



Crealis

SUSTAINABILITY REPORT

2024

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Dear Stakeholders,

As I joined Crealis as CEO in March 2025, I had the opportunity to reflect on a pivotal year in our sustainability journey. One year ago, we took a major step forward by publishing our first Sustainability Report, laying the foundation for a more structured and transparent approach to our environmental, social, and governance commitments. Now, with our **second report**, we go further—not only measuring our impact across all Crealis entities but **actively driving transformation through innovation, responsible sourcing, and decarbonization**.

In 2024, we **turned ambition into action**. We introduced groundbreaking sustainable products, improved data-driven ESG reporting, and made **tangible progress in renewable energy adoption**. At the same time, we navigated challenging market conditions, demonstrating resilience as wine and spirits consumption patterns evolved, stock levels fluctuated, and economic pressures tested the industry. Despite these headwinds, we **remained focused on long-term sustainability and business excellence**.

This report reflects not just our achievements but our momentum. From the launch of Symbiosis, our plastic-free foil that reduces carbon emissions, to the development of **lighter, lower-impact materials**, we continue to pioneer sustainable alternatives. We also made significant strides in renewable energy, seeing the positive impact of a **full**

year of solar panels at our tin-producing facility, Rivercap S.A., while both PE.DI and Crealis S.p.A. advanced their commitment by **investing in purchased renewable energy**.

As we prepare for CSRD-aligned reporting in 2027, **transparency and accountability** remain at the heart of our ESG strategy. Our **strengthened data infrastructure** ensures that every step we take is measurable and impactful.

While 2024 presented challenges—ranging from workforce adjustments to shifting market dynamics—it also **highlighted our resilience and capacity to innovate**. Thanks to the dedication of our 1,292 employees worldwide, we continued to move forward with purpose, shaping a more sustainable future for our industry.

I am honoured to have joined Crealis at such a pivotal moment. As we build on the strong foundation laid over the past year, I am **committed to advancing our sustainability vision with renewed focus and ambition**. Looking ahead, we will **continue accelerating decarbonization, amplifying our impact, and delivering innovative solutions that benefit both our customers and the planet**.

Thank you for your continued trust and partnership as we drive meaningful change together.

Enrico Bracesco
CEO Crealis Group

METHODOLOGICAL NOTE

This document represents the second Sustainability Report of Crealis Group (hereinafter also “Group”) and it aims to communicate in a transparent way the sustainability approach of the Group and its environmental, social and governance performance with respect to the 2024 fiscal year (from January 1st to December 31st).

This Sustainability Report was prepared by reporting a selection of the “GRI Sustainability Reporting Standards (2021)” published by the Global Reporting Initiative (GRI) (hereinafter “GRI Standards”): GRI-referenced claim. The detail of the reported indicators is shown in the “GRI Content Index”, which is presented in the last section of this document. Figures related to the previous year are provided for comparative purposes to enable an assessment of the Group’s activities over a longer period.

The content of the report was selected based on the results of the materiality analysis, which identifies the main sustainability matters (so-called “material topics”) relevant for Crealis Group, as described in the “Materiality Analysis” section of this Report.

The reporting scope of data and information relating to governance, social and environmental aspects refer to the following companies consolidated on a line-by-line basis on the Group’s Consolidated Financial Report as of 31st December 2024:

- **Crealis S.p.A.**
- **PE.DI S.r.l.**
- **Supercap S.r.l.**
- **Crealis Australia PTY Ltd.**
- **Maverick Enterprise Inc.**
- **Rivercap SA**
- **Sparflex S.A.**

- **Le Muselet Valentin**
- **Rivercap France**
- **Supercap North-America S.A. de C.V.**
- **Supercap LDA**

However, while ensuring the correct understanding of the Group’s sustainable activities, it should be noted that:

- Crealis NZ Limited and S.M. Wood S.r.l. have been excluded from the 2024 sustainability reporting scope as their share in the Group’s environmental and social impacts is limited and not material.

- Sci La Terre Du Crayon and Maverick Property have been excluded from the 2024 sustainability reporting scope as they are only real estate management activities, and they do not have significant ESG impacts, risks, and opportunities.

To ensure comparability between the sustainability data for 2023 and 2024, the 2023 governance, social and pollution data have been restated in this 2024 Sustainability Report, including the data from Supercap North-America S.A. de C.V. and Supercap LDA within the reporting scope, which were excluded from the scope of the 2023 Sustainability Report¹. For previously published data please refer to the Sustainability Report 2023, published on www.crealisgroup.com.

Any other changes of the reporting scope are appropriately indicated in the text.

Where required by GRI standards, quantitative data have been provided by geographic area, with the following categorization:

| | |
|-----------|-----------------------------|
| ITALY | CREALIS S.P.A. |
| | PE.DI S.R.L. |
| | SUPERCAP S.R.L. |
| FRANCE | RIVERCAP FRANCE |
| | LE MUSELET VALENTIN |
| | SPARFLEX S.A. |
| PORTUGAL | SUPERCAP LDA |
| SPAIN | RIVERCAP SA |
| AUSTRALIA | CREALIS AUSTRALIA PTY LTD. |
| US | MAVERICK ENTERPRISE INC. |
| MEXICO | SUPERCAP NORTH AMERICA S.A. |

The use of estimates has been limited as far as possible to ensure data reliability. Whenever present, estimates are based on the best available methodologies, which are appropriately reported.

The 2024 Sustainability Report of Crealis Group is not subject to external assurance.

The 2024 Sustainability Report of Crealis Group was discussed and approved by the Board of Directors on the 1st of August 2025. For more information regarding the Crealis Group Sustainability Report, please contact: info@crealisgroup.com

This document is also available on the Crealis Group website: <https://www.crealisgroup.com/en/international/sustainability/ouresg-engagement/>

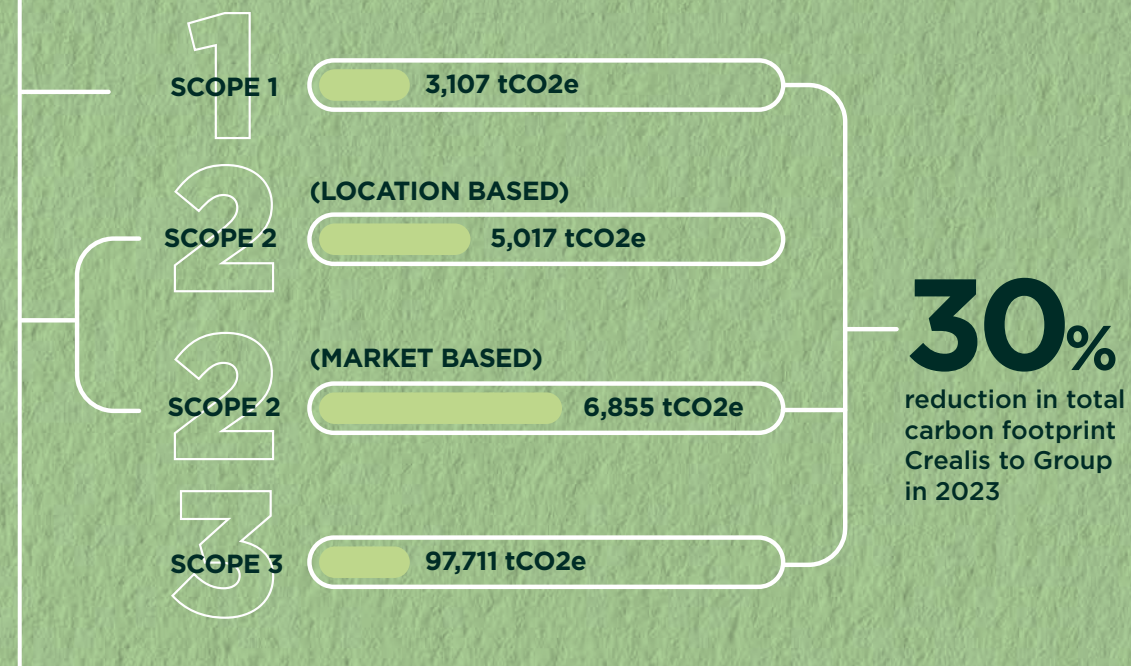
¹ Please note that, contrary to what has been indicated, environmental data and GRI 2-27 indicator have not been restated for the 2023 data.

2024

HIGHLIGHTS

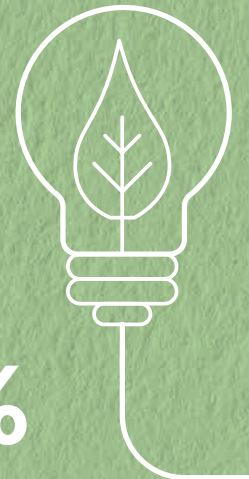
ENVIRONMENTAL

The Group Crealis' direct and indirect emissions for the reporting year 2024 amount to the following:

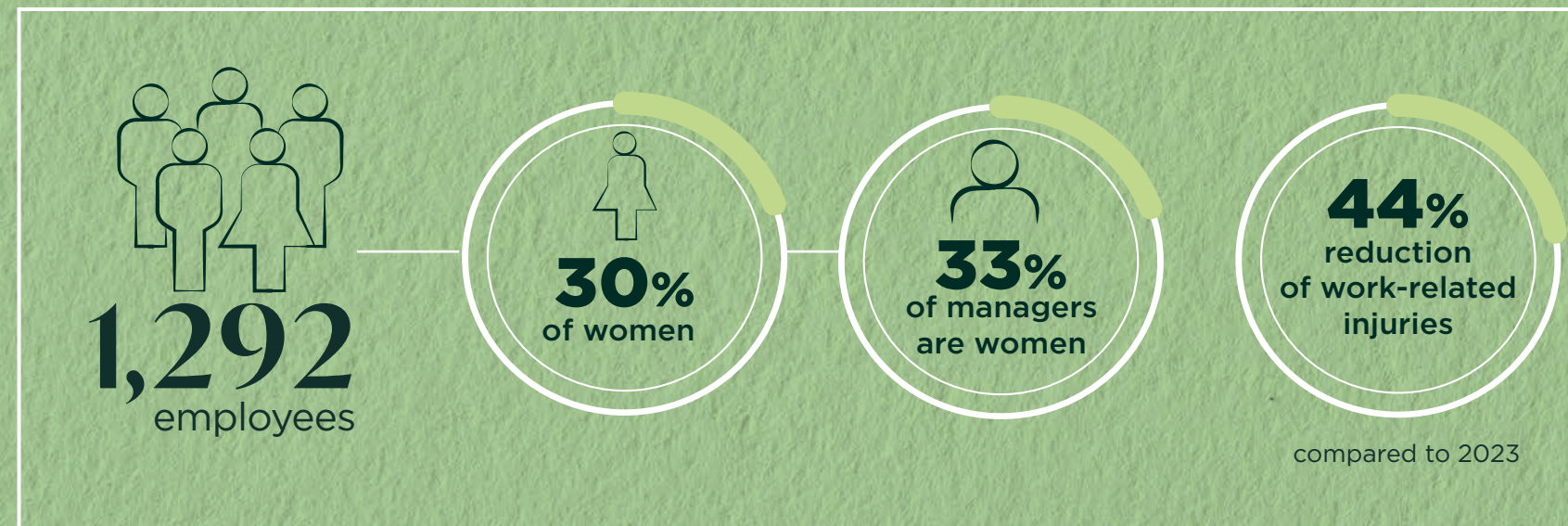


DOUBLED TOTAL
RENEWABLE
ELECTRICITY FROM

9%
In 2023
to
18%
In 2024



SOCIAL



GOVERNANCE



The logo for CREALIS GROUP is centered on a dark blue background. The background features large, overlapping, semi-transparent circles and a vertical stripe in a slightly lighter shade of blue. The text "CREALIS" is on the top line and "GROUP" is on the bottom line, both in a white, bold, serif typeface.

CREALIS GROUP

AN INTERNATIONAL GROUP
with a local approach



**15 PRODUCTION
SITES WORLDWIDE**



**1,500² PEOPLE AROUND
THE WORLD**



**5 BILLION UNITS
PRODUCED PER YEAR**



**CUSTOMERS IN MORE THAN
70 COUNTRIES**



**FOCUS ON DESIGN WITH
2 “ATELIER CREATION” CENTERS**

2 While the number of employees covered within the sustainability reporting scope 2024 amounts to 1,292, the figure of 1,500 is used in broader communications to reflect the overall workforce, acknowledging natural fluctuations over time.

1.1. GROUP OVERVIEW & BUSINESS MODEL

CREALIS: Global Reach, Local Expertise, and Sustainable Innovation

Since the 2020 alliance between Sparflex and Enoplastic, joined by PE.DI and Supercap, Crealis has established itself as a leader in closure solutions for still and sparkling wines, spirits, beers, olive oil, and vinegar. In 2024, the Group consolidated its three most recent acquisitions into a dedicated hub in Portugal: Supercap LDA. The company specializes in producing bar-tops for the spirits division, combining advanced production techniques with access to local expertise and resources, including natural cork, reflective of the country's rich heritage. Crealis unites expert brands to deliver solutions tailored to the needs of diverse markets. With 15 production sites across eight countries, the Group combines global capabilities with local knowledge to meet customer requirements effectively.

PRODUCTION NETWORK

Each production site plays a key role in supporting customers and driving innovation. Below is an overview of the global operations:



ITALY



✓ The headquarter Crealis S.p.A. in Bodio Lomnago, managed by Davide Pagano, founded in 1957, is the world's leading manufacturer of closure solutions for wines, spirits and liqueurs, olive oils and vinegars. Crealis S.p.A. specializes in sparkling foils, thermo capsules (PVC, PET), polylaminate capsules, wirehoods and screwcaps.. The head office has 336 employees and a surface area of 25,420 m2.

"With Derma 75L, we're making sustainability a standard — not a premium: same price, lower emissions, and top level performance.

It's an upgrade that we, as leading company, decided to do to "drive" the market towards sustainable solutions for the future evolution of consumer trends and legislation."

Davide Pagano, General Manager, Crealis S.p.A.

✓ PE.DI S.r.l. in Ivrea, managed by Matteo Zaccaria, has been working in the closures sector since 1982, with a particular focus on quality, especially for products intended for the secondary fermentation of traditional method wine, such as crown caps and bidules. PE.DI is also committed to providing tamper-proof solutions, guaranteeing the safety and integrity of the contents. PE.DI is a leader in the field of high-quality corks, crown caps and bidules for secondary fermentation. Crown caps for sparkling wines, beers and soft drinks. PEDISTRIP®, a tamper-proof closure system for single-dose use and returnable container systems. This entity has 33 employees and a surface area of 6,000 m2.

"We're proud that our Bio-Bidule — made from 100% recyclable virgin polyethylene sourced from renewable materials according to the mass balance principle — is now ISCC+ certified, marking a major step in PE.DI's commitment to sustainability through renewable, traceable materials."

Matteo Zaccaria, General Manager, PE.DI



FRANCE

✓ Founded in 1984 in Dizy, in the heart of the Champagne region, Sparflex is the leading partner in the creation of premium and ultra-premium packaging for champagnes and sparkling wines. Sparflex designs and produces customized sparkling foils. It has a surface area of 22,000 m2 and a total of 134 employees.

✓ Le Muselet Valentin, based in Oiry in Champagne, has unique expertise in the manufacture of wirehoods. The company is renowned for its top-of-the-range Art & Craft wirehoods, as well as for its industrial and artisanal know-how. Le Muselet Valentin is France's only manufacturer of wirehoods. Located in the heart of the Champagne region, its expertise is recognized by the "Entreprise du Patrimoine Vivant" label. The 5,000 m2 production site employs a team of 40 people.

✓ Rivercap France, founded in Hendaye in 1998, specializes in top-of-the-range capsules for wines and spirits, and in the shaping and decoration of capsules for still wines, spirits in various materials produced by Rivercap SA. For the French market, Rivercap also handles capsule taxation, applying the Marianne seal. It is a 10,000 m2 site with 31 employees. All above French entities are being managed by Jean-Baptiste Favre.

"At Crealis France, our ambition is to be the trusted partner for our customers by uniting quality, service, innovation, and environmental commitment. This also extends to our social responsibility — through community actions like supporting Ensemble pour Elles, we not only contribute to the fight against

breast cancer, but also strengthen employee engagement and solidarity across our teams"

Jean-Baptiste Favre, General Manager France, Sparflex, Le Muselet Valentin & Rivercap France



SPAIN



Rivercap S.A. in Lapuebla de Labarca (Rioja) and Igualada (near Cava), managed by Jose Saenz. Founded in 1990, the company boasts 34 years' experience in the production of tin capsules, the most prestigious type of capsule requiring specific know-how. Rivercap is the leader in the Spanish capsules market, with a world-renowned specialty: TINCLASS tin capsules. The plant covers an area of 10,500 m2 and employs 195 people at two sites: Igualada and Lapuebla.

"Our clients will see growth in sustainability, innovation, service, and value creation in our group's offerings. This commitment is reflected in tangible actions—like our investment in solar panels at the Rivercap plant in Lapuebla—which reduce the environmental footprint of our tin capsule production and reinforce our drive toward responsible manufacturing. We're also proud that our TinClass capsule achieved 81% recyclability, certified by Cyclos-HTP, fully meeting EU standards—with 99% of the skirt recyclable in major European markets. These results confirm the strength of our approach and our dedication to a circular economy.."

José Sáenz, General Manager, Rivercap S.A.

UNITED STATES

Founded in 1992 in California, Maverick is North America's best-known wine cap manufacturer. It provides a customized, high-quality solution to the capsule needs of a wide range of companies in the wine, spirits and artisan food sectors. Proximity to the wine industry is beneficial as it allows the company to offer a locally produced packaging option to the majority of customers, and to make proactive visits with on-site customer support. Maverick US specializes in sparkling foils, thermo capsules (PVC/ PET), poly laminate capsules, and screwcaps. The company has three different sites: Ukiah, Fairfield and Santa Rosa (13,000 m2 in total), which employ 122 people.

We're proud to produce our capsules and screwcaps locally in the U.S., using raw materials sourced nearby to minimize our logistical footprint. It's a sustainable, responsive solution tailored to the U.S. market — a commitment to quality and

environmental responsibility, made right here at home.

Frédéric Catteau, General Manager USA, Maverick Enterprises



AUSTRALIA

Crealis Australia Pty Ltd, formerly known as Enoplastic Aus Pty Ltd, is a South Australia-based company registered in 2014. Crealis Australian specialises in manufacturing high-quality capsules. Their product range includes sparkling foils, capsules made from PVC, and poly laminate. The 3,801 m2 site employs 26 persons.

"Sustainability is core to how we do business in Australia — from supporting our wine and spirits partners with responsible packaging to taking part in World Clean Up Day as a team. Even our Christmas gifts give back: planting trees to help restore bushfire-affected areas. It's how we contribute to the planet while

strengthening engagement and pride across our team."

Davin Botha, Managing Director, Crealis Australia



SUPERCAP - CREALIS GROUP'S BARTOP DIVISION

Supercap, the BarTop division of the Crealis Group, is a global leader in the design, production, and sale of innovative closure solutions for the spirits, wine, olive oil, and vinegar industries. With a strong commitment to innovation, quality, and sustainability, Supercap brings together specialized production facilities in Italy, Portugal, and Mexico, each contributing unique expertise and capabilities to the division's international success.

"At the intersection of innovation and environmental responsibility, our products are designed to meet the highest standards of performance. From renewable energy and circular resource use to investments in people and territory, we develop an efficient production model and transparent supply chain. Our global presence thrives on local responsibility and a shared commitment to a greener future."

José Sousa, General Manager, Supercap LDA



ITALY

Founded in 1999 and headquartered in Mombaroccio (Pesaro, Italy), Supercap S.r.l. serves as the historical core of the BarTop division. Operating out of a 9,000 m² facility with 84 employees, the Italian site produces a wide range of bar tops and wine corks. It stands out for its environmentally conscious approach, using solar power and repurposing 30 tons of wooden waste monthly to produce eco-friendly heating pellets.

PORTUGAL

Supercap LDA, located in Mozelos near Porto, Portugal, is a key hub for the production of bar top closures made from natural cork, wood and microgranulated cork. Following the 2023 acquisition of three historic Portuguese companies—Woodcap, Manuel Firinho & Filhos, and Jesus Couto & Pereira—the 12,000 m² site with 85 employees has become an industrial cornerstone for the division, blending traditional craftsmanship with modern manufacturing.

MEXICO

Supercap North America, based in Guadalajara, Mexico, brings 24 years of expertise to the production of high-end, customized bar top closures tailored for the luxury wine and spirits market. With a 15,000 m² factory on a 40,000 m² site and 206 employees, it plays a central role in serving the North American and international markets, combining advanced techniques with premium materials and strong local engagement.

1.2. GOVERNANCE STRUCTURE

The governing body of Crealis Group is the Board of Directors (also “the Board”) who defines business strategy, oversees management, and protects the interests of shareholders and stakeholders of the Group.

As of December 31st 2024, the Board consists of seven members of which six are men. The president and the Chief Executive Officer are the only ones with executive powers, while all the members of the Board are expression of

the shareholders’ interests.
The composition of the Board of Directors as of 31.12.2024 is reported in the table below³ :

| CHARGE | NAME | EXECU-TIVE ⁴ | TENURE ³ | OTHER SIGNIFICANT POSITIONS AND COMMITMENTS | GENDER | AGE GROUP | COMPETENCIES RELEVANT TO THE IMPACTS OF THE ORGANIZATION |
|--|-----------------------------------|-------------------------|--|---|--------|-----------|--|
| PRESIDENT OF THE BOARD OF THE DIRECTORS | KALIN SAMO | ✓ | 29/04/2022-2024 (APPROVAL OF THE FINANCIAL STATEMENTS) | N/A | MALE | >50 | FINANCE / INDUSTRIAL / GENERAL MANAGEMENT |
| CEO | MICHELE MOGLIA | ✓ | 29/04/2022-2024 (APPROVAL OF THE FINANCIAL STATEMENTS) | N/A | MALE | >50 | MANAGEMENT / FINANCE / OPERATION |
| VICE PRESIDENT OF THE BOARD OF THE DIRECTORS | SARTORI ANDREA | | 29/04/2022-2024 (APPROVAL OF THE FINANCIAL STATEMENTS) | N/A | MALE | 30-50 | MANAGEMENT |
| DIRECTOR | SALIERI LORENZO | | 29/04/2022-2024 (APPROVAL OF THE FINANCIAL STATEMENTS) | N/A | MALE | >50 | MANAGEMENT |
| DIRECTOR | PALLAVICINI ALFONSO | | 29/04/2022-2024 (APPROVAL OF THE FINANCIAL STATEMENTS) | N/A | MALE | >50 | MANAGEMENT |
| DIRECTOR | BEUDIN NICOLAS JULIEN A | | 29/04/2022-2024 (APPROVAL OF THE FINANCIAL STATEMENTS) | N/A | MALE | 30-50 | MANAGEMENT |
| DIRECTOR | LANZANI DELLERA BEATRICE VICTORIA | | 15/12/2023-2024 (APPROVAL OF THE FINANCIAL STATEMENTS) | N/A | FEMALE | <30 | MANAGEMENT |

³ While the overall organizational structure described above remains unchanged, Crealis Group wishes to clarify— in the interest of full transparency— that the composition of the Board of Directors was updated in March 2025. As of March 18, 2025, Enrico Bracesco was appointed Chief Executive Officer (CEO) of Crealis Group and officially joined the Board of Directors.

⁴ Regarding the executive/independent distinction, it is reported that there are no independent directors. Only directors who are vested with powers have been labeled as executive.

Apart from the Board of Directors there is also an Executive Committee which is composed by all entity directors plus cross-functions at Group level. Below the composition as of 31.12.2024:

| MEMBER | ROLE | GENDER | AGE GROUP | COMPETENCIES RELEVANT TO THE IMPACTS OF THE ORGANIZATION |
|---------------------|--|--------|-----------|--|
| KALIN SAMO | PRESIDENT | MALE | >50 | FINANCE / INDUSTRIAL / GENERAL MANAGEMENT |
| MICHELE MOGLIA | GROUP CEO | MALE | >50 | MANAGEMENT / FINANCE / OPERATION |
| MARCO CORNO | GROUP M&A & INTEGRATION DIRECTOR | MALE | >50 | STRATEGY / FINANCE / ANALYTICS |
| CINZIA MARTORANA | GROUP INTEGRATION SENIOR MANAGER | FEMALE | >50 | MANAGEMENT / FINANCIAL CONTROL / GOVERNANCE |
| MARC THIEBAUT | GROUP COO | MALE | >50 | INDUSTRY EXPERTISE / OPERATIONS / CAPEX |
| GUIDO VENEGONI | GROUP CFO | MALE | 30-50 | CORPORATE FINANCE / TRANSFORMATION / TREASURY |
| DAVIDE PAGANO | GENERAL MANAGER CREALIS S.P.A. | MALE | >50 | BUSINESS LEADERSHIP / OPERATIONS & SUPPLY CHAIN / STRATEGY & PEOPLE |
| TIZIANA MAGNANI | GROUP HR DIRECTOR | FEMALE | >50 | HR STRATEGY / ORGANIZATIONAL DEVELOPMENT / SYSTEMS & PLANNING |
| MASSIMILIANO ZUGNO | GROUP R&D COORDINATOR | MALE | >50 | INNOVATION / SAFETY & COMPLIANCE / SUPPLIER & PROCESS EXPERTISE |
| MATTEO ZACCARIA | GENERAL MANAGER PE.DI | MALE | 30-50 | TECHNICAL INNOVATION / MARKET & CUSTOMER INSIGHT / BUSINESS MANAGEMENT |
| MIRCO BANNINI | GENERAL MANAGER BARTOP DIVISION | MALE | >50 | MANAGEMENT / FINANCE / OPERATION |
| ISABELLE GRUARD | GROUP MARKETING DIRECTOR | FEMALE | >50 | BRAND MARKETING / PRODUCT MARKETING, / DIGITAL MARKETING |
| JEAN BAPTISTE FAVRE | GENERAL MANAGER SPARFLEX, LE MUSELET VALENTIN, RIVERCAP FRANCE | MALE | 30-50 | BUSINESS LEADERSHIP / OPERATIONS & SUPPLY CHAIN / FINANCIAL MANAGEMENT |
| CHRISTINE MEVELLEC | OVERSEAS AND INTERNATIONAL KA GROUP MANAGER | FEMALE | >50 | INTERNATIONAL MARKETS / PRODUCT EXPERTISE / BUSINESS MANAGEMENT |
| PIETRO ROMANO | OVERSEAS AND INTERNATIONAL KA GROUP MANAGER | MALE | 30-50 | GLOBAL MARKETS / PRODUCT INSIGHT / STRATEGIC MANAGEMENT |

Since 2022, Crealis Group has been supported by its dedicated Sustainability Committee, a cross-functional body that plays a key role in embedding ESG principles throughout the organization. The committee is led by the Group ESG Manager and includes one representative from each entity or cluster of entities. Approved and overseen by the Group CEO, the committee's initiatives directly contribute to advancing the strategic sustainability objectives. Each member not only coordinates ESG actions within their local organization but also brings a Group-wide perspective, fostering alignment and collaboration across entities. By creating a strong internal network, the Sustainability Committee engages colleagues at all levels to implement impactful ESG projects. The Group would like to express sincere appreciation to all committee members for their commitment, initiative, and drive in making sustainability an integral part of Crealis Group's culture and operations.

| MEMBER | ROLE |
|--|---|
| WANDA VAN WIERINGEN | CHAIR - GROUP ESG MANAGER |
| ROBERTO FUCARINO | CREALIS S.P.A. - R&D ENGINEER |
| IRENE PIETRAGALLA | CREALIS S.P.A. - QUALITY & ENVIRONMENTAL MANAGER |
| GAETANO DI PAOLA/ CHIARA CRUSIGLIA CABODI | PE.DI - HSE & CI - R&D / QUALITY ASSURANCE SPECIALIST |
| JODY LODGE | MAVERICK ENTERPRISES INC. - OPERATIONS DIRECTOR |
| PEGGY BONNEVIE | SPARFLEX, LE MUSELET VALENTIN, RIVERCAP FRANCE - HR DIRECTOR FRANCE |
| ALMUDENA CASANOVA | RIVERCAP SA - QUALITY, ENVIRONMENT AND HS MANAGER |
| ELEONORA DELA | SUPERCAP (ITALY, PORTUGAL & MEXICO) - MARKETING MANAGER |
| SHEVRON JOSEPH LOBO | CREALIS AUSTRALIA QSE MANAGER |

1.3. OUR CORE VALUES, MISSION AND STRATEGY

The name Crealis reflects the essence of the Group: a synergy of Creation and Listening, underlining the role as a visionary innovator that listens deeply to clients' unique needs. These guiding principles shape the foundation of Crealis' values and forward-thinking approach.

