, health and safety, human rights protection, and community engagement. By emphasising responsibility, active listening and continuous improvement, Eurpack fosters a corporate culture based on respect for individuals, collaboration, and the creation of shared value for all stakeholders.



5.1 Our People

In a company like Eurpack, where **production capacity, innovation, and process quality** are fundamental to the Group's competitiveness, people are the main drivers of sustainable growth. This explains why we see human capital as a strategic resource, and promote an organisational model built on respect for the individual, the cultivation of skills, inclusion, and corporate wellbeing.

2025 was a particularly significant year, marked by strong growth in personnel and increased production capacity through the addition of new operating facilities. This progress has made the oversight of social issues and human resource policies increasingly important, reinforcing the **organisation's commitment to establishing a fair, inclusive, and employee-focused workplace**.

In this context, Eurpack has further consolidated its social management system by maintaining SA8000 certification, which protects the rights of workers and working conditions across the organisation. The Company has also implemented the **UNI/PdR 125:2022** procedural framework and achieved the relevant certification, which today represents one of the main governance tools for the Group's inclusion and equal opportunities policies.

Implementation of the UNI/PdR 125 framework has enabled a structured enhancement of the management of gender equality, organisational equity, professional development, and work-life balance. This has been achieved by putting in place specific objectives, monitoring indicators, dedicated procedures, and mechanisms for continuous improvement. This approach has consolidated our existing organisational practices and facilitated the systematic integration of inclusion and diversity principles into business processes.

The Group's approach to people management is based on the principles defined in its **Human Resources Policy, Code of Ethics, Charter of Human Rights** and the governance tools adopted under the SA8000 and UNI/PdR 125 systems, with particular reference to:

-  equal opportunities and inclusion;
-  defending personal dignity;
-  combating all forms of discrimination, harassment, forced labour or child labour;
-  promotion of corporate wellbeing;
-  protection of parenting and support for work-life balance;
-  professional growth and continuous training;
-  fostering health and safety in the workplace.

The Group guarantees compliance with the national collective bargaining agreement applicable to all its personnel. As of 31 December 2025, 100% of employees are covered by collective labour agreements. Engagement with workers' representatives is an integral part of the organisation's industrial relations system and promotes fair, transparent, and participatory working conditions.

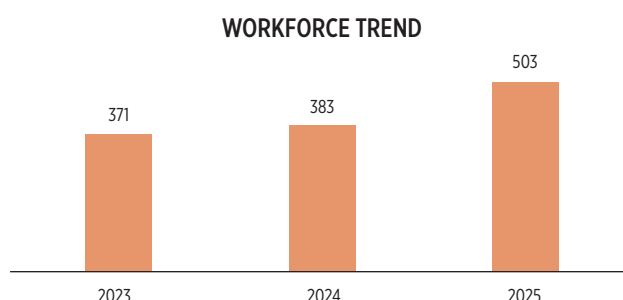
Eurpack views diversity as essential to growth, innovation, and competitiveness. Consequently, the Company fosters a working environment grounded in active listening, participation, and mutual respect, enabling each individual to contribute fully to the organisation's sustainable development.

Eurpack's human capital management strategy is guided by the principle of continuous improvement. It is implemented through tools for listening and dialogue, welfare initiatives, social performance monitoring systems, training and professional development programmes, and initiatives that promote inclusion, wellbeing, and equal opportunities.

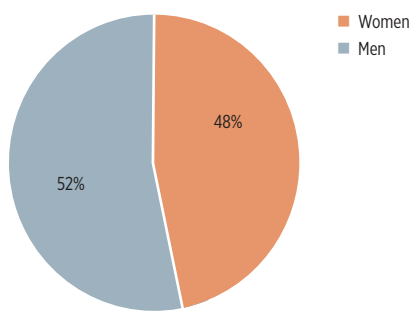
5.2 Workforce

As of 31 December 2025, the Eurpack Group, comprising Eurpack Giustini Cicchetti Srl, Eurpack Grafifarma Grafiflex Srl and DDA (Eurpack), employs a total of **503** people, including direct employees and temporary staff.

Over the past three years, workforce growth has been supported by a consistent focus on inclusion, skills development, and employee empowerment – factors considered key for the Group's sustainable growth.

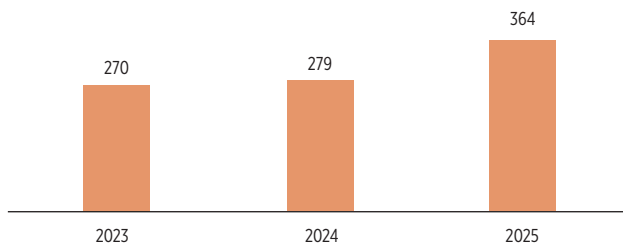


WORKFLOW BY GENDER



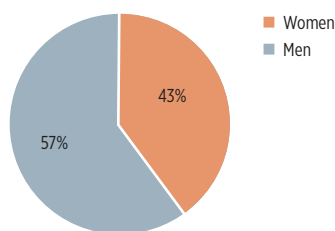
The Group's workforce mainly consists of the 364 direct employees¹, who make up 72% of the total. This composition reflects the Company's commitment to investing in employment stability, skill growth, and the professional development of its workforce.

TREND OF DIRECTLY-EMPLOYED STAFF

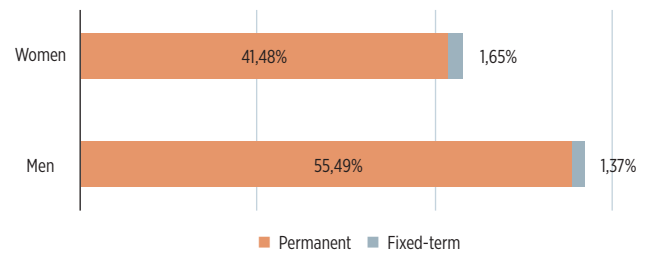


Women make up **43%** of the workforce, which reflects the Group's commitment to equal opportunities and diversity and is in accordance with the UNI/PdR 125 gender equality certification process.

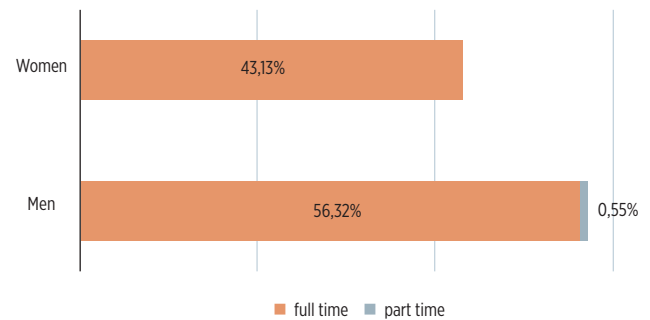
DIRECTLY-EMPLOYED STAFF BY GENDER



Nearly all employees hold permanent contracts. The Group views **employment stability** as essential for business continuity, skills retention, and the consolidation of corporate know-how. Fixed-term contracts are primarily used to address temporary needs or to support initial professional integration programmes.



The Group's organisational model primarily relies on full-time employees to meet the production requirements of its sector.



During the reporting period, the Company's workforce composition remained largely unchanged from the previous year, aside from an overall increase in employee numbers.

In addition to direct employees, Eurpack employs temporary staff to meet production demands and maintain organisational flexibility.

As of 31 December 2025, the number of temporary staff was **139**. This figure includes individuals not directly employed by the Group, but whose duties and activities are organised, coordinated, and supervised by the Company. The number also represents all non-employee workers present at the reporting date.

As with directly-employed staff, temporary staff are also integrated into corporate processes through induction, training and mentoring programmes aligned with the Group's organisational standards.

Eurpack considers temporary staff as an essential part of its team and ensures that their working conditions align with the Company's principles of inclusion, health, and safety.

¹ The reported information reflects the total workforce at the end of the reporting period, and includes the direct employees of Eurpack Giustini Cicchetti, Eurpack Grafifarma Grafiflex, and DDA. All staff work at production sites located in Italy.

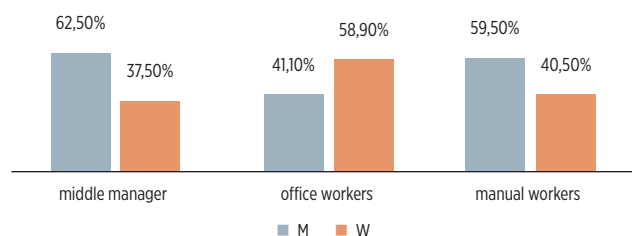


Diversity, inclusion and workforce composition

Eurpack fosters a corporate culture that emphasises **diversity, inclusion, and the appreciation of differences**, recognising that varied experiences, skills, and perspectives drive growth, innovation, and competitiveness. Analysis of workforce composition reveals a balanced distribution of staff across professional categories with respect to both gender and age. Ongoing monitoring of these indicators allows the Group to evaluate the effectiveness of its policies and initiatives on inclusion, skills development and generational turnover, thereby supporting a more equitable and sustainable working environment.

The following section provides a detailed breakdown of the Group's organisational structure of direct employees by gender, age, contract type, and professional category.

GENDER BREAKDOWN IN PROFESSIONAL CATEGORIES

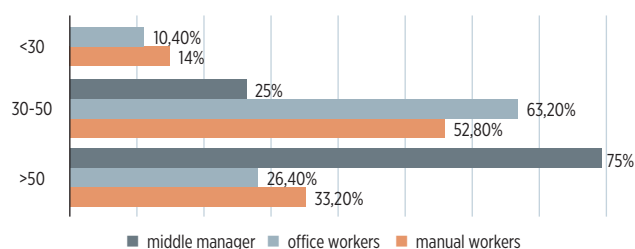


	M		W		M		W	
middle managers					1	1	4	2
office workers	6	5	29	38	13	15		
manual workers	24	11	75	57	55	28		

The breakdown by gender indicates a strong representation of women across all professional categories. Women comprise **58.9%** of office staff, highlighting their key contributions to technical, administrative, and support roles. They also represent **37.5%** of middle managers and **40.5%** of manual workers.

These figures reflect the Group's commitment to promoting **equal opportunities** and balanced staff representation across the various areas of the business.

