Crealis

SUSTAINABILITY REPORT

2025

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Dear Stakeholders,

2025 marked an important year of transformation for Crealis Group. In a market environment shaped by evolving consumption patterns, economic uncertainty, and increasing expectations around sustainability and innovation, we remained focused on strengthening our Group and supporting long-term sustainable growth.

Throughout the year, we continued our evolution toward a more integrated industrial and commercial platform, designed to **make Crealis more agile and better positioned to serve our customers globally through stronger collaboration, operational excellence, and shared expertise across our entities**.

At the same time, **sustainability remains fully embedded in this journey**. Across the Group, we continued translating our commitments into concrete actions by advancing our decarbonization roadmap, improving operational efficiency, and accelerating the development of more sustainable product solutions.

In 2025, we made **significant progress in renewable electricity adoption, increasing the share of renewable electricity from 18% to 42% across the Group**. Investments in solar energy generation, electrification initiatives, and energy efficiency projects contributed to reductions in Scope 1 and Scope 2 greenhouse gas emissions, reinforcing our commitment to a lower-carbon future.

Innovation also remained a key driver of our strategy. During the year, we **continued expanding our portfolio of lower-impact and circular solutions, including products integrating recycled content, lightweighting, and alternative materials**. Innovations such as the Virtuo recycled tin capsule, TOP L liner for crowncaps, Symbios foil reflect our ambition to combine premium design, technical performance, and sustainability considerations.

Insights gathered through market and neuromarketing studies conducted during the year further confirmed the **important role that closures and capsules play in influencing consumer perception and supporting brand differentiation** in the wine and spirits sector.

2025 was also a year of progress for our people and organizational culture. The launch of our **first Group-wide Employee Net Promoter Score (eNPS) survey** provided valuable insights and reinforced the importance of employee engagement, leadership, and talent development as key priorities for the future.

Looking ahead to 2026, we will continue advancing our transformation with determination and pragmatism. Our priorities remain clear: **strengthening integration across the Group, enhancing operational and commercial excellence**, accelerating decarbonization, and continuing to innovate in ways that create value for our customers while reducing environmental impact.

None of this would be possible without the dedication and professionalism of our employees worldwide, whose commitment continues to drive Crealis forward.

Thank you for your continued trust and partnership.

Enrico Bracesco
CEO Crealis Group

METHODOLOGICAL NOTE

This document represents the third 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 2025 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 2025:

- **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 2025 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 2025 sustainability reporting scope as they are only real estate management activities, and they do not have significant ESG impacts, risks, and opportunities.

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 S.R.L.
SPAIN	RIVERCAP SA
AUSTRALIA	CREALIS AUSTRALIA PTY LTD.
US	MAVERICK ENTERPRISE INC.
MEXICO	SUPERCAP NORTH AMERICA S.A.

Data relating to the previous fiscal year are presented for comparative purposes with the aim of facilitating the assessment of the Group's performance. Where applicable, any restatements compared to the previous Sustainability Report of information and data relating to 2024 are adequately highlighted throughout the text and in the corresponding dedicated tables.

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 2025 Sustainability Report of Crealis Group is not subject to external assurance.

The 2025 Sustainability Report was discussed and approved by the Board of Directors on the 9th of July 2026.

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/sustainabilty/ouresg-engagement/

2025 HIGHLIGHTS

CIRCULARITY-RELATED PRODUCT FEATURES:

- Products containing recycled materials
- Products incorporating bio-attributed materials
- Mono-material product designs
- Lightweighting initiatives

ENVIRONMENTAL

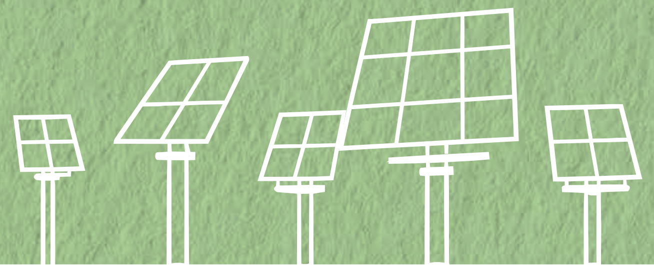
The Group Crealis' direct and indirect emissions for the reporting year 2025 amount to the following:

SCOPE 1 — 2,955 tCO_2e

SCOPE 2 (MARKET BASED) — 4,575 tCO_2e

SCOPE 3 — 109,495 tCO_2e

Scope 1 & Scope 2 (market-based) carbon emissions reduced with **24,4%** compared to 2024.



18% → 42%

Increase total renewable electricity from **18%** in 2024 to **42%** in 2025.

+60% increase of self-produced electricity compared to 2024

82% → 88%

Waste recovery rate Crealis Group from **82%** in 2024 to **88%** in 2025, EU recovery of waste reached **95%** in 2025.