CORE VALUES:

✓ INNOVATION

Leading the way with cutting-edge solutions that inspire the industry.

✓ CREATIVITY

Embracing bold ideas to redefine possibilities.

✓ EXCELLENCE

Striving for perfection in every detail to deliver unparalleled quality.

✓ SUSTAINABILITY

Balancing progress with responsibility to protect the planet.

Together, these values drive the motto for 2024:

*Listening Beyond Limits
Creating Tomorrow Together*

MISSION:

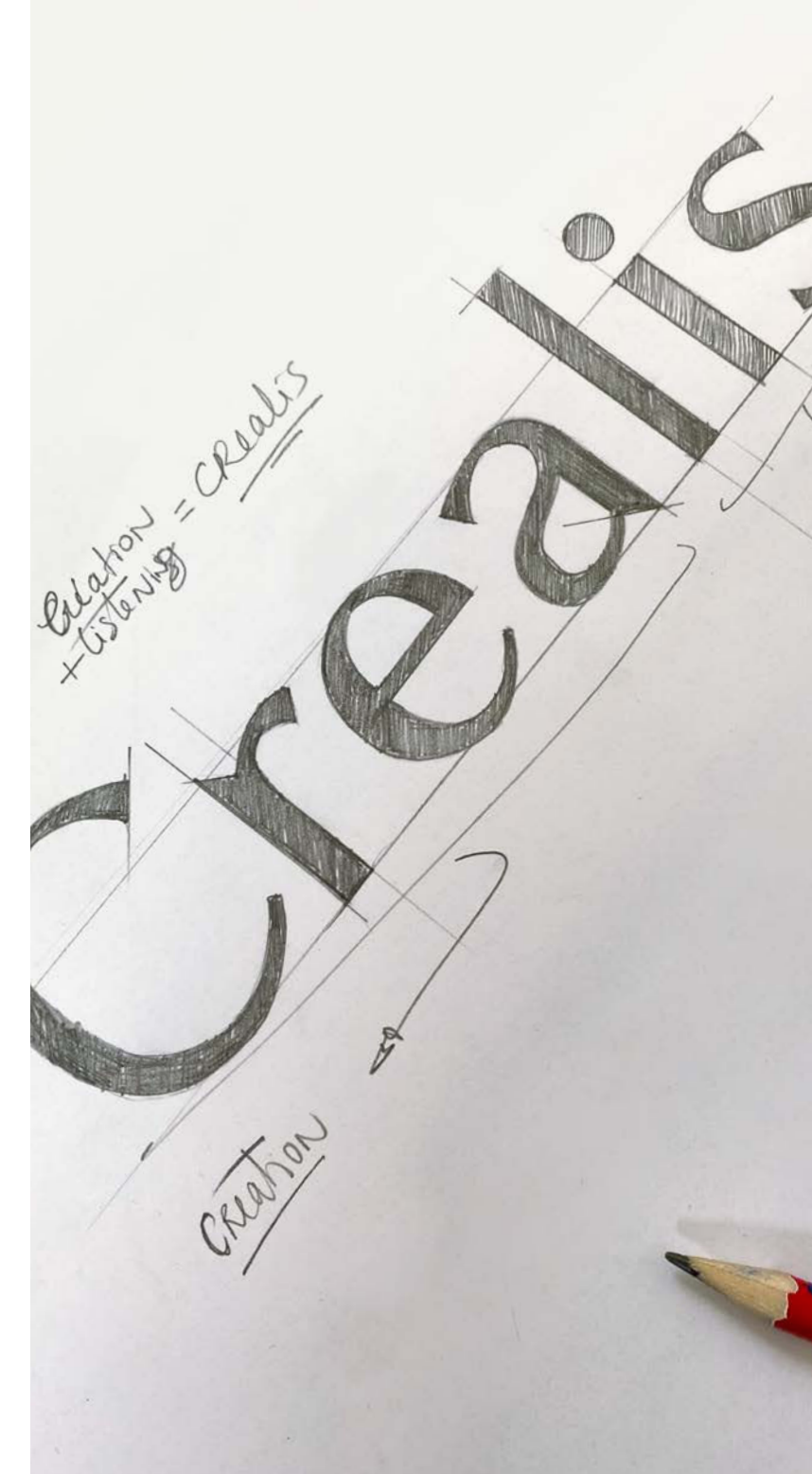
As an industry pioneer, Crealis aims to shape the future of premium bottle closures with a focus on innovation, sustainability, and design excellence. By blending global expertise with local insights, the Group deliver tailored solutions that captivate consumers and exceed client expectations.

STRATEGY:

- ✓ Closer Connections: Crealis prioritizes co-creation, engaging with partners at every stage to ensure solutions are truly tailored and impactful.
- ✓ Innovative Impact: leveraging creativity and advanced technology, the Group leads in developing the next generation of closures that combine form and function.
- ✓ Sustainable Vision: guided by a commitment to a greener future, Crealis integrates sustainability into every aspect of its products and processes.

PROMISE:

Crealis Group envisions a world where every product detail tells a story of innovation, sustainability, and design excellence. This vision fuels the drive to deliver value, inspire growth, and create a lasting positive impact for customers, partners, and the planet. Crealis remains dedicated to reshaping the future of the industry—one innovative closure at a time.





1.4. PRODUCT LINES

Crealis Group remains committed to advancing sustainability through innovation. The extensive product portfolio includes foils, wirehoods, capsules, crown caps, bar-tops, synthetic corks and PEDISTRIP—all thoughtfully designed with a focus on eco-design and sustainable materials. By combining cutting-edge technology with creative craftsmanship, Crealis strives to meet the dynamic needs of prestigious brands while minimizing the environmental footprint. With 15 production sites worldwide, Crealis offers localized expertise and supports for packaging projects, reaffirming dedication to sustainability and excellence across the packaging industry.

To cater to diverse market needs, Crealis delivers three specialized product lines, tailored for segments such as sparkling wines & non-alcoholic beverages, still wines, spirits, beers & ciders, olive oils & vinegars, waters & other beverages, and room fragrances.



FOILS



WIREHOODS



CAPSULES



CROWN CAPS



BAR-TOPS



SYNTHETIC CORKS



PEDISTRIP



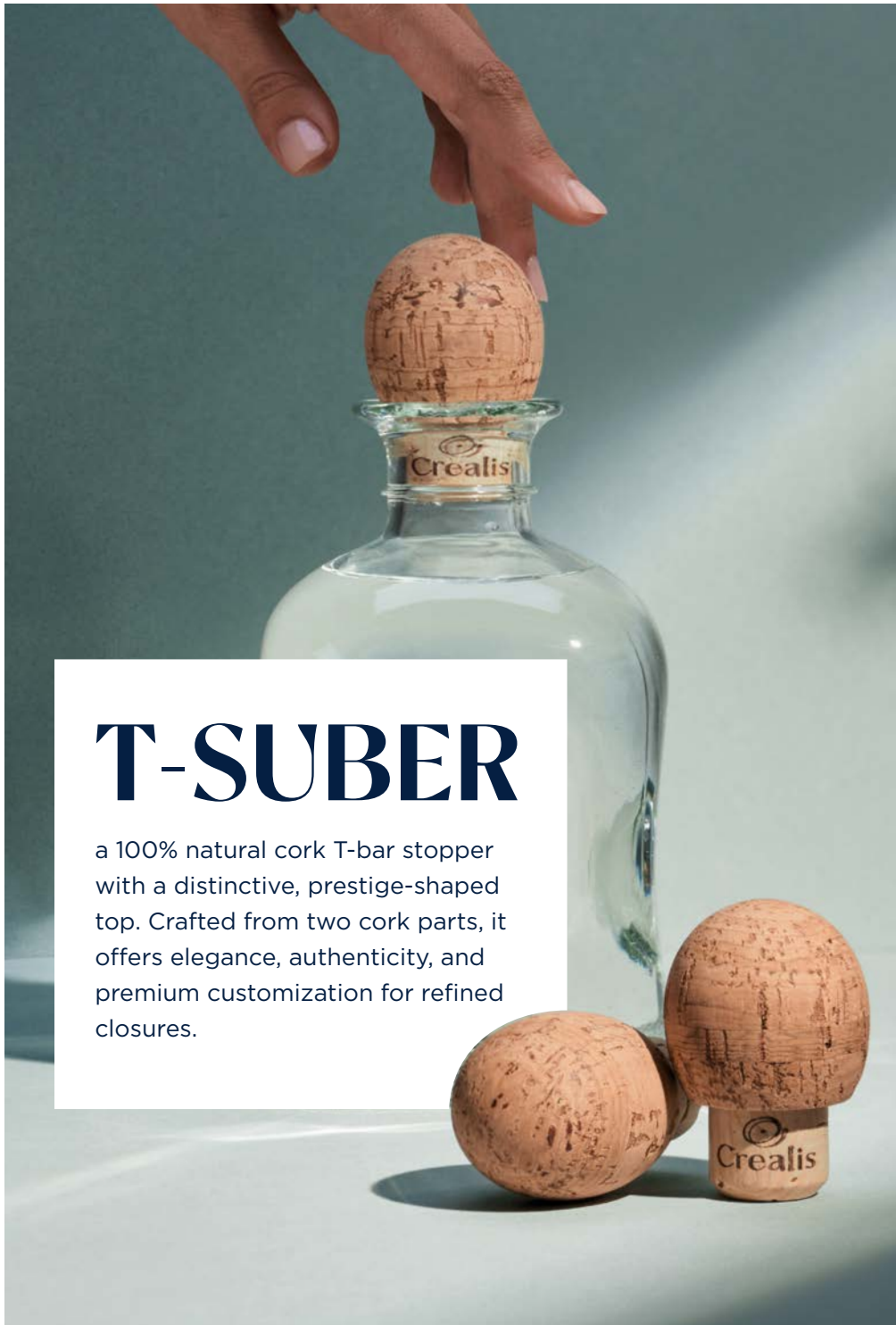
MAESTRO

The MAESTRO line exemplifies **elegance, prestige, and luxury**. It includes products like Sparlux foil, Art & Craft Wirehoods, Tin Capsule, and T-Bar Lux, designed to enhance the appearance of high-end still and sparkling wines, spirits, and olive oils. This line is tailored for brands seeking sophisticated and distinguished packaging solutions.

NEW INNOVATIONS OF 2024:

T-SUBER

a 100% natural cork T-bar stopper with a distinctive, prestige-shaped top. Crafted from two cork parts, it offers elegance, authenticity, and premium customization for refined closures.



ABSOLUTE GREEN LINE

The luxurious Sparlux foil with an aluminum-molded top, now featuring a bio-circular polyethylene. This innovative material is produced from renewable resources, enhancing sustainability without compromising Sparlux's premium quality and elegance.





COLLECTION

The COLLECTION range balances **innovative design with advanced technology** to cater to diverse products. It features a variety of foils, wirehoods, capsules, and closures, ensuring both aesthetic appeal and functional excellence for different market needs.

NEW INNOVATIONS OF 2024:



CREALIS GLOW

A fluorescent marking system that reveals hidden designs under UV light, adding a unique touch to sparkling wines foils and Elite still wine / spirit capsules.

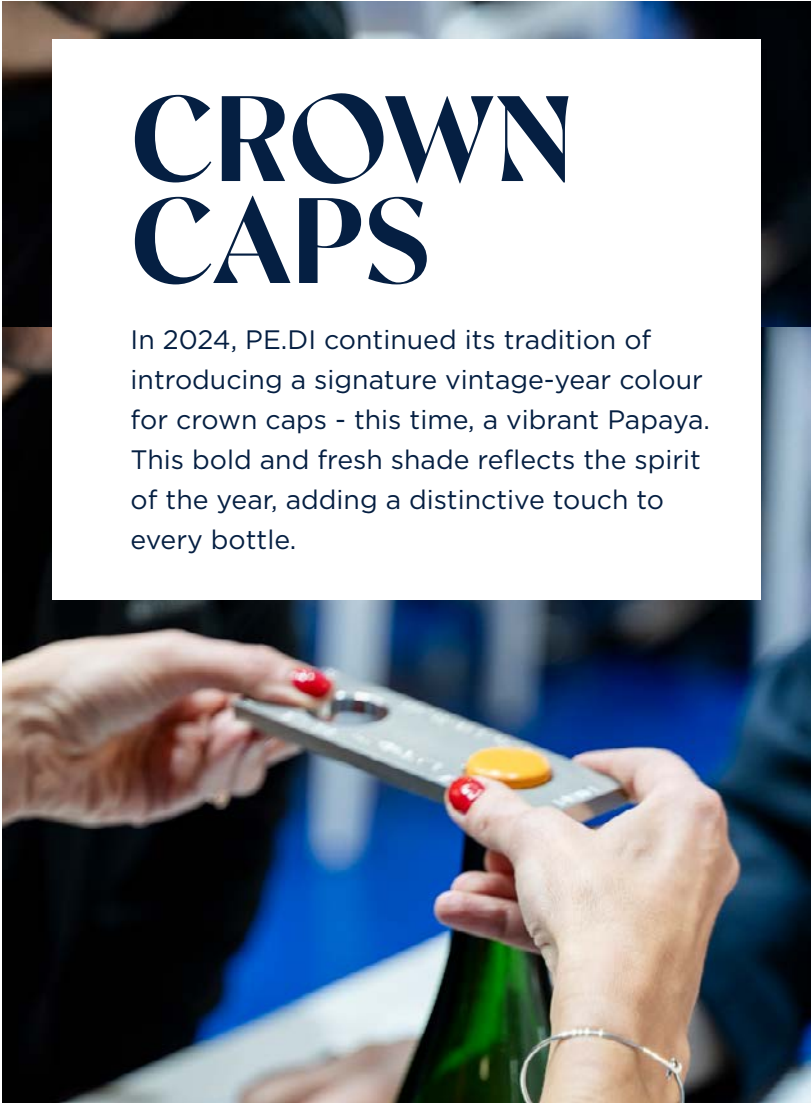
T-SCENT

T-Scent: a smart fragrance diffuser built into the bottle cap that absorbs and subtly releases fragrance, creating an immersive ambiance. Unlike traditional wooden sticks, it offers a high-quality, hassle-free scent experience. The T-Scent preserves freshness and prevents leaks or wastage.



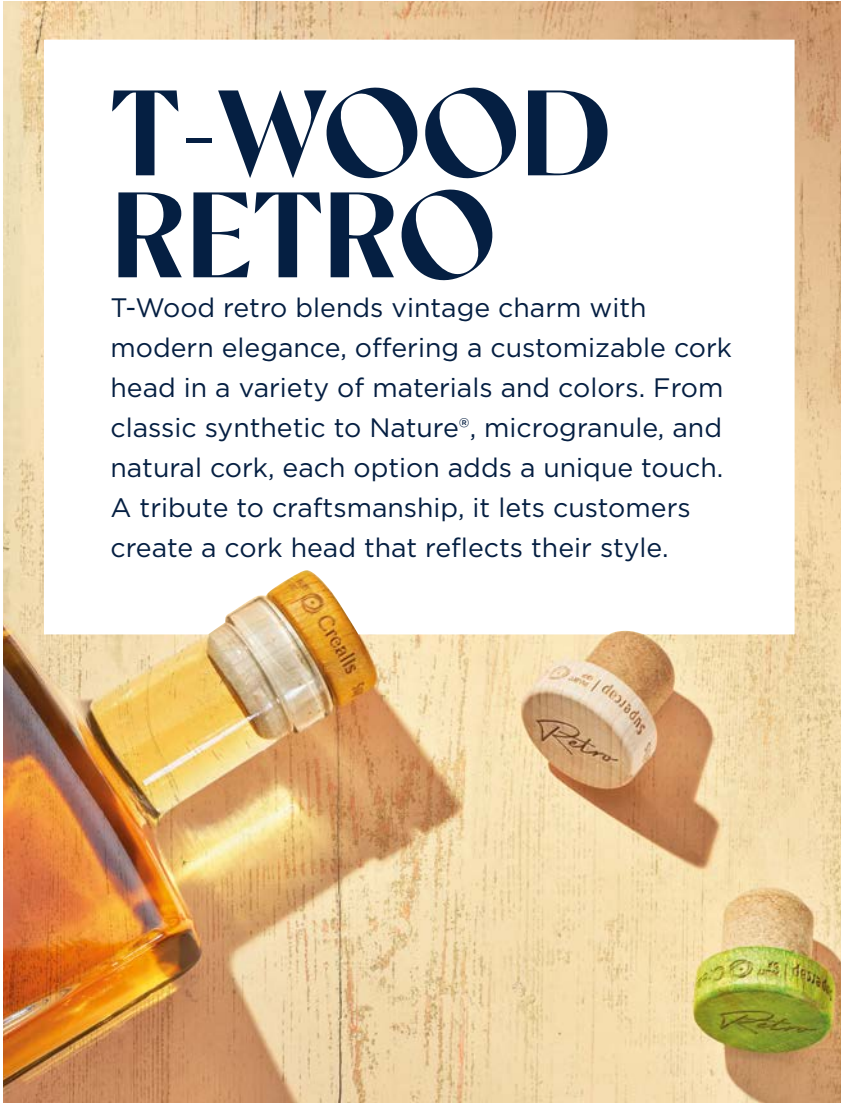
CROWN CAPS

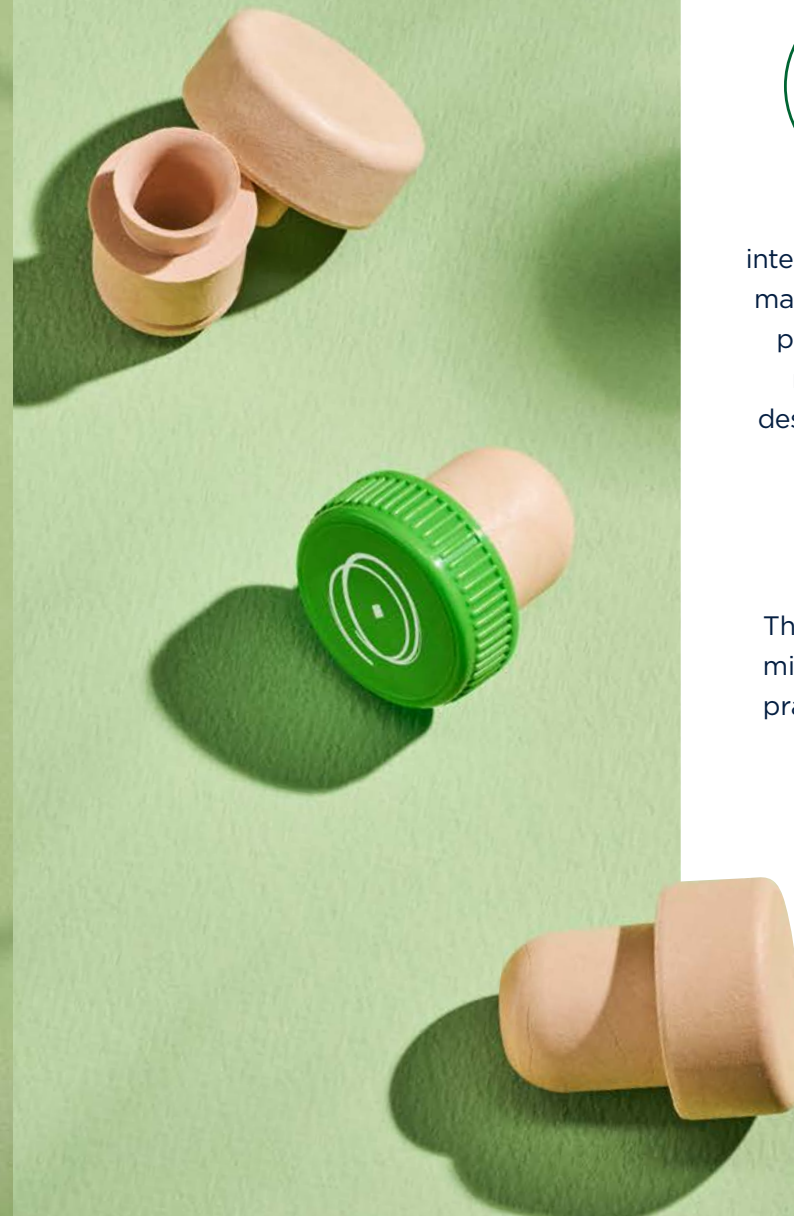
In 2024, PE.DI continued its tradition of introducing a signature vintage-year colour for crown caps - this time, a vibrant Papaya. This bold and fresh shade reflects the spirit of the year, adding a distinctive touch to every bottle.



T-WOOD RETRO

T-Wood retro blends vintage charm with modern elegance, offering a customizable cork head in a variety of materials and colors. From classic synthetic to Nature®, microgranule, and natural cork, each option adds a unique touch. A tribute to craftsmanship, it lets customers create a cork head that reflects their style.





GREEN TECH

The GREEN TECH range is centered on eco-design and sustainability, built upon three key pillars that set it apart:



Prioritizing the integration of recycled materials into Crealis' products, thereby reducing waste destined for landfills.



Emphasizing the use of bio-based materials alongside innovative alternatives, such as fiber-based materials, to reduce reliance on materials that require fossil fuels.



Utilizing compostable materials that can break down into natural substances, with industrial compositing processes, to promote a sustainable end-of-life cycle.

These three key elements underscore Crealis' dedication to minimizing environmental impact and advancing circular production practices.



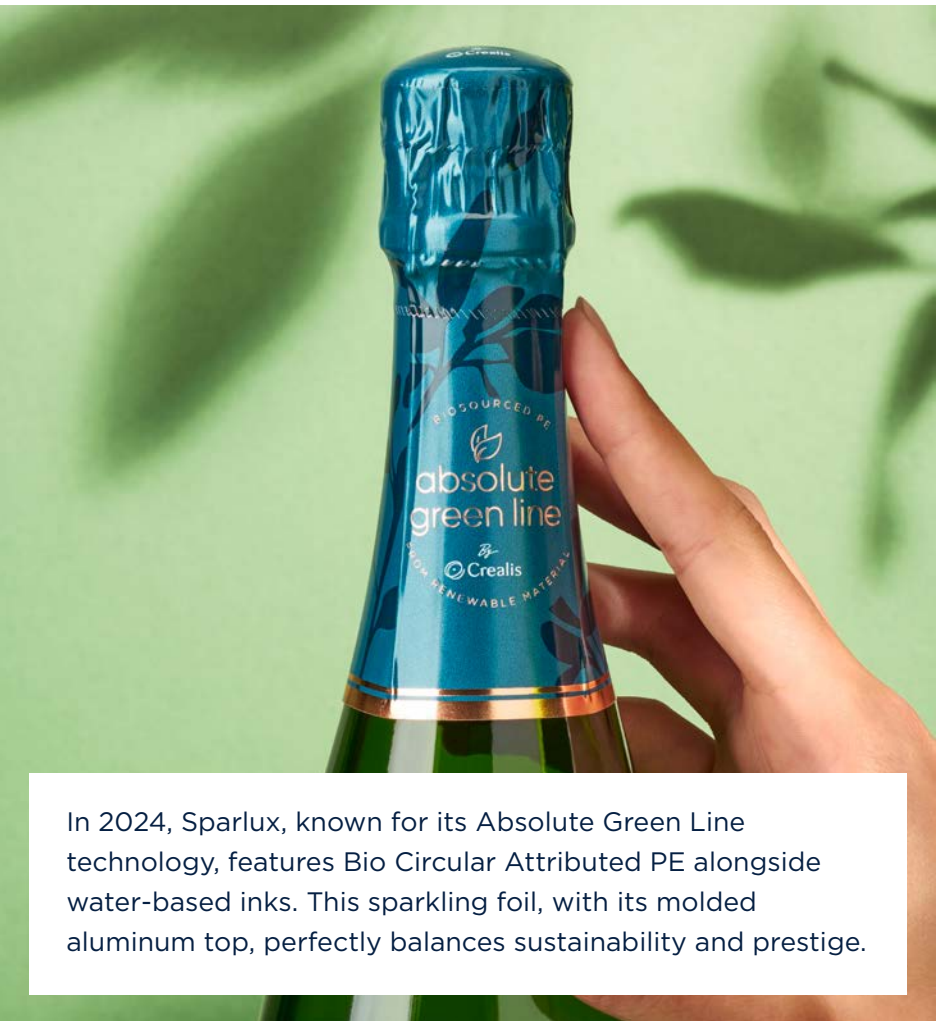
THE GREEN TECH RANGE FEATURES GROUNDBREAKING INNOVATIONS SUCH AS:



Symbiosis® is the groundbreaking 2024 innovation in sparkling wine packaging, made primarily from paper and completely plastic-free. It cuts CO₂ emissions by 30%⁵ compared to traditional foils, blending sustainability with high performance. Recognized with the SIMEI Green Innovation Award 2024, it showcases Crealis' commitment to innovation.



Furthermore, in the same “alternative materials” subcategory of Greentech, PE.DI. Bio-Bidule is made from Bio Circular Attributed PE, derived from renewable waste like organic scraps and used cooking oils. Certified by ISCC+, it follows the Mass Balance Approach for sustainability. It offers the same high quality and performance as traditional materials.



In 2024, Sparlux, known for its Absolute Green Line technology, features Bio Circular Attributed PE alongside water-based inks. This sparkling foil, with its molded aluminum top, perfectly balances sustainability and prestige.

These three important elements are the best proof to highlight Crealis' commitment to reducing environmental impact and promoting circular production processes. GREEN TECH range further showcases innovations like the R-DERMA, PET+, and E|C|O Line, each offering

sustainable alternatives to traditional materials. Through these product lines, Crealis serves various segments, offering bespoke solutions that combine functionality, aesthetics, and sustainability, reinforcing the commitment to a greener future.

⁵ Independent Life Cycle Assessment (cradle to gate - data collection year 2024 - production at Crealis S.p.A. Bodio Lomnago, Italy), comparing Derma 75 Premium foil with Symbiosis® Foil with paper top, using a standard size Premium sparkling foil diameter 34mm, taper 1/8 and length of 120mm. Specific focus for Symbiosis® Foil with paper top is placed on GWP, analyzing the Greenhouse gases (GHG) emissions using the model IPCC 2021 GWP100, including CO₂ uptake.