WORKFORCE COMPOSITION BY GENDER AND PROFESSIONAL CATEGORY



	<30	30-50	>50
middle managers	0	2	6
office workers	11	67	28
manual workers	35	132	83

The 30–50 age group comprises the majority of the Company's workforce across all occupational categories. This group represents 63.2% of office staff and 52.8% of manual workers. Among the middle management, 75.0% of staff are over 50, indicating a strong concentration of experience in leadership roles. The presence of the under-30 age group among manual workers (14.0%) and office staff (10.4%) reflects the Group's commitment to generational renewal and the integration of new skills.

The Group monitors the composition of its workforce and governing bodies in order to assess the effectiveness of its equal opportunity and inclusion policies.

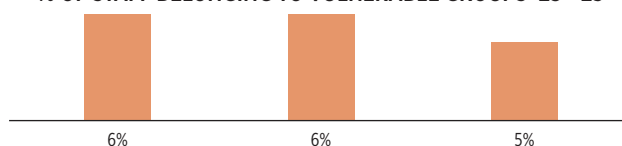
Employees aged 30 to 50 make up over half of the workforce.

This balanced mix of experience supports skill development, knowledge transfer, and generational renewal within the Group.

The combination of senior professionals and younger staff fosters innovation, operational continuity, and long-term organisational development.

From 2023 to 2025, the proportion of employees from vulnerable groups remained stable at 6% in 2023 and 2024, and 5% in 2025. This stability demonstrates the **Group's ongoing commitment to workplace inclusion and support for individuals facing greater vulnerability or disadvantage.**

% OF STAFF BELONGING TO VULNERABLE GROUPS '23-'25

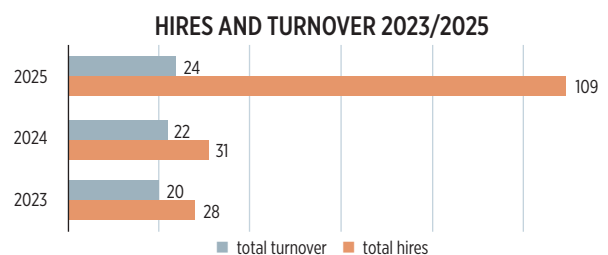


The focus on inclusion not only means complying with regulatory obligations, but also developing projects aimed at promoting equal opportunities, workplace inclusion and the recognition of diversity.

5.3 Staff Attraction, Retention and Turnover

Attracting, recruiting, and retaining staff are essential to Eurpack Group's sustainable growth. The Company monitors annual staff turnover to evaluate the effectiveness of its human resources policies, organisational appeal, and retention of internal expertise.

In 2025, the Group's workforce grew significantly, thanks to an intensive recruitment drive to support production and organisational development.



The increase recorded in 2025 demonstrates the Group's production and organisational growth, as well as its ability to attract new talent to support ongoing development.

Staff turnover analysis indicates that the rise in new hires in 2025 led to an increase in positive turnover, while negative turnover remained low. This confirms the Company's strong retention of staff and key skills.

The proportion of women in the workforce has risen significantly.

In 2025, the number of new female hires outpaced departures, leading to an increased presence of female staff and confirming the Group's commitment to embracing equal opportunities and diversity.

New hires in 2025	M	W	Total
Permanent contract	40	56	96
Fixed-term contract	7	6	13
Total	47	62	109

Hires by age group	M	W	Total
under 30	14	11	25
30–50 years	22	41	63
over 50	11	10	21
Total	47	62	109

Eurpack considers its people essential to sustainable growth, and supports personal and professional development through mentoring, ongoing training, welfare initiatives and career opportunities. The goal is to create a workplace where skills, motivation and engagement drive the organisation's long-term success.

To uphold this commitment, the Group regularly monitors its key social and human resources indicators in order to evaluate policy effectiveness and guide improvements. In accordance with UNI/PdR 125 and SA8000 standards, this monitoring includes equal opportunities, inclusion, pay equity, professional development, training, health and safety, corporate wellbeing, staff turnover and employee dialogue.

The results observed over the three-year period confirm the effectiveness of this approach. **The significant increase in new hires in 2025, combined with few departures, demonstrates a positive employment trend and the Group's ability to attract talent and strengthen internal capabilities.**

New hires have played a significant role in increasing the proportion of women in the workforce, supporting the Group's commitment to equal opportunities, diversity, and inclusion in accordance with UNI/PdR 125.

Turnover analysis

Year	Positive turnover	Negative turnover	Turnover compensation rate
2023	10%	7%	140%
2024	11%	8%	141%
2025	39%	9%	454%

The data confirms a positive employment trend over the three-year period under review. The significant increase in recruitment in 2025, combined with few departures, demonstrates the Group's ability to support growth by attracting new talent and strengthening internal expertise.

Parenting

Eurpack recognises the importance of parenting and is committed to supporting work-life balance through policies and support for employees during maternity and paternity leave. The Company ensures its employees can fully exercise their legal rights by facilitating their return to work and continued employment.

The Company supports a gradual and sustainable return from leave, helping employees retain their roles, professional opportunities, and career progression.

Indicator	M	W	Total
Employees who have taken parental leave	10	13	23
Staff who returned to work following leave	10	10	20
Return rate	100%	76,9%	87%



Return-to-work data demonstrate the effectiveness of the Group's support for parenthood. All male employees who took parental leave returned to work, while the return rate for female employees is 76.9%.

Staff retention after returning from leave remains strong. An overall return rate of 87% confirms the Group's commitment to career continuity and a healthy work-life balance.

Staff retention twelve months after parental leave remains strong. All male employees who returned (10 of 10) and 9 of 10 female employees are still with the Company after one year. **These results demonstrate the Group's effectiveness in supporting smooth returns and career continuity, fostering a work environment conducive to work-life balance.**

Eurpack supports parents through targeted corporate welfare initiatives, such as the **"Cresci con Eurpack"** (Grow with Eurpack) bonus, which offers a financial contribution for the birth or adoption of a child. This initiative demonstrates the Group's commitment to staff and their families during significant life events. **Additionally, Eurpack provides a financial supplement, equal to 20% of the standard parental leave allowance, to help employees achieve a better work-life balance.**

Equal pay and opportunity

Pay equity is a core principle of human resources management at Eurpack Group. In accordance with International Labour Organisation (ILO) standards, **staff remuneration is based on skills, responsibilities, professional experience, and individual contributions, without distinction between genders.**

As part of its gender equality certification, the Group regularly monitors pay trends to identify differences between women and men in the same roles and at the same professional level. This process supports ongoing improvement of staff management and equity policies.

The 2025 analysis shows a balanced situation, overall. Pay differences are minimal or absent, confirming the consistent application of pay criteria based on job profiles.

Any identified discrepancies are mainly due to factors such as length of service, experience, career progression programmes, differing responsibilities, and variable pay components. In some cases, the small size of the groups under comparison may also affect average values.

Regular monitoring of these indicators ensures transparency, fairness, and recognition of skills, supporting an inclusive and equal-opportunity workplace. The Group also conducts **periodic assessments to verify that remuneration meets the living wage standard, ensuring pay is adequate for the cost of living and basic needs.** In 2025, Eurpack benchmarked the living wages at its main sites (Aprilia, Robecco sul Naviglio, Ascoli Piceno, and Modugno), referencing the minimum pay level set by the National Collective Labour Agreement (CCNL). The analysis confirmed that this pay level meets key financial needs in these areas. All the higher pay grades are aligned with the living wage concept. As of 31 December 2025, the analysis covers 100% of the Group's direct employees, with none falling below the identified threshold.

5.4 Health, Safety, and Wellbeing

Protecting people's health and safety is a core value for the Eurpack Group and forms an essential part of its responsible management model. **The Company is constantly committed to ensuring safe and healthy working environments, promoting a culture of prevention based on risk awareness, the active involvement of employees and the continuous improvement of working conditions.**

The Group's commitment is demonstrated through the regular updating of the risk assessment document (DVR), the single document for the assessment of risks from interference (DUVRI) and the Company's health and safety procedures. It also adopts monitoring and prevention tools designed to identify potential risks in a timely manner.

All those working at Eurpack receive adequate information and training on the risks associated with their activities, the use of personal protective equipment (PPE), emergency procedures and the preventive measures adopted by the organisation, in accordance with current legislation and the State-Regions Agreement. In-house training also promotes a culture based on respect for human dignity, the prevention of discriminatory behaviour and the protection of human rights, in line with the Code of Ethics, the Human Rights Policy, the SA8000 Management System and the commitments undertaken as part of the UNI/PdR 125:2022 certification. Personnel with specific HS responsibilities (the HS Officer and HS Manager, designated supervisors and other individuals identified by Italian Legislative Decree 81/2008) receive specialist training, which is periodically updated in line with the role they hold.

Eurpack supplies appropriate PPE and maintains its safety equipment. The company encourages the prompt reporting of hazards, near misses and risks by means of designated forms, direct consultation with HS Officers and workers' safety representatives, and by using the in-house reporting tools.

The involvement of staff is central to the Company's prevention system. The organisation encourages the active participation of employees, including through dialogue with the Workers' Safety Representatives (RLS), consultation on health and safety issues, and contributions to the identification of risks, critical issues and opportunities for continuous improvement.

Medical safeguarding and occupational health surveillance

The Group engages occupational health doctors to conduct health surveillance, as required by Company protocols and applicable legislation. **The HS management system includes senior management, the HS Manager (RSPP), HS Officers (ASPP), occupational health doctors, and workers' safety representatives (RLS).** Together, they identify, assess, and manage workplace risks and define prevention and protection measures. Health monitoring programmes allow for the early detection and management of risk factors, supporting employee wellbeing. The occupational health service also provides preventive and periodic medical examinations, monitors fitness for work, and offers specialist advice on occupational health.

In addition to the mandatory screening programmes, Eurpack offers supplementary healthcare schemes that provide employees with access to healthcare services, specialist consultations, and health protection programmes. These initiatives reflect the Group's commitment to prevention and the overall wellbeing of its staff. In addition to the measures provided for by current legislation and the applicable collective agreement, employees can benefit from forms of supplementary health care that contribute to protecting people's health and wellbeing.

Health and safety in labour relations

The Group's health and safety management system covers both direct employees and temporary workers at the various company sites. As of 31 December 2025, 364 directly employed staff and 139 temporary workers were included in the Group's health and safety measures.

All workers receive appropriate training, information, and access to protective measures, regardless of contract type.