SOCIAL

1,194 Employees

9% Reduction of work-related injuries in 2025 vs 2024

33% of managers

30% of women

1st group-wide Employee Net Promoter Score Survey

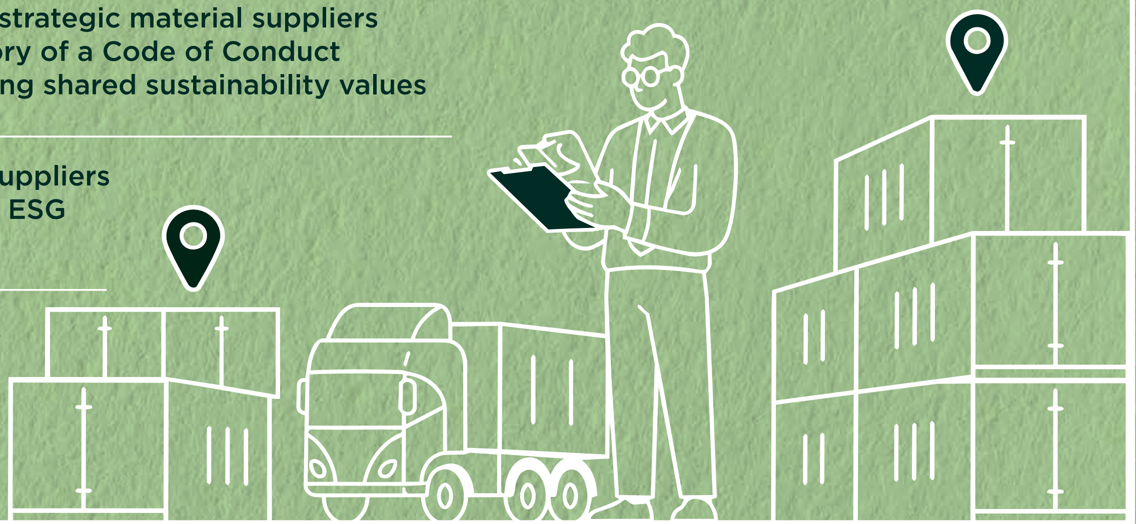
GOVERNANCE

New Group-wide Code of Ethics and 4 new policies (HR, Anticorruption, Circular economy, Sustainable procurement) approved

81% Of our strategic material suppliers signatory of a Code of Conduct reflecting shared sustainability values

20 Strategic suppliers audited on ESG practices

0 confirmed cases of corruption during 2025.



01

CREALIS GROUP

AN INTERNATIONAL GROUP
with a local approach

13 PRODUCTION SITES WORLWIDE

1,194 PEOPLE AROUND THE WORLD

5 BILLION UNITS PRODUCED PER YEAR

CUSTOMERS IN MORE THAN **70 COUNTRIES**

2 ATELIERS CREATION

1.1. GROUP OVERVIEW & BUSINESS MODEL

CREALIS: Global Reach, Local Expertise, and Sustainable Innovation

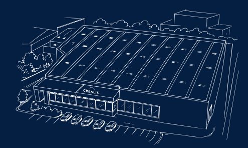
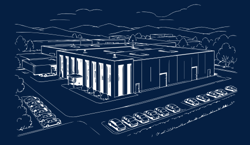
Since the 2020 alliance between Sparflex and Enoplastic, joined by PE.DI and Supercap, Crealis has established itself as a leader in closure solutions for still and sparkling wines, spirits, beers, olive oil, and vinegar.

With over 70 years of industrial expertise worldwide, dating back to its first factory founded in 1957, the Group brings decades of know-how across wine, sparkling wine, and spirits. This strong heritage is supported by continuous industrial investment, vertical integration, and a long-term vision dedicated to serving premium brands around the world.

Production Sites & Capabilities

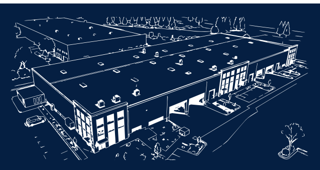
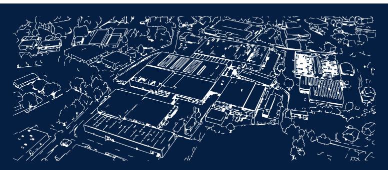
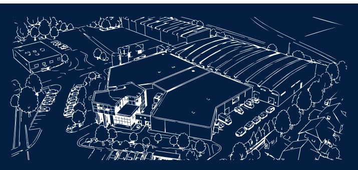
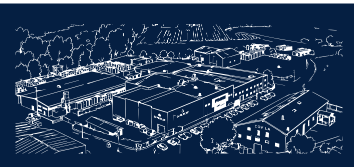
The production network spans Europe, North America, and Oceania, with specialized facilities dedicated to closures and capsules. Crealis Group operates large-scale manufacturing sites in Mexico, Portugal, and Italy for bartops, and multiple capsule production facilities across the United States, Europe, and Australia. This geographic footprint enables proximity to key wine and spirits markets while supporting operational efficiency and reduced transport-related impacts.