OUR COMMITMENT

to sustainability



OUR COMMITMENT *to sustainability*

Crealis Group understands that closure solutions can play a vital role in enhancing the sustainability of clients' products. To this end, Crealis has made significant investments to drive sustainable innovation. One example is the replacement of the Premium sparkling foils with a **new material that changes the alloy composition, ensuring a notable reduction in carbon emissions, achieved without increasing costs.** This milestone reflects the Group's commitment to developing new sustainable standards and reinforces the dedication to continuous improvement, supported by Crealis' expert R&D team.

By the end of 2024, the Group has **outlined the Sustainability Plan with clear mid-term and long-term objectives, which will serve as guiding framework starting in 2025.** Additionally, a **double materiality assessment in 2026** will help the Group reassess strategic ESG priorities, fostering deeper collaboration with stakeholders and enabling to evolve together on critical ESG topics.

This plan will act as a compass for the sustainability journey, ensuring Crealis remains aligned with its core values and a clear vision of the future.

OUR SUSTAINABILITY STRATEGY

ESG PILLARS & STRATEGIC TOPICS



2.1. STAKEHOLDER ENGAGEMENT

Crealis Group recognizes that meaningful stakeholder engagement is fundamental to sustainability efforts. The Group is committed to engage with Group’ stakeholders in a transparent, inclusive, and responsive manner to understand their concerns, gather their feedback, and incorporate their insights into decision-making processes. The Group’s stakeholders include customers, employees, suppliers & business partners, shareholders & investors, trade associations, peers & competitors, local communities, regulatory bodies and authorities, and industry associations.

STAKEHOLDER IDENTIFICATION

Crealis identifies stakeholders based on their impact on and influence on the Group’s business operations. The selected primary stakeholders are:



CUSTOMERS
wineries and spirit manufacturers who use our capsules and closures



EMPLOYEES
Crealis’ workforce across various functions and locations



SUPPLIERS & BUSINESS PARTNERS
providers of raw materials and services crucial to our production processes



INVESTORS & SHAREHOLDERS
provide essential capital for growth and innovation, ensuring the long-term success and sustainability of the Group



LOCAL COMMUNITIES
residents and local entities in the regions where we operate



REGULATORS & AUTHORITIES
governmental and non-governmental organizations setting industry standards and regulations



TRADE ASSOCIATIONS
groups that represent the collective interests of our industry.



ENGAGEMENT METHODS

Crealis Group employs a variety of methods to engage with stakeholders, ensuring frequent and significant interactions. The Group actively engages with various stakeholders through a range of programs and activities.

✓ **For employees**, Crealis conducts an induction program for new hires, holds townhall meetings twice a year for all employees, organizes a family day once a year, and facilitates monthly breakfast sessions where employees can exchange ideas with the management. Additionally, the Group provides training on safety to ensure a safe working environment.

✓ **In relation to trade and sector associations**, Crealis Group participates in various events, seminars, and conferences, and engages in discussions on market trends and needs to stay informed and contribute to the industry's development.

✓ **For investors**, Crealis Group organizes quarterly meetings on ESG performance, holds monthly board meetings to review overall performance, and invites them to relational events to keep them informed and engaged.

✓ **For customers**, Crealis maintains a strong presence at different tradeshows throughout the year to meet with both potential and existing customers. The Group also conducts periodic meetings and invites customers to relational events to strengthen connections.

✓ Crealis is actively involved with **local communities** by participating in events promoted by local associations and schools and collaborating on common projects, fostering positive community relations.

In addition to these specific engagement activities, the Group also holds regular stakeholder meetings and forums to discuss developments and address concerns with key stakeholders, including suppliers, local communities, and industry associations. The annual sustainability report provides transparent updates on the Group's progress and plans, inviting stakeholder feedback. Crealis also uses social media and digital platforms to reach a broader audience, engage in real-time conversations, and disseminate information effectively.

✓ Engagement with **suppliers** includes periodic meetings to ensure a continuous dialogue and effective collaboration.

✓ **With regulators and authorities**, the Group holds discussion meetings with representatives to ensure compliance and address any regulatory concerns.



MEMBERSHIPS IN INDUSTRY ASSOCIATIONS AND ORGANIZATIONS

The Group is committed to maintaining active participation in various industry associations and organizations that support the mission and values. These memberships are essential to the Group’s ongoing efforts in sustainability, industry leadership, and innovation. Below is a detailed account of the main memberships, categorized by their focus area:

INDUSTRY ASSOCIATIONS

Crealis is a proud member of several key industry associations that help stay informed about industry trends, regulatory developments, and best practices. These include:

- ✓ **Confindustria**: representing Group’s interests in Italy’s main industry association;
- ✓ **Union des industries et métiers de la métallurgie**: engaging with France’s metallurgy industry;
- ✓ **Federazione Gomma Plastica**: connecting with Italy’s rubber and plastics industry;
- ✓ **APCOR** (Portuguese Cork Association): supporting our cork production in Portugal;
- ✓ **International Tin Association**: connecting with the global tin industry;
- ✓ **Pure Tin**: connecting with specialized tin producers;
- ✓ **Reseau Entreprendre**: collaborating with entrepreneurial networks in France;
- ✓ **SNAM** Syndicat National des Articles Métalliques.

SUSTAINABILITY & ENVIRONMENTAL ORGANIZATIONS

The commitment to sustainability is reflected also through active participation in the following organizations:

- ✓ **Australian Packaging Covenant Organisation Ltd**: engaging in sustainable packaging initiatives in Australia;
- ✓ **ISO 14001 / 9001/ 45001**: ensuring high level of environmental, quality, and occupational health and safety management through certifications under these international standards;
- ✓ **EcoVadis**: several entities partnered with EcoVadis, the global sustainability rating platform.
- ✓ **BRGS**: ensuring compliance with global standards for food safety, packaging, and consumer products for Supercap S.r.l. in Italy;
- ✓ **SEDEX**: Supercap S.r.L., Supercap NA, Rivercap SA and Crealis S.p.A. participating in this ethical trade service provider to improve responsible and sustainable business practices;
- ✓ **FSSC 2200**: recognizing quality and safety for the control of crown cap manufacturing chain;
- ✓ **Entreprise du Patrimoine Vivant**: in 2024, for the third time in a row, Le Muselet Valentin has received the prestigious Entreprise du Patrimoine Vivant (EPV) label, recognizing its exceptional craftsmanship in wirehood manufacturing. This distinction highlights its commitment to excellence, tradition, and unrivaled expertise;
- International Sustainability & Carbon Certification (ISCC)**: PE.DI has obtained ISCC+ certification for TPE, PE, and LDPE, ensuring sustainability through the Mass Balance Approach. Currently, the Bio-Bidule with Bio-Circular Attributed PE is available, reinforcing PE.DI’s commitment to traceable, bio-attributed materials sourced from renewable and circular resources.

Crealis’ participation in these organizations reflects the efforts to sustainability and environmental stewardship. These memberships facilitate the Group’s adherence to international standards and help implement best practices, specifically around environmental management.

WINE & SPIRITS RELATED
ORGANIZATIONS

To strengthen the presence in the wine and spirits sector, the Group maintains memberships in the following organizations:

- ✓ **Assoenologi**: engaging with Italian wine experts and oenologists
- ✓ **Ladies Wine**: supporting women in the wine industry
- ✓ **Verband Deutscher Sektkellereien e.V. and Verband Traditioneller Sektmacher E.V.**: connecting with German sparkling wine producers
- ✓ **American Distilling Institute**: connecting with craft distillers in the USA
- ✓ **American Craft Spirits Association**: promoting craft spirits in the USA
- ✓ **Unione Italiana Vini (UIV)**: representing Group's interests in the Italian wine sector
- ✓ **Fundación y Museo del Vino Vivanco (La Rioja)**: collaborating with this Spanish wine foundation and museum
- ✓ **Club de Catas Diario La Rioja**: engaging in wine tasting and cultural activities in La Rioja, Spain
- ✓ **Club de Marketing de La Rioja**: participating in marketing initiatives in the La Rioja region
- ✓ **Asociación Industria Auxiliar del Vino Rioja**: supporting auxiliary wine industries in Rioja
- ✓ **Wine in Moderation**: advocating for responsible wine consumption.

These memberships are vital for staying connected with the wine and spirits industry, allowing to participate in key events, stay up to date on industry developments, and collaborate on initiatives promoting responsible drinking and high industry standards.

SCHOOLS, UNIVERSITIES & RESEARCH,
AND INNOVATION CENTERS

Crealis Group values partnerships with educational institutions and research centers, which help drive innovation and continuous improvement:

- ✓ **CFPIL di Varese**: We are proud to collaborate with this professional training center, which helps people with disabilities build careers through tailored vocational training, workplace integration, and ongoing employment support.
- ✓ **Varese Liceo Manzoni**: renowned secondary school specializing in humanities and languages that supported us in delivering linguistic courses
- ✓ **ISIS Newton (Varese)**: A leading technical-professional secondary school , Crealis S.p.A. organized a guided visit in its plant, with students to show career opportunities in the company and Group.
- ✓ **TS Mobilità Academy (Varese)**: A higher technical institute in sustainable mobility, partnered under the “Alternanza scuola-lavoro” initiative.
- ✓ **Université de Reims Champagne-Ardenne**: partnering with this French university known for its expertise in wine and champagne studies
- ✓ **Lycée Saint-Jean-Baptiste de La Salle**: engaging with this French secondary school
- ✓ **University of Geisenheim**: working with this leading German university in viticulture and enology.

Collaborating with educational institutions and research centers enables to engage in innovative research, contribute to academic developments, and foster a culture of continuous improvement within the Group.

By maintaining these memberships, Crealis Group demonstrates a commitment to industry engagement, sustainability, and continuous improvement, all of which are integral to operational excellence and corporate responsibility.



2.2.MATERIALITY ANALYSIS

Crealis Group recognises the materiality analysis as an essential tool used to identify, assess, and prioritise the most significant sustainability topics relevant to the Group and its stakeholders. The following materiality analysis was conducted in accordance with the new guidelines underlined by the GRI Universal Standards (2021).

In line with the GRI Universal Standards 2021, namely the “GRI 1: Foundation 2021”, Crealis Group analysed the positive and negative impacts the Group’s activities may generate, specifically in relation to the environment, the people, and the economy, including impacts on human rights.

The materiality analysis consisted of a combination of contextual analysis and the engagement of the Group’s Sustainability Committee and Executive Committee. Regarding the contextual analysis, the Group took into consideration new and emerging trends in the closures industry, concluding, through benchmarking activities, the potential material topics relevant for the organisation. The outcome

that derives from the contextual analysis is a list of generated impacts and relevant topics for the packaging industry and the sustainability context in which the Group operates, which are subsequently subjected to a dedicated materiality assessment.

The methodology used to establish the relevance of the topics was carried through a scoring system with a relevance threshold in terms of significance of the generated impacts of the topics; whereby the Group’s Sustainability Committee and Executive Committee was asked to vote on, in two dedicated interactive workshops. The engagement activity has been instrumental for Crealis in understanding the internal perception of the relevance of the ESG topics. The following table outlines the material topics, in order of relevance, assessed by both Committees⁶.

| MATERIAL TOPICS | AREA | RELEVANCE |
|---|-------------|-----------|
| Working conditions, Health, Safety & Well-being | SOCIAL | HIGH |
| Circular economy, Sustainable design & Waste management | ENVIRONMENT | HIGH |
| Business conduct, Ethics & Integrity | GOVERNANCE | HIGH |
| Climate change & Energy management | ENVIRONMENT | HIGH |
| Customers and end-users | SOCIAL | HIGH |
| Responsible & Resilient Supply Chain management | GOVERNANCE | HIGH |
| Respect for Human Rights | SOCIAL | HIGH |
| Diversity, Inclusion & Talent management | SOCIAL | HIGH |
| Pollution | ENVIRONMENT | HIGH |
| Community relationship & impact | SOCIAL | MEDIUM |
| Water stewardship | ENVIRONMENT | MEDIUM |
| Biodiversity protection | ENVIRONMENT | MEDIUM |

To that end, in the following year the Group will improve the materiality analysis process, particularly with the inclusion of stakeholder engagement activities. Also, with the entry in force of the European Union’s Corporate Social Reporting Directive (CSRD), the Group’s focus in the following year will entail a double materiality approach.

The double materiality analysis entails the identification of sustainability material impacts, risks, and opportunities. This exercise will be essential for Group to identify which sustainability topics are relevant to the Group and its stakeholders. On one hand, it will evaluate the impacts and how these may influence the Group’s stakeholders, on the other one, it will analyse risks and opportunities associated with ESG topics and how the Group might be affected by them.

⁶ For more information about the list of impacts related to material topics, please refer to the section “Reconciliation statement of material topics and impacts generated” in Appendix.

The image features a solid green background with a subtle, fibrous texture. Overlaid on this background are several large, semi-transparent circles in varying shades of green, creating a layered, organic effect. Centered horizontally and vertically is the word "ENVIRONMENTAL" in a bold, white, serif typeface.

ENVIRONMENTAL

ENVIRONMENTAL *impact*

In alignment with its mission to incorporate circular economy principles and mitigate environmental impacts, the Group is unwavering in its dedication to enhancing environmental performance. This commitment is reflected in a broad range of established procedures, certifications, and tailored initiatives that underscore the Group's unified approach to sustainability. The Group adheres to the highest standards of environmental management, as evidenced by the certifications achieved across its entities. Sparflex (France) and PE.DI (Italy) have achieved **ISO 14001** certification, highlighting their excellence in environmental management. Across all entities, efforts are made to adopt environmental practices that meet or exceed regional requirements, highlighting the Group's comprehensive strategy for environmental management.

To strengthen our environmental management efforts, many of the Group's entities have developed customized environmental policies tailored to their specific operations and regional needs. This focus has resulted in two entities – Sparflex and PE.DI,- receiving a silver medal in **EcoVadis certification in 2024**, recognizing their commitment to sustainability.



3.1. CLIMATE CHANGE & ENERGY MANAGEMENT

ENERGY MANAGEMENT

Crealis Group is dedicated to advancing energy management practices across all its entities, showcasing a unified effort to enhance sustainability and reduce environmental impact. Each entity within the Group has implemented specific initiatives to optimise energy consumption and adopt renewable energy sources.

For the reporting year 2024, Crealis Group’s consolidated total energy use amounts to 150,858 GJ, comprising of, 18,004 GJ of renewable energy, a 12% of the total energy used.

Within the Group, three entities have already made significant strides in energy self-sufficiency by auto producing a portion of their total electricity consumption using solar panels. Crealis S.p.A itself auto-produces 7,4% of its total consumed electricity, Supercap Srl generates 9% of its total consumed electricity, and Rivercap SA contributes 11,7% of its own electricity needs via solar panels at the LaPuebla factory.

PE.DI and Crealis S.p.A. reinforce their commitment

to sustainability by sourcing a portion of their energy from certified renewable sources through Guarantees of Origin (GO). Since July 2024, PE.DI has taken a further step by purchasing 100% renewable energy, actively reducing its environmental footprint and supporting a greener future.

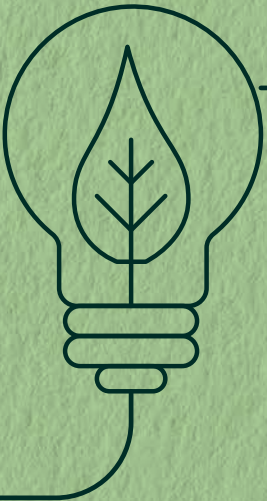
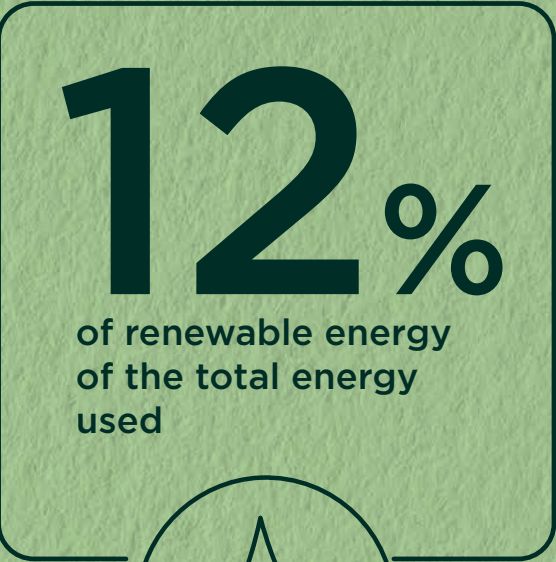
In the USA, Maverick has invested in a solar plant, demonstrating its commitment to renewable energy.



CREALIS GROUP’S CONSOLIDATED
TOTAL ELECTRICITY:



Total : 150,858 GJ



While the connection to the grid faced unforeseen challenges, the plant has been successfully activated in 2025, and looks forward to seeing its positive impact in the years ahead. **Crealis Group is proud that, year by year, continues to increase the share of renewable energy across the group.** This ongoing progress reflects commitment to sustainability, reducing environmental impact, and embracing cleaner energy solutions. As the Group moves forward, it remains dedicated to expanding the use of renewable energy across its operations, strengthening its commitment to sustainability and contributing to a greener future. Many entities within the Crealis Group have been actively working on improving energy efficiency through a range of initiatives.

In 2024, **Crealis S.p.A. led an "Energy Saving" project, achieving a 920,000 kWh energy reduction -11% of Bodio's total consumption** through technical upgrades, procedural improvements, and LED installations. Additionally, six employees earned their Lean Six Sigma Green Belt certification, reinforcing the company's commitment to efficiency, quality, and sustainability. By fostering a team of experts collaborating with Yellow Belts, Crealis continues to lead in continuous improvement and responsible industrial practices.

ENERGY EFFICIENCY & INFRASTRUCTURE MODERNIZATION

In 2024, Crealis Group has **enhanced production efficiency and expanding capacity**, particularly for wirehoods and capsules. The Muselet Valentin site in Champagne (France) has integrated a sheetcutting machine, while Bodio Lomnago (Italy) has added another wirehood machine. Through these upgrades, we have increased the annual production capacity of wirehoods, supporting the growing market for sparkling wines, beers, and ciders.

Additionally, the Lapuebla de Labarca site (Spain) has **introduced a new stamping machine for tin capsules**, reinforcing its commitment to high-performance and sustainable packaging solutions.

RENOVATION & MODERNIZATION INITIATIVES

To further optimize operations, the Group is investing in infrastructure renovation and modernization. The Bodio Lomnago site will undergo workshop and varnishing warehouse upgrades, improving efficiency and working conditions for employees.

In parallel, the new **15,000 m² Supercap LDA production site now centralizes the expertise and resources of Woodcap, Manuel Firinho, and Jesus Couto & Pereira.** This integration expands its product range to include wooden heads, natural, and micro-agglomerated cork stoppers, strengthening the market reach and production capabilities with a focus on innovation and sustainability.

The Sparflex site in Reims has been merged with the Dizy site, optimizing operations and enhancing energy efficiency through improved resource utilization and streamlined processes.



Le Muselet Valentin Oiry



Supercap Mexico



Supercap Portugal

CLIMATE CHANGE

For a leader in capsule & closure solutions, such as Crealis Group, mitigating climate change and focusing on greenhouse gas (GHG) emissions reductions is of fundamental importance. In line with the Sustainable Development Goal 13 (Climate Action), the Group is devoted to undertaking urgent action to implement innovative solutions to combat climate change.

In 2024, the Group has placed great focus on measuring and monitoring its greenhouse gas (GHG) emissions, to identify the actions needed to reduce its carbon footprint. For the reporting year, the consolidated total **Scope 1 emissions amounted to 3 107 tCO2e, and the consolidated total of indirect emissions, Scope 2 Market-Based, is equal to 6 855 tCO2e and Scope 2 Location-Based is equal to 5 017 tCO2e.**

During the year, Scope 2 market-based emissions decreased significantly, primarily due to the increased use of renewable energy, both through the purchase of electricity from suppliers certified with Guarantees of Origin (PE.DI S.r.l, Crealis S.p.A. and Supercap North America) and through the growth in autoproduced renewable energy (Supercap S.r.l and Rivercap SA).

In this second Sustainability Report, Crealis Group has also **expanded the methodology, enabling the reporting of Scope 3 emissions**, further enhancing its measurement and monitoring of the Group’s GHG footprint. The Scope 3 emissions are equal to **97 711 tCO2e.**

Crealis Group is proud to announce that its near-term greenhouse gas (GHG) emissions reduction targets have been officially approved by the Science Based Targets initiative (SBTi). This marks an important step in its sustainability journey and underscores its commitment to align with climate science to help limit global warming to 1.5°C. Crealis Group commits to reduce absolute scope 1 and 2 GHG emissions by 42% by 2030 from a 2022 base year, and to reduce absolute scope

3 GHG emissions by 25% within the same timeframe. This milestone reinforces its dedication to climate action and strengthens its efforts to drive meaningful decarbonization within its own operations and throughout its value chain.

THE PATH TO DECARBONIZATION

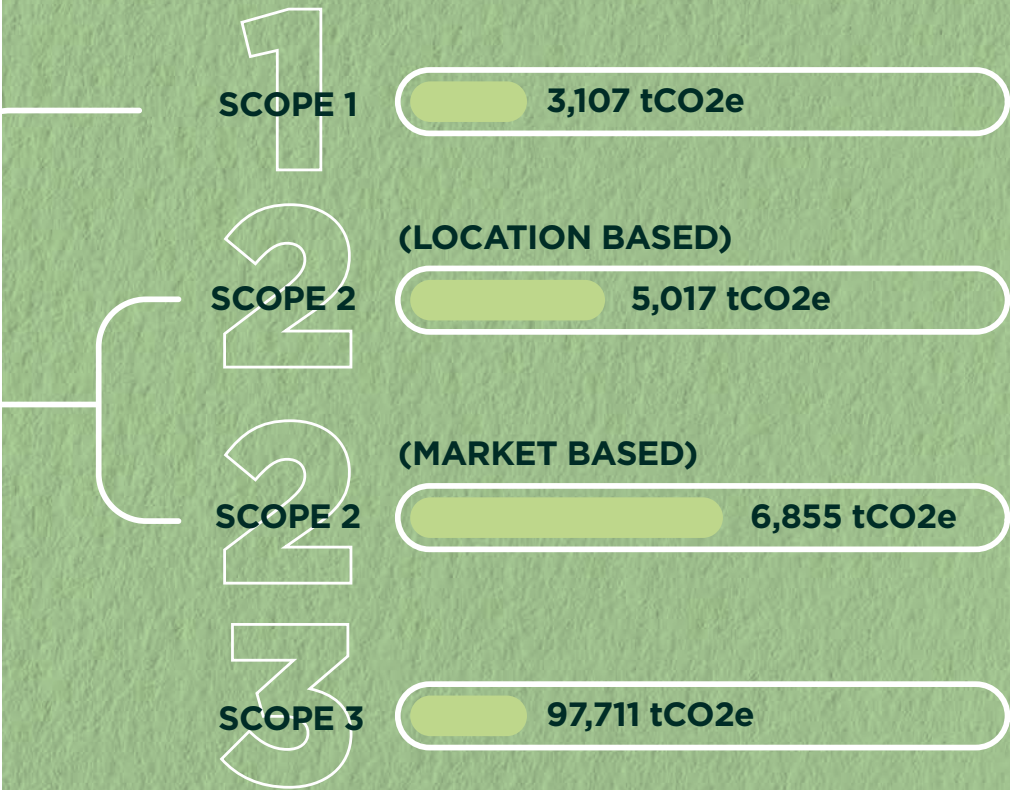
As part of its commitment to climate action, Crealis Group has developed a comprehensive decarbonization strategy addressing emissions across all scopes. The approach focuses on key areas for Scopes 1 & 2, including:

- ✓ **Energy Efficiency:** Enhancing energy monitoring, optimizing equipment use, and reducing unnecessary consumption.
- ✓ **Alternative Fuels:** Exploring lower-carbon energy sources to reduce dependence on fossil fuels.
- ✓ **Electrification:** Transitioning towards more energy-efficient technologies.
- ✓ **Renewable Energy:** Increasing the share of renewable electricity through responsible sourcing and certification.

For Scope 3, we aim to:

- ✓ **Improve Operational Efficiency:** Optimizing processes to reduce resource use and waste.
- ✓ **Use More Sustainable Materials:** Exploring lightweight, recyclable, and lower-impact materials.
- ✓ **Increase Recycled Content:** Integrating more recycled materials where feasible.
- ✓ **Engage Low-Carbon Suppliers:** Strengthening partnerships with suppliers committed to reducing emissions.

These initiatives align with its Science Based Targets (SBTi), reinforcing the ambition to significantly reduce the carbon footprint and drive sustainable progress across the value chain.



3.2.POLLUTION

Crealis Group is **deeply committed to mitigating pollution and enhancing environmental sustainability**. The Group’s efforts include **reducing atmospheric pollutant emissions**, implementing **advanced solvent recovery systems**, and **adhering to rigorous environmental policies and procedures**.

The Group’s consolidated data on significant air emissions for 2023 and 2024 shows consistent levels of pollutants, with NOx emissions remaining at 75 tonnes, SOx at 7 tonnes, Particulate at 21 tonnes. However, there was a **marginal increase in Volatile Organic Compounds (VOCs)**, which growth from 61 tonnes in 2023 to 64 tonnes in 2024⁷. It is important to highlight that these figures do not include emissions from Supercap North America, Supercap LDA in Portugal, and Maverick USA, as no emissions data was monitored for these entities in 2023 or 2024.

Crealis Group currently analyzing data to measure its full impact, with preliminary estimates indicating a potential 5% reduction in solvent emissions, equivalent to approximately 25 tons of ethyl acetate. While these numbers are yet to be confirmed, this initiative marks an important step toward improving air quality, enhancing workplace safety, and reinforcing its commitment to sustainable operations

Levels of pollutants air emissions for 2024 :



In addition to its two solvent recovery plants—one at Crealis S.p.A. and another at Rivercap Spain (Lapuebla Labarca)—the Group has installed a new air conditioning system in the printing area at our headquarters, Crealis S.p.A. This system not only stabilizes temperatures but also enhances air extraction, allowing diffuse emissions to be captured more efficiently and sent to the recovery plant for treatment and breakdown. The result: reduced pollution and a healthier, more comfortable workplace for employees.



For more detail, please refer to the GRI 305-7 Table of the Appendix.

3.3. CIRCULAR ECONOMY, SUSTAINABLE DESIGN & WASTE MANAGEMENT

Crealis Group integrates circular economy principles throughout its operations, with a strong emphasis on **sustainable product design and responsible waste management**. We aim to reduce environmental impact by minimizing resource consumption and maximizing the value of materials used.

A key element of our circular approach is the integration of sustainable design practices across the entire product lifecycle. This includes designing with circularity in mind—reducing production waste, prioritizing the use of recycled and sustainable materials, and improving packaging and logistics efficiency to lower our overall environmental footprint. These principles guide our material sourcing, technology adoption, and the development of customizable, sustainability-aligned solutions.

To support this effort, Life Cycle Assessments (LCAs) were conducted in 2024, covering 70% of Green Tech portfolio. These studies demonstrate the environmental impact reductions achieved compared to our conventional products. LCA is a widely recognized and robust

methodology for measuring a product's environmental performance across its entire life cycle, with the overall goal of reducing its environmental footprint. It also provides valuable insights into the potential impact of the materials used, supporting more sustainable product design. Crealis Group aims to expand this approach by conducting additional LCAs in 2025.