Workplace risks are regularly identified, assessed, and updated through the risk assessment process required by law. Accidents, injuries, near misses, and worker reports are analysed to determine causes, implement corrective actions, and prevent similar incidents from reoccurring.

Occupational health and safety management is integrated into the Group's Management System, which is certified to ISO 9001, ISO 14001, and ISO 45001 standards. This ensures structured risk management and supports the ongoing improvement of organisational performance.

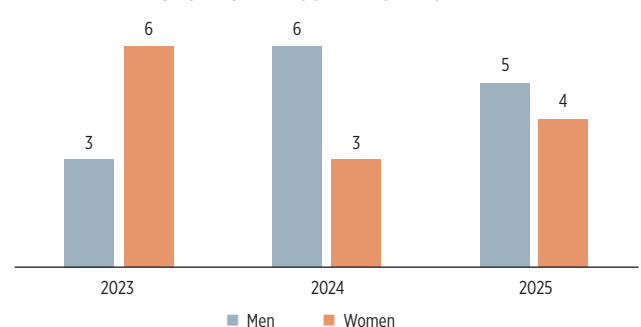
Health and safety performance

Safeguarding health and safety is a core value for Eurpack, and is central to its sustainable management model. **The Group's integrated management system - certified to ISO 9001, ISO 14001, and ISO 45001 - supports prevention, continuous improvement, and a shared safety culture throughout the organisation.**

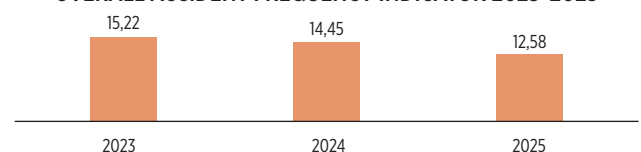
From 2023 to 2025, the Group continued to monitor occupational health and safety by analysing accidents, accident rates, and near miss reports.

Eurpack applies the same health and safety standards to both direct employees and temporary workers, ensuring consistent training, information, prevention, and risk management. A comprehensive analysis of accident performance across the entire workforce was conducted to assess the effectiveness of the management system.

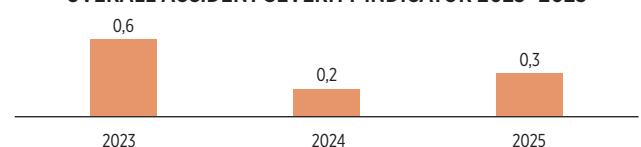
NO. OF TOTAL ACCIDENTS BY GENDER



OVERALL ACCIDENT FREQUENCY INDICATOR 2023-2025



OVERALL ACCIDENT SEVERITY INDICATOR 2023-2025



The analysis indicates a positive performance trend over the three-year reporting period. The total number of accidents remained stable, even as workforce size and production activities increased significantly.



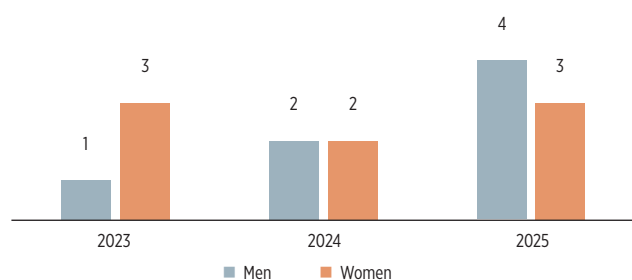
The frequency improved, decreasing from 15.22 in 2023 to 12.58 in 2025, which is reduction of 17.3%. This decline reflects fewer accidents per hours worked and demonstrates the effectiveness of the Group's prevention measures.

The severity rate has also improved over the medium-term. While there was a slight increase in 2025 compared to 2024, the 2025 figure remains half of the 2023 level (0.3 compared to 0.2), indicating a reduction in the average severity of accidents, and fewer days of absence.

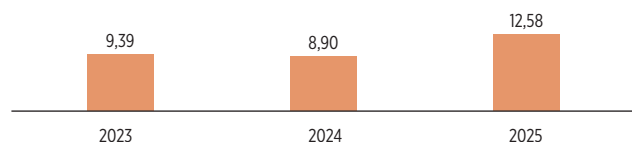
These results confirm Eurpack's ongoing commitment to strengthening its safety culture through prevention, training, employee engagement, and continuous improvement.

Below are the accident indicators for the Group's direct employees. They are calculated on the basis of the total hours worked during the reporting period, which amounted to 556,236 in 2025.

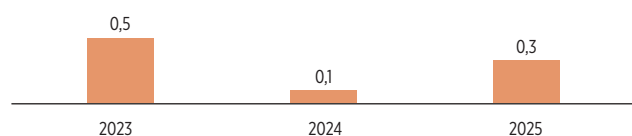
NO. OF ACCIDENTS BY GENDER – DIRECTLY-EMPLOYED STAFF



ACCIDENT FREQUENCY INDICATOR 2023–2025 DIRECTLY-EMPLOYED STAFF



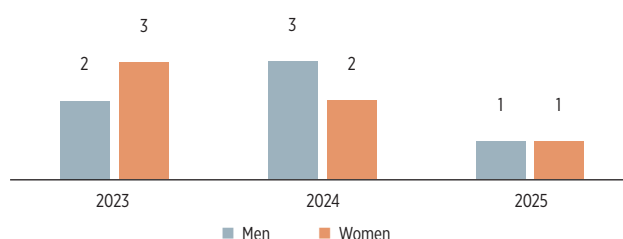
ACCIDENT SEVERITY INDICATOR 2023–2025 DIRECTLY-EMPLOYED STAFF



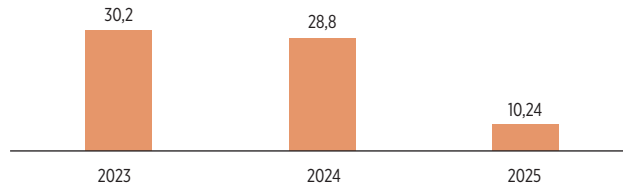
To complete the analysis, indicators for agency workers have been included. These workers are permanently assigned to the Group's production sites and participate in the same training, information, and HS programmes as permanent staff.

The figures are based on the total hours worked during the reporting period, totalling 195,265 in 2025.

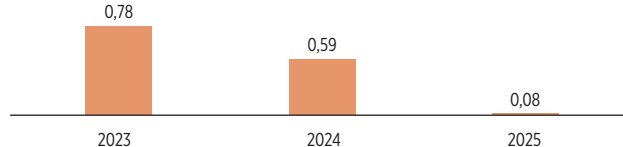
NO. OF ACCIDENTS BY GENDER – TEMPORARY STAFF



ACCIDENT FREQUENCY INDICATOR 2023–2025 TEMPORARY STAFF



ACCIDENT SEVERITY INDICATOR 2023–2025 TEMPORARY STAFF



The results confirm Eurpack's commitment to building a participatory safety culture through training, awareness, and employee engagement. Our goal is to continually reduce the frequency and impact of accidents, and to ensure safer, more sustainable workplaces.

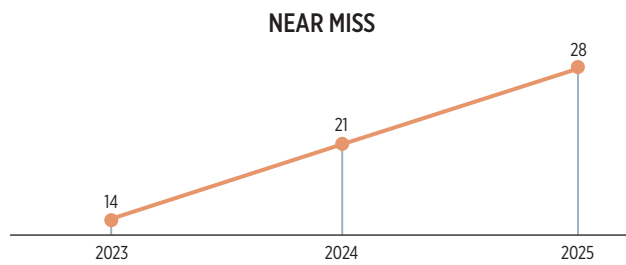
Promoting a strong safety culture is central to the Group's approach to occupational health and safety. We therefore focus on identifying and analysing near misses, which are incidents that did not cause harm but could have resulted in adverse outcomes.

From 2023 to 2025, the number of near-miss reports increased from 14 to 28, rising from 14 cases in 2023 up to 28 in 2025. However, this trend should be interpreted as an increase in staff awareness and participation in accident prevention, rather than a decline in safety conditions.

Indeed, the increase in reports demonstrates employees' improved ability to identify and promptly report hazards, which strengthens prevention and enables corrective actions to be taken before accidents occur.

This outcome is especially significant, given the Company's substantial workforce growth during this period. Actively involving employees in reporting and continuous improvement is essential to strengthening a participatory safety culture.

Active participation in reporting and continuous improvement is essential to building a widespread, participatory safety culture.



Consequently, Eurpack continues to promote awareness, training, and open dialogue with its workforce, encouraging near-miss reporting as a key tool for early risk identification and the ongoing improvement of workplace health and safety.

5.5 Training and Skills Development

In 2025, the Group continued to invest in workforce skills development, recognising training as essential for quality, safety, innovation, and sustainable growth.

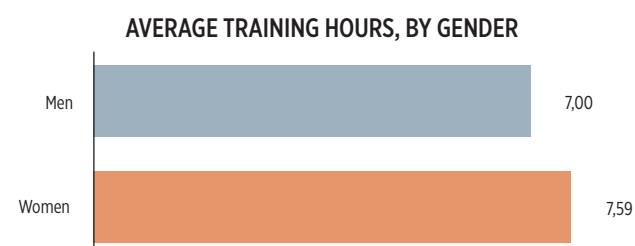
Training included both mandatory compliance and programmes in order to strengthen the technical, organisational, and managerial skills needed for the Group's growth.

The Group's training programmes target direct staff, agency workers, and permanent site personnel in order to ensure consistent levels of competence, awareness, and safety.

Key initiatives focused on:

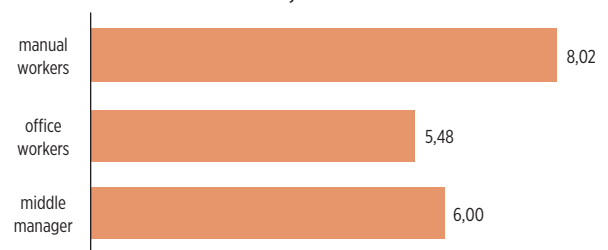
- 👤 **workplace health and safety**, through initial training and periodic refresher courses aimed at various roles within the Company;
- 👤 **management systems**, quality and regulatory compliance;
- 👤 **sustainability issues and ESG criteria**, with awareness-raising and training programmes organised for specific functions involved in commercial and business development processes;
- 👤 **gender equality and inclusion**, through in-depth training programmes dedicated to the principles of UNI/PdR 125:2022 and the promotion of an inclusive organisational culture;
- 👤 **the dissemination of company procedures** and requirements relating to certifications, standards and internal processes.