Bartop production sites:

TOTAL CREALIS BARTOP CAPACITY : 1.110 BILLIONS	MEXICO GUADALAJARA	PORTUGAL PORTO	ITALY PESARO
PRODUCTION CAPACITY			
CORK BARTOP	✓	✓	
MICRO BARTOP	✓	✓	
SYNTHETIC BARTOP	✓		✓

Capsule production sites:


TOTAL CREALIS CAPSULES CAPACITY : 1.110 BILLIONS	USA		ITALY		FRANCE			SPAIN		AUSTRALIA
PRODUCTION CAPACITY	FAIRFIELD, CA	UKIAH, CA	BODIO LOMNAGO	IVREA	DIZY	OIRY	HENDAYE	LAPUEBLA	IGUALADA	ADELAÏDE
POLYLAMINATE			✓		✓					
TERMO CAPSULE	✓	✓	✓				✓	✓		✓
PREMIUM SPARLUX FOIL	✓		✓		✓				✓	✓
ELITE CAPSULE		✓	✓				✓	✓		✓
SCREW CAP	✓		✓							
WIREHOOD			✓			✓				
TIN CAPSULE								✓		
ALUMINIUM CAPSULE								✓		
CROWN CAP				✓						
BIDULE				✓						
PEDISTRIP				✓						

1.2. GOVERNANCE STRUCTURE

The governing body of Crealis Group is the Board of Directors (also the "Board"), which defines the Group's strategic direction, oversees management, and safeguards the interests of shareholders and stakeholders.

As of December 31, 2025, the Board consists of eight members, seven of whom are men (87.5%) and one is a woman (12.5%). 37.5% of the members belong to the age group between 30 and 50 years, while the remaining 62.5% belong to the age group over 50 years. The Chief Executive Officer and the Vice President hold executive powers, while all Board members represent the interests of the shareholders.

The composition of the Board of Directors as of December 31, 2025 is presented in the table below:

CHARGE	NAME	EXECUTIVE	TENURE	OTHER SIGNIFICANT POSITIONS AND COMMITMENTS	GENDER	AGE GROUP	COMPETENCIES
CHAIRMAN OF THE BOARD OF DIRECTORS	MICHELE MOGLIA		2025-2027	N/A	MALE	>50	OPERATIONS & COMMERCIAL
CEO	ENRICO BRACESCO	✓	2025-2027	N/A	MALE	>50	MANAGEMENT
VICE PRESIDENT OF THE BOARD OF THE DIRECTORS	SAMO KALIN	✓	2025-2027	N/A	MALE	>50	MANAGEMENT
DIRECTOR	ANDREA SARTORI		2025-2027	N/A	MALE	30-50	FINANCE
DIRECTOR	LORENZO SALIERI		2025-2027	N/A	MALE	>50	FINANCE
DIRECTOR	ALFONSO PALLAVICINI		2025-2027	N/A	MALE	>50	OPERATIONS & COMMERCIAL
DIRECTOR	BEATRICE VICTORIA LANZANI DELLERA		2025-2027	N/A	FEMALE	30-50	FINANCE
DIRECTOR	NICOLAS DARNAUD		2025-2027	N/A	MALE	30-50	FINANCE

Sustainability oversight is ensured at the level of the Board of Directors, supported by executive management, which is responsible for the implementation of the Group's strategy and its integration into day-to-day operations. Executive management is composed of senior leadership roles responsible for executing the Group's strategy and integrating sustainability into day-to-day operations. It includes the Chief Executive Officer and other senior executives with responsibilities spanning financial oversight, commercial strategy, operations, business unit leadership, innovation, and people management.

Collectively, these roles ensure effective decision-making, performance monitoring, and alignment with the Group's strategic and sustainability objectives. As part of its continuous improvement of governance practices, the Group plans to further strengthen sustainability oversight by formally integrating sustainability responsibilities within executive management starting from 2026.

1.3. 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:

Listening Beyond Limits
Creating Tomorrow Together

MISSION:

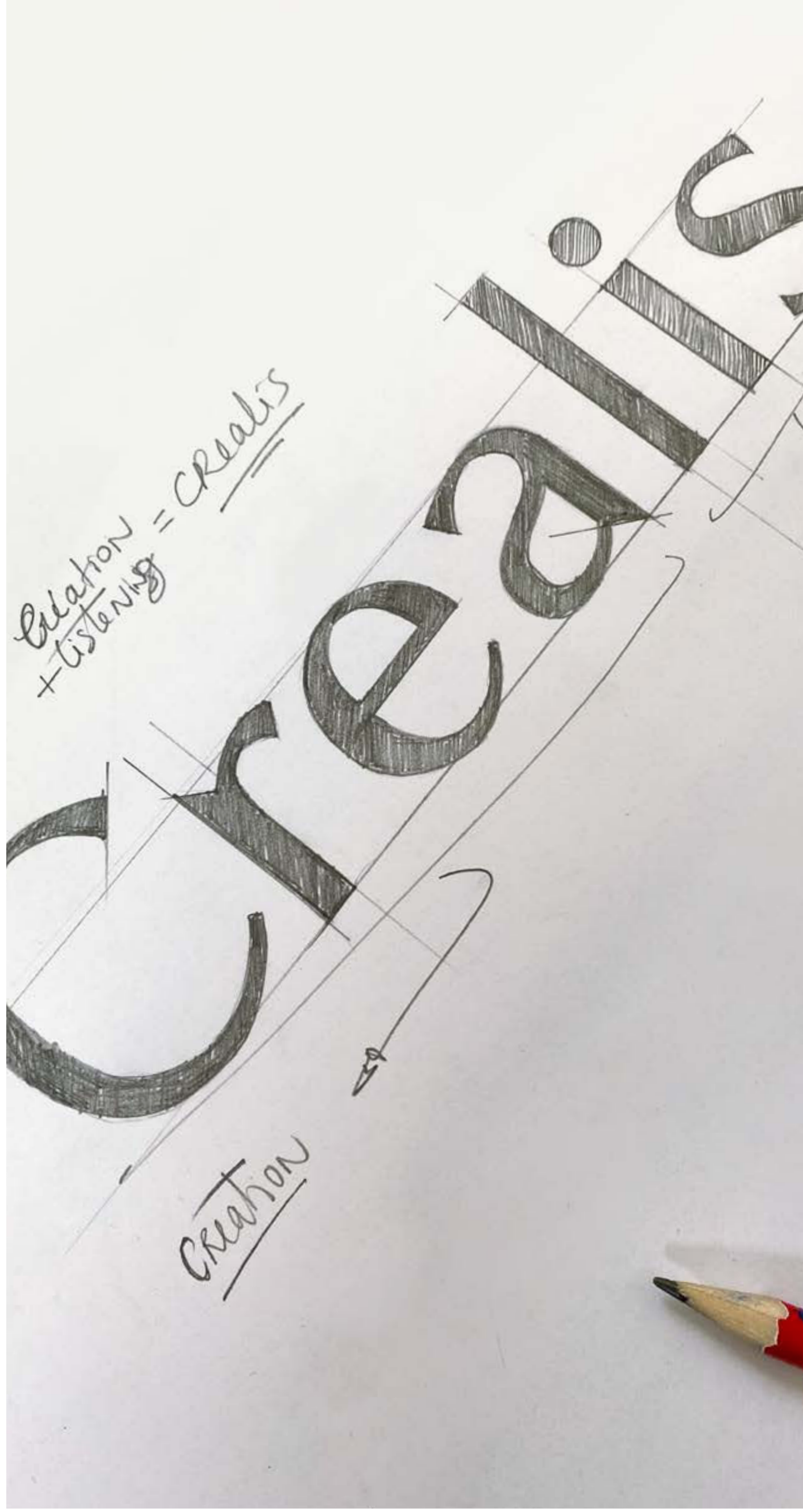
As an industry pioneer, Crealis aims to shape the future of premium bottle closures with a focus on innovation, sustainability, and design excellence. By blending global expertise with local insights, the Group deliver tailored solutions that captivate consumers and exceed client expectations.

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, and synthetic corks - 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 13 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

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. Within the MAESTRO portfolio, Crealis offers a range of material configurations to address both aesthetic and functional requirements, while also responding to evolving sustainability expectations. Among these, mono-material solutions such as **TinClass** and **T-monobloc Cork** illustrate a design approach based on a single primary material. This can be a relevant option for customers prioritising recyclability and simplified end-of-life processing, while maintaining the premium positioning and performance expected from the MAESTRO range.

NEW INNOVATION OF 2025:

VIRTUO CAPSULES

Virtuo embodies the next generation of premium overcap solutions, combining refined design with advanced sustainability attributes. Produced using **100% recycled tin**, primarily sourced from electronic industry waste and scrap in Europe, it demonstrates how high-value materials can be reintegrated into production without compromising quality. The recycled tin achieves the same level of purity and performance as virgin material, ensuring consistency and reliability on the bottling line. As part of our Green Tech portfolio, Virtuo reflects our commitment to advancing circular and lower-impact material solutions. At the same time, Virtuo delivers a **61% reduction in carbon footprint**[1] compared to conventional alternatives, contributing to lower environmental impact. Fully aligned with circularity principles, it is **99% recyclable**[2], offering a solution that meets both aesthetic expectations and evolving sustainability ambitions.