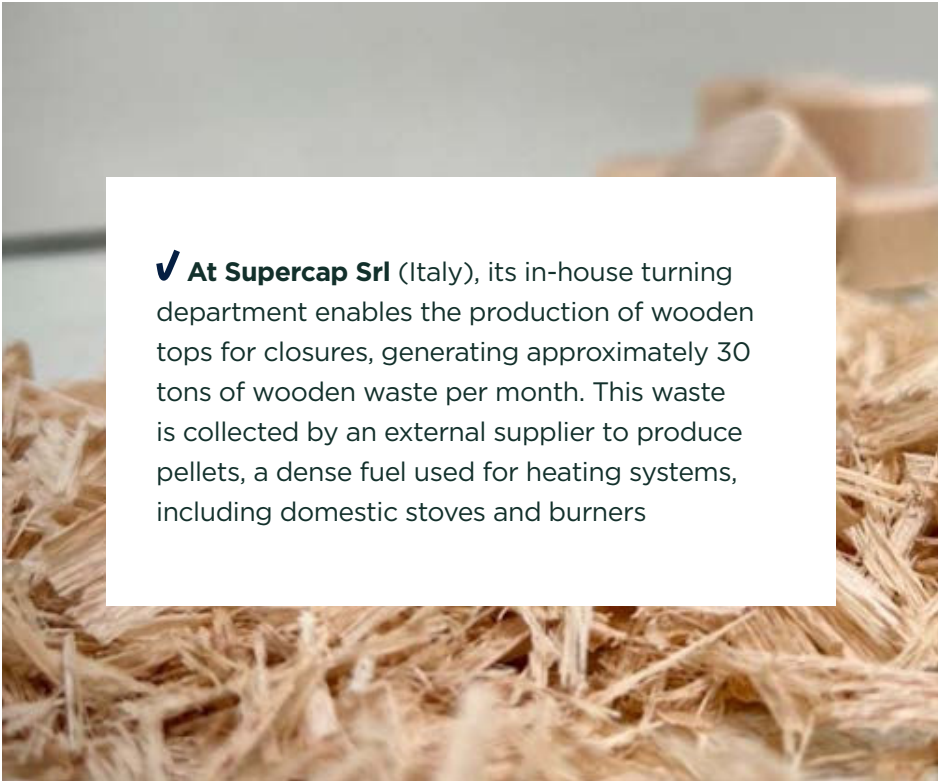
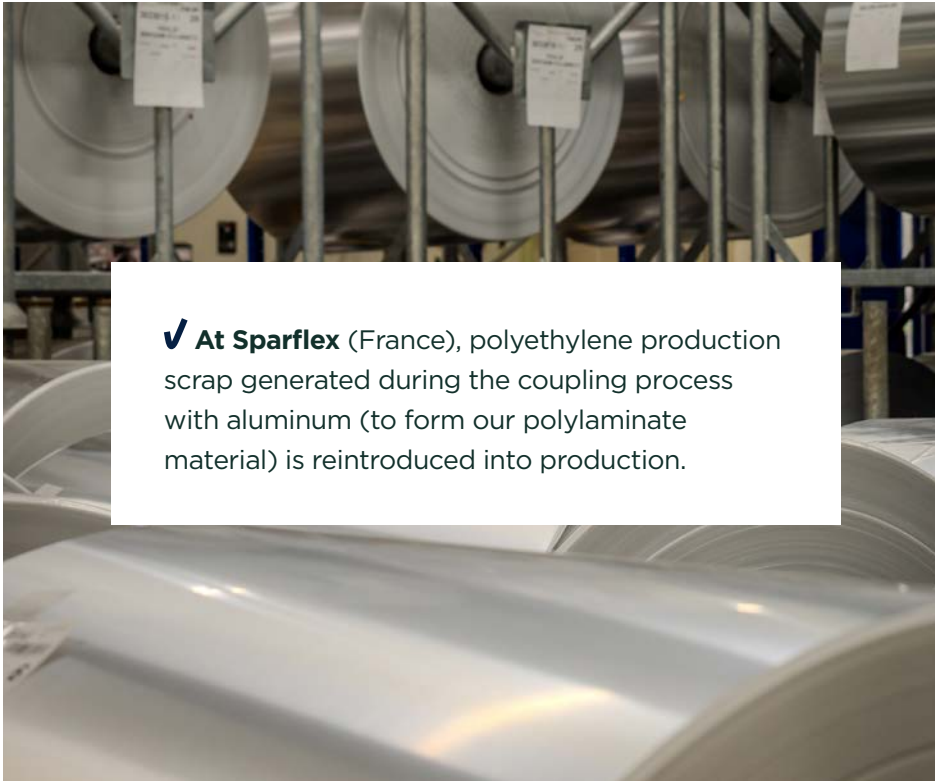
To support this, we maintain a Green Tech Portfolio and implement targeted waste management strategies, in line with GRI 306. Initiatives such as R-Derma and PET+ reduce our dependence on virgin materials by incorporating recycled content into capsule production. These actions reflect our broader commitment to resource efficiency, pollution prevention, and the transition to a circular economy.

Crealis Group continuously monitors its performance and seeks to improve processes in support of its long-term sustainability goals.



MAXIMIZING RESOURCE EFFICIENCY THROUGH WASTE REINTEGRATION

As part of its commitment to circular economy principles, the Group actively reintegrate production scrap wherever possible, minimizing waste and optimizing resource use.



By expanding these waste recovery initiatives across multiple sites, reinforces its sustainable manufacturing approach, ensuring material circularity and efficient resource management.

WASTE MANAGEMENT

Crealis Group continuously tracks key environmental performance indicators (KPIs) to assess and minimize impact. In 2024, the Group recorded **618 tonnes of hazardous waste** and **4,205 tonnes of non-hazardous waste**. Through ongoing waste management initiatives, the Group is actively working towards reducing waste generation and optimizing resource recovery.

As part of its commitment to waste reduction, the Group continue to explore strategies to minimize landfill disposal. Currently, **82% of its post-industrial waste is recovered** through dedicated partners, reinforcing its dedication to circular economy principles.

By integrating sustainable waste management practices, Crealis Group remains at the forefront of environmental responsibility, ensuring that resources are continuously repurposed. These efforts not only contribute to a more sustainable future but also drive greater efficiency within its operations.

ADVANCING RECYCLABILITY:
TINCLASS CAPSULE CERTIFICATION

The Group is excited to announce that the Crealis TinClass capsule, has achieved an **81% recyclability certification** from the Cyclos-HTP Institute. This certification underscores its commitment to sustainability, ensuring that a significant portion of its materials can be recovered and repurposed through high-quality recycling processes.

KEY HIGHLIGHTS OF THE TINCLASS CAPSULE RECYCLABILITY ANALYSIS:



✓ **99% of the skirt material** (which remains on the bottle) is recyclable through the glass recycling path in the EU, Norway, Switzerland, and the UK.

✓ **49% of the top part** (which is typically discarded separately) is recyclable in countries with established collection and recycling systems, including Germany, Luxembourg, the Netherlands, Switzerland, and the UK.

✓ **In other regions**, such as Austria, France, Italy, and Spain, collection infrastructures are still developing, impacting recyclability potential.

This 81% recyclability score was determined through a **comprehensive HTP Cyclos assessment**, which evaluates the material's ability to be identified, sorted, and recovered within the existing recycling streams. The certification complies with the ZSVR Minimum Standard (2024), EN 13430, and ISO 14021, reinforcing its dedication to sustainable

packaging solutions. By achieving this certification, Crealis Group takes another another step forward in reducing its environmental impact, promoting a circular economy, and enhancing the recyclability of its packaging materials across the value chain.



PROMOTING
CIRCULAR
ECONOMY
AT SOIRÉE BLANCHE

At the Soirée Blanche event at Domaine des Crayères in Reims, France, one of the largest gatherings where Champagne bottles are opened (approximately 3,000 bottles), Sparflex took the opportunity to promote sustainability by implementing a **wirehood recycling initiative**.

In 2024, the initiative successfully collected 1,059 wirehoods, more than doubling the 432 wirehoods recovered in the previous year. By reclaiming and reintegrating these materials into the recycling loop, this initiative demonstrates its **commitment to the circular economy**, reducing waste, and ensuring that valuable materials are repurposed for future use.

3.4. WATER STEWARDSHIP AND BIODIVERSITY PROTECTION

At Crealis Group, the protection of biodiversity and the conscientious use of water resources remain important pillars of its environmental ethos, even as its 2024 materiality analysis identified these as less material topics compared to other environmental priorities such as circular economy and waste management. The **Convention of Biological Diversity** identifies **three key areas** as components of biodiversity, these include: **species diversity**, **genetic diversity** and **ecosystem diversity**⁸. It is the combination of these three aspects that make-up the environment, thereby emphasising the importance of its preservation. Crealis Group firmly adheres to this definition of biodiversity, and in line with the **Sustainable Development Goal 15 (Life on Land)**⁹, is devoted to the protection and restoration of the environment in which it operates, mindful of its potential impact. At Crealis Group, **water is primarily used for sanitary and domestic purposes**,

such as restrooms, staff locker rooms, and cleaning of shared facilities. Water is sourced from the public supply, and usage is managed through appropriate segregation and treatment systems for greywater and blackwater.

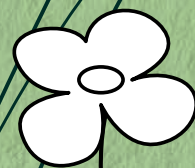
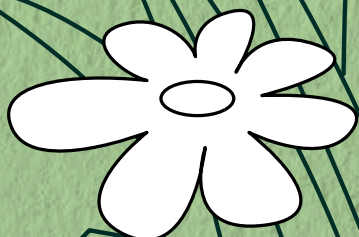
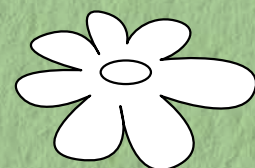
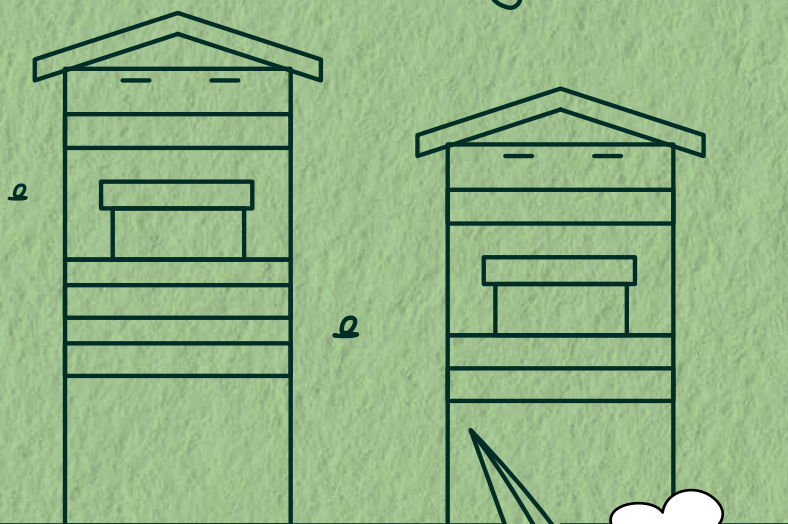
Importantly, **water is not typically used in production processes across the Group**, with a few specific exceptions:

✓ **At Dizy site (Sparflex)**, water is used in several production-related activities, including **washing machines, cylinder cleaning in the varnishing process, the granulator for complexing, and cleaning of complexing tanks**.

✓ **At Supercap North America**, water is used for **mold cooling in chillers**, specifically during the production of plastic threaded caps.

⁸ Convention on Biological Diversity
⁹ United Nations Biodiversity and Ecosystems

Protecting Bees



Despite these localized operational needs, water use across Crealis remains modest. In 2024, **total water consumption amounted to 48,333 cubic meters**. This reflects our ongoing commitment to **minimizing water use wherever possible**, especially in industrial processes.

Where water is used, it is handled responsibly in accordance with local environmental regulations, and the Group continuously monitor consumption to identify opportunities for efficiency improvements. In line with **local environmental regulations**, the **French entities** (Les Muselet Valentin, Sparflex, and Rivercap France) conduct **annual water analyses** due to the presence of a nearby small watercourse. As per legal requirements, any deviations from regulatory thresholds are **reported to the DREAL**, and where necessary, **corrective action plans are implemented**. As part of the broader environmental commitment, water management — while not one of the most material topics

identified in our 2024 materiality analysis — continues to receive careful and measured attention across the Group.

Sparflex has maintained beehives at its Dizi site for several years. Managed by an employee with a passion for beekeeping, the initiative not only supports pollinator health but also strengthens team engagement. The harvested honey is shared annually with employees at Sparflex and Le Muselet Valentin as a meaningful, eco-conscious gift.

In 2024, Crealis Australia chose to celebrate its customer relationships by supporting environmental conservation. Instead of sending traditional gifts, the company made a donation to the Foundation for National Parks & Wildlife. Customers received a digital certificate acknowledging their contribution to initiatives such as tree planting for bushfire recovery.

Reflecting a culture of **conservation and environmental responsibility**, Crealis Group demonstrates its commitment to sustainable water stewardship and environmental protection, ensuring that even minimal water usage is handled with care and responsibility.



Planting Trees

The background is a solid green color with several overlapping, semi-transparent circles of varying shades of green. A large, semi-transparent number '4' is positioned on the right side of the image, partially overlapping the circles. The word 'SOCIAL' is written in a white, serif font, centered horizontally and partially overlaid by the number '4'.

SOCIAL

4.1. DIVERSITY, INCLUSION & TALENT MANAGEMENT

EMPOWERING PEOPLE FOR A SUSTAINABLE FUTURE

Crealis Group recognizes that **people are the greatest asset** - the driving force behind innovation, excellence, and sustainability. Their skills, passion, and dedication enable the Group to navigate an increasingly dynamic global landscape and shape a sustainable future. As a trusted employer, people development remains a core pillar of Crealis' ESG strategy, ensuring a safe, inclusive, and growth-oriented work environment.

With a global team of 1,292 employees, Crealis Group fosters a culture of customer-centricity, innovation, and excellence, aligned with its values of Innovation, Creativity, Excellence, and Sustainability. Guided by the motto "Close to you, open to the future" the Group understands that investing in its people is key to unlocking new opportunities and driving long-term success.

The commitment to diversity, inclusion, and continuous development is reflected across all entities, each implementing tailored initiatives



1,292
employees

to create an **inclusive workplace**,
strengthen talent management,
and enhance employee well-being.
By prioritizing these efforts, Crealis Group continues to build a resilient, empowered, and future-ready workforce.





FOSTERING DIVERSITY, INCLUSION, AND KNOWLEDGE TRANSFER

At Crealis Group, diversity and inclusion are more than just principles—they are key drivers of its organizational culture and sustainable growth. The Group is committed to creating an **inclusive workplace where every employee feels valued, respected, and empowered to contribute their best.**

compensation. Additionally, they implement inclusive initiatives **to support the integration of employees with disabilities**, making the workplace more accessible and welcoming.

Recognizing the importance of knowledge transfer, Crealis Group also **prioritizes mentorship and succession planning**. As experienced employees approach retirement, proactive steps are taken to **preserve and pass on their savoir-faire to younger generations**, ensuring a seamless transition and the continuity of expertise.

By embracing diversity, fostering inclusion, and valuing intergenerational knowledge-sharing, Crealis Group strengthens its workforce resilience and continues to build a **forward-looking, innovative, and inclusive company culture.**



As of December 31st, 2024, the Group counted **1,292 employees, 30% of whom are women.** At the end of the year, 33% of managerial positions and 30% of executive positions were held by women, both reflecting a 1 percentage point increase compared to 2023.

The approach to diversity extends beyond representation; it is about **equity and opportunity.** All entities actively assess and address topics such as the gender pay gap, ensuring fairness and transparency in

EMPOWERING WOMEN IN INDUSTRY

At Crealis Group, women are actively highlighted in diverse roles through internal and external communications, including Group’s social media channels. By showcasing their achievements, Crealis aims to **inspire more women to join the industry, foster inclusion, and promote diverse career opportunities.**

The Group is committed to **fostering equal opportunities and ensuring gender balance** across all the entities. **At Sparflex in France, gender equality is** assessed through the “Index Égalité Professionnelle Femme/Homme”, a national benchmark for workplace equity, achieving this year a **great score of 98/100**

TRACKING PAY EQUITY PROGRESS

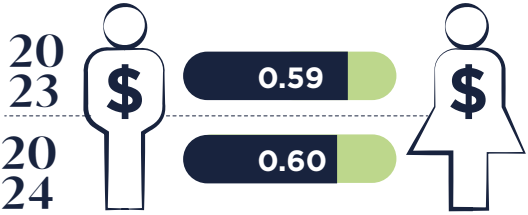
Ensuring pay equity remains a priority for Crealis Group, as it plays a fundamental role in attracting and retaining skilled and motivated employees, which is why Crealis Group closely monitors the salary and remuneration ratios between women and men as a key indicator in each Sustainability Report.

Between 2023 and 2024, the data shows an overall positive trend toward gender pay equity:

- ✓ Among executives, the remuneration ratio between women and men improved from 0.59 in 2023 to 0.60 in 2024, while the base salary ratio remained stable at 0.65. This indicates a modest yet consistent effort toward more equitable compensation at the top level.
 - ✓ A significant improvement was observed among white-collar employees, where the base **salary ratio increased from 0.68 to 1.02** and remuneration from 0.69 to 0.98.
- Overall, the Group-wide average ratios increased from 0.77 to 0.78 for basic salary and from 0.73 to 0.75 for remuneration, underlining a **steady improvement in gender pay equity.**
- While there is still room for improvement, these advancements reflect

the ongoing commitment to closing the gender pay gap and ensuring equitable compensation across the Group. During 2024, Crealis maintained its commitment to diversity and inclusion, promoting initiatives across all Group companies.

✓ **International Women’s Day Celebration** – Supercap S.r.l., Sparflex S.A., Le Muselet Valentin, Rivercap France, and PE.DI S.r.l. honoured International Women’s Day by recognizing and celebrating the contributions of women across their teams, reinforcing their commitment to diversity and inclusion. The celebration included **showcasing portraits of inspiring women** from various production sites, promoting and highlighting the role of women in the industry. At Supercap S.r.l., a dedicated meeting was held with all female employees to reflect and engage in open dialogue around the topic of gender-based violence. The session emphasized the **company’s commitment to creating a safe and supportive environment.** As a concrete outcome, reference figures



EXECUTIVES



WHITE COLLARS

- were identified, providing every woman with a designated contact to report risk situations and receive support when needed.
- ✓ As part of best practices, in addition to celebrating International Women’s Day, other important moments were also acknowledged, such as **Father’s Day**, which was celebrated at PE.DI S.r.l. with a small gift from a pastry shop in Ivrea.
 - ✓ **European Disability Week** at Sparflex France – Sparflex S.A. supported the “Disability and Sport: Everyone’s Responsibility” initiative by donating €40 per participating employee in the running races, raising €1,000 to help Benjamin, a young athlete working towards acquiring a hand bike for potential Paralympic competition.
 - ✓ As part of its commitment to promoting diversity and inclusion,



Supercap S.r.l. continues its collaboration with the **Labirinto Social Cooperative** through the “**OrientAbile School-to-Work**” project. This **initiative supports the integration of young individuals with disabilities into the workforce, offering them valuable hands-on experience in a real working environment.** Throughout the entire school year, the project provides continuous support through a dual-mentorship model: a school tutor and an internal company mentor work together to guide, train, and empower the student. This collaborative approach helps foster professional growth, autonomy, and a deeper sense of inclusion. By participating in the OrientAbile project, Supercap reinforces its commitment to creating an inclusive workplace and promoting equal opportunities for all, especially for those facing greater barriers to employment.



Benjamin Merat



At Crealis, fostering mutual respect and cultural awareness is essential to building an inclusive and engaged workplace. To celebrate its diverse workforce, the Group organizes **annual town hall meetings and cultural initiatives across all entities, creating opportunities to honour traditions and strengthen team connections.**

As part of these efforts, teams in the USA **celebrated Mexican heritage** in May, bringing employees together to enjoy traditional Mexican cuisine. This initiative not only showcases cultural pride but also enhances team spirit and cross-cultural appreciation within the Group.

FOSTERING ENGAGEMENT THROUGH EFFECTIVE COMMUNICATION

Clear and open communication is a key pillar of Crealis Group's HR strategy, ensuring transparency, engagement, and a strong company culture.

To keep employees informed and connected, most entities have implemented various communication channels, including:

- ✓ **Leadership engagement sessions** such as "Coffee/Lunch with the

Leaders" and town hall meetings.

- ✓ Regular updates via internal newsletters, digital screens, and noticeboards in canteens, breakrooms, and lobbies.
- ✓ Internal group newsletter, "Insider", featuring employee stories, advice, and highlights in the "Focus on Our Teams" section.
- ✓ The "Meet Our Employees" series on LinkedIn, showcasing team members and their contributions.
- ✓ Entity-specific e-newsletters, "Our People News", introducing new colleagues with photos and brief role descriptions.
- ✓ At Crealis S.p.A. HR presence is enhanced in the shopfloor through a dedicated office and daily rounds in each department, in order to collect employees' needs.
- ✓ At Crealis Australia, employee engagement is fostered through monthly Toolbox meetings led by the Managing Director and QSE Manager, daily production meetings with key leaders, and a dedicated Quality & Safety noticeboard on site.

NAVIGATING CHALLENGES: FURLOUGH PERIODS IN 2024

In 2024, Crealis Group faced market fluctuations that led to temporary furlough periods in some entities. While these measures were necessary to adapt to economic conditions, the Group remained committed to supporting employees, ensuring clear communication, and minimizing long-term impacts. To maintain engagement and transparency, it prioritized a strong focus on workplace culture, ensuring that collaboration, inclusion, and well-being remained key priorities throughout the year.

Despite these challenges, Crealis continues to prioritize employee well-being and remains committed to long-term sustainability and workforce stability, adapting strategically to market conditions while upholding its core values.

**TRAINING & SKILLS DEVELOPMENT:
SUSTAINING A CULTURE OF GROWTH**

At Crealis Group, **continuous learning** is a core value that drives both individual development and organizational excellence. In 2024, the Group deepened the commitment to employee growth by offering a wide range of targeted training programs tailored to the evolving needs of different roles across the entities.

For team members in production roles, **technical training** focused on forming and printing machines was delivered by **experienced in-house trainers**. This **hands-on approach ensures the effective transfer of practical knowledge** and a smooth onboarding process, which concludes with a skills verification phase.

For colleagues in office-based, technical, and managerial roles, **onboarding initiatives** were designed to foster **cross-functional understanding**, promote collaboration, and provide a comprehensive introduction to Crealis products, production processes, and company culture.

To promote long-term professional development and operational excellence, the Group supported continuous learning across all entities through customized training aligned with business priorities and employee aspirations. Highlights of 2024 training efforts include:

- ✓ **Language Courses:** French and Italian courses made by final year students of Varese high school " Liceo Manzoni", to Crealis employees who were about to spend business trips in France or Italy. In 2024, 8 employees from Crealis SpA were involved in French courses, and one employee from Sparflex had Italian lessons.
- ✓ **Digital Skills:** Excel training was offered in several entities to support data handling, improve efficiency, and streamline operations.
- ✓ **Regulatory Compliance:** Food safety and quality training

courses, including certification and “Train the Trainer” sessions based on the BRCGS (Brand Reputation through Compliance Global Standards), were delivered at select sites to ensure alignment with evolving international standards for food safety and product quality.

- ✓ **Safety Training:** Health and safety remained a top priority, with mandatory programs such as Security Star Top and Security Mandatory Training ensuring awareness and compliance throughout the Group.
- ✓ **Sustainability Training:** At Crealis Group, fostering an ESG culture starts with awareness and education. Sustainability is part of our onboarding program, introducing new employees to environmental, social, and governance commitments from day one. This culture is reinforced through ongoing communication and training, including ESG features in our monthly internal newsletter and regular department-specific sessions to help teams integrate ESG principles into daily work.

In addition to these courses, broader learning opportunities were provided on topics such as artificial intelligence, fire warden and first aid training, maintenance management, payroll systems, ISO 9001:2015 compliance, and the application of the 5S methodology. No cybersecurity training activities were carried out in 2024, as these courses are conducted on a biennial basis. Following the sessions held in 2023, the next training cycle is planned for 2025.



A major milestone in 2024 was the certification of **six Crealis employees as Lean Six Sigma Green Belts** at the headquarters in Bodio Lomnago, Italy. This achievement marked the culmination of several months of work on **continuous improvement projects**, which were developed and presented during the certification process. These projects exemplify Crealis’ commitment to enhancing operational efficiency, minimizing waste, and sustaining high standards of quality and customer satisfaction.

The **formation of a Green Belt network, collaborating with Yellow Belts across the Group**, further strengthens Crealis’ internal capabilities in process improvement and supports Group’s ambition to build a culture of continuous improvement in line with the Group’s sustainability objectives.

Through these initiatives, Crealis Group continues to cultivate a skilled, inclusive, and future-ready workforce—positioning people at the heart of sustainable growth and innovation.

Employees, on average, received **more than 11.2 hours of training** throughout 2024, with the total number of training hours amounting to 14,459.7 in 2024 (-13% compared to 2023). While several legal entities recorded a decrease in total training hours compared to the previous year, primarily due to workforce reductions, an increase was observed in the French legal entities following the rollout of HSE training sessions (including Workplace First Responder and fire safety) and the delivery of mandatory regulatory refreshers.

**TALENT RECRUITMENT & RETENTION:
BUILDING THE FUTURE TOGETHER**

Crealis Group believes in the importance of **nurturing future talent by building strong connections with educational institutions and local communities**. Its initiatives aim to bridge the gap between school and the workplace, offer meaningful learning opportunities, and support employability in the regions where the Group operates. In 2024, several partnerships and outreach efforts were carried out, including

- ✓ **School-to-Work Programs** (“Alternanza Scuola-Lavoro”): High

school students were hosted for two-week learning experiences within different facilities, providing them with first-hand exposure to an industrial environment and insight into career paths within the Group.

- ✓ **Engagement with Recent Graduates:** The collaboration with ISIS Newton, a professional high school in Varese, kept going on by maintaining contact with newly graduated students and supporting potential hiring opportunities.
- ✓ **Community Employment Support:** Through the Job Desk initiative, Crealis partnered with the municipalities of Bodio Lomnago, Varano Borghi, Ternate, Vergiate, Mercallo, and Comabbio, helping unemployed citizens from these areas connect with job opportunities within the company.
- ✓ **ITS Mobilità Academy:** In 2024, Crealis S.p.A. has welcomed through a Alternanza scuola-lavoro partnership, a student for 3 months in the inbound-outbound logistic Office.
- ✓ **University Collaboration - LIUC University** (Castellanza): In 2024 Crealis S.p.A. welcomed engineering students to conduct continuous improvement projects within the Group’s operations. These projects later became the basis for their final thesis, centered on real-world challenges and innovations at Crealis.
- ✓ **Visit to the Genga Institute** (May 29): The HR and Marketing departments of Supercap S.r.l. organized an **interactive session with students from the “Industria e Artigianato del Made in Italy” course**. During the visit, the company was presented in detail, and students received practical information on job application processes, career paths, and working in the industrial sector.

These initiatives reflect the Group’s strong commitment to supporting young talent, fostering innovation, and contributing to local community development through education and employment.