A total of 3,676.66 training hours were delivered, averaging 7.31 hours per employee. Men averaged 7.59 hours and women 7.00, reflecting balanced access to training.



By professional category, manual workers averaged 8.02 training hours, office staff 5.48, and middle management 6.00.

AVERAGE TRAINING HOURS, BY PROFESSIONAL CATEGORY



This emphasis on training supports a broader strategy to develop human capital, foster internal skills, promote sustainability, and create professional growth opportunities for all Group members.

Accordingly, the Group implemented professional development, mentoring, and internal mobility programmes to leverage existing skills, transfer knowledge, and create new growth opportunities.

The following programmes highlight the Group's commitment to staff development and merit-based professional growth.

Development of training and coordination skills in production departments

During the year, several experienced female operators in the production departments completed a **professional development** programme, enabling them to take on key operational and training roles.

This initiative aimed to strengthen quality control and management, support new recruits through structured mentoring, and facilitate the transfer of acquired operational skills.



Valuing skills and securing staff

The Group promotes professional development pathways in order to recognise internal skills and consolidate strategic expertise.

In 2025, this approach enabled several staff members previously hired on temporary contracts to be **employed in permanent** specialist roles, in recognition of their career progression and skills.

Internal mobility and professional growth opportunities

During the year, an **internal mobility** programme was announced by posting vacancies on the Company platform, allowing staff in the production departments to apply.

The initiative included training and mentoring to assess the candidates' technical skills, aptitudes and motivation, supporting career growth aligned with organisational needs and employee aspirations.

These initiatives attest to the Group's commitment to internal career development, the recognition of human capital, the transfer of knowledge, and to supporting staff retention through structured skills programmes.

These initiatives are part of a broader human capital development programme, which was further strengthened in 2025 by consolidating the UNI/PdR 125 gender equality management system. As part of the strategic plan, the Company has begun structuring programmes to foster internal growth, transfer skills, support mobility, and realise employees' potential.

The goal is to establish a structured, widespread skills development model that supports employability, promotes transparent and merit-based careers, encourages retention, and fosters an inclusive, motivating, and improvement-oriented workplace.

5.6 Employee Feedback and Corporate Wellbeing

Throughout 2025, the Group monitored organisational wellbeing through an internal survey distributed to all employees. The survey collected feedback on the working environment, professional development, inclusion, gender equality, and communication and engagement systems.

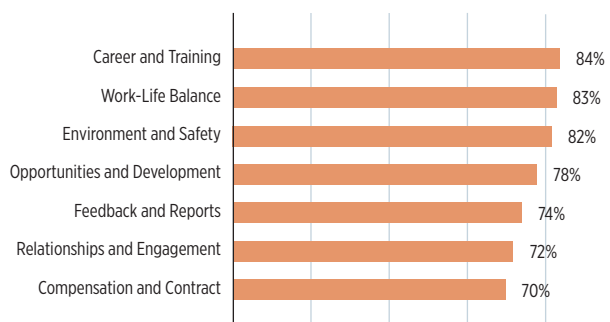
The voluntary and anonymous survey complied with SA8000 and UNI/PdR 125:2022 standards. A multi-channel information campaign resulted in 165 valid responses, representing about one-third of the workforce.

Overall, the results indicate a positive perception of the working environment, with a strong appreciation for training, professional development, work-life balance, and health and safety.

The highest-rated areas include career and training opportunities (84%), work-life balance and support for parenthood (83%), and the working environment and safety (82%). These results confirm the effectiveness of recent initiatives to promote professional growth, organisational wellbeing, and workplace health.

The analysis ² also identified areas for future improvement.

AREAS OF SATISFACTION IDENTIFIED BY THE CORPORATE WELL-BEING SURVEY (2025)



Regularly listening to employees is essential for the Group to direct its decisions, foster an inclusive workplace, and support continuous improvement aligned with social sustainability and human capital development.

Feedback, dialogue and complaints management

Eurpack fosters a corporate culture of dialogue, mutual respect, and active participation. To support this, multiple channels are available for employees and stakeholders to submit complaints, suggestions, or requests for clarification.

² The values represent the percentage of positive ratings expressed by employees in each area covered by the survey.

Complaints can be submitted through several methods, with confidentiality, impartiality, and protection for all parties ensured. All communications are recorded, categorised by topic area, and managed by the appropriate departments according to established procedures.

The system manages reports on topics such as health and safety, corporate ethics, human rights, harassment, UNI/PdR 125, SA8000, whistleblowing, working conditions, and organisational

wellbeing. During the reporting period, no confirmed incidents of discrimination or human rights violations occurred within the organisation.

In recent years, the Group has enhanced the promotion of these tools in order to encourage greater staff participation and strengthen a culture of transparency, active listening, and continuous improvement.

5.7 Social Responsibility and the Local Community: Creating Value Together

For Eurpack, responsible business means creating value: both within the organisation and for the local community. Engaging **stakeholders**, addressing people's needs, and promoting social, educational, and environmental initiatives are central to the Group's sustainability strategy.

In 2025, Eurpack reinforced its **community** commitment through initiatives for employees, families, schools, associations, and local organisations. These efforts promoted engagement, awareness and participation, strengthening community ties and fostering a culture of **social responsibility, sustainability, and inclusion.**

Inclusion and community support

Eurpack considers local community and community engagement essential to its sustainability strategy. The Company promotes initiatives that generate shared value, support well-being, strengthen social cohesion, and foster community development. By **collaborating with local schools, associations and organisations, Eurpack supports projects focused on inclusion, health, training, solidarity, and active participation, engaging employees, families, and stakeholders in a shared commitment to social responsibility.**

Key initiatives include projects for social and workplace inclusion, developed with organisations dedicated to addressing vulnerability and promoting equal opportunities.

Eurpack has partnered with Future, an initiative launched by La.b. Leather, an artisan workshop that supports the workforce integration of women affected by gender-based violence. At the same time, the Group joined the **"La differenza che fa la differenza"** project, promoted by the social enterprise **Etikey**, together with the Donna Lilith centre and Diaphorà.





The project aims to transform workplace inclusion into a concrete path towards autonomy, empowerment and personal growth.

Through this project, Eurpack offered employment opportunities to women from socially-vulnerable backgrounds, supporting them through a process of integration that has led to their subsequent permanent employment with the Company. **The initiative is a concrete example of how work can become a tool for inclusion, economic independence and the development of skills.**

The focus on people's wellbeing also led to support for health and safety initiatives. In 2025, Eurpack took part in **Race for the Cure**, Italy's leading event in the fight against breast cancer and promotion of prevention. The Company actively involved employees and their families and made a donation to Susan G. Komen Italia for each participant, helping to fund projects for women's health and the culture of prevention. During the year, the Group also took part in other sporting and charitable initiatives, including the **Milan Marathon** and the **Castel Romano JoyRun**.



These events transformed sport into opportunities for socialising, wellbeing and participation. The charity relay at the Milan Marathon supported projects protecting women's rights, promoting gender equality and combating inequalities. The JoyRun encourages healthy lifestyles and strengthened a sense of belonging and team spirit.

The Group's social commitment also included **support for charitable initiatives**. Among these was a donation to the **Bambino Gesù** Children's Hospital, which helped fund the creation of "*lavanderia dei piccoli*" at the Passoscuro site, a free service for families of hospitalised children. This project offers practical support to people facing difficult circumstances, improving the hospital stay for young patients and their families.

One of the central themes of the Group's social commitment is undoubtedly the fight against gender-based violence and the promotion of a culture of respect. To mark **International Women's Day**, Eurpack supported an awareness-raising initiative. As part of the event, the art exhibition "*Storie Generative*" was inaugurated, created by the self-help group at the **Donne al Centro** anti-violence centre in **Aprilia**, with the aim of highlighting the journeys of rebirth, awareness, and self-determination of the women involved.

The day concluded with a charity padel tournament, the proceeds of which were donated to support the activities of the **Donne al Centro** anti-violence centre and the **Attraverso Nuovi Occhi** association, making a tangible contribution to **funding projects supporting female victims of abuse and their families**.

As a testament to its desire to leave a tangible and lasting mark on the local area, Eurpack has also **adopted a power substation** located in the town centre and made it available to the exhibition participants so that it could be transformed into a permanent art space. **The initiative has helped to showcase the talent of the women involved in the project, whilst also contributing to the regeneration of an element of the urban landscape. It also promoted a message of inclusion, resilience, and the fight against gender-based violence.**

The Group's community commitment also includes **social, educational, and cultural support**. In 2025, Eurpack supported the Maria Madre della Chiesa Parish summer camp, the "Allunga la tua Mano" charity project, fundraising by Rete del Dono, and research and support initiatives through a donation to Telethon.

These efforts, along with other social and charitable initiatives throughout the year, demonstrate the Company's commitment to contributing to people's well-being and creating shared value for the local area and community.

Eurpack actively fosters **dialogue between education and business**, recognising that training young people and developing professional skills are essential for the sustainable growth of the local area, its community, and the paper products sector.

In 2025, the Group collaborated with ENIP-GCT to host students from technical colleges and vocational training centres specialising in graphics and paper converting, at its Robecco sul Naviglio and Aprilia plants. These visits provided first-hand experience of the industrial environment and in-depth exposure to each stage of the production process, from design to printing, die-cutting, folding and gluing.

Through theoretical and practical sessions, discussions with professionals and tours of the facility, **Eurpack provided students with hands-on career guidance, promoted essential technical skills, and increased awareness of career opportunities in the graphics and paper converting sector.**

This initiative reaffirms the Group's commitment to connecting schools and business, supporting youth training, and developing the human capital needed to address future sector challenges.

Eurpack also recognises sport as a tool for inclusion, well-being, personal growth, and social cohesion. **The Group supports local sports associations and organisations, promoting activities for young people, families, and the community.**

In 2025, Eurpack sponsored several local amateur sports clubs, including ASD Energy Team, ASD Pianeta Volley Aprilia Team, ASD Academy Rossoneri, and ASD Concordia Robecco reaffirming its commitment to promoting the positive values of sport, participation, and social cohesion.

To mark the International Day of Sport for Development and Peace, Eurpack organised a day focused on sport and well-being, involving employees and their families in activities with local sports clubs. This event encouraged participation, raised awareness of physical activity's importance, and highlighted sport's role in social inclusion and relationship building.