[1] The 61% carbon footprint reduction reported results from a comparison between a conventional TinClass capsule produced at Rivercap S.A. and a TinClass capsule using 100% recycled tin material. The conventional TinClass capsule (100 microns thickness, Ø 31.55 mm x H 55 mm, taper 1/25) was analyzed through an Independent Life Cycle Assessment (LCA) conducted in 2024 with methodological support from Deloitte. The LCA study (cradle to gate) was based on data collected in 2023 from production at Rivercap S.A. in Lapuebla, Spain. For the recycled tin capsule, the carbon footprint estimation is based on information provided by a supplier of 100% recycled tin material. This estimation does not involve an LCA study but provides a comparative reference to the results of the conventional capsule.
[2] TinClass capsules have been certified by Interzero's Made for Recycling analysis with a score of 19/20 ('Very Good'). According to the assessment methodology based on DIN EN 13430, the recyclable share of the capsules is 98.8%. This claim applies to European markets, including the UK, where compatible metal-packaging recycling infrastructure is in place. The Interzero assessment and the DIN EN 13430 standard are developed for the European context. Actual recyclability may vary depending on national and regional sorting and recycling capabilities.

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. This diversity of solutions also enables the integration of different material approaches aligned with customer preferences and sustainability objectives. For example, products such as **Alu-One, wirehoods, Bidule** are developed using a mono-material design, which may facilitate sorting and recycling processes at end of life, depending on local systems.

NEW INNOVATIONS OF 2025:

UP2BUBBLY APPLICATION

In 2025 PE.DI developed the **Up2Bubbly application** to help sparkling wine producers select the most suitable closure liner for their wines by **analyzing how different liners impact oxygen and CO_2 permeability during aging**. The app helps winemakers better control secondary fermentation, preserve desired effervescence levels, and optimize the wine's aromatic and sensory profile according to their production goals.

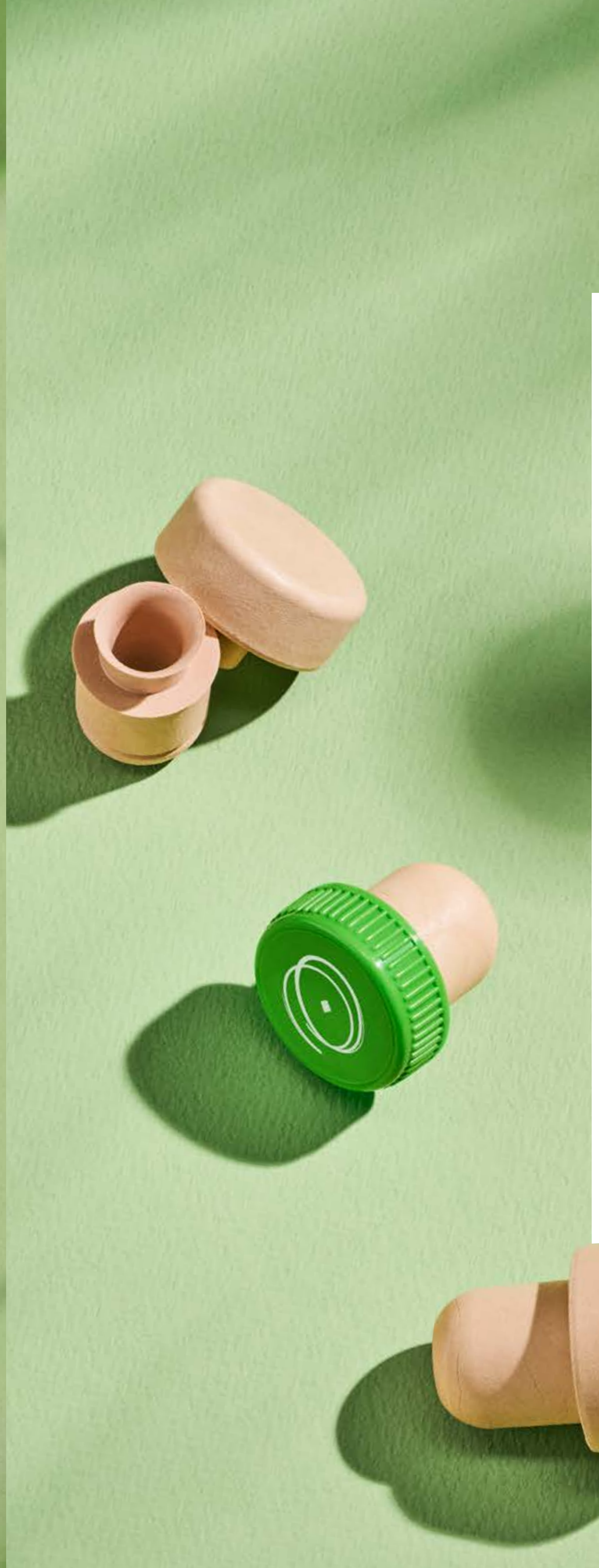
TOP L

TOP L introduces a new generation of crown cap solutions, combining technical innovation with a thoughtful approach to material selection. Featuring a **micro cork-based liner**, it integrates a natural-based component while maintaining the high-performance standards required for closure systems. This design enables a **12%[3] reduction in carbon footprint** compared to conventional synthetic liners, supporting ongoing efforts to optimize environmental impact. As part of our Green Tech portfolio, TOP L reflects our commitment to developing more sustainable solutions across our product range. Beyond its sustainability attributes, TOP L contributes to a **distinct organoleptic evolution after aging**, offering added value in product differentiation. Currently in the patenting phase, it represents a forward-looking innovation that aligns performance, material innovation, and sustainability considerations.