**PERFORMANCE MANAGEMENT:
REINFORCING FAIR EVALUATION & GROWTH**

At Crealis, performance management remains a key pillar in ensuring fair and consistent evaluation of employees while fostering professional growth. In 2024, the Group has continued to strengthen

its approach by maintaining Key Performance Indicators (KPIs) and offering performance-based incentives to recognize individual contributions.

Most entities, including PE.DI, Crealis S.p.A., Maverick, the French entities, and Rivercap SA, **continue to apply structured performance assessment tools** such as MBO (Management by Objectives) to evaluate employees based on goals set in the previous year. Additionally, various initiatives, such as the Salary Plan, "Prize for Result" for blue- and white-collar workers, and the Employee Performance Plan (EPP) for MBO participants, remain integral in **tracking performance and rewarding achievements**. Maverick also continues to implement the Continuous Improvement Plan (CIP) and an induction plan for both white- and blue-collar employees.

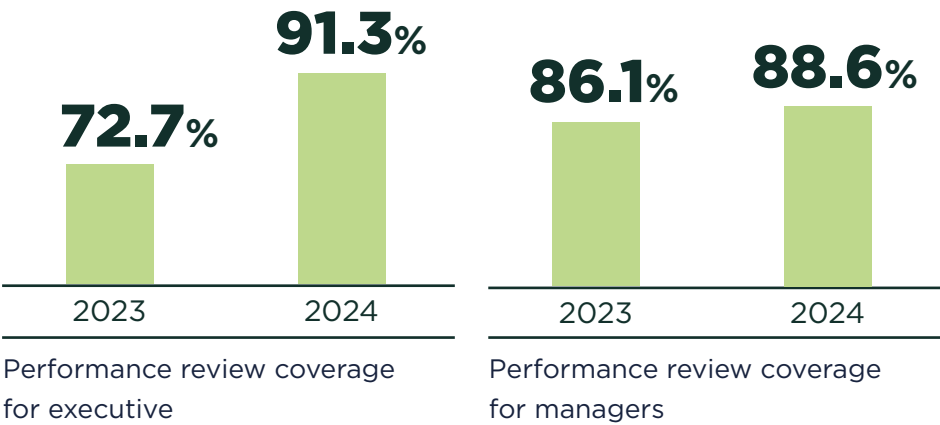
Regular performance reviews across the Group help assess progress, provide feedback, and facilitate continuous development. Internal promotions and bonuses remain closely linked to performance, ensuring that career growth opportunities are available to those who demonstrate excellence and commitment. Moving forward, Crealis Group remains dedicated to **refining its performance management strategies, promoting transparency, accountability, and professional development across all levels of the organization**.

The Group's commitment to career development is reflected in the continuous improvement of **performance review coverage** across

several employee categories from 2023 to 2024. Executive and managerial roles, in particular, show significant improvements, with executives increasing from 72.7% to 91.3%, and managers rising from 86.1% to 88.6%. Female representation in performance reviews also saw a substantial boost, especially among executives and managers.

Performance reviews have decreased for white and blue collars. In addition, the total percentage for 2023 is equal to 38.0% and 32.1% for 2024)

On top of that, most entities within the Group track key HR KPIs such as headcount (HC), full-time equivalents (FTE), absenteeism, turnover, average number of training hours per employee, exit interviews, labor cost, time and cost for recruiting, contract flexibility, and organizational changes.



4.2. WORKING CONDITIONS, WELL-BEING AND HEALTH & SAFETY

Crealis Group recognizes that **health, well-being, and satisfaction of the employees are essential to long-term success and sustainable growth**. The Group is committed to creating work environments that support physical, mental, and emotional well-being across all entities. This includes promoting **work-life balance through flexible solutions such as smart working**, as well as offering parental leave policies that accommodate diverse life stages and family needs.

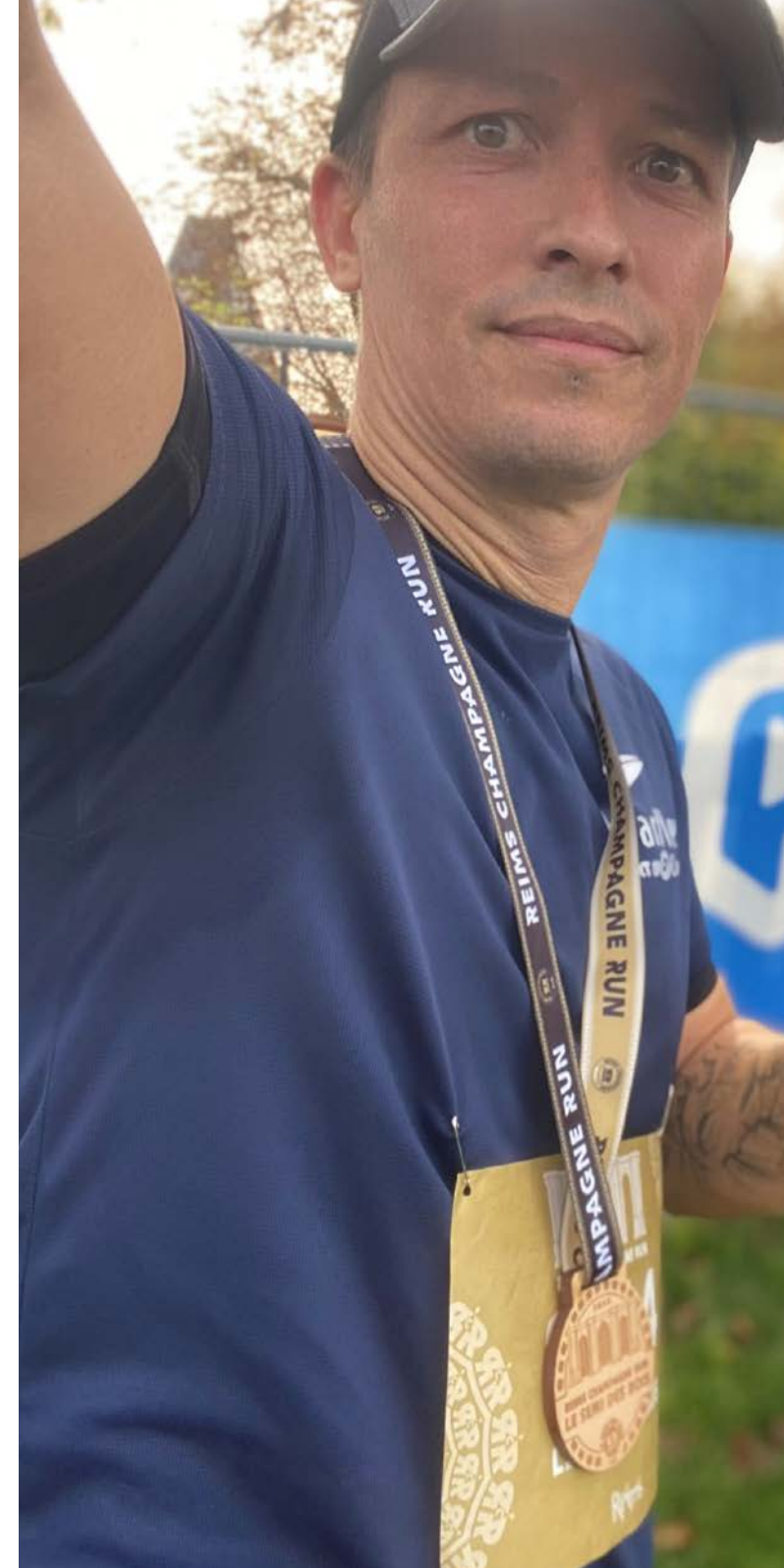
In 2024, Crealis Group strengthened the approach to employee well-being by fostering healthy lifestyles, collaborative workspaces, and stress management initiatives, while continuing to align the efforts with local needs and employee feedback:

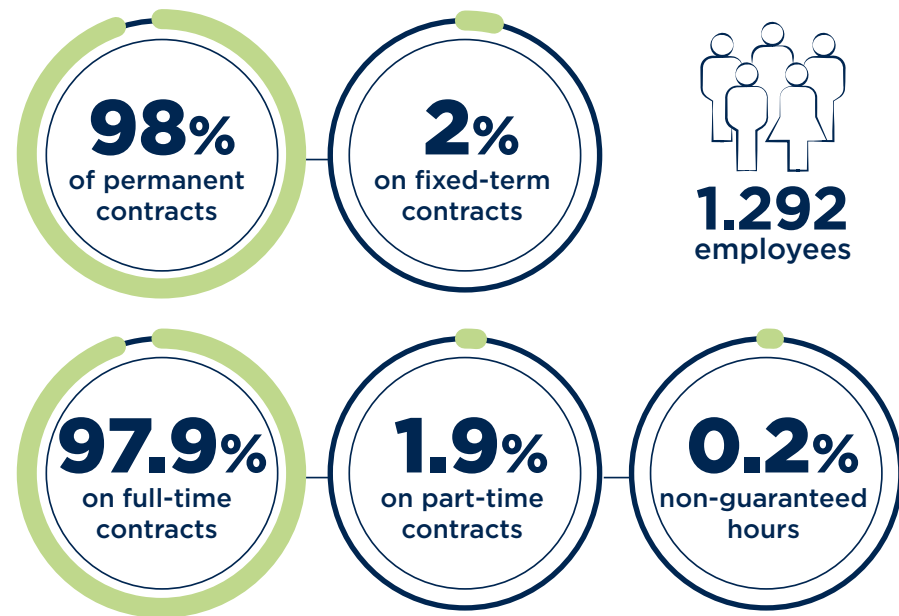
- ✓ French Entities (Sparflex, Le Muselet Valentin, Rivercap France) – **Sponsored local running events** in Reims and Hendaye, **promoting sporting values and team spirit** within the organization.
- ✓ Rivercap Spain – Introduced **weekly fruit**

distribution, ensuring employees have access to fresh and healthy snacks.

✓ PE.DI – Conducted **office and facility assessments to create more comfortable and collaborative workspaces**, including relaxation areas. Collected training needs focused on stress management and communication skills, aiming to improve employee well-being and workplace interactions.

✓ In 2024, Maverick **enhanced its Injury & Illness Prevention Plan** by incorporating a dedicated **Heat Illness Prevention component**, aimed at protecting employees from heat-related risks during extreme weather events. This proactive measure reflects the company's commitment to employee well-being and climate-related workplace safety. To further promote healthy habits and reduce environmental impact, reusable water bottles were distributed to all employees—encouraging better hydration, healthier beverage choices, and a reduction in single-use plastic waste.





WORKPLACE HEALTH PROMOTION PROGRAM:

In 2024, both Supercap S.r.l. (Italy) and Crealis S.p.A. actively participated in the WHP (Workplace Health Promotion) program, an initiative that **supports healthier lifestyles and overall well-being in the workplace**. Each site implemented a variety of actions tailored to their teams, reinforcing the Group's commitment to employee health and preventive care.

At Supercap S.r.l., the WHP program featured several awareness and lifestyle improvement campaigns, including:

- ✓ Weekly **fresh fruit distribution** to encourage better nutrition.
- ✓ A **healthy holiday tasting event**, where employees sampled innovative and balanced recipes.
- ✓ An **Advent Calendar campaign** offering daily wellness tips focused on nutrition and smoking cessation.

- ✓ Activities related to **road safety awareness**.
- ✓ Individual **smoking cessation support**, with consultations provided by the company doctor.
- ✓ Activities promoting the psychological and physical well-being of employees, as well as improving company culture.

At Crealis S.p.A., multiple initiatives were implemented throughout the year under the Workplace Health Promotion (WHP) framework. The company is proud to be WHP certified for the third consecutive year:

- ✓ **Free fruit distribution:** Seasonal fruit was offered to enhance daily nutrition.
- ✓ **Free water access:** Water was made available through automatic dispensers to reduce plastic bottle use and promote hydration.
- ✓ **Healthy eating training:** Dieticians from Varese Hospital provided nutritional education, including guidance on meal balance and eating well during night shifts.
- ✓ **Health prevention awareness:** Employees were informed about local health screening opportunities (e.g., Varese Health Unit's screening days in March 2024).
- ✓ **Flu vaccination campaign:** Flu vaccines were administered on-site in October by certified healthcare professionals, fully funded by Crealis.
- ✓ **Walking groups:** To encourage active breaks, employees formed walking groups during lunch. A designated colleague was trained as a "walking leader" to guide these sessions around the streets of Bodio Lomnago.

These initiatives reflect the Group's growing focus on well-being as a pillar of sustainability, ensuring that





physical and mental health are supported in everyday working life. Through participation in the WHP program, Crealis fosters a more inclusive, healthy, and engaging work environment across its entities.

As of December 31st, 2024, the Group had 1,292 employees, 98% of whom are on permanent contracts and 2% on fixed-term contracts. Moreover, 97.9% are employed on full-time contracts while 1.9% on part-time contracts and 0.2% on non-guaranteed hours.

COMMITMENT TO HUMAN AND LABOR RIGHTS

At Crealis Group, respect for human and labor rights remains a core value, guiding all business activities.

The Group is committed to **fostering a fair, ethical, and sustainable work environment, ensuring that labor practices adhere to national and international standards.**

In 2024, the Group continued to uphold these principles by complying with:

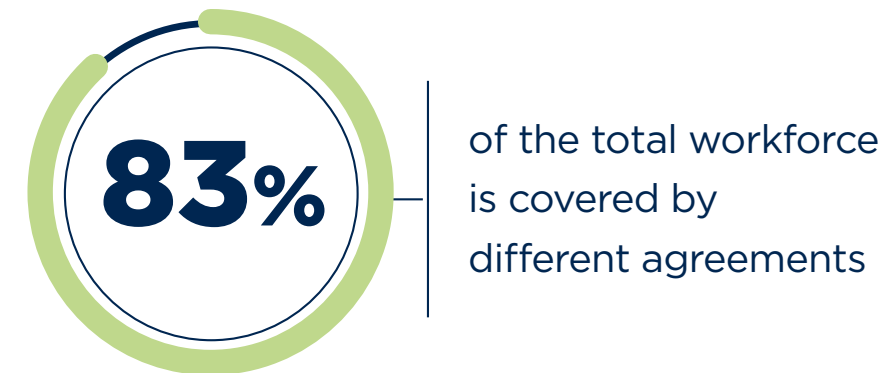
- ✓ Italian Labor Law, the National Collective Labor Agreements (CCNL), and Legislative Decree 231/2001.
- ✓ The French Labour Code and the collective agreement for the metallurgy industry, serving as key regulatory references.
- ✓ Respect for human rights is embedded in the Code of Ethics at Crealis S.p.A. and in the internal regulations of the French entities (Rivercap France, Les Muselet Valentin, and Sparflex). These regulations outline:
 - ✓ rules of conduct and ethical behavior;
 - ✓ guidelines against moral and sexual harassment;

- ✓ clear disciplinary procedures to uphold fairness and accountability.

Moving forward, Crealis Group remains steadfast in its commitment to upholding human rights, ethical labor practices, and a respectful workplace culture across all entities.

Besides the voluntary working benefits provided, **collective bargaining agreements** play a significant role in defining working conditions across the Group, as 83% of the total workforce is covered by different agreements.

COLLECTIVE BARGAINING AGREEMENTS



These agreements cover aspects such as profit-sharing and incentive schemes, employee savings schemes, and long-service awards. For example, the French entities and PE.DI operate under the collective bargaining agreement for the metal industry, which includes profit-sharing schemes and incentive programs. Similarly, the rubber and plastics industry sector agreement at Supercap S.rL. and Crealis S.p.A. offers benefits like free enrolment in an additional health insurance fund. Rivercap SA also includes enrolment in an additional health insurance fund. Regular meetings with unions and health and safety committees help to solve issues and propose improvements, ensuring that working conditions are continuously enhanced.

EMPLOYEE ENGAGEMENT: MAKING A DIFFERENCE TOGETHER

At Crealis Group, employee engagement goes hand in hand with the values of sustainability, inclusion, and shared success. In 2024, Crealis continued to invest in **initiatives that foster team spirit, promote well-being, and encourage meaningful participation in both environmental and social initiatives across all Group entities.**

Be Green program remains a key driver of environmental awareness and responsible practices in everyday operations. Led by local subsidiaries, the program raises awareness and mobilizes employees around key sustainability topics. In French entities—Le Muselet Valentin, Rivercap France, and Sparflex—employees received a “Be Green Kit” containing a desk pad, reusable cup, pen, and lanyard, reinforcing the message of sustainable habits at work.

To cultivate a positive work culture, entities across the Group created moments of conviviality and team spirit throughout the year:

✓ In France, initiatives such as **on-site food trucks, the sharing of the galette des rois, and an ugly Christmas sweater competition** brought teams together in festive and informal settings.

✓ At Crealis S.p.A., employees enjoyed **fresh ice cream during their breaks thanks to visits from a local gelateria** in June and July, which created an opportunity for connection and refreshment during the summer months. The December edition of the townhall typically includes a convivial moment with panettone and holiday celebrations—closing the year with a sense of belonging and shared achievement.

✓ At PE.DI, a **summer dinner featuring traditional food and wine from the Ivrea area and a Christmas dinner with games and team-building activities helped strengthen relationships.** In December, a gift delivery of local wine and artisanal products supported small producers and celebrated the region’s heritage.

✓ Crealis Australia had an end of year Christmas lunch at their site.

✓ Supercap S.r.l. organized several successful engagement moments, including:

✓ A **company outing to the Casal Farneto winery** in June, where 45 employees enjoyed a nature-filled day of wine tasting and socializing.

✓ The **annual company dinner in August**, hosted in a scenic location with a blue and white dress code, reflecting corporate identity and team unity.

✓ **Multiple team-building events and outings** throughout the year, enhancing collaboration and camaraderie.

In addition to social initiatives, Crealis Group promotes open dialogue and employee involvement in company strategy:

✓ At Crealis S.p.A., **monthly “coffee with leaders” meetings** between employees and leadership (General Manager, HR Director, Plant Director) allow for transparent discussions and direct feedback.

✓ Across most entities, **biannual town halls** are held, where leadership shares Group results and strategic updates.

Moreover, many of these employee-driven activities are directly connected to community engagement efforts—supporting local associations, cultural initiatives, and charitable causes. These actions, further detailed in Section 4.4: Community Relationship & Impact, reflect the power of employee participation in creating positive social and environmental impact beyond the workplace.

These initiatives underscore Group’s belief that **a strong, connected workforce is essential to building a sustainable future—one where every employee feels valued, heard, and empowered to contribute.**



HEALTH & SAFETY

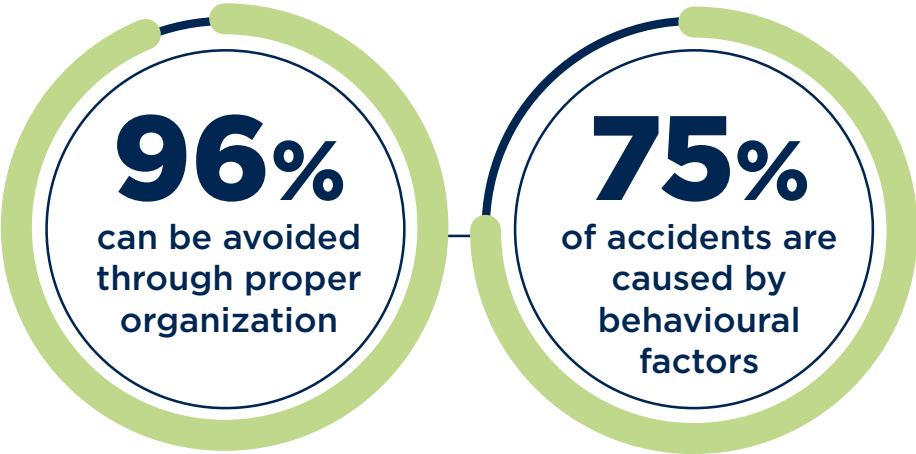
The health and safety (H&S) practices within the Group are diverse and tailored to meet both regulatory requirements and the specific needs of each organization. Spanning several countries including Italy, France, Spain, Portugal, Australia, Mexico and USA, each entity implements robust health and safety management systems and policies that ensure a safe working environment for their employees while aligning with local regulations and standards. The scope of the occupational health and safety management systems in place include all personnel working directly for the company, as well as suppliers and contractors engaged in business activities with it. Additionally, all facilities and processes are comprehensively covered within the system's scope.

The French entities have implemented a Health and Safety Management System certified according to **ISO 45001:2018**, while Crealis S.p.A. and PE.DI are working towards the same certification in 2025/2026. This certification covers the design, manufacture, and sale of various capping caps and flexible packaging materials. They use an external occupational risk prevention service to monitor regulations and have a Health, Safety, and Working Conditions Commission representing employees, working together on the occupational health and safety action plan.

PE.DI integrates its H&S management system with its Environmental and Quality system, collectively known as SGQ, implemented based on a recognized risk management framework



IDENTIFICATION AND ELIMINATION OF HAZARDS



To contribute to the identification and elimination of hazards and the minimization of risks, several actions are taken throughout the Group's Health and Safety Services at work. The structured approach ensures uniformity while adapting to local regulations and needs.

96% of accidents can be avoided through proper organization and behaviour. In fact, 75% of accidents are caused by behavioural factors. Accidents typically result from either unsafe acts or unsafe conditions, and the Group's approach aims to eliminate both. The prevention system allows to report any safety anomalies using a form developed by managers and employees, addressing risks encountered in daily work.

The primary elements of such prevention system include regular and updated **risk assessments** to identify and mitigate hazards of all positions in the organization. The aim is to classify risks based on severity and frequency, proposing preventive measures to be taken by the company to minimize these risks. For example, Maverick conducts **monthly audits to evaluate workplace safety hazards**, especially when new materials, chemical, procedures or equipment are introduced or when a new unidentified hazard is reported by employees. A key component is the detailed documentation, exemplified by the **DVR (Risk Assessment Document)** adopted by the Italian companies, where all hazards related to work activities that present a risk of serious injury at work are listed, or the "single document for assessing professional risks" used by the French branches. This document not only identifies hazards and exposure probabilities, but it also performs accident analysis and hazardous situation declarations with a **PDCA (Plan-Do-Check-Act)** approach. Through the analysis of the accidentology,



each accident gives rise to an action plan which is then shared with the various sites to prevent any common risks, while fostering a culture of continuous improvement and best practice harmonization across sites.

In some cases, companies rely on specialized consultancy firms for safety services, including drafting **risk assessment documents (DVR)** across all company areas, from production to office environments. These firms conduct periodic assessments and, once a year, collaborate with the head of the protection and prevention service and the company doctor to establish a foundation for continuous improvement.

Workers exposed to specific risks follow a tailored healthcare program, which may include laboratory tests, and receive specialized training that must be periodically renewed for the use of equipment or machinery. Additionally, every worker has the opportunity to suggest further training or request revisions to existing programs if they have concerns about equipment usage or working in specific areas.

Training is a cornerstone of the company's safety strategy. All new employees receive comprehensive inductions, specific training on job-related risks, preventive measures, and emergency protocols, and these are reinforced through regular visits by risk prevention technicians who also conduct hygienic measures, ergonomic studies, and preventive planning.

At operational level in France, training is supplemented by **Safety Cards** that outline risks, recommendations, and safety protocols for all processes, which are displayed on equipment and machinery. Providing visual reminders of risks and safety protocols at workstations enables everyone to be aware of risks, recommendations, obligations and prohibitions throughout the manufacturing process. Similar to France, at Crealis Australia there are **site operating procedures (SOPs)** in place which provide workers with a guide on how to complete their tasks.

PE.DI has also implemented digital solutions like computer totems allowing employees to consult the full integrated management system, including safety procedures, technical data sheets, and adopted guidelines. To further encourage employee engagement, PE.DI launched the **“One Point Lesson” project**, displaying a different safety topic each month on bulletin boards through visual, easy-to-understand slides.

The company ensures **active participation and feedback** from all employees through health and safety committees that meet regularly, comprising representatives from different areas within the business to ensure a variety of perspectives are shared. These committees oversee safety walks, meetings, and the implementation of action plans derived from incident analysis. Indeed, incident and hazard reporting are emphasized to ensure monitoring and improvement. All incidents and injuries are documented, reviewed, and corrective actions implemented. In Mexico, a regulatory platform provided by the Secretary of Labor and Social Security is used to identify applicable standards and manage risk. Additionally, preventive medicine programs are available through **IMSS (Mexican Social Security Institute)**, with free health campaigns offered to workers.

As part of the Group's commitment to workplace safety, companies implement complementary initiatives. For instance, the safety team at Maverick has implemented a **'Near Miss' program**, enabling employees to identify and report potential hazards and risks. Reports can be easily submitted via a QR code or an online platform and are automatically stored in SharePoint, where the safety team can review and address the issues. To encourage participation, employees are required to submit at least six near-miss reports annually as part of their performance review, supported by an incentive program. Additionally, an incentive program has been established to further encourage proactive reporting and enhance workplace safety.

Meanwhile, PE.DI implemented **Near Miss management** a year ago, incorporating daily monitoring through walk audits and interviews with production supervisors to identify potential dangers. These observations are recorded during daily staff meetings, and if further investigation is required, a near-miss analysis is conducted, leading to a specific mitigation plan with corrective and predictive actions. The overall annual safety plan is reviewed monthly to ensure adherence to deadlines.

Also, in Portugal, the company conducts both **annual and biannual surveys on workplace and machinery safety**, with results evaluated in dedicated meetings and shared with employees via notice boards to ensure transparency and engagement.

Furthermore, as part of **additional safety and facilitation measures**, PE.DI has adopted an automated Personal Protective Equipment (PPE) dispenser with automatic reset and monitoring. Occupational safety and health training sessions are regularly scheduled, and annual environmental spill and evacuation drills are conducted to improve accident response and hazard preparedness.

The Group also emphasizes the importance of **safety metrics and KPIs**, such as Lost Time Injury Frequency Rate (LTIFR) and Lost Time Injury Severity Rate (LTISR), to track and improve safety performance. This data-driven approach ensures that corrective actions are timely and effective, supporting the overall goal of minimizing workplace risks and enhancing employee safety across all branches.

The majority of the companies have a formalized **Steering Committee on the Management of Health and Safety**, which ensures consistent oversight and continuous improvement across its international branches. It comprises key roles, such as QSE Manager, Managing Director, Operations Manager, and is responsible for developing and updating health and safety policies, overseeing their implementation, identifying, and mitigating workplace risks, reviewing incidents and near-misses, ensuring employee training and awareness, and allocating resources for safety initiatives. The committee also prepares and reviews annual prevention service reports and coordinates joint meetings with other committees or prevention delegates. The committee meets formally once a year or more frequently, even monthly, if necessary, with all workers represented. Where there isn't a formalized committee, periodic meetings with the key roles are held every year and a meeting report is produced as legal provision.

In 2024, the Group counted **47 recordable injuries and 11 high-consequence injury across the different countries resulting in an injury rate of 18.3 for the recordable injuries and 4.3 for the high-consequence injuries**. Looking at the data from 2023 (25.9 for recordable injuries and 6.2 for high-consequence injuries), a clear downward trend in injuries is evident, **showing approximately a 44% decrease in both categories compared to 2023**.