Throughout 2025, the Group promoted environmental awareness and community engagement. Through the national "M'illumino di meno" initiative, Eurpack encouraged energy saving, circular economy practices, and waste reduction. The Company also organised **Swap Days** for employees to voluntarily exchange unused clothing and furniture.

The initiative helped to promote the reuse of clothing, fostering more sustainable patterns of consumption and helping to

reduce the environmental impacts associated with production and disposal in the textile sector. At the same time, the reuse of furniture and home furnishings made it possible to put still-functional items to good use, extending their life cycle and limiting the consumption of new raw materials.

Swap Days illustrate the circular economy in practice. They show how small actions can reduce waste, support sustainability, and encourage sharing, participation, and stronger interpersonal relationships.





The “**riciclo aperto**” project, in partnership with Comieco, offered similar educational benefits by giving students direct insight into the paper and cardboard industry and the stages of packaging production. **This initiative also encouraged exploration of sustainability, the circular economy, and responsible resource use, fostering dialogue between schools and businesses.**



Special attention was given to strengthening belonging and internal relationships through the “**Eurpack Family Day**”. This event allowed staff and their families to learn more about the Company, promoting dialogue, participation, and a stronger organisational culture.

The event also actively promoted inclusion and diversity. Reception and catering were organised with young people from Diaphorà, an association that supports the social and workplace inclusion of people with disabilities. The day concluded with a performance by “Mas Que Nada APS” from Ardea and Pomezia, an association that fosters social inclusion and personal development for young people

with disabilities through educational, artistic, and recreational activities. This performance was a highlight, delivering a strong message of inclusion, diversity, and community participation. Through such initiatives, Eurpack reaffirms its commitment to organisational well-being, employee engagement, and positive social impact in the local area and community.



These efforts demonstrate Eurpack’s commitment to sustainable local development through social responsibility, inclusion, training, solidarity, and participation. The Company aims to generate shared value, strengthen community ties, and promote a corporate culture focused on well-being and sustainable growth.

5.8 Future Commitments and Goals

In the coming years, Eurpack will continue to invest in its people, recognising them as essential to the Group's sustainable growth and competitiveness.

In this context, the Company intends to:

- 👤 further strengthen its D&I initiatives;
- 👤 consolidate systems for monitoring pay equity and professional growth opportunities;
- 👤 promote programmes for skills development, leadership, and internal talent growth;
- 👤 develop additional tools to support corporate well-being and work-life balance;
- 👤 increase staff engagement in sustainability issues and the ESG culture;
- 👤 continue to improve health, safety, and worker protection.

This commitment drives our determination to build an inclusive, participatory, and growth-oriented workplace that recognises and nurtures skills, diversity, and individual potential.

By maintaining ongoing dialogue with internal stakeholders, listening to employees' needs, and investing in future skills, Eurpack aims to build a culture of responsibility, respect, and sustainable development. This approach will strengthen its contribution to creating shared value for employees, the Company, and the local community.

Ecovadis - score on labour practices and human rights

Eurpack participates in the annual EcoVadis assessment to monitor and enhance its ESG performance and sustainability policies.

The "Labour practices and human rights" category is a key component of the assessment, measuring Eurpack's commitment to protecting people, ensuring safe and inclusive working conditions, and upholding fundamental rights across the organisation.

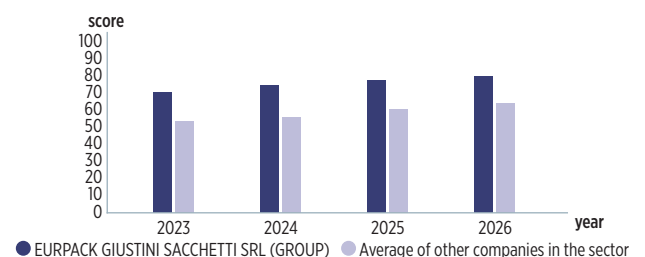
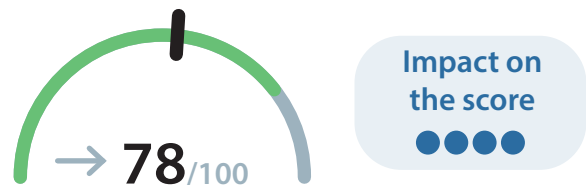
In 2025, Eurpack scored 78 out of 100, maintaining its "Advanced"³ category status and demonstrating strong performance in this area. This result highlights the effectiveness of its policies on workplace health and safety, skills development, employee engagement, equal treatment, and respect for human rights.

The comparison against the industry benchmark is particularly significant. Eurpack has consistently outperformed the sector average throughout the review period, gradually widening its lead over industry peers.

The assessment acknowledged Eurpack's structured management system, which addresses working conditions, employee health and safety, training, career management, D&I and the prevention of discrimination.

This result reaffirms Eurpack's commitment to valuing its people and to fostering a safe, fair, and respectful workplace, which are essential to sustainable growth and long-term value creation.

👤 Labour Practices and Human Rights



³ EcoVadis uses a strict set of cutting-edge guidelines applied by expert analysts in every assessment. The EcoVadis score allows companies to see how they are faring compared to competitors in the same industry, but it also defines their overall sustainability performance in absolute terms. <https://support.ecovadis.com/hc/it/articles/115002531507-Qual-%C3%A8-la-metodologia-EcoVadis>



CHAP. 6

ECONOMIC SUSTAINABILITY

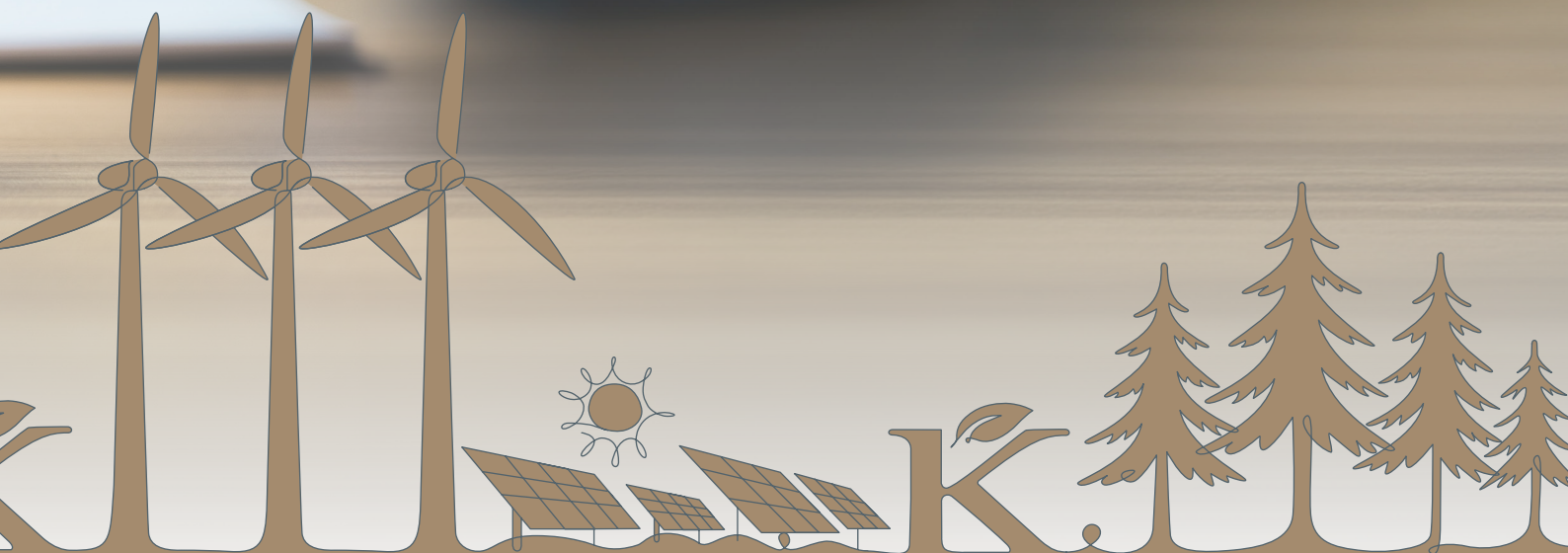




Economic sustainability is a pillar of Eurpack's development model, and a prerequisite for creating lasting value for customers, employees, business partners and the local area. The Company views economic strength as essential for sustaining investment, driving innovation, and ensuring long-term growth.

In 2025, Eurpack enhanced its competitiveness by investing strategically, innovating production processes, advancing digitalisation, consolidating industrial capacity, and managing resources efficiently. Our goal is to drive economic growth while creating shared value, by adopting a business model that integrates economic performance, social responsibility, and environmental protection.

This year's initiatives demonstrate the Company's commitment to investing in technology, infrastructure, skills, and long-term partnerships with customers and suppliers. These efforts strengthen the organisation's resilience and ability to meet the challenges of a changing market. Eurpack prioritises innovation, efficiency, and continuous improvement to achieve sustainable growth. We create value for all stakeholders and support regional development.





6.1 Economic Performance

In 2025, the European paper and cardboard market demonstrates resilience and transformation, despite ongoing macroeconomic challenges. FSC Italia ¹ reports that rising demand, greater focus on sustainability, and new regulations are benefiting well-organised, innovative companies. Packaging is a dynamic segment of the European paper supply chain, driven by the growth of e-commerce, the shift to recyclable materials, and increasing regulatory demands for traceability and environmental responsibility.

In this context, the pharmaceutical packaging market, Eurpack's core sector, continues to offer significant growth potential. By 2025, global estimates range from 128 to 172 billion dollars ², with annual growth rates between 6% and 11.5%. Projections suggest the value could exceed 400 billion by 2035. The main sector drivers are:

- ◆ the introduction of increasingly stringent regulations on serialisation and anti-counterfeiting;
- ◆ the spread of biological and temperature-sensitive medications;
- ◆ the demand for safe, child-resistant and sustainable packaging;
- ◆ the growing centrality of ESG compliance in pharmaceutical supply chains ³.

The Italian paper and cardboard sector continues to perform well. In 2025, the converting sector achieved 1.7% production growth ⁴, driven by pharmaceutical exports and the demand for high-value-added packaging. The sustainable pharma packaging segment has reached approximately 95 billion dollars, growing rapidly at 14.6%. This confirms sustainability as a key competitive driver.