T-ALUMINUM

T-Aluminum expands the COLLECTION range with a refined bar top solution that combines premium aesthetics with material versatility. Featuring an **aluminum head paired with a natural or micro-agglomerated cork shank**, it offers a balanced approach between design, functionality, and material selection. Marketed under the name T-Aluminum, this solution is developed to meet the expectations of brands seeking a distinctive closure while maintaining high performance and compatibility with existing bottling processes.

3 The reported 12.5% reduction in carbon footprint is the result of a comparative Life Cycle Assessment (LCA) study conducted with the methodological support of Consilia. The analysis compares a conventional crown cap (equipped with an expanded PE liner) against an eco-designed crown cap configuration (equipped with a cork liner). To ensure consistency and homogeneity in the comparison, the environmental profile of the cork-lined cap was modeled by applying the same operational parameters as the standard product. Specifically, the study considered the production process of the PE.DI facility, assuming the same sales volumes and geographic distribution areas recorded for the conventional cap and applying them to the eco-designed alternative. The results obtained therefore serve as a comparative benchmark based on the aforementioned methodological assumptions.



GREEN TECH

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

CIRCULARITY

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

ALTERNATIVE MATERIALS

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

COMPOSTABLE MATERIALS

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

RECYCLABILITY AND PORTFOLIO APPROACH

At the same time, Crealis continues to develop solutions aligned with evolving recyclability expectations, including those outlined in the **European Packaging and Packaging Waste Regulation (PPWR)**. Within its broad portfolio, this i**ncludes both mono-material and composite-material designs**, each developed to meet specific functional and aesthetic requirements.

Mono-material solutions offer simplified material structures that may facilitate waste collection, sorting, and recycling processes, depending on how packaging is disposed of and the local infrastructure available. At the same time, material selection involves multiple environmental considerations, and solutions optimized for recyclability may differ from those primarily designed to minimize carbon footprint.

For this reason, Crealis maintains a diversified portfolio that addresses the main sustainability priorities expressed by customers, including **low-carbon solutions, circular economy approaches through the integration of recycled content**, and **mono- and composite-material designs aligned with recyclability expectations**.

Importantly, within the PPWR framework, packaging is assessed as a **complete system** (e.g., bottle, closure, capsule, and label). In this context, Crealis' components typically represent a limited share of the total packaging weight, with glass remaining the predominant material. Crealis supports its customers by ensuring that its solutions are designed to integrate effectively into their overall packaging strategy and compliance approach.

02

COMMITMENT

to sustainability

COMMITMENT *to sustainability*

Crealis Group recognizes that closure and overcap solutions play an important role in supporting the overall sustainability performance of its customers' products. In this context, the Group **continues to invest in innovation aimed at reducing environmental impact while maintaining high standards of quality, performance, and design.**

Ongoing innovation efforts include the development **of alternative materials and optimized product designs**, such as improvements in alloy composition for premium sparkling foils, enabling reductions in carbon emissions without compromising functionality or cost efficiency. This approach reflects Crealis' commitment to continuous improvement, supported by dedicated research and development capabilities.

At the end of 2025, Crealis completed a materiality assessment, providing an updated and structured view of its most significant environmental, social, and governance (ESG) impacts, risks, and opportunities. The outcomes of this assessment form the basis of the Group's Sustainability Plan, which defines clear mid-term and long-term objectives and guides the integration of sustainability into business strategy and operations.

This framework acts as a compass for Crealis' sustainability journey, ensuring alignment with its strategic vision, stakeholder expectations, and evolving regulatory requirements.

OUR SUSTAINABILITY STRATEGY

ESG PILLARS & STRATEGIC TOPICS

ENVIRONMENTAL STEWARDSHIP

Design & reshape products and production systems to create a positive impact on the environment.

- Energy efficiency and carbon footprint reduction
- Circular economy and sustainable packaging

7 AFFORDABLE AND CLEAN ENERGY

13 CLIMATE ACTION

TRUSTED EMPLOYER

Ensure a **safe workplace environment**, **grow talents** and **interact with local communities.**

- Health, safety, and well-being
- Diversity, equity, and inclusion
- Talent management and development

15 LIFE ON LAND

3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

PARTNERSHIP OF VALUE

Strengthen ESG practices in the value chain and **co-create sustainable value with customers and suppliers.**

- Sustainable supply chain management
- Ensuring the highest quality of our products
- Governance and business ethics

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

GROUP SUSTAINABILITY COMMITMENTS

The material topics identified through the Group's double materiality assessment form the foundation of Crealis' sustainability strategy. Based on these priorities, the Group defines commitments and measurable objectives aimed at mitigating negative impacts, enhancing positive contributions, and managing related risks and opportunities across its operations and supply chain.