Besides the regular medical check-ups and health surveillance reports ensuring ongoing monitoring of employee health, Crealis Group facilitates workers'

In Italy, Health and Safety Representatives (RLSs) bring health and safety concerns to the department, participate in risk assessments, and attend periodic meetings to plan future activities. Additionally, employees can directly meet with the General Manager through the "Coffee with the Leader (Caffè con il Leader)" program, and supervisors (preposti) discuss health and safety matters during shift change meetings. Communication and access to information are facilitated through regular training sessions, bulletin boards, screen mirrors, and direct meetings. Furthermore, **a comprehensive handbook outlining safe work behaviours has been distributed**, and specific risks and corresponding safety behaviours are defined in each department.





access to **non-labour medical and health services** in a comprehensive manner, ensuring support across all its international branches.

The Group provides **health insurance plans** that cover a range of medical and health services for all employees, via access to comprehensive Medical, Dental, and Vision benefits plans or, for some companies, monthly direct-deposit stipend for that purpose should an employee opt-out of receiving entity provided health benefits. This coverage is especially emphasized during critical periods, such as the COVID-19 pandemic. Other programs help address and assist employees with all non-work-related risk, focusing on providing additional resources for employee emotional well-being, support with family and relationships, guidance on healthy lifestyles, work-life transitions, and legal/financial matters (as the Employee Assistance Program).

Also, employees receive training on using their health insurance and accessing health services. This includes providing necessary contact information and ensuring employees are aware of the digital tools available, such as web services and apps. The company respects relevant data protection laws, ensuring the confidentiality and protection of medical data. In line with the National Collective Labor Agreement (CCNL) in Italy, employees of PE.DI receive free registration for

supplementary health insurance (Fondo Metasalute), providing additional healthcare benefits. This applies also to French entities.

Besides health insurances, across various locations, **on-site health services** are available to employees. This ensures immediate access to medical support and promotes a proactive approach to health and wellness. In French entities, the occupational physician plays a key role in protecting workers' health by conducting medical examinations, coordinating health professionals, updating the company's list of occupational hazards, undertaking preventive actions, and advising employers on health protection measures. Regular medical check-ups are available for all employees in most of the companies.

Additionally, the **WHP (Workplace Health Promotion) program has been adopted, promoting healthy eating, smoking cessation (supported by the occupational physician), and road safety awareness.** A dedicated WHP committee meets monthly to develop new activities and initiatives.

These services are essential in promoting early diagnosis, reducing absenteeism, and strengthening the overall well-being of the workforce.

4.3. CUSTOMERS AND END USERS

Crealis Group places customer relationships at the heart of its sustainability journey. As market expectations evolve and regulatory standards become more stringent, the Group continues to work closely with customers to deliver value through sustainable, safe, and innovative closure solutions.

ENGAGING CUSTOMERS ON SUSTAINABILITY

Throughout 2024, Crealis strengthened its **dialogue with customers around environmental performance, product safety, and regulatory compliance**. Sales and technical teams proactively supported clients seeking alternatives to conventional materials, particularly in response to **growing interest in Green Tech packaging**. Educational efforts focused on regulatory developments (e.g. recyclability, food contact materials), and Group entities actively promoted sustainable product lines as viable replacements.

CUSTOMER FEEDBACK AND SATISFACTION

The Group maintained and expanded structured customer feedback mechanisms, including formal satisfaction surveys, regular business reviews, and dedicated complaint-handling processes. These tools enable to capture actionable insights and adapt the services to customer needs. Complaint resolution processes remain traceable, structured, and closely monitored.

Feedback received during the year confirmed **increased awareness and demand for products with environmental benefits, reinforcing Group's commitment to continuous improvement and innovation in sustainable packaging**. This confirmed the decision to continue to present more

sustainable alternatives as a standard, showing leadership in the industry.

PRODUCT RESPONSIBILITY AND TRANSPARENCY

Crealis continues to ensure that its product development, labelling, and marketing practices uphold the highest standards of responsibility and compliance. The **ISO 9001:2015-certified quality** management systems of Crealis supports consistent product performance and traceability. Information regarding product safety and regulatory compliance is transparently communicated to customers, with sustainability claims reviewed to avoid greenwashing. No incidents of non-compliance with product safety, labelling, or marketing regulations were recorded during the reporting period.

CO-CREATION AND INNOVATION

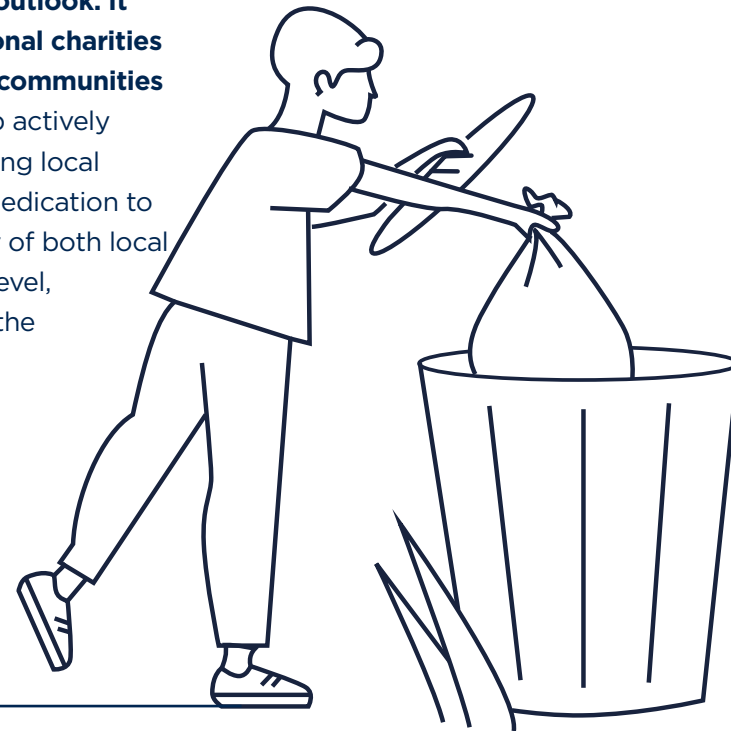
Crealis teams regularly collaborate with customers to **co-develop products that align with their sustainability goals**. These joint initiatives reflect Crealis belief that innovation and environmental responsibility go hand in hand. Whether through material redesign, or support for new market launches, co-creation remains a key pillar of the customer engagement strategy.

By continuing to align offering and engagement with customer sustainability priorities, Crealis reinforces its position as a proactive, trusted partner in building a more responsible packaging value chain.



4.4. COMMUNITY RELATIONSHIP & IMPACT

Community engagement and philanthropy are central to Crealis Group's values. The strategic focus on community relationships reflects its commitment. The tagline, '**Close to you, open to the future,**' signifies the Group's local presence and global outlook. It empowers local teams to support regional charities and sports initiatives, connecting with communities where they operate. Globally, the Group actively participate in events, sponsoring or joining local associations. This approach echoes its dedication to being an active and supportive member of both local and global communities. Then, at local level, the Direction of each entity decides on the allocation of the budget for different philanthropic activities.



Crealis Group believes that employee engagement goes beyond the workplace—it's about coming together to make a positive impact on society and the environment. In 2024, teams across the globe participated in a variety of initiatives, strengthening team spirit, sustainability, and social responsibility.

- ✓ **World Digital Cleanup Day** – For the first time, Sparflex organized this initiative to raise awareness about digital pollution. Employees were encouraged to review and declutter files, emails, and applications, reducing their digital carbon footprint and improving productivity.
- ✓ In celebration of **World Cleanup Day**, teams across the Crealis Group came together to take concrete action for the environment, participating in local clean-up efforts that also fostered teamwork and community connection.
- ✓ At Sparflex, employees contributed to the **Mission Coteaux Maisons & Caves de Champagne UNESCO** project, supporting the preservation of this iconic wine-producing region.
- ✓ In the United States, Maverick collected 109 kg of waste in the **communities of Fairfield and Ukiah**, reinforcing their commitment to local environmental stewardship.
- ✓ Crealis Australia organized a **clean-up of the surroundings near the Adelaide plant**, offering employees a chance to connect outdoors while contributing to the cleanliness of their environment.
- ✓ At Supercap SrL (Italy), the team **collaborated with Federico Barocci Middle School and the local municipal administration** to clean the area around the company's headquarters, promoting youth engagement and civic pride.
- ✓ In partnership with **Legambiente and the Municipality of Bodio Lomnago**, Crealis S.p.A. took part in the national "Puliamo il Mondo" initiative. A total of 35 volunteers, including employees and local primary school students, worked side by side to clean streets, parks, and shared public spaces.



PINK OCTOBER: SUPPORTING THE FIGHT AGAINST BREAST CANCER

As part of its commitment to social responsibility, Le Muselet Valentin—with the active support of teams from Sparflex—led **several initiatives in support of Pink October**, the campaign dedicated to raising awareness and funds in the fight against breast cancer.

- ✓ The charitable wirehood collection returned this year, with **10% of sales revenue donated to ENSEMBLE POUR ELLES**, an association that supports women during and after breast cancer treatment.
- ✓ Employees took part in **Dragon Boat discovery sessions**, a sport widely associated with breast cancer survivor support networks, fostering team spirit and solidarity.
- ✓ **A charity golf tournament** was organized, with all proceeds donated to the same cause.
- ✓ An **internal bra donation drive** was held in partnership with **DONNE TON SOUTIF**, allowing female employees to contribute directly to prevention and fundraising efforts.

This campaign reflects the Group's strong engagement in social causes, combining employee participation, community impact, and corporate solidarity in support of women's health.

As part of the ongoing commitment to social responsibility, Crealis Group entities actively support local communities and charitable causes through targeted initiatives that reflect both corporate values and local impact.



ENGAGING LOCALLY, IMPACTING GLOBALLY

- ✓ At Supercap S.r.l. (Italy), **participation in the annual AIL Solidarity Campaign (Italian Association against Leukemia, Lymphoma, and Myeloma)** remained a meaningful tradition. In March 2024, all employees received an Easter egg, with proceeds supporting leukemia research—combining a small gesture with a powerful cause.
- ✓ In addition, Supercap S.r.l. allocates a **monthly contribution to "I Bambini delle Fate"**, a national organization dedicated to supporting social inclusion projects for children and young adults with autism and disabilities. This initiative reflects the company's deep-rooted commitment to inclusion both locally and nationally.
- ✓ At Crealis S.p.A., cultural heritage is a key area of engagement. The company maintains a **long-standing partnership with FAI - Fondo Ambiente Italiano, an organization devoted to the preservation of Italy's cultural, artistic, and environmental heritage**. Each year, employees receive free tickets to visit FAI's historic and natural sites, encouraging personal connection with the country's legacy and fostering cultural appreciation.
- ✓ Maverick Enterprise, Inc., **proudly supports Plowshares Peace and Justice Center—a local (based in Ukiah) nonprofit dedicated to alleviating hunger and supporting vulnerable populations in Mendocino County**. Plowshares operates a Community Dining Room and Meals-on-Wheels program, serving over 99,000 meals annually to those in need. Through this partnership, Maverick Enterprises demonstrates its commitment to community engagement and social responsibility.

These initiatives demonstrate how local engagement, when embedded in corporate culture, can deliver meaningful and lasting contributions to both society and employee well-being.



GOVERNANCE

5.1. BUSINESS CONDUCT, ETHICS & INTEGRITY

Crealis Group continues to uphold its **strong commitment to legal compliance, integrity, honesty, and transparency across all the countries in which it operates**. These principles remain central to how the Group does business, guiding both the pursuit of market competitiveness and the commitment to socially and environmentally responsible practices.

Crealis values are embedded in the Group's Mission & Vision and are reflected in our long-term business strategy. Integrity remains the Group's north star, providing stability and ethical direction in a rapidly evolving and complex global environment.

Since 2023, Crealis Group has progressively worked to harmonize and expand its governance policies across entities. While the overall framework remains unchanged, in 2024 Crealis Group began laying the foundation for a broader suite of Group-level policies to be rolled out in 2025. These include updated policies on:

- ✓ Sustainable Procurement
- ✓ Circular Economy
- ✓ Human Resources Management
- ✓ Anti-Corruption Policy



Once the drafting is complete, the Group is committed to providing training and awareness initiatives to ensure effective implementation of these policies and foster a consistent company culture involving external stakeholders where relevant. This approach reflects the Group’s belief that extending shared responsibility beyond company boundaries adds real value and drives lasting change.

As of today, the Group has implemented the following codes and policies:

- ✓ Group Code of Conduct for Business Partners
- ✓ Code of Ethics (at legal entity level)
- ✓ Whistleblowing policies and channels (at legal entity level)
- ✓ Organization, Management, and Control Model pursuant to Legislative Decree No. 231/2001 (for Italian legal entities)

The Italian legal entities — Crealis S.p.A., PE.DI S.r.l., and Supercap S.r.l. — have adopted their own Code of Ethics, with implementation supported by the Group Human Resources function and local HR managers. These codes include dedicated sections on key ethical principles, such as:

- ✓ Legality and anti-corruption
- ✓ Impartiality and integrity
- ✓ Prevention of money laundering
- ✓ Professionalism and reliability
- ✓ Fair competition
- ✓ Protection of intellectual property
- ✓ Human development and workplace dignity
- ✓ Health, safety, and environmental protection
- ✓ Confidentiality and data privacy
- ✓ Conflict of interest management
- ✓ Transparency and fairness in compliance

As a further commitment to responsible business conduct, the Group is developing a **unified Code of Ethics to guide its conduct across all entities and help foster a company culture rooted in shared values and principles**. The foundation for such document was laid in 2024, and the Group aims at finalizing and formally approving the new Code of Ethics by the end of 2025. The Group is furthermore committed to ensuring that all recipients have access to the Code and are adequately informed about its content.

To ensure that the values, principles, and guidelines set out in the aforementioned

policies and documents are consistently upheld, and that all stakeholders are actively engaged in their implementation, the Group intends to establish a single, unified reporting platform across all entities. This initiative aims to foster an open environment and further strengthen a company culture grounded in trust, integrity, and shared responsibility.

WHISTLEBLOWING AND ETHICAL OVERSIGHT

The Group operates **dedicated whistleblowing procedures and channels at the legal entity level**, including online platforms and secure email addresses. Reports received are reviewed by the Board of Directors, the Supervisory Body, and the Board of Statutory Auditors, based on their respective scopes of responsibility. Investigations are conducted where necessary, and disciplinary action is taken if violations are confirmed.

In 2023 and 2024, there were no confirmed incidents of corruption. One whistleblowing report was submitted during this period; however, after thorough investigation, neither was substantiated.

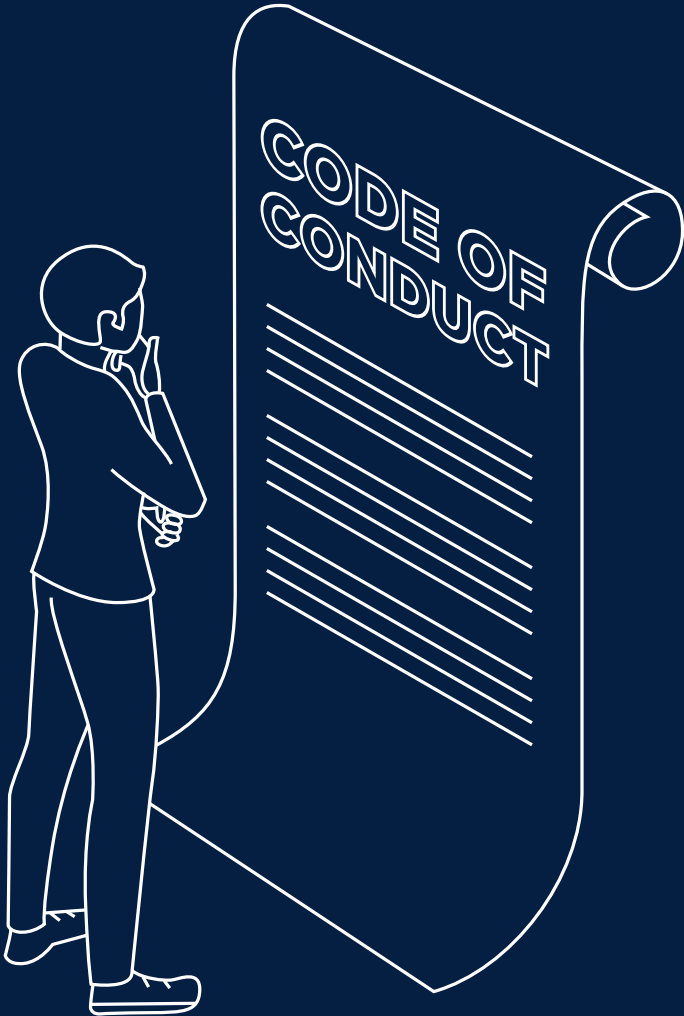
Throughout 2023 and 2024, the Group also carried out **awareness and training initiatives focused on Legislative Decree 231/2001 and whistleblowing**.

In particular, dedicated training sessions were held on the 231 Model, and communication efforts around whistleblowing channels were reinforced to ensure wider understanding and accessibility.

Crealis remains committed to extending whistleblowing mechanisms and legal compliance frameworks across all jurisdictions. As of 2025, work is ongoing to implement:

- ✓ **Whistleblowing** procedures in France, Spain, and Portugal
- ✓ **Spain’s Ley Orgánica** (analogous to Italy’s Legislative Decree 231/2001)

**THESE INITIATIVES ARE PART OF
A BROADER EFFORT TO ENSURE
CONSISTENT STANDARDS OF ETHICAL
GOVERNANCE AND LEGAL COMPLIANCE
ACROSS ALL CREALIS ENTITIES.**



5.2. RESPONSIBLE & RESILIENT SUPPLY CHAIN MANAGEMENT

Crealis Group prioritises ethical practices, sustainability, and social responsibility throughout the entire supply chain. The commitment to these values is reflected in a **robust Code of Conduct for Business Partner, established in 2023, which emphasises fair labor, human rights, and environmental sustainability.**

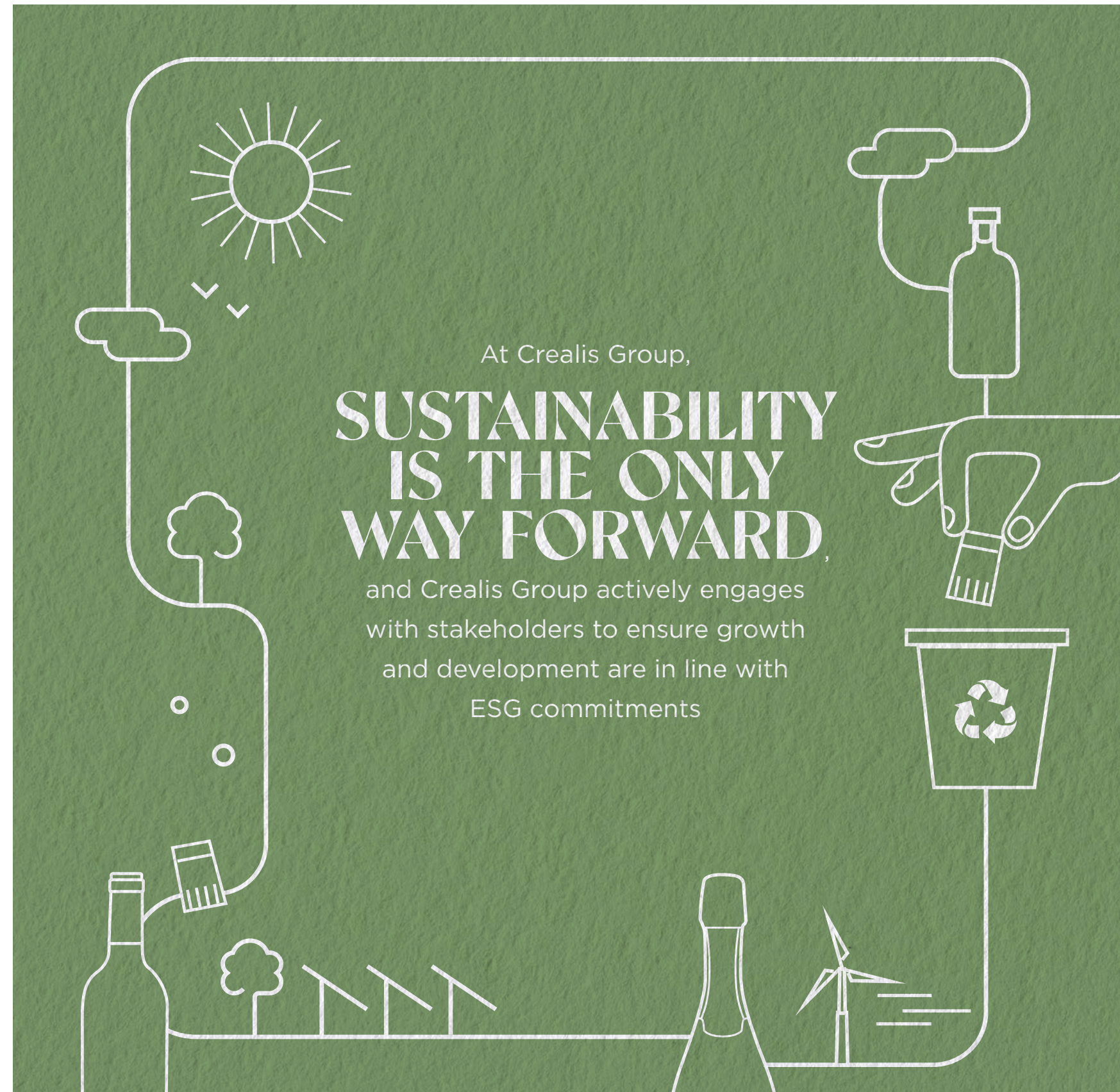
| CODE OF CONDUCT FOR BUSINESS PARTNER | STRENGTHENING ESG COMMITMENTS ACROSS THE SUPPLY CHAIN |
|---|--|
| <p>The Code of Conduct mandates compliance with international standards, focusing on fair labor practices and environmental responsibilities. These initiatives underscore the Group's dedication to fostering fair labor practices, ethical sourcing, and a sustainable supply chain across all operations.</p> <p>The Code applies to all Crealis Group entities and defines the universal standards (UN Guiding Principles on Business and Human Rights, UN Global Compact Principles, and the International Labour Organization (ILO) Declaration on Fundamental Rights and Principles at Work) that Crealis expects business partners - and their employees - to adhere to when conducting business with the Group.</p> <p>The Code consists of four sections that address multiple ESG topics:</p> <p>1) Social standards – human rights; child labour; forced labour; freedom of association; equal opportunities and fair treatment; regular employment status; fair working conditions; working hours; humane treatment; protection from eviction and deprivation of Earth.</p> <p>2) Health and Safety – occupational health & safety; emergency preparedness; basic services; accommodation.</p> <p>3) Environmental standards – environmental protection; climate action; water consumption and quality; air and soil quality; materials and waste disposal; substances of concern; traceability, materials, and facility disclosure.</p> <p>4) Business relationship – compliance with law; free competition; bribery/corruption; gifts/hospitality; money laundering; conflict minerals</p> | <p>In 2024, Crealis Group engaged actively with its key material suppliers to reinforce shared environmental, social, and governance (ESG) values. As part of this initiative, suppliers were invited to either sign the Group’s Code of Business Conduct or submit their own Code of Conduct, provided it aligned with Crealis’s ESG principles. This effort led to a successful outcome, with 70% of key suppliers becoming signatories to a Code of Conduct reflecting shared sustainability values.</p> <p>To deepen the understanding of suppliers’ environmental practices, the Group requested specific ESG-related data, including Life Cycle Assessments (LCA) of materials, information on recycled content, and commitments to carbon footprint reduction. 45% of key suppliers responded with feedback, marking a significant step toward greater transparency and collaboration.</p> <p>Looking ahead to 2025, Crealis is initiating ESG screening and qualification of an initial group of 25 key material suppliers. In parallel, the Group is developing a Sustainable Procurement Policy that will formally integrate ESG-related factors—such as environmental performance, social responsibility, and governance practices—into supplier evaluations. These will complement traditional criteria including quality, pricing, and production capacity, reinforcing the commitment to a more responsible and sustainable supply chain.</p> |

LOCAL SOURCING AND SUSTAINABLE SUPPLY CHAIN MANAGEMENT

To favour local sourcing, the Group's strives to source materials as close as possible to the production sites, which span across eight countries. This approach both minimizes environmental impact and supports local economies.

Additionally, Crealis is continuously developing measures to monitor, evaluate, and revise the Group's supply base according to evolving international standards.

Through these initiatives, the Group is committed to guarantee the adherence to internationally recognized human rights & social standards, environmental protection, and good environmental practices throughout the value chain.