In this market context, Eurpack's key economic indicators are projected to grow significantly in 2025 compared to 2024:

- ◆ economic value generated: up 15%;
- ◆ economic value distributed: up 11%;
- ◆ economic value retained: up 59%.

The rise in economic value generated reflects the company's success in meeting growing demand in the pharmaceutical and

paper packaging sectors. The significant increase in value retained indicates improved margins and greater self-financing capacity. This trend indicates improved operational efficiency and business growth, aligned with the market demand for technically advanced, sustainable, and compliant products.

Eurpack operates in a structurally-favourable market defined by international growth, evolving regulations, and increasing demand for sustainable, technically-specialised solutions. The ability to invest in innovation, sustainability and production quality is a key factor in consolidating the company's competitive position in the coming years.

In line with the sector's overall growth trend, the Eurpack Group also closed 2025 with solid results, achieving a turnover of approximately 91.2 million euros, an increase of 86% compared to 2021. The 15% EBITDA reflects the success of our strategy to enhance production efficiency and deliver complex, tailored solutions to customers.

Economic value generated and distributed provides insight into the company's impact on the local community and key stakeholders. Analysis of financial statements highlights Eurpack's capacity to create wealth, how this value is shared among stakeholders, and the portion retained for reinvestment to support financial stability and long-term goals.

The consolidated economic components of the companies included in the scope of the Report are shown below.

	2023	2024	2025
Economic value generated	64.910.337	65.806.256	75.239.953
Economic value distributed	59.975.286	61.042.473	68.011.826
Economic value retained	4.935.051	4.763.783	7.228.127
Total operating costs	43.085.688	42.214.440	46.387.572
Total employees' salaries and benefits	14.861.083	16.428.654	19.726.384
Total payments to capital providers	1.729.264	2.094.261	1.079.278
Total payments to Public Administration entities	299.251	305.118	818.592

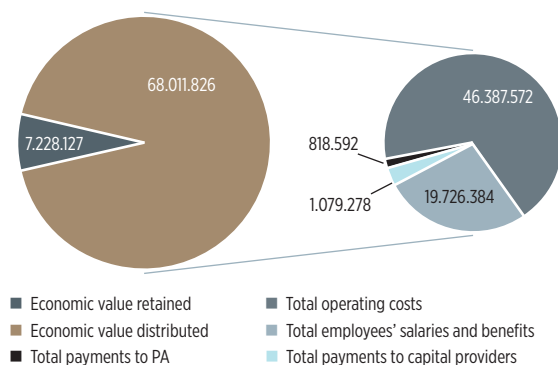
1 <https://it.fsc.org/it-it/newsfeed/come-sta-andando-lindustria-europea-della-carta-e-del-cartone?>

2 <https://www.gminsights.com/industry-analysis/pharmaceutical-packaging-market>

3 <https://www.mordorintelligence.com/industry-reports/sustainable-pharmaceutical-packaging-market>

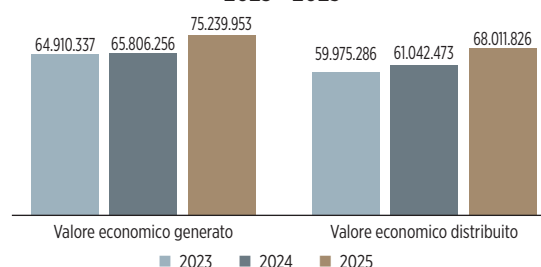
4 [chrome-extension://efaidnbmnnnibpcjpcglclefindmkaj/https://federazionecartagrafica.it/wp-content/uploads/sites/2/2025/11/NOTA_CENTRO_STUDI_ottobre2025.02.pdf](https://www.federazionecartagrafica.it/wp-content/uploads/sites/2/2025/11/NOTA_CENTRO_STUDI_ottobre2025.02.pdf)

ECONOMIC VALUE GENERATED AND DISTRIBUTED 2025



Economic value generated and distributed reflects the company's impact on the local community and key stakeholders. In 2025, the Eurpack Group companies covered in this Report ⁵ generated €75,240 million, an increase of 16% compared to 2023 and 14% compared to the previous year.

TREND IN ECONOMIC VALUE GENERATED AND DISTRIBUTED (€) 2023 - 2025



Economic value generated reflects the Company's ability to create wealth. Analysing its distribution clarifies how this wealth effectively benefits stakeholders.

In 2025, Eurpack redistributed 90% of the economic value generated, allocating it mainly to operating costs (62%). The remaining 8%, equal to € 7,228,127, was retained within the company to support investments, development and strengthen its financial position.

6.2 Enduring Value

In 2025, Eurpack continued its growth and consolidation with a major investment program to strengthen production infrastructure, increase operational capacity, improve process efficiency, and support the Company's sustainability goals.

Property development and expansion of plant facilities

One of our most significant initiatives was the completion of the Robecco production site expansion. The project included building a 1,600 sqm high-density warehouse with a 12-metre ceiling, accommodating up to 5,000 pallets, as well as new offices and a dedicated training room.

The project improved logistics management, increased storage capacity, and created more functional spaces to support business growth and the development of internal skills.



Enhancing production capacity

This year, Eurpack enhanced its production capacity by acquiring new technologies aligned with its core business. In pharmaceutical packaging, the company added two advanced printing presses to increase productivity, improve print quality, and ensure greater efficiency.

Additionally, three new folding machines were introduced for package leaflet production to expand capacity, optimise processing times, and better meet the needs of the pharmaceutical market.



Innovation in management systems and logistics

The Company has also invested in logistics management and warehouse flows. Eurpack has introduced high-density vertical

⁵ Eurpack Giustini Sacchetti S.r.l., Eurpack Grafifarma Grafiflex S.r.l e DDA RETI E PROGETTI S.r.l.



storage systems to optimise space utilisation and improve handling efficiency.

We also launched a project to implement new logistics and warehouse management software to enhance material traceability, improve stock control, and support the digitisation of operations.



ESG investment and energy efficiency

Eurpack has made significant investments to reduce energy consumption and climate-changing emissions, as part of its commitment to sustainability and decarbonisation. In particular, the gas-fired heating systems at the Aprilia plant (Via dell'Industria 13) and at the Robecco site were replaced with new, high-efficiency heat pump systems.

This project advances the electrification of the Company's energy use and reduces reliance on fossil fuels, supporting improved environmental performance and progress toward the Company's sustainability objectives.

The investments made in 2025 reflect Eurpack's commitment to growth through innovation, operational efficiency, and sustainability. These efforts strengthen the Group's competitiveness and support long-term development.

6.3 Value to be Shared

For the Group, creating value is also about giving back. Corporate social responsibility is not just a driving principle, but a concrete commitment that emerges every year in tangible actions that benefit the people and communities in which the company operates.

In 2025, the Group continued to **support social, cultural and sporting initiatives** aimed at contributing to inclusive and supportive growth.

Donations have supported organisations working in the fields of health, research, solidarity and culture:

- ◆ the Maria Madre della Chiesa Parish, a local parish that organises the summer centre for children. Eurpack took part in the fundraising to finance the purchase of T-shirts and hats for the participants;
- ◆ Race for the Cure, a symbol of the fight against breast cancer;
- ◆ "Rete del Dono", a crowdfunding platform for collecting online donations for socially beneficial projects;
- ◆ the "Allunga la tua mano" charity concert, in support of local solidarity projects;
- ◆ Fondazione Telethon, a pioneer of research into rare genetic diseases;
- ◆ ASD 747 Padel Club, a sports centre in Aprilia that collaborated with Eurpack to organise an "Against Violence" padel tournament on 25 November;
- ◆ the Centro Donna Lilith association, which runs the anti-violence centre in Latina and other municipalities in the province.

At the same time, Eurpack believes that sport is a powerful tool for inclusion, well-being and development for young people and the community. For this reason, in 2025, the Company continued to enthusiastically support numerous local sports organisations through **sponsorship**: ASD Energy Team, ASD Academy Rossoneri and ASD Pianeta Volley.

In total, €25,490 has been allocated to these initiatives, in the knowledge that every contribution represents an investment in social cohesion, health, culture and the future of our communities. Sharing value is about helping build stronger connections, more opportunity, and a positive impact that reaches put beyond confines of the business.





Annex

Impacts analysis

MATERIAL TOPIC	SUB-TOPIC	IMPACT	ACTUAL/POTENTIAL	POSITIVE/NEGATIVE	SCALE	FLOW	SIGNIFICANCE	PROBABILITY	POTENTIAL
Product quality and safety	Regulatory compliance	Maintaining compliance strengthens customer trust and reduces the risk of penalties	Actual	Positive	5	4	4,5		
		Penalties and production blocks in the event of negative audits	Potential	Negative	5	5	5	1	5
	Assessment and management of risks to customer health and safety	Consumer health protection and legal protection for the company	Actual	Positive	3	5	4		
		Civil liability and reputational damage if risks are not adequately managed	Potential	Negative	3	4	3,5	1	3
	Accidents related to non-compliant or defective products	Complaints, returns and possible loss of key customers	Potential	Negative	5	4	4,5	1	5
		Adoption of stricter controls improves overall quality	Potential	Positive	5	3	4	1	5
	Engaging customers in safety-related initiatives	Loyalty and collaboration to improve processes	Actual	Positive	5	4	4,5		
		Lack of involvement can lower competitiveness and market differentiation	Potential	Negative	5	4	4,5	1	5
Occupational health and safety	HSE management systems	Improved risk management and accident prevention	Actual	Positive	2	3	2,5		
		Costs for implementation and maintenance of certifications	Actual	Negative	2	3	2,5		
	Training and awareness-raising	Reducing accidents and raising awareness	Actual	Positive	5	3	4		
		Poor training can lead to an increase in near misses or accidents	Potential	Negative	5	3	4	1	5
	Statistics on accidents and illnesses	Better monitoring of operational criticalities	Actual	Positive	5	3	4		
		High numbers of accidents may indicate systemic problems	Potential	Negative	5	3	4	1	5
	Prevention and wellbeing programmes	Improved staff wellbeing and productivity	Actual	Positive	4	3	3,5		
		Occasional initiatives with no real impact can lead to disillusionment	Potential	Negative	4	3	3,5	2	8
	Employee participation and consultation	Greater engagement and a shared culture of safety	Actual	Positive	4	3	3,5		
		Lack of involvement can reduce the reporting of risky situations	Potential	Negative	4	3	3,5	1	4
Certifications, policies and guidelines Certifications, policies and guidelines	Environmental and social governance	Greater transparency with customers and stakeholders	Actual	Positive	3	5	4		
		Lack of accountability can lead to a loss of trust	Potential	Negative	3	5	4	3	9
	Certifications and management systems	Increased business opportunities and access to new markets	Actual	Positive	1	5	3		
		High management costs and risk of "green/social washing" if not authentic	Potential	Negative	1	5	3	1	1
	Corruption and integrity in business	Building an ethical and compliant environment	Actual	Positive	2	4	3		
		Risk of reputational and legal harm in the absence of adequate controls	Potential	Negative	2	5	3,5	2	4