ENVIRONMENTAL COMMITMENTS

Crealis is committed to reducing its environmental footprint through responsible resource management, emissions reduction, and the promotion of circular economy principles. **Greenhouse gas emissions are measured in accordance with the Greenhouse Gas Protocol, and emission reduction targets are aligned with the Science Based Targets initiative.**

ENVIRONMENTAL OBJECTIVES

AREA	OBJECTIVES
CLIMATE & EMISSIONS	REDUCE ABSOLUTE SCOPE 1 AND 2 GHG EMISSIONS BY 42% BY 2030 (BASELINE: 2023)
CLIMATE & EMISSIONS	REDUCE ABSOLUTE SCOPE 3 GHG EMISSIONS (PURCHASED GOODS AND SERVICES AND FUEL- AND ENERGY-RELATED ACTIVITIES) BY 25% BY 2030 (BASELINE: 2023)
ENERGY	INCREASE THE SHARE OF RENEWABLE ELECTRICITY TO MORE THAN 20% BY 2026
ENVIRONMENTAL MANAGEMENT	ACHIEVE ISO 14001:2015 CERTIFICATION ACROSS 100% OF EUROPEAN PLANTS BY 2030
CIRCULAR ECONOMY	ENSURE PRODUCT PORTFOLIO ALIGNMENT WITH EVOLVING REGULATORY REQUIREMENTS (E.G. PACKAGING AND PACKAGING WASTE REGULATION (PPWR)) AND CUSTOMER EXPECTATIONS BY 2030
CIRCULAR ECONOMY	CONDUCT LIFE CYCLE ASSESSMENTS (LCA) FOR 100% OF PRODUCT LINES BY 2028
WASTE	INCREASE RECOVERY OF POST-INDUSTRIAL WASTE IN THE EU TO 97% BY 2026 AND 100% BY 2028, INCLUDING WASTE-TO-ENERGY RECOVERY

To achieve these objectives, Crealis focuses on **improving energy efficiency, increasing the use of renewable energy, optimizing material use, and advancing circular design across its product portfolio.**

SOCIAL COMMITMENTS

Crealis is committed to **fostering a safe, inclusive, and engaging work environment**, while **respecting human rights and supporting employee development** across its operations and value chain. The Group also aims to **contribute positively to local communities** and ensure the safety and quality of its products.

SOCIAL OBJECTIVES

AREA	OBJECTIVES
HEALTH & SAFETY	ACHIEVE ISO 45001:2018 CERTIFICATION ACROSS ALL EUROPEAN ENTITIES BY 2030 AND GLOBALLY BY 2035
HEALTH & SAFETY	REDUCE THE ACCIDENT FREQUENCY INDEX THROUGH CONTINUOUS IMPROVEMENT
DIVERSITY & INCLUSION	ACHIEVE UNI/PDR 125:2022 GENDER EQUALITY CERTIFICATION AT ITALIAN SITES BY 2026
TALENT DEVELOPMENT & RETENTION	IDENTIFY, DEVELOP, AND RETAIN KEY TALENT BY STRENGTHENING SUCCESSION PLANNING, LEADERSHIP DEVELOPMENT, CAREER GROWTH OPPORTUNITIES, AND INTERNAL MOBILITY, ENSURING A RESILIENT AND FUTURE-READY WORKFORCE.
EMPLOYEE ENGAGEMENT & RETENTION	FOSTER A POSITIVE AND ENGAGING EMPLOYEE EXPERIENCE, AND COMMIT TO REDUCING VOLUNTARY EMPLOYEE TURNOVER TO 7% IN EUROPE AND 9% OUTSIDE EUROPE BY 2030.
TRAINING	ENSURE A MINIMUM OF 16 HOURS OF TRAINING PER EMPLOYEE PER YEAR BY 2030
PERFORMANCE MANAGEMENT	CONDUCT ANNUAL PERFORMANCE REVIEWS FOR 100% OF OFFICE-BASED EMPLOYEES BY 2027, WITH A PROGRESSIVE ROLL-OUT TO THE OPERATIONAL WORKFORCE TOWARDS 2030.
EMPLOYEE ENGAGEMENT	ACHIEVE A POSITIVE EMPLOYEE NET PROMOTER SCORE (ENPS) BY 2028, REFLECTING A WORKFORCE WITH MORE PROMOTERS THAN DETRACTORS

These objectives are supported by investments in **training, leadership development, health and safety programs, and initiatives that promote diversity, inclusion, and employee engagement.**

GOVERNANCE COMMITMENTS

Crealis is committed to maintaining **strong governance practices based on integrity, transparency, and accountability**. The Group promotes **ethical conduct, prevents corruption, and integrates ESG considerations into its decision-making processes and supplier relationships**.