APPENDIX

6.1. RECONCILIATION STATEMENT OF MATERIAL TOPICS AND IMPACTS GENERATED

| AREA | MATERIAL TOPIC | ACTUAL AND POTENTIAL SUSTAINABILITY IMPACTS GENERATED BY CREALIS GROUP | | GRI STANDARDS |
|------------|---|---|---|---------------|
| | | POSITIVE - ACTUAL AND POTENTIAL | NEGATIVE - ACTUAL AND POTENTIAL | |
| GOVERNANCE | BUSINESS CONDUCT, ETHICS & INTEGRITY | ✓ PROMOTION OF ETHICAL CULTURE AND SUSTAINABLE PRACTICES WITHIN THE GROUP | ✓ UNETHICAL BUSINESS CONDUCT THAT CAUSES INCIDENTS OF ANTICORRUPTION AND NON-COMPLIANCE TO LAWS AND REGULATIONS | GRI 205-3 |
| | RESPONSIBLE & RESILIENT SUPPLY CHAIN MANAGEMENT | | ✓ INDIRECT NEGATIVE IMPACTS RELATED TO PROCUREMENT OF GOODS AND SERVICES FROM UNETHICAL BUSINESSES AND SUPPLIERS WHO HARM THE ENVIRONMENT AND DO NOT RESPECT HUMAN RIGHTS | |

| AREA | MATERIAL TOPIC | ACTUAL AND POTENTIAL SUSTAINABILITY IMPACTS GENERATED BY CREALIS GROUP | | GRI STANDARDS |
|-------------|---|--|--|--|
| | | POSITIVE – ACTUAL AND POTENTIAL | NEGATIVE – ACTUAL AND POTENTIAL | |
| ENVIRONMENT | CLIMATE CHANGE & ENERGY MANAGEMENT | | <ul style="list-style-type: none"> ✓ ENERGY CONSUMPTION FROM NON-RENEWABLE SOURCES, WITH NEGATIVE IMPACTS ON THE ENVIRONMENT ✓ GENERATION OF DIRECT AND INDIRECT GHG EMISSION (SCOPE 1 AND 2) ✓ GENERATION OF INDIRECT GHG EMISSIONS (SCOPE 3) | GRI 302-1 GRI 305-1 GRI 305-2 GRI 305-3 |
| | POLLUTION | | <ul style="list-style-type: none"> ✓ PRODUCTION OF NITROGEN OXIDES (NOX), SULPHUR OXIDES (SOX) AND VOLATILE ORGANIC COMPOUND (VOC), AS WELL AS OTHER SIGNIFICANT AIR EMISSIONS ✓ PRODUCTION OF MICROPLASTICS | GRI 305-7 |
| | CIRCULAR ECONOMY, SUSTAINABLE DESIGN & WASTE MANAGEMENT | <ul style="list-style-type: none"> ✓ PROMOTION OF SUSTAINABLE PRODUCT DESIGN, INCLUDING THROUGH INVESTMENT IN RESEARCH AND DEVELOPMENT, WITH A VIEW TO REDUCING THEIR ENVIRONMENTAL IMPACT AND SHIFTING TOWARDS MORE DURABLE, RECYCLED, BIO-BASED AND BIODEGRADABLE MATERIALS | <ul style="list-style-type: none"> ✓ SIGNIFICANT GENERATION OF SCRAP AND CONSUMPTION OF RAW MATERIALS IN EXCESS OF PRODUCTION NEEDS DUE TO INADEQUATE PRODUCTION MANAGEMENT ✓ ENVIRONMENTAL POLLUTION CAUSED BY GENERATION AND DISPOSAL OF HAZARDOUS WASTE AND NON-HAZARDOUS WASTE | GRI 301-1 GRI 306-3 GRI 306-4 GRI 306-5 |
| | WATER STEWARDSHIP | | <ul style="list-style-type: none"> ✓ USE OF WATER IN ONE'S OWN PRODUCTION PROCESSES AFFECTING WATER AVAILABILITY ✓ POLLUTANT INPUTS TO WATER WITH SOIL AND GROUNDWATER CONTAMINATION RESULTING FROM MISMANAGEMENT OF WATER DISCHARGE | |
| | BIODIVERSITY PROTECTION | <ul style="list-style-type: none"> ✓ DEVELOPMENT OF ACTIVITIES AIMED AT PROTECTING BIODIVERSITY, SPECIFICALLY THROUGH THE DEVELOPMENT OF ACTIVITIES NOT RELATED TO THE ORGANIZATION'S CORE BUSINESS AND THE PROMOTION OF ENVIRONMENTALLY FRIENDLY PRACTICES | <ul style="list-style-type: none"> ✓ IMPACT ON BIODIVERSITY FROM THE ACCUMULATION OF SYNTHETIC CHEMICALS IN THE ENVIRONMENT | |
| | | | | |

| AREA | MATERIAL TOPIC | ACTUAL AND POTENTIAL SUSTAINABILITY IMPACTS GENERATED BY CREALIS GROUP | | GRI STANDARDS |
|--------|---|--|---|--|
| | | POSITIVE – ACTUAL AND POTENTIAL | NEGATIVE – ACTUAL AND POTENTIAL | |
| SOCIAL | WORKING CONDITIONS, HEALTH, SAFETY & WELL-BEING | ✓ EMPLOYEE SATISFACTION THANKS TO AN ADEQUATE WORK-LIFE BALANCE AND WELL-BEING INITIATIVES | ✓ INADEQUATE WORKING CONDITIONS AND REMUNERATIONS, MORE SPECIFICALLY NON-COMPLIANCE WITH WAGE AGREEMENTS OR WORKERS' EXPECTATIONS, IN TERMS OF INADEQUATE REMUNERATION OF EMPLOYEES AND CONTRACTORS ✓ LACK OF ATTENTION TO HEALTH AND SAFETY AT WORK WHICH COULD CAUSE WORK-RELATED ACCIDENTS WITH NEGATIVE CONSEQUENCES FOR THE HEALTH AND SAFETY OF EMPLOYEES AND EXTERNAL WORKERS | GRI 401-1 GRI 403-1 GRI 403-3 GRI 403-4 GRI 403-6 GRI 403-9 |
| | DIVERSITY, INCLUSION & TALENT MANAGEMENT | ✓ DEVELOPMENT OF WORKERS' SKILLS THROUGH TRAINING ACTIVITIES | ✓ LACK OF DIVERSITY IN GOVERNING BODIES AMONG EMPLOYEES WITH DIRECT AND INDIRECT IMPACTS ON THE AFFIRMATION OF EQUALITY ✓ DISCRIMINATION IN TERMS OF INCLUSION, DIVERSITY, COMPENSATION AND CAREER ADVANCEMENT | GRI 404-1 GRI 404-3 GRI 405-1 GRI 405-2 |
| | RESPECT FOR HUMAN RIGHTS | | ✓ VIOLATION OF HUMAN RIGHTS ALONG THE VALUE CHAIN AND WITHIN THE GROUP, SUCH AS THE RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING, CHILD LABOR, FORCED OR COMPULSORY LABOR | |
| | CUSTOMERS AND END-USERS | ✓ CUSTOMER SATISFACTION GENERATED BY PRODUCT QUALITY ✓ DEVELOPMENT OF PRODUCTS THAT MEET HEALTH AND SAFETY CRITERIA FOR CUSTOMERS AND END-USERS ✓ CONTRIBUTION TO THE FIGHT AGAINST COUNTERFEITING OF WINES AND SPIRITS, BY DEVELOPING INNOVATIVE AND SAFE SOLUTIONS AND THROUGH COLLABORATIONS WITH CUSTOMERS AND SUPPLIERS | ✓ VIOLATION OF PRIVACY AND LOSS OF CUSTOMER DATA ✓ NON-TRANSPARENT AND INEFFECTIVE CORPORATE COMMUNICATION TO CUSTOMERS REGARDING THE ORGANIZATION'S VALUES, ACTIONS, PRODUCTS AND SERVICES | |
| | COMMUNITY RELATIONSHIP & IMPACT | ✓ COMMITMENT TO LOCAL DEVELOPMENT AND COMMUNITY RELATIONS | ✓ SOCIAL AND ENVIRONMENTAL NEGATIVE IMPACTS ON COMMUNITIES LIVING OR WORKING CLOSE TO THE GROUP'S OPERATING SITES, FACTORIES, FACILITIES OR OTHER PHYSICAL OPERATIONS | |

6.2.PERFORMANCE INDICATORS

GOVERNANCE

GRI 2-27: COMPLIANCE WITH LAWS AND REGULATIONS¹⁰

| CASES OF NON-COMPLIANCE | UOM | 2023 ¹¹ | 2024 |
|---|-----|--------------------|--------|
| NUMBER OF SIGNIFICANT INSTANCES OF NON-COMPLIANCE WITH LAWS AND REGULATIONS DURING THE REPORTING PERIOD | | | |
| INSTANCES FOR WHICH NON-MONETARY SANCTIONS WERE INCURRED DURING THE REPORTING PERIOD | n. | 2 | 2 |
| INSTANCES FOR WHICH FINES WERE INCURRED DURING THE REPORTING PERIOD | n. | 8 | 4 |
| NUMBER AND THE MONETARY VALUE OF FINES FOR INSTANCES OF NON-COMPLIANCE WITH LAWS AND REGULATIONS THAT WERE PAID DURING THE REPORTING PERIOD | | | |
| NUMBER OF FINES FOR INSTANCES OF NONCOMPLIANCE WITH LAWS AND REGULATIONS THAT OCCURRED IN THE CURRENT REPORTING PERIOD | n. | 4 | 4 |
| NUMBER OF FINES FOR INSTANCES OF NONCOMPLIANCE WITH LAWS AND REGULATIONS THAT OCCURRED IN PREVIOUS REPORTING PERIODS | n. | 2 | 0 |
| MONETARY VALUE OF FINES FOR INSTANCES OF NONCOMPLIANCE WITH LAWS AND REGULATIONS THAT OCCURRED IN THE CURRENT REPORTING PERIOD | € | 24,479 | 14,373 |
| MONETARY VALUE OF FINES FOR INSTANCES OF NONCOMPLIANCE WITH LAWS AND REGULATIONS THAT OCCURRED IN PREVIOUS REPORTING PERIODS | € | 885,352 | 0 |

10 Note that data on GRI 2-27 does not include Super-cap LDA.
11 In 2023, fines increased mainly due to a €752,204 fine related to a fiscal review of Sparflex SA for 2013-2014, paid by the previous owners under the terms of the acquisition. Additional fines arose from compliance audits across subsidiaries, including reporting requirements linked to Maverick's merger and enhanced labor, safety, and reporting standards. The Crealis Group is proactively strengthening compliance protocols and internal controls to support continuous improvement and alignment with regulatory expectations

GRI 205-3: CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN

| CONFIRMED CORRUPTION INCIDENTS AND ACTIONS TAKEN | 2023 | 2024 |
|--|------|------|
| NUMBER OF CASES/EPISODES | | |
| TOTAL NUMBER AND NATURE OF CONFIRMED INCIDENTS OF CORRUPTION | 0 | 0 |
| TOTAL NUMBER OF CONFIRMED INCIDENTS IN WHICH EMPLOYEES WERE DISMISSED OR DISCIPLINED FOR CORRUPTION | 0 | 0 |
| TOTAL NUMBER OF CONFIRMED INCIDENTS WHEN CONTRACTS WITH BUSINESS PARTNERS WERE TERMINATED OR NOT RENEUED DUE TO VIOLATIONS RELATED TO CORRUPTION | 0 | 0 |

GRI 405-1A: DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

| PERCENTAGE OF MEMBERS OF THE ORGANIZATION’S GOVERNANCE BODIES (BOARD OF DIRECTORS) BY GENDER AND AGE GROUP | | |
|--|---|---|
| GENDER | AS OF 31 ST DECEMBER 2023 (PERCENTAGE (%)) | AS OF 31 ST DECEMBER 2024 (PERCENTAGE (%)) |
| MEN | 85.7 | 85.7 |
| WOMEN | 14.3 | 14.3 |

| AGE GROUP | | |
|-----------------|------|------|
| <30 YEARS OLD | 14.3 | 14.3 |
| 30-50 YEARS OLD | 28.6 | 28.6 |
| >50 YEARS OLD | 57.1 | 57.1 |

ENVIRONMENTAL

GRI 301-1: MATERIALS USED BY WEIGHT OR VOLUME¹²

| MATERIALS USED BY WEIGHT OR VOLUME | | | |
|------------------------------------|-----|------------|------------|
| TYPE OF MATERIAL | UOM | 2023 TOTAL | 2024 TOTAL |
| NON-RENEWABLE MATERIALS | | | |
| ALUMINIUM | t | 5,859 | 4,135 |
| PLASTIC | t | 4,333 | 3,318 |
| STEEL | t | 2,598 | 1,381 |
| TIN | t | 918 | 701 |
| TOTAL NON-RENEWABLE MATERIALS | | | |
| TOTAL | t | 13,710.13 | 9,534 |

12 For GRI 301-1 reporting, only relevant materials used in production processes were considered.

13 The source used for the calculation of energy consumption within the organisation was DEFRA 2024.

14 : 2023 fuel consumptions (natural gas, CNG - compressed natural gas, petrol and bioethanol) have been subject of restatement with respect to last year Sustainability Report due to the availability of a more accurate calculation method.

GRI 302-1: ENERGY CONSUMPTION WITHIN THE ORGANIZATION¹³

| TYPES OF CONSUMPTION | UOM | 2023 TOTAL ¹⁴ | 2024 TOTAL |
|--|-----|--------------------------|------------|
| NATURAL GAS | GJ | 41,443 | 43,220 |
| LPG | GJ | 1,448 | 682 |
| DIESEL (FOR HEATING OR PRODUCTION PROCESSES) | GJ | 2,412 | 1,967 |
| DIESEL (FOR COMPANY OWNED OR LEASED/LEASED VEHICLES) | GJ | 3,700 | 2,722 |
| PETROL (FOR COMPANY OWNED VEHICLES OR ON LONG TERM LEASE/RENTAL) | GJ | 652 | 2,075 |
| CNG | GJ | 26 | 0 |
| TOTAL NON-RENEWABLE FUELS | GJ | 49,680 | 50,665 |
| BIOETHANOL | GJ | 155 | 26 |
| TOTAL RENEWABLE FUELS | GJ | 155 | 26 |
| ELECTRICITY | | | |
| ELECTRICITY PURCHASED | GJ | 97,639 | 95,113 |
| OF WHICH, FROM RENEWABLE SOURCES (CERTIFIED) | GJ | 5,693 | 12,924 |
| ELECTRICITY SELF-PRODUCED | GJ | 3,419 | 5,054 |
| OF WHICH, FROM RENEWABLE SOURCES (CERTIFIED) | GJ | 3,419 | 5,054 |
| ELECTRICITY SOLD | GJ | 0 | 0 |
| TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION | | | |
| TOTAL ENERGY CONSUMPTION | GJ | 150,894 | 150,858 |
| RENEWABLE ENERGY | GJ | 9,268 | 18,004 |
| % | % | 6% | 12% |

GRI 305-1 & 305-2: DIRECT (SCOPE 1) GHG EMISSIONS & ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

| DIRECT (SCOPE 1) GHG EMISSIONS AND ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS | | | |
|--|--------------------------------------|---------------------|-------|
| SCOPE | GHG EMISSIONS - tCO ₂ e | 2023 | 2024 |
| SCOPE 1 ¹⁵ | TOTAL SCOPE 1 | 2,913 ¹⁶ | 3,107 |
| SCOPE 2 ¹⁷ | LOCATION-BASED | 5,166 | 5,017 |
| | MARKET-BASED | 8,280 | 6,855 |
| TOTAL | SCOPE 1 AND SCOPE 2 (LOCATION-BASED) | 8,079 | 8,124 |
| | SCOPE 1 AND SCOPE 2 (MARKET-BASED) | 11,193 | 9,962 |

GRI 305-3: OTHER INDIRECT (SCOPE 3) GHG EMISSIONS

| OTHER INDIRECT (SCOPE 3) GHG EMISSIONS CATEGORIES AND ACTIVITIES - TCO2E | |
|---|--------|
| CATEGORIES SCOPE 3 | 2024 |
| CAT. 1 PURCHASED GOODS AND SERVICES | 79,177 |
| CAT. 2 CAPITAL GOODS | 4,106 |
| CAT. 3 FUEL- AND ENERGY-RELATED ACTIVITIES (NOT INCLUDED IN SCOPE 1 OR SCOPE 2) | 2,307 |
| CAT. 4 UPSTREAM TRANSPORTATION AND DISTRIBUTION | 3,973 |
| CAT. 5 WASTE GENERATED IN OPERATIONS | 828 |
| CAT. 6 BUSINESS TRAVEL | 760 |
| CAT. 7 EMPLOYEE COMMUTING | 1,184 |
| CAT. 9 DOWNSTREAM TRANSPORTATION AND DISTRIBUTION | 1,677 |
| CAT. 10 PROCESSING OF SOLD PRODUCTS | 782 |
| CAT. 12 END-OF-LIFE TREATMENT OF SOLD PRODUCTS | 2,916 |
| TOTAL | 97,711 |

GRI 305-7: OTHER EMISSIONS¹⁸

| OTHER EMISSIONS ¹⁹ | U.O.M | 2023 | 2024 |
|--|-------|------|------|
| NOx | t | 75 | 75 |
| SOx | t | 7 | 7 |
| VOLATILE ORGANIC COMPOUNDS (VOC) ²⁰ | t | 61 | 64 |
| PARTICULATE MATTER (PM) | t | 21 | 21 |
| CO | t | 16 | 15 |
| VOC NM | t/h | 3 | 2 |

GRI 306-3: WASTE GENERATED

| WASTE COMPOSITION | U.O.M | 2023 | 2024 |
|-------------------|-------|-------|-------|
| HAZARDOUS | t | 435 | 618 |
| NON-HAZARDOUS | t | 5,928 | 4,205 |
| TOTAL | t | 6,363 | 4,823 |

15 The following are the sources utilised for the calculation of Scope 1 emissions, reported as tons of CO2 equivalent:
In 2023:
DEFRA 2022 (Quantity-based, Distance-based, Refrigerants).
CEDA 2022 (Spend-based): Italy, USA, Australia, France, Spain.
In 2024:
DEFRA 2024 and ISPRA 2024 (Quantity-based, Distance-based, Refrigerants).
16 Note that a portion of the sum of Scope 1 encompasses the following refrigerants: R32 (3.11 tCO2e), R407C (102.18 tCO2e), R410A (19.42 tCO2e) - all pertaining to the Group's entity PE.DI.
18 Note that the entities Supercap S.r.l., and Maverick Enterprise Inc. did not register any other emissions disclosed according to GRI 305-7.
19 Note that, as a result of an improved methodology for Other Emissions calculation, CH4 emissions equal to 0 for both 2023 and 2024, as such it has been removed from the disclosure.
20 Note that for the 2024 Sustainability Report the total Volatile Organic Compounds (VOC) include the total of COVT.

GRI 306-4: WASTE DIVERTED FROM DISPOSAL²¹

| TOTAL WASTE DIVERTED FROM DISPOSAL ²² | | | | |
|--|---------|---------------------|-------|------|
| RECOVERY | ON-SITE | AT AN EXTERNAL SITE | TOTAL | % |
| HAZARDOUS WASTE | - | 102 | 102 | 3% |
| NON-HAZARDOUS WASTE | - | 3,848 | 3,848 | 97% |
| TOTAL | - | 3,950 | 3,950 | 100% |

GRI 306-5: WASTE DIRECTED TO DISPOSAL

| TOTAL WEIGHT OF WASTE DIRECTED TO DISPOSAL 2024 | | | | |
|---|---------|---------------------|-------|------|
| METHOD OF RECOVERY [t] | ON-SITE | AT AN EXTERNAL SITE | TOTAL | % |
| HAZARDOUS WASTE | | | | |
| INCINERATION | - | 162 | 162 | 12% |
| LANDFILL | - | - | - | 0% |
| NON-HAZARDOUS WASTE | | | | |
| INCINERATION | - | 977 | 977 | 74% |
| LANDFILL | - | 190 | 190 | 14% |
| TOTAL WASTE DIVERTED FROM DISPOSAL | | | | |
| TOTAL | - | 1,329 | 1,329 | 100% |

21 The total waste presented in the GRI Standard 306-3 table does not correspond to the sum of the totals in the GRI Standard 306-4 and GRI Standard 306-5 tables. The difference of 1,084 tons of waste was not allocated in GRI 306-4/306-5 due to the "Specific disposal method not known".

22 Requirements of disclosure 306-4b and 306-4c are omitted. Currently, information and data related to subdivision between different recovery operations are not available

SOCIAL

GRI 2-7: EMPLOYEES

| TOTAL NUMBER OF EMPLOYEES BY GENDER AND BY REGION | | | | | | |
|---|--------------------------------------|-------|-------|--------------------------------------|-------|-------|
| REGION | AS OF 31 ST DECEMBER 2023 | | | AS OF 31 ST DECEMBER 2024 | | |
| | MEN | WOMAN | TOTAL | MEN | WOMAN | TOTAL |
| ITALY | 359 | 112 | 471 | 344 | 109 | 453 |
| FRANCE | 150 | 72 | 222 | 133 | 72 | 205 |
| PORTUGAL | 58 | 29 | 87 | 54 | 31 | 85 |
| SPAIN | 155 | 52 | 207 | 147 | 48 | 195 |
| AUSTRALIA | 26 | 4 | 30 | 23 | 3 | 26 |
| MEXICO | 76 | 134 | 210 | 113 | 93 | 206 |
| US | 100 | 38 | 138 | 85 | 37 | 122 |
| TOTAL | 924 | 441 | 1,365 | 899 | 393 | 1,292 |

| TOTAL NUMBER OF EMPLOYEES BY TYPE OF CONTRACT, GENDER AND REGION | | | | | | | | |
|--|--------------------------------------|-----|-------|-------|--------------------------------------|-----|-------|-------|
| REGION | AS OF 31 ST DECEMBER 2023 | | | | AS OF 31 ST DECEMBER 2024 | | | |
| | TYPE OF CONTRACT | MEN | WOMAN | TOTAL | FULL TIME/ PART TIME | MEN | WOMAN | TOTAL |
| ITALY | PERMANENT | 353 | 106 | 459 | PERMANENT | 331 | 104 | 435 |
| | FIXED-TERM CONTRACT | 6 | 6 | 12 | FIXED-TERM CONTRACT | 13 | 5 | 18 |
| FRANCE | PERMANENT | 145 | 69 | 214 | PERMANENT | 133 | 71 | 204 |
| | FIXED-TERM CONTRACT | 5 | 3 | 8 | FIXED-TERM CONTRACT | 0 | 1 | 1 |
| PORTUGAL | PERMANENT | 53 | 29 | 82 | PERMANENT | 54 | 31 | 85 |
| | FIXED-TERM CONTRACT | 5 | 0 | 5 | FIXED-TERM CONTRACT | 0 | 0 | 0 |
| SPAIN | PERMANENT | 154 | 52 | 206 | PERMANENT | 147 | 48 | 195 |
| | FIXED-TERM CONTRACT | 1 | 0 | 1 | FIXED-TERM CONTRACT | 0 | 0 | 0 |
| AUSTRALIA | PERMANENT | 22 | 1 | 23 | PERMANENT | 21 | 2 | 23 |
| | FIXED-TERM CONTRACT | 4 | 3 | 7 | FIXED-TERM CONTRACT | 2 | 1 | 3 |
| MEXICO | PERMANENT | 76 | 134 | 210 | PERMANENT | 113 | 93 | 206 |
| | FIXED-TERM CONTRACT | 0 | 0 | 0 | FIXED-TERM CONTRACT | 0 | 0 | 0 |
| US | PERMANENT | 96 | 38 | 134 | PERMANENT | 84 | 36 | 120 |
| | FIXED-TERM CONTRACT | 4 | 0 | 4 | FIXED-TERM CONTRACT | 1 | 1 | 2 |
| TOTAL | PERMANENT | 899 | 429 | 1,328 | PERMANENT | 883 | 385 | 1,268 |
| | FIXED-TERM CONTRACT | 25 | 12 | 37 | FIXED-TERM CONTRACT | 16 | 8 | 24 |

| TOTAL NUMBER OF EMPLOYEES BROKEN DOWN BY FULL-TIME/PART-TIME, GENDER AND REGION | | | | | | | | |
|---|--------------------------------------|-----|-------|-------|--------------------------------------|-----|-------|-------|
| REGION | AS OF 31 ST DECEMBER 2023 | | | | AS OF 31 ST DECEMBER 2024 | | | |
| ITALY | TYPE OF CONTRACT | MEN | WOMAN | TOTAL | FULL TIME/ PART TIME | MEN | WOMAN | TOTAL |
| | FULL-TIME | 357 | 105 | 462 | FULL-TIME | 337 | 104 | 441 |
| | PART-TIME | 2 | 7 | 9 | PART-TIME | 7 | 5 | 12 |
| FRANCE | FULL-TIME | 146 | 70 | 216 | FULL-TIME | 130 | 69 | 199 |
| | PART-TIME | 4 | 2 | 6 | PART-TIME | 3 | 3 | 6 |
| PORTUGAL | FULL-TIME | 58 | 29 | 87 | FULL-TIME | 54 | 31 | 85 |
| | PART-TIME | 0 | 0 | 0 | PART-TIME | 0 | 0 | 0 |
| SPAIN | FULL-TIME | 150 | 51 | 201 | FULL-TIME | 143 | 47 | 190 |
| | PART-TIME | 5 | 1 | 6 | PART-TIME | 4 | 1 | 5 |
| AUSTRALIA | FULL-TIME | 21 | 1 | 22 | FULL-TIME | 20 | 2 | 22 |
| | PART-TIME | 1 | 0 | 1 | PART-TIME | 1 | 0 | 1 |
| MEXICO | FULL-TIME | 76 | 134 | 210 | FULL-TIME | 113 | 93 | 206 |
| | PART-TIME | 0 | 0 | 0 | PART-TIME | 0 | 0 | 0 |
| US | FULL-TIME | 100 | 38 | 138 | FULL-TIME | 85 | 37 | 122 |
| | PART-TIME | 0 | 0 | 0 | PART-TIME | 0 | 0 | 0 |
| TOTAL | FULL-TIME | 908 | 428 | 1,336 | FULL-TIME | 882 | 383 | 1,265 |
| | PART-TIME | 12 | 10 | 22 | PART-TIME | 15 | 9 | 24 |

| NUMBER OF NON-GUARANTEED HOURS EMPLOYEES, BROKEN DOWN BY GENDER AND REGION | | | | | | |
|--|--------------------------------------|-------|-------|--------------------------------------|-------|-------|
| REGION | AS OF 31 ST DECEMBER 2023 | | | AS OF 31 ST DECEMBER 2024 | | |
| AUSTRALIA | MEN | WOMAN | TOTAL | MEN | WOMAN | TOTAL |
| | 4 | 3 | 7 | 2 | 1 | 3 |

GRI 2-8: WORKERS WHO ARE NOT EMPLOYEES

| NUMBER OF EXTERNAL WORKFORCE (HC) BY OCCUPATIONAL CATEGORY AND GENDER ²³ | | | | | | |
|--|--------------------------------------|-------|-------|--------------------------------------|-------|-------|
| OCCUPATIONAL CATEGORY | AS OF 31 ST DECEMBER 2023 | | | AS OF 31 ST DECEMBER 2024 | | |
| | MEN | WOMAN | TOTAL | MEN | WOMAN | TOTAL |
| INTERNS | 7 | 8 | 15 | 6 | 1 | 7 |
| SELF-EMPLOYED WORKERS | 1 | 1 | 2 | 1 | 0 | 1 |
| TEMPORARY WORKERS | 29 | 28 | 57 | 26 | 7 | 33 |
| TOTAL | 37 | 37 | 74 | 33 | 8 | 41 |

23 The significant 45% reduction in external workers in 2024 is mainly attributed to a year of declining orders across the Group's French entities. In response to the decrease in demand, temporary workforce contracts were progressively phased out. These adjustments were implemented to align staffing levels with reduced operational needs.

24 The ratio of the percentage increase in total annual remuneration of the highest paid person and the average increase for all other employees (2022-2023) is not provided for Supercap LDA and Supercap North America due to the lack of available data for 2022.