MATERIAL TOPIC	SUB-TOPIC	IMPACT	ACTUAL/POTENTIAL	POSITIVE/NEGATIVE	SCALE	FLOW	SIGNIFICANCE	PROBABILITY	POTENTIAL
Waste recycling and management	Quantity and type of waste	Greater control and reduction of management costs	Actual	Positive	2	3	2,5		
		High waste production can negatively impact environmental performance	Actual	Negative	2	3	2,5		
	Percentage recycled or reused	Improvement of ESG indicators and appeal to customers	Actual	Positive	1	4	2,5		
		Failure to recycle can increase costs and adversely affect the environmental impact	Potential	Negative	1	5	3	2	2
	Circular economy initiatives	Development of innovative products and reduction of waste at source	Potential	Positive	3	4	3,5	3	9
		Investments not recouped if the market does not recognise the value of sustainable packaging	Potential	Negative	3	3	3	3	9
	Accidents caused by illegal disposal	Penalties and reputational damage in the event of direct or indirect involvement	Potential	Negative	1	3	2	1	1
		Adopting a traceable supply chain reduces risk and increases credibility	Potential	Positive	1	4	2,5	1	1
	Collaboration with suppliers and communities	Development of sustainable supply chains and relationships based on trust	Actual	Positive	1	5	3		
		Difficulties in engaging local or external partners can slow down sustainability initiatives.	Potential	Negative	1	5	3	1	1

key ACTUAL IMPACT	
0 ≤ x ≤ 1	INSIGNIFICANT IMPACT
1 < x ≤ 2	NEGLIGIBLE IMPACT
2 < x ≤ 3	LOW IMPACT
3 < x ≤ 4	MEDIUM IMPACT
4 < x ≤ 5	HIGH IMPACT

key POTENTIAL IMPACT	
1 - 2	EXTREMELY UNLIKELY
3 - 4	QUITE UNLIKELY
5 - 6	PROBABLE
7 - 8	QUITE LIKELY
9 - 10	EXTREMELY LIKELY

SCALE or how positive or serious the impact is. In this parameter, for negative impacts, it will be necessary to consider the potential remediability of the event itself.

- [1] Mild impact;
- [2] Insignificant impact;
- [3] Minimal impact;
- [4] Significant impact;
- [5] Extremely significant impact.

FLOW i.e. how extensive the impact is (e.g. based on the number of individuals affected or the extent of environmental damage).

- [1] Extensive impact on individuals;
- [2] Extensive impact in small groups;
- [3] Extensive impact throughout the company;
- [4] Extensive impact on various stakeholder groups;
- [5] Extensive impact on the entire ecosystem and/or reference community.

PROBABILITY in prioritising potential impacts alone, the assessment of the probability of the event itself occurring has been included.

- [1] Extremely unlikely;
- [2] Quite unlikely;
- [3] Probable;
- [4] Quite likely;
- [5] Extremely likely.



Risks analysis

MATERIAL TOPIC	SUB-TOPIC	RISK	PROBABILITY	DAMAGE	RISK LEVEL
Product quality and safety	1. Compliance with product/service safety and quality regulations	Failure to comply with European or international regulations may result in penalties, production shutdowns and loss of certification, compromising access to key markets and Eurpack's reputation among customers in the pharmaceutical sector.	1	5	5
	2. Assessment and management of risks to customer health and safety	Inadequate assessment of the risks associated with the materials used in packaging can expose end customers to contamination or malfunction (e.g., release of harmful substances or failure to protect the contents), resulting in damage to health, legal proceedings and civil liability.	1	3	3
	3. Accidents related to non-compliant or defective products	The distribution of a defective batch of packaging can lead to recalls by pharmaceutical customers, with direct economic impacts (compensation, penalties) and indirect impacts (damage to commercial trust).	1	5	5
	4. Engaging customers in security initiatives	Poor collaboration with customers in the design and verification of safe packaging solutions can lead to misunderstandings of technical and regulatory requirements, increasing the risk of design errors and operational inefficiencies in the shared supply chain.	1	5	5
Occupational health and safety	1. HSE policies and management systems (e.g., ISO 45001 certifications)	If Eurpack does not adopt a structured and certified system such as ISO 45001, it runs the risk of not complying with current health and safety regulations, with potential legal consequences and damage to its corporate image, especially when operating in a regulated sector such as the pharmaceutical industry	1	2	2
	2. Employee training and awareness of occupational risks	A lack of adequate training can lead to employees underestimating risks, causing accidents at work that harm both staff and productivity.	1	5	5
	3. Statistics on accidents, occupational diseases and near misses	Failure to gather or analyse these statistics means that risk patterns cannot be identified, preventing effective preventive action and increasing the likelihood of serious events.	1	5	5
	4. Prevention and wellbeing programmes	The absence of initiatives to improve physical and mental wellbeing can lead to stress, musculoskeletal disorders and burnout, negatively affecting work performance.	2	4	8
	5. Employee participation and consultation on EHS issues	If employees are not involved in decision-making processes relating to safety, there is a risk of failing to identify real problems in the workplace, which can also create a climate of mistrust and discontent.	1	4	4
Certifications, policies and guidelines	1. Environmental and social governance, transparency and voluntary commitments	If Eurpack does not demonstrate a formal commitment to initiatives such as the UN Global Compact or does not clearly communicate its ESG policies, it could lose the trust of multinational customers, who are increasingly attentive to sustainability in the supply chain. This can lead to exclusion from tenders or strategic contracts.	3	4	12
	2. Certifications and management systems for quality, the environment and social responsibility	The failure to obtain or loss of certifications (e.g., ISO 14001 for environmental management or SA8000 for compliance with employee rights) could block access to regulated markets or compromise the company's reputation in highly sensitive sectors such as the pharmaceutical industry.	1	5	5
	3. Corruption and integrity in business	The absence of internal controls and training on the subject of corruption may expose Eurpack (especially in its dealings with public bodies or large customers) to the risk of involvement in illegal practices, resulting in criminal penalties and loss of contracts.	2	4	8

MATERIAL TOPIC	SUB-TOPIC	RISK	PROBABILITY	DAMAGE	RISK LEVEL
Waste recycling and management	1. Quantity and type of waste generated (hazardous/non-hazardous)	High levels of waste production, particularly hazardous waste, can lead to increasing disposal costs, penalties for non-compliance with environmental regulations and reputational damage in the event of accidents or uncontrolled spills	2	5	10
	2. Percentage of waste recycled, reused or disposed of in landfills	A low recycling rate or excessive use of landfill can result in pressure from stakeholders (customers, authorities, investors) and the loss of opportunities linked to environmental incentives or certifications.	1	1	1
	3. Circular economy initiatives (upstream reduction, upcycling)	Failure to invest in circular economy strategies can lead to a competitive disadvantage compared to more innovative companies, resulting in market share decline and reduced appeal to sustainable partners.	3	4	12
	4. Accidents related to illegal disposal or contamination	Any incidents of improper disposal or environmental contamination may result in legal penalties, interruption of production, costly clean-up operations and serious damage to your image among customers and local communities.	1	5	5
	5. Partnering with suppliers and communities for sustainable management	The absence of effective collaboration along the supply chain can prevent the management of indirect environmental impact, exposing the company to reputational risks, operational disruptions or exclusion from tenders and regulated markets.	1	5	5

key	
1–5	INSIGNIFICANT RISK
6–10	NEGLIGIBLE RISK
11–15	LOW RISK
16–20	MEDIUM RISK
21–25	HIGH RISK



GRI Correlation Index

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	NOTE
GRI 2: General Disclosures 2021	2-1 Organizational Details	CHAP. 1 pag. 12-13		
	2-2 Entities Included in the Organization's Sustainability Reporting	METHODOLOGICAL NOTE pag. 7		
	2-3 Reporting Period, Frequency, and Point of Contact	METHODOLOGICAL NOTE pag. 6-7		
	2-4 Restatement of Information	METHODOLOGICAL NOTE pag. 6-7		
	2-5 External Assurance		Not Applicable	The balance sheet is not certified by an external body
	2-6 Operations, Value Chain, and Other Business Relationships	CHAP. 1 pag. 16-22 CHAP. 3 pag. 46-47		
	2-7 Employees	CHAP. 5 pag. 77-80		
	2-8 Workers Who Are Not Employees	CHAP. .3 pag. 42-43		
	2-9 Governance Structure and Composition	CHAP. .3 pag. 42-43		
	2-10 Appointment and Selection of the Highest Governance Body		Confidentiality obligations	For confidentiality reasons this information has been omitted
	2-11 Chair of the Highest Governance Body	CHAP. .3 pag. 42		
	2-12 Role of the Highest Governance Body in Overseeing Impact Management	CHAP. .3 pag. 42		
	2-13 Delegation of Responsibility for Impact Management	CHAP. 2 pag. 30		
	2-14 Role of the Highest Governance Body in Sustainability Reporting	CHAP. .3 pag. 42-43		
	2-15 Conflicts of Interest		Confidentiality obligations	For confidentiality reasons this information has been omitted
	2-16 Disclosure of Concerns		Confidentiality obligations	For confidentiality reasons this information has been omitted
	2-17 Collective Knowledge of the Highest Governance Body	CHAP. .3 pag. 42-43		
	2-18 Performance Evaluation of the Highest Governance Body		Confidentiality obligations	For confidentiality reasons this information has been omitted
	2-19 Remuneration Policies		Confidentiality obligations	For confidentiality reasons this information has been omitted
	2-20 Determination Process Remuneration		Confidentiality obligations	For confidentiality reasons this information has been omitted
	2-21 Percentage of Annual Total Compensation		Confidentiality obligations	For confidentiality reasons this information has been omitted
	2-22 Sustainable Development Strategy Statement	CHAP. 1 pag. 23-27 CHAP. 2 pag. 34-37		
	2-23 Political Commitments	CHAP. 3 pag. 47-48		
	2-24 Integration of Political Commitments	CHAP. 3 pag. 47-48		
	2-25 Processes for Remediating Adverse Impacts	CHAP. 2 pag. 32-33		
	2-26 Advice and Reporting Mechanisms	CHAP. 3 pag. 44-46, 49 CHAP. 5 pag. 86		
	2-27 Compliance with Laws and Regulations	CHAP. 3 pag. 43-45, 52-54		
	2-28 Membership Associations	CHAP. 3 pag. 47-48		
	2-29 Approach to Stakeholder Engagement	CHAP. 2 pag. 30-33		
	2-30 Collective Bargaining Agreements	CHAP. 5 pag. 81		CCNL Grafica e Editoria Industria