25 French entities: Rivercap France, Le Muselet Valentin, Sparflex S.A..

GRI 2-21: ANNUAL TOTAL COMPENSATION RATIO

| ANNUAL TOTAL COMPENSATION RATIO | | | | |
|---------------------------------|---|------|--|-----------|
| COMPANY | RATIO OF THE ANNUAL TOTAL COMPENSATION FOR THE ORGANIZATION'S HIGHEST-PAID INDIVIDUAL TO THE MEDIAN ANNUAL TOTAL COMPENSATION FOR ALL EMPLOYEES (EXCLUDING THE AFOREMENTIONED PERSON) | | RATIO OF THE PERCENTAGE INCREASE IN TOTAL AN- NUAL REMUNERATION OF THE HIGHEST PAID PERSON AND THE AVERAGE PERCENTAGE INCREASE IN TOTAL ANNUAL REMUNERATION OF ALL EMPLOYEES (EXCLU- DING THE AFOREMENTIONED PERSON) | |
| | 2023 | 2024 | 2022-2023 ²⁴ | 2023-2024 |
| CREALIS S.P.A. | 10.28 | 9.35 | -0.02 | 0.04 |
| PE.DI S.R.L. | 4.60 | 4.05 | 3.75 | -0.21 |
| SUPERCAP S.R.L. | 3.58 | 3.50 | 0.50 | -0.02 |
| FRENCH ENTITIES ²⁵ | 2.40 | 2.85 | -6.85 | 30.75 |
| SUPERCAP LDA | 7.72 | 9.53 | 0 | 71.01 |
| RIVERCAP SA | 5.31 | 5.07 | -0.47 | 0.46 |
| CREALIS AUS | 3.01 | 2.42 | 1.26 | -1.43 |
| MAVERICK ENTERPRISE | 5.17 | 5.04 | 11.24 | 0 |
| SUPERCAP NORTH AMERICA | 10.06 | 9.24 | 0 | 0.42 |

GRI 2-30: COLLECTIVE BARGAINING AGREEMENTS

| PERCENTAGE OF THE TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS | | |
|--|-------|-------|
| | 2023 | 2024 |
| TOTAL NUMBER OF EMPLOYEES | 1,365 | 1,292 |
| NUMBER OF EMPLOYEES WITH COLLECTIVE BARGING AGREEMENTS | 1,081 | 1,072 |
| TOTAL (%) | 79.2% | 83.0% |

GRI 401-1: NEW HIRES AND EMPLOYEE TURNOVER

| TOTAL NUMBER AND RATE OF NEW EMPLOYEE HIRES BY AGE GROUP, GENDER AND REGION | | | | | | | | | | | |
|--|--------------------|--------------------------------------|-------------|-----------|-------|------|--------------------------------------|-------------|-----------|-------|---------|
| REGION | | AS OF 31 ST DECEMBER 2023 | | | | | AS OF 31 ST DECEMBER 2024 | | | | |
| ITALY | GENDER / AGE GROUP | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | RATE | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | RATE BY |
| | MEN | 19 | 23 | 3 | 45 | 13% | 5 | 5 | 3 | 23 | 7% |
| | WOMAN | 4 | 10 | 2 | 16 | 14% | 2 | 2 | 2 | 8 | 7% |
| | TOTAL | 23 | 33 | 5 | 61 | 13% | 7 | 7 | 5 | 31 | 7% |
| | RATE | 28% | 13% | 4% | 13% | - | 11% | 11% | 3% | 7% | - |
| FRANCE | MEN | 13 | 14 | 7 | 34 | 23% | 4 | 4 | 8 | 23 | 17% |
| | WOMAN | 4 | 6 | 6 | 16 | 22% | 1 | 1 | 5 | 9 | 13% |
| | TOTAL | 17 | 20 | 13 | 50 | 23% | 5 | 5 | 13 | 32 | 16% |
| | RATE | 61% | 19% | 15% | 23% | - | 23% | 23% | 13% | 16% | - |
| PORTUGAL | MEN | 10 | 14 | 3 | 27 | 47% | 2 | 2 | 0 | 3 | 6% |
| | WOMAN | 3 | 4 | 3 | 10 | 34% | 0 | 0 | 0 | 2 | 6% |
| | TOTAL | 13 | 18 | 6 | 37 | 43% | 2 | 2 | 0 | 5 | 6% |
| | RATE | 100% | 35% | 26% | 43% | - | 22% | 22% | 0% | 6% | - |
| SPAIN | MEN | 3 | 6 | 2 | 11 | 7% | 0 | 0 | 1 | 1 | 1% |
| | WOMAN | 1 | 3 | 0 | 4 | 8% | 0 | 0 | 2 | 5 | 10% |
| | TOTAL | 4 | 9 | 2 | 15 | 7% | 0 | 0 | 3 | 6 | 3% |
| | RATE | 33% | 7% | 3% | 7% | - | 0% | 0% | 5% | 3% | - |

| TOTAL NUMBER AND RATE OF NEW EMPLOYEE HIRES BY AGE GROUP, GENDER AND REGION | | | | | | | | | | | |
|--|--------------------|--------------------------------------|-------------|-----------|-------|------|--------------------------------------|-------------|-----------|-------|---------|
| REGION | | AS OF 31 ST DECEMBER 2023 | | | | | AS OF 31 ST DECEMBER 2024 | | | | |
| AUTRALIA | GENDER / AGE GROUP | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | RATE | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | RATE BY |
| | MEN | 2 | 2 | 3 | 7 | 27% | 3 | 3 | 0 | 6 | 26% |
| | WOMAN | 3 | 0 | 0 | 3 | 75% | 0 | 1 | 0 | 1 | 33% |
| | TOTAL | 5 | 2 | 3 | 10 | 33% | 3 | 4 | 0 | 7 | 27% |
| | RATE | 83% | 17% | 25% | 33% | - | 75% | 33% | 0% | 27% | - |
| MEXICO ²⁶ | MEN | 92 | 102 | 6 | 200 | 263% | 109 | 100 | 14 | 223 | 197% |
| | WOMAN | 73 | 115 | 7 | 195 | 146% | 64 | 77 | 6 | 147 | 158% |
| | TOTAL | 165 | 217 | 13 | 395 | 116% | 173 | 177 | 20 | 370 | 116% |
| | RATE | 351% | 161% | 46% | 188% | - | 284% | 145% | 87% | 180% | - |
| US | MEN | 3 | 4 | 0 | 7 | 7% | 4 | 6 | 0 | 10 | 12% |
| | WOMAN | 0 | 1 | 0 | 1 | 3% | 0 | 4 | 0 | 4 | 11% |
| | TOTAL | 3 | 5 | 0 | 8 | 6% | 4 | 10 | 0 | 14 | 11% |
| | RATE | 60% | 5% | 0% | 6% | - | 80% | 13% | 0% | 11% | - |
| TOTAL | MEN | 142 | 165 | 24 | 331 | 36% | 127 | 136 | 26 | 289 | 32% |
| | WOMAN | 88 | 139 | 18 | 245 | 56% | 67 | 94 | 15 | 176 | 45% |
| | TOTAL | 230 | 304 | 42 | 576 | 42% | 194 | 230 | 41 | 465 | 36% |
| | RATE | 120% | 39% | 11% | 42% | - | 113% | 33% | 10% | 36% | - |

| TOTAL NUMBER AND RATE OF EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION | | | | | | | | | | | |
|---|--------------------|--------------------------------------|-------------|-----------|-------|------|--------------------------------------|-------------|-----------|-------|---------|
| REGION | | AS OF 31 ST DECEMBER 2023 | | | | | AS OF 31 ST DECEMBER 2024 | | | | |
| ITALY | GENDER / AGE GROUP | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | RATE | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | RATE BY |
| | MEN | 28 | 36 | 9 | 73 | 20% | 10 | 21 | 7 | 38 | 11% |
| | WOMAN | 7 | 17 | 8 | 32 | 29% | 3 | 6 | 2 | 11 | 10% |
| | TOTAL | 35 | 53 | 17 | 105 | 22% | 13 | 27 | 9 | 49 | 11% |
| | RATE | 43% | 21% | 12% | 22% | - | 21% | 11% | 6% | 11% | - |
| FRANCE | MEN | 14 | 18 | 10 | 42 | 28% | 9 | 25 | 6 | 40 | 30% |
| | WOMAN | 5 | 6 | 6 | 17 | 24% | 2 | 4 | 3 | 9 | 13% |
| | TOTAL | 19 | 24 | 16 | 59 | 27% | 11 | 29 | 9 | 49 | 24% |
| | RATE | 68% | 22% | 19% | 27% | - | 50% | 35% | 9% | 24% | - |
| PORTUGAL | MEN | 11 | 10 | 1 | 22 | 38% | 2 | 3 | 2 | 7 | 13% |
| | WOMAN | 3 | 3 | 4 | 10 | 34% | 0 | 0 | 0 | 0 | 0% |
| | TOTAL | 14 | 13 | 5 | 32 | 37% | 2 | 3 | 2 | 7 | 8% |
| | RATE | 108% | 25% | 22% | 37% | - | 22% | 6% | 8% | 8% | - |
| SPAIN | MEN | 2 | 3 | 4 | 9 | 6% | 2 | 2 | 5 | 9 | 6% |
| | WOMAN | 0 | 1 | 1 | 2 | 4% | 1 | 7 | 1 | 9 | 19% |
| | TOTAL | 2 | 4 | 5 | 11 | 5% | 3 | 9 | 6 | 18 | 9% |
| | RATE | 17% | 3% | 8% | 5% | - | 38% | 7% | 9% | 9% | - |

| TOTAL NUMBER AND RATE OF EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION | | | | | | | | | | | |
|---|--------------------|--------------------------------------|-------------|-----------|-------|------|--------------------------------------|-------------|-----------|-------|---------|
| REGION | | AS OF 31 ST DECEMBER 2023 | | | | | AS OF 31 ST DECEMBER 2024 | | | | |
| AUTRALIA | GENDER / AGE GROUP | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | RATE | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | RATE BY |
| | MEN | 5 | 7 | 1 | 13 | 50% | 3 | 5 | 1 | 9 | 39% |
| | WOMAN | 1 | 0 | 0 | 1 | 25% | 2 | 0 | 0 | 2 | 67% |
| | TOTAL | 6 | 7 | 1 | 14 | 47% | 5 | 5 | 1 | 11 | 42% |
| | RATE | 100% | 58% | 8% | 47% | - | 125% | 42% | 10% | 42% | - |
| MEXICO ²⁶ | MEN | 170 | 181 | 18 | 369 | 486% | 81 | 88 | 17 | 186 | 165% |
| | WOMAN | 167 | 277 | 23 | 467 | 349% | 86 | 97 | 5 | 188 | 202% |
| | TOTAL | 337 | 458 | 41 | 836 | 398% | 167 | 185 | 22 | 374 | 182% |
| | RATE | 717% | 339% | 146% | 398% | - | 274% | 152% | 96% | 182% | - |
| US | MEN | 3 | 4 | 0 | 7 | 7% | 10 | 15 | 0 | 25 | 29% |
| | WOMAN | 0 | 2 | 0 | 2 | 5% | 0 | 5 | 0 | 5 | 14% |
| | TOTAL | 3 | 6 | 0 | 9 | 7% | 10 | 20 | 0 | 30 | 25% |
| | RATE | 60% | 6% | 0% | 7% | - | 200% | 25% | 0% | 25% | - |
| TOTAL | MEN | 233 | 259 | 43 | 535 | 58% | 117 | 159 | 38 | 314 | 35% |
| | WOMAN | 183 | 306 | 42 | 531 | 120% | 94 | 119 | 11 | 224 | 57% |
| | TOTAL | 416 | 565 | 85 | 1,066 | 78% | 211 | 278 | 49 | 538 | 42% |
| | RATE | 217% | 72% | 22% | 78% | - | 123% | 39% | 12% | 42% | - |

26 Please note that the high turnover and new hire rates in Mexico are linked to the recent reorganization of the entity following its integration into the Group, as well as its relocation to a new facility.

GRI 403-9: WORK-RELATED INJURIES

| WORK-RELATED INJURIES - EMPLOYEES | | | | | WORK-RELATED INJURIES - EXTERNAL WORKERS | | | | |
|---|------|-------|------|--------------------|---|------|------|------|--------------------|
| NUMBER OF INCIDENTS | 2023 | RATE | 2024 | RATE ²⁷ | NUMBER OF INCIDENTS | 2023 | RATE | 2024 | RATE ³⁰ |
| TOTAL NUMBER OF FATALITIES AS A RESULT OF WORK-RELATED INJURY | 0 | 0 | 0 | 0 | TOTAL NUMBER OF FATALITIES AS A RESULT OF WORK-RELATED INJURY | 0 | 0 | 0 | 0 |
| TOTAL NUMBER OF HIGH-CONSEQUENCE WORK-RELATED INJURIES (EXCLUDING FATALITIES) ²⁸ | 20 | 6.24 | 11 | 4.28 | TOTAL NUMBER OF HIGH-CONSEQUENCE WORK-RELATED INJURIES (EXCLUDING FATALITIES) | 0 | 0 | 0 | 0 |
| TOTAL NUMBER OF RECORDABLE WORK-RELATED INJURIES | 83 | 25.89 | 47 | 18.27 | TOTAL NUMBER OF RECORDABLE WORK-RELATED INJURIES | 12 | 13.7 | 2 | 6.8 |

| TIME DATA - EMPLOYEES | | | TIME DATA - EXTERNAL WORKERS | | |
|----------------------------|---------------------------|-------------|------------------------------|-----------|----------|
| HOURS | 2023 | 2024 | HOURS | 2023 | 2024 |
| HOURS WORKED | 3,205,578.3 ²⁹ | 2,572,264.2 | HOURS WORKED | 174,593.7 | 58,683.0 |
| MULTIPLIER FOR CALCULATION | 1,000,000 | 1,000,000 | MULTIPLIER FOR CALCULATION | 200,000 | 200,000 |

27 The injury rate was calculated as the ratio of the total number of injuries to the total number of hours worked, using a multiplication factor of 1,000,000. Data also include injuries on the commute only in cases where the transport was managed by the organization.

28 Occupational injuries leading to damages from which the employee cannot recover, does not recover or it is unrealistic to expect to make a full recovery to the state of health prior to the injury within 6 months.

29 2023 hours worked for Supercap S.r.l. have been subject of restatement with respect to last year Sustainability Report due to the availability of a more accurate calculation method.

30 The injury rate was calculated as the ratio of the total number of injuries to the total number of hours worked, using a multiplication factor of 200,000. Data also include injuries on the commute only in cases where the transport was managed by the organization.

GRI 404-1: AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE³¹

| HOURS OF TRAINING BY EMPLOYEE CATEGORY AND GENDER | | | | | | |
|---|--------------------------------------|---------|----------|--------------------------------------|---------|----------|
| EMPLOYEE CATEGORY | AS OF 31 ST DECEMBER 2023 | | | AS OF 31 ST DECEMBER 2024 | | |
| | MEN | WOMAN | TOTAL | MEN | WOMAN | TOTAL |
| EXECUTIVES | 391.5 | 135.0 | 526.5 | 148.0 | 140.0 | 288.0 |
| MANAGERS | 658.3 | 743.0 | 1,401.3 | 992.0 | 682.3 | 1,674.3 |
| WHITE COLLARS | 2,551.5 | 3,396.0 | 5,947.5 | 3,169.5 | 2,384.0 | 5,553.5 |
| BLUE COLLARS | 7,183.0 | 1,491.0 | 8,674.0 | 5,596.5 | 1,210.5 | 6,807.0 |
| TOTAL | 10,784.3 | 5,765.0 | 16,679.5 | 9,906.0 | 4,416.7 | 14,459.7 |

| TOTAL HOURS OF TRAINING ³² | | |
|---------------------------------------|--------------------------------------|--------------------------------------|
| GENDER | AS OF 31 ST DECEMBER 2023 | AS OF 31 ST DECEMBER 2024 |
| TOTAL | 16,679.5 | 14,459.7 |
| AVERAGE BY EMPLOYEE | 12.5 | 11.2 |

| AVERAGE HOURS OF TRAINING BY EMPLOYEE CATEGORY | | |
|--|--------------------------------------|--------------------------------------|
| EMPLOYEE CATEGORY | AS OF 31 ST DECEMBER 2023 | AS OF 31 ST DECEMBER 2024 |
| EXECUTIVES | 25.1 | 13.7 |
| MANAGERS | 19.5 | 22.3 |
| WHITE COLLARS | 24.5 | 20.1 |
| BLUE COLLARS | 11.0 | 9.5 |

| AVERAGE HOURS OF TRAINING BY GENDER | | |
|-------------------------------------|--------------------------------------|--------------------------------------|
| GENDER | AS OF 31 ST DECEMBER 2022 | AS OF 31 ST DECEMBER 2023 |
| MEN | 12.0 | 11.0 |
| WOMEN | 13.2 | 11.2 |

31 Note that:

- 2023 data on training hours does not include Crealis Australia as there are no records. However, external training hours for 2024 have been estimated based on the available information, representing the best approximation. A system has been implemented to accurately capture training hours from 2025 onwards.
- 2023 training hours for Crealis S.p.A. have been subject of restatement with respect to last year Sustainability Report due to the availability of a more accurate calculation method and the breakdown by employee category.

32 Note that the breakdown of training hours by professional category and gender is not available for Supercap North America, thus the total hours reported in table "Hours of training by employee category and gender" are not the same as total hours reported in table "Total hours of training".

GRI 404-3: PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS³³

| PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS BY GENDER AND BY EMPLOYEE CATEGORY | | | | | | |
|---|--------------------------------------|-------|-------|--------------------------------------|-------|-------|
| EMPLOYEE CATEGORY | AS OF 31 ST DECEMBER 2023 | | | AS OF 31 ST DECEMBER 2024 | | |
| | MEN | WOMAN | TOTAL | MEN | WOMAN | TOTAL |
| EXECUTIVES | 75.0% | 66.7% | 72.7% | 93.8% | 85.7% | 91.3% |
| MANAGERS | 91.1% | 73.9% | 86.1% | 90.6% | 84.6% | 88.6% |
| WHITE COLLARS | 39.7% | 48.7% | 43.9% | 38.3% | 45.7% | 41.1% |
| BLUE COLLARS | 28.8% | 37.4% | 30.6% | 21.1% | 23.4% | 21.7% |
| TOTAL | 35.5% | 45.0% | 38.0% | 30.5% | 35.9% | 32.1% |

33 Note that the data relating to the percentage of employees receiving regular performance and career development reviews does not include data from the company Supercap North America, since the data is not yet accurately monitored by the subsidiary.

34 2023 data on number of employees receiving regular performance and career development reviews for Supercap S.r.l. have been subject of restatement with respect to last year Sustainability Report due to the availability of a more accurate calculation method.

GRI 405-1B: DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

| PERCENTAGE OF EMPLOYEES BY EMPLOYEE CATEGORY AND GENDER | | | | | | |
|---|--------------------------------------|-------|-------|--------------------------------------|-------|-------|
| EMPLOYEE CATEGORY | AS OF 31 ST DECEMBER 2023 | | | AS OF 31 ST DECEMBER 2024 | | |
| | MEN | WOMAN | TOTAL | MEN | WOMAN | TOTAL |
| EXECUTIVES | 71% | 29% | 2% | 70% | 30% | 2% |
| MANAGERS | 68% | 32% | 6% | 67% | 33% | 6% |
| WHITE COLLARS | 45% | 55% | 26% | 62% | 38% | 26% |
| BLUE COLLARS | 76% | 24% | 66% | 73% | 27% | 66% |
| TOTAL | 68% | 32% | - | 70% | 30% | - |

| PERCENTAGE OF EMPLOYEES BY EMPLOYEE CATEGORY AND AGE GROUP | | | | | | | | |
|--|--------------------------------------|-------------|-----------|-------|--------------------------------------|-------------|-----------|-------|
| EMPLOYEE CATEGORY | AS OF 31 ST DECEMBER 2023 | | | | AS OF 31 ST DECEMBER 2024 | | | |
| | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL |
| EXECUTIVES | 0% | 42% | 58% | 2% | 0% | 35% | 65% | 2% |
| MANAGERS | 2% | 69% | 28% | 6% | 1% | 58% | 41% | 6% |
| WHITE COLLARS | 14% | 58% | 27% | 25% | 12% | 53% | 36% | 27% |
| BLUE COLLARS | 15% | 57% | 28% | 67% | 15% | 55% | 29% | 65% |
| TOTAL | 14% | 58% | 28% | - | 13% | 54% | 32% | - |

| TOTAL NUMBER OF PROTECTED CATEGORIES BY EMPLOYEE CATEGORY AND GENDER | | | | | | |
|--|--------------------------------------|-------|-------|--------------------------------------|-------|-------|
| EMPLOYEE CATEGORY | AS OF 31 ST DECEMBER 2023 | | | AS OF 31 ST DECEMBER 2024 | | |
| | MEN | WOMAN | TOTAL | MEN | WOMAN | TOTAL |
| EXECUTIVES | 1 | 0 | 1 | 1 | 0 | 1 |
| MANAGERS | 9 | 3 | 12 | 8 | 3 | 11 |
| WHITE COLLARS | 3 | 8 | 11 | 6 | 13 | 19 |
| BLUE COLLARS | 24 | 37 | 61 | 23 | 31 | 54 |
| TOTAL | 37 | 48 | 85 | 38 | 47 | 85 |

| PERCENTAGE OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES BY EMPLOYEE CATEGORY AND GENDER | | | | | | |
|---|--------------------------------------|-------|-------|--------------------------------------|-------|-------|
| EMPLOYEE CATEGORY | AS OF 31 ST DECEMBER 2023 | | | AS OF 31 ST DECEMBER 2024 | | |
| | MEN | WOMAN | TOTAL | MEN | WOMAN | TOTAL |
| EXECUTIVES | 6% | 0% | 4% | 6% | 0% | 4% |
| MANAGERS | 16% | 11% | 14% | 15% | 12% | 14% |
| WHITE COLLARS | 2% | 4% | 3% | 3% | 10% | 6% |
| BLUE COLLARS | 3% | 17% | 7% | 4% | 13% | 6% |
| TOTAL | 4% | 11% | 6% | 4% | 12% | 7% |

35 The increase in absenteeism observed in 2024 in some of the entities is primarily due to a rise in injury-related absences and a higher volume of overall absence hours compared to the previous year. Contributing factors include a significant number of long-term health leaves.

GRI 405-2: RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

| RATIO OF BASIC SALARY OF WOMEN TO MEN | | | | |
|---------------------------------------|--------------|--------------|--------------|--------------|
| EMPLOYEE CATEGORY | 2023 | | 2024 | |
| | BASIC SALARY | REMUNERATION | BASIC SALARY | REMUNERATION |
| EXECUTIVES | 0.65 | 0.59 | 0.65 | 0.60 |
| MANAGERS | 1.01 | 0.99 | 0.93 | 0.95 |
| WHITE COLLARS | 0.68 | 0.69 | 1.02 | 0.98 |
| BLUE COLLARS | 0.81 | 0.83 | 0.81 | 0.79 |
| TOTAL | 0.77 | 0.73 | 0.78 | 0.75 |

ABSENTEEISM RATE

| RATE OF EMPLOYEE ABSENTEEISM DURING THE REPORTING PERIOD ³⁵ | | |
|--|-------|-------|
| COMPANY | 2023 | 2024 |
| CREALIS S.P.A. | 6.66% | 6.88% |
| PE.DI S.R.L. | 1.67% | 2.53% |
| SUPERCAP S.R.L. | 3.26% | 4.80% |
| LE MUSELET VALENTIN | 5.23% | 8.21% |
| RIVERCAP FRANCE | 4.71% | 5.11% |
| SPARFLEX S.A. | 8.44% | 7.29% |
| SUPERCAP LDA | 5.18% | 7.29% |
| RIVERCAP SA | 6.78% | 7.21% |
| CREALIS AUS | 1.59% | 2.34% |
| MAVERICK ENTERPRISE | 4.23% | 5.20% |
| SUPERCAP NORTH AMERICA | 2.71% | 1.60% |

6.3. GRI CONTENT INDEX

| GRI CONTENT INDEX | | |
|-------------------|--|--|
| STATEMENT OF USE | Crealis S.p.A. has reported the information cited in this GRI Content Index for the period | |
| GRI 1 USED | GRI 1: Foundation 2021 | |

| GRI STANDARDS | DISCLOSURE | LOCATION |
|-----------------------------------|--|--------------|
| GENERAL DISCLOSURES | | |
| GRI 2: GENERAL DISCLOSURES (2021) | 2-1 Organizational details | 4, 7-12 |
| | 2-2 Entities included in the organization’s sustainability reporting | 4 |
| | 2-3 Reporting period, frequency and contact point | 4 |
| | 2-4 Restatements of information | 4 |
| | 2-5 External assurance | 4 |
| | 2-6 Activities, value chain and other business relationships | 7-12, 16-22 |
| | 2-7 Employees | 43-44, 50-51 |

| GRI STANDARDS | DISCLOSURE | LOCATION |
|---|---|-----------|
| GENERAL DISCLOSURES | | |
| GRI 2: GENERAL DISCLOSURES (2021) | 2-8 Workers who are not employees | 76 |
| | 2-9 Governance structure and composition | 13 |
| | 2-21 Annual total compensation ratio | 76 |
| | 2-22 Statement on sustainable development strategy | 3 |
| | 2-27 Compliance with laws and regulations | 69 |
| | 2-28 Membership associations | 28-29 |
| | 2-29 Approach to stakeholder engagement | 26-27 |
| | 2-30 Collective bargaining agreements | 51, 76 |
| MATERIAL TOPICS | | |
| GRI 3: MATERIAL TOPICS (2021) | 3-1 Process to determine material topics | 30 |
| | 3-2 List of material topics | 66-68 |
| BUSINESS CONDUCT, ETHICS & INTEGRITY | | |
| GRI 3: MATERIAL TOPICS (2021) | 3-3 Management of material topics | 61-62 |
| GRI 205: ANTI-CORRUPTION (2016) | 205-3 Confirmed incidents of corruption and actions taken | 61-62, 70 |
| RESPONSIBLE & RESILIENT SUPPLY CHAIN MANAGEMENT | | |
| GRI 3: MATERIAL TOPICS (2021) | 3-3 Management of material topics | 63-64 |

| GRI STANDARDS | DISCLOSURE | LOCATION |
|---|---|----------|
| CLIMATE CHANGE & ENERGY MANAGEMENT | | |
| GRI 3: MATERIAL TOPICS (2021) GRI 302: ENERGY (2016) | 3-3 Management of material topics | 32-35 |
| | 302-1 Energy consumption within the organization | 33, 71 |
| GRI 305: EMISSIONS (2016) | 305-1 Direct (Scope 1) GHG emissions | 35, 72 |
| | 305-2 Energy indirect (Scope 2) GHG emissions | 35, 72 |
| | 305-3 Other indirect(Scope 3) GHG emissions | 35, 72 |
| POLLUTION | | |
| TOPICS (2021) GRI 305: EMISSIONS (2016) | 3-3 Management of material topics | 36 |
| | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 36,72 |
| CIRCULAR ECONOMY, SUSTAINABLE DESIGN & WASTE MANAGEMENT | | |
| GRI 3: MATERIAL TOPICS (2021) GRI 301: MATERIALS (2016) GRI 306: WASTE (2020) | 3-3 Management of material topics | 37-39 |
| | 301-1 Materials used by weight and volume | 71 |
| | 306-3 Waste generated | 39, 72 |
| | 306-4 Waste diverted from disposal | 39, 73 |
| | 306-5 Waste directed to disposal | 39, 73 |
| WATER STEWARDSHIP | | |
| GRI 3: MATERIAL TOPICS (2021) | 3-3 Management of material topics | 40-41 |

| GRI STANDARDS | DISCLOSURE | LOCATION |
|--|---|---------------|
| BIODIVERSITY PROTECTION | | |
| GRI 3: MATERIAL TOPICS (2021) | 3-3 Management of material topics | 40-41 |
| WORKING CONDITIONS, HEALTH, SAFETY & WELL-BEING | | |
| GRI 3: MATERIAL TOPICS (2021) GRI 401: EMPLOYMENT (2016) GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2016) | 3-3 Management of material topics | 49-56 |
| | 401-1 New employee hires and employee turnover | 77-78 |
| | 403-1 Occupational health and safety management system | 53-56 |
| | 403-3 Occupational health services | 53-56 |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | 53-56 |
| | 403-6 Promotion of worker health | 53-56 |
| | 403-9 Work-related injuries | 55 ,79 |
| DIVERSITY, INCLUSION & TALENT MANAGEMENT | | |
| GRI 3: MATERIAL TOPICS (2021) GRI 404: TRAINING AND EDUCATION (2016) GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES (2016) | 3-3 Management of material topics | 43-48 |
| | 404-1 Average hours of training per year per employee | 47, 80 |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | 48, 81 |
| | 405-1 Diversity of governance bodies and employees | 44, 70, 81-82 |
| | 405-2 Ratio of basic salary and remuneration of women to men | 45, 82 |

| GRI STANDARDS | DISCLOSURE | LOCATION |
|---------------------------------|-----------------------------------|----------|
| RESPECT FOR HUMAN RIGHTS | | |
| GRI 3: MATERIAL TOPICS (2021) | 3-3 Management of material topics | 51 |
| CUSTOMERS AND END-USERS | | |
| GRI 3: MATERIAL TOPICS (2021) | 3-3 Management of material topics | 57 |
| COMMUNITY RELATIONSHIP & IMPACT | | |
| GRI 3: MATERIAL TOPICS (2021) | 3-3 Management of material topics | 58-59 |