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	NOTE
GRI 3: Material Topics 2021	3-1 Process for determining material topics	CHAP. 2 pag. 30-33		
	3-2 List of material topics	CHAP. 2 pag. 30-33		
	3-3 Management of material topics	CHAP. 2 pag. 30-33		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	CHAP. 6 pag. 94-95		
	201-2 Financial implications and other risks and opportunities due to climate change		Not Applicable	
	201-3 Obligations of defined benefit plans and other pension plans		Not Applicable	CCNL
	201-4 Financial assistance received from government		Not Applicable	No financial assistance was obtained in the reporting year
GRI 202: Market Presence 2016	202-1 Ratios between the standard basic wage by gender and the local minimum wage		Information not available	The living wage calculation was done in 2025 and will be integrated into the next report
	202-2 Percentage of senior management employed by the local community		Confidentiality obligations	For confidentiality reasons this information has been omitted
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	CHAP. 6 pag. 95-96		
	203-2 Significant indirect economic impacts	CHAP. 6 pag. 95-96		
GRI 204: Procurement Practices 2016	204-1 Percentage of spending on local suppliers	CHAP. 4 pag. 72		
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for corruption risks		Not Applicable	0 Cases
	205-2 Communication and training on anti-corruption policies and procedures	CHAP. 3 pag. 44-48		
	205-3 Confirmed incidents of corruption and actions taken		Not Applicable	0 Cases
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices		Not Applicable	0 Cases
GRI 207: Taxes 2019	207-1 Approach to taxation		Confidentiality obligations	For confidentiality reasons this information has been omitted
	207-2 Governance, control, and management of tax risks		Confidentiality obligations	For confidentiality reasons this information has been omitted
	207-3 Stakeholder engagement and management of tax-related concerns		Confidentiality obligations	For confidentiality reasons this information has been omitted
	207-4 Country-by-country reporting		Confidentiality obligations	For confidentiality reasons this information has been omitted
GRI 301: Materials 2016	301-1 Materials used by weight or volume	CHAP. 4 pag. 70		
	301-2 Recycled material inputs Used		Information not available	Eurpack is committed to introducing recycled input material for future operations
	301-3 Remanufactured products and related packaging materials	CHAP. 4 pag. 70		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	CHAP. 4 pag. 67		
	302-2 Energy consumption outside the organization	CHAP. 4 pag. 67		
	302-3 Energy intensity	CHAP. 4 pag. 67		
	302-4 Reduction of energy consumption	CHAP. 4 pag. 67		
	302-5 Reduction of energy requirements of products and services	CHAP. 4 pag. 67		



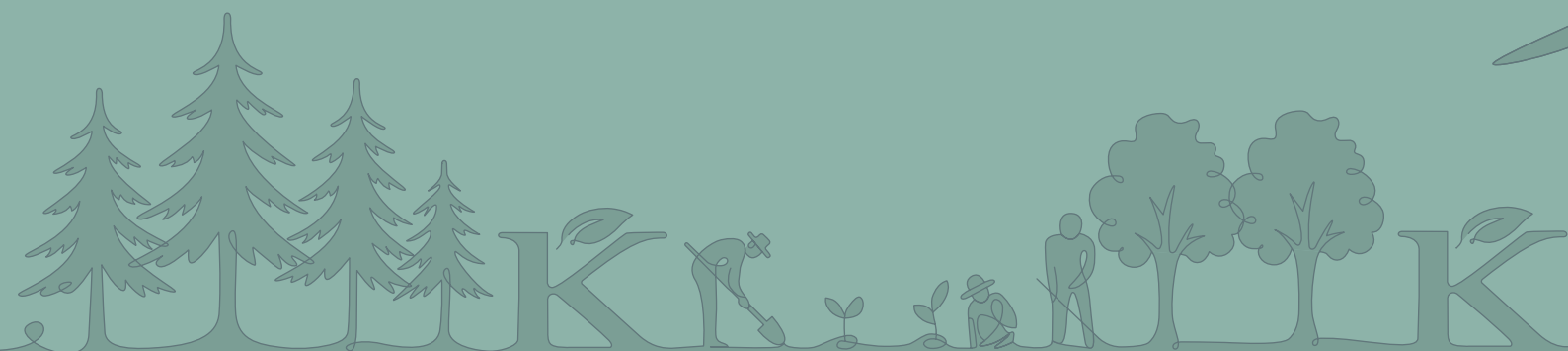
GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	NOTE
GRI 303: Water and Wastewater Treatment 2018	303-1 Interactions with water as a shared resource	CHAP. 4 pag. 68-69		
	303-2 Management of impacts related to water discharges		Information not available	
	303-3 Water withdrawal	CHAP. 4 pag. 68-69		
	303-4 Water discharge	CHAP. 4 pag. 68-69		
	303-5 Water consumption	CHAP. 4 pag. 68-69		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) greenhouse gas emissions	CHAP. 4 pag. 64-65		
	305-2 Indirect (Scope 2) energy GHG emissions	CHAP. 4 pag. 64-65		
	305-3 Other indirect (Scope 3) GHG emissions	CHAP. 4 pag. 64-65		
	305-4 GHG emission intensity	CHAP. 4 pag. 64-65		
	305-5 GHG emission reductions	CHAP. 4 pag. 64-65		
	305-6 Emissions of ozone-depleting substances (ODS)	CHAP. 4 pag. 69		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	CHAP. 4 pag. 69		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	CHAP. 4 pag. 71		
	306-2 Management of significant waste-related impacts Waste	CHAP. 4 pag. 71		
	306-3 Waste generated	CHAP. 4 pag. 71		
	306-4 Waste diverted from disposal	CHAP. 4 pag. 71		
	306-5 Waste destined for disposal	CHAP. 4 pag. 71		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that have been selected based on environmental criteria		Information not available	Eurpack is committed to introducing an ESG questionnaire for supplier evaluation
	308-2 Adverse environmental impacts in the supply chain and actions taken		Information not available	Eurpack is committed to introducing an ESG questionnaire for supplier evaluation
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	CHAP. 5 pag. 79-80		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	CHAP. 5 pag. 79-81		
	401-3 Parental leave	CHAP. 5 pag. 79-81		
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods for operational changes		Confidentiality obligations	For confidentiality reasons this information has been omitted
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	CHAP. 5 pag. 81-84		
	403-2 Hazard identification, risk assessment, and accident investigation	CHAP. 5 pag. 81-84		
	403-3 Occupational health services	CHAP. 5 pag. 81-84		
	403-4 Worker participation, consultation, and communication on occupational health and safety matters	CHAP. 5 pag. 81-84		
	403-5 Worker training on occupational health and safety	CHAP. 5 pag. 81-84		
	403-6 Worker health promotion	CHAP. 5 pag. 81-84		
	403-7 Prevention and mitigation of health and safety risks Occupational health and safety impacts directly related to business relationships	CHAP. 5 pag. 81-84		
	403-8 Workers covered by an occupational health and safety management system	CHAP. 5 pag. 81-84		
	403-9 Workplace accidents	CHAP. 5 pag. 81-84		
	403-10 Occupational diseases	CHAP. 5 pag. 81-84		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	NOTE
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	CHAP. 5 pag. 84-85		
	404-2 Employee Skills Upgrading and Transition Assistance Programs	CHAP. 5 pag. 84-85		
	404-3 Percentage of employees receiving periodic performance and career development reviews		Not Applicable	There is no system for monitoring the performance of workers
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	CHAP. 5 pag. 81		
	405-2 Ratio between basic salary and remuneration of women and men	CHAP. 5 pag. 81		
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		Not Applicable	0 Cases
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers where the right to freedom of association and collective bargaining may be at risk		Not Applicable	No risky activities
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk of child labor incidents		Not Applicable	No risky activities
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk of forced or compulsory labor incidents		Not Applicable	No risky activities
GRI 410: Safety Practices 2016	410-1 Security personnel trained in human rights policies or procedures	CHAP. 5 pag. 84-85		
GRI 411: Indigenous Peoples' Rights 2016	411-1 Incidents of violations of indigenous peoples' rights		Not Applicable	The company does not have any trading relationships in areas inhabited by indigenous peoples
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	CHAP. 5 pag. 86-90		
	413-2 Operations with significant actual and potential adverse impacts on local communities	CHAP. 5 pag. 86-90		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that have been selected based on social criteria		Information not available	The questionnaire went live in 2025
	414-2 Adverse social impacts in the supply chain and actions taken		Information not available	The questionnaire went live in 2025
GRI 415: Public Policies 2016	415-1 Political contributions		Not Applicable	No financial political contributions were received in the reporting year
GRI 416: Customer Health and Safety 2016	416-1 Assessment of health and safety impacts of product and service categories	CHAP. 3 pag. 55-56		
	416-2 Incidents of non-compliance related to health and safety impacts of products and services	CHAP. 3 pag. 55-56		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling		Not Applicable	Eurpack is not required to provide the information required by the standard
	417-2 Incidents of non-compliance related to product and service information and labeling		Not Applicable	0 Cases
	417-3 Incidents of non-compliance related to marketing communications		Not Applicable	0 Cases
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints related to breaches of customer privacy and losses of customer data		Not Applicable	0 Cases

Statement of Use: The Eurpack Group has reported in accordance with the GRI Standards for the period January 1, 2025, to December 31, 2025.
GRI 1 used: GRI 1: Foundation 2021







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