OBJECTIVES

AREA	OBJECTIVES
RESPONSIBLE SUPPLY CHAIN	ENSURE 100% OF STRATEGIC MATERIAL SUPPLIERS ADHERE TO THE GROUP'S CODE OF CONDUCT BY 2027
RESPONSIBLE SUPPLY CHAIN	ENGAGE AND ASSESS AT LEAST 20 STRATEGIC SUPPLIERS ON ESG CRITERIA BY 2026
RESPONSIBLE SUPPLY CHAIN	IMPLEMENT A HARMONIZED ESG SUPPLIER ASSESSMENT FRAMEWORK BY 2027
ETHICS & COMPLIANCE	REINFORCE THE CONSISTENT APPLICATION OF THE GROUP'S CODE OF ETHICS AND ANTI-CORRUPTION PRINCIPLES BY FURTHER DEVELOPING AND ROLLING OUT A STRUCTURED TRAINING PROGRAM ACROSS ALL EMPLOYEES FROM H2 2026 ONWARDS.
ETHICS & COMPLIANCE	MAINTAIN EFFECTIVE WHISTLEBLOWING MECHANISMS AND ENSURE TIMELY INVESTIGATION OF ALL REPORTED CASES

To support these objectives, Crealis **continues to strengthen its governance framework, enhance risk management processes, and promote responsible business practices across its operations and supply chain.**

2.1. STAKEHOLDER ENGAGEMENT

Crealis Group engages with its stakeholders on an ongoing basis to inform its sustainability strategy, support decision-making processes, and address impacts, risks, and opportunities across its value chain. Stakeholder engagement is a key input to the Group's double materiality assessment and the definition of its ESG priorities.

Stakeholders are identified based on their level of influence on the Group's activities and the extent to which they are affected by its operations. The main stakeholder groups include customers, employees, suppliers and business partners, investors and shareholders, local communities, regulatory bodies, and industry associations.

STAKEHOLDER IDENTIFICATION

Crealis applies a structured approach to engagement, using a range of formal and informal channels adapted to each stakeholder group. These include:

ENGAGEMENT METHODS

STAKEHOLDER GROUP	KEY TOPIC RAISED	ENGAGEMENT METHOD	FREQUENCY
CUSTOMERS	PRODUCT PERFORMANCE, SUSTAINABILITY, COMPLIANCE	ONGOING COMMERCIAL INTERACTIONS, PARTICIPATION IN TRADE FAIRS, AND DEDICATED EVENTS	ONGOING
EMPLOYEES	HEALTH & SAFETY, DEVELOPMENT, ENGAGEMENT	ONBOARDING PROGRAMS, TRAINING, REGULAR TOWNHALL MEETINGS, AND INTERNAL COMMUNICATION PLATFORMS	REGULAR
SUPPLIERS	ESG REQUIREMENTS, QUALITY, SOURCING	PERIODIC MEETINGS, COLLABORATION INITIATIVES, AND ESG ASSESSMENTS	PERIODIC
INVESTORS	FINANCIAL & ESG PERFORMANCE; PROVIDE ESSENTIAL CAPITAL FOR GROWTH AND INNOVATION, ENSURING THE LONG-TERM SUCCESS AND SUSTAINABILITY OF THE GROUP	REPORTS, MEETINGS	MONTHLY BOARD OF DIRECTORS, 4 TIMES A YEAR ON ESG
COMMUNITIES	LOCAL IMPACT, EMPLOYMENT	EVENTS, PARTNERSHIPS	ONGOING
REGULATORS	COMPLIANCE, STANDARDS	PARTICIPATION IN WORKING GROUPS, CONSULTATIONS, AND SECTOR INITIATIVES;	AS REQUIRED

The outcomes of these engagements contribute to identifying stakeholder expectations, which are considered in the Group's strategic planning, risk management processes, and sustainability initiatives.

Crealis ensures transparency by communicating regularly on its sustainability performance through its annual sustainability report and other communication channels, enabling continuous dialogue with stakeholders.

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:
Crealis' main memberships can be grouped as follows:

- ✔ **Industry associations:** engagement with sector organizations in the wine, spirits, metals, plastics, and cork industries (e.g., national industry federations and international material associations)
- ✔ **Sustainability and certification initiatives:** participation in recognized frameworks and platforms supporting environmental and social performance (e.g., ISO standards, EcoVadis, Sedex, ISCC+)
- ✔ **Wine & spirits networks:** collaboration with organizations and associations representing producers and industry stakeholders across key markets
- ✔ **Education and research partnerships:** cooperation with schools, universities, and technical institutes to support innovation, skills development, and knowledge exchange

Through these engagements, Crealis contributes to industry dialogue, aligns with evolving standards and regulations, and supports the advancement of sustainable practices across its sectors.

CERTIFICATIONS, RATINGS AND EVALUATIONS OF CREALIS GROUP

	CREALIS SPA	SUPERCAP S.R.L.	PE.DI S.R.L.	LE MUSELET VALENTIN	SPARFLEX S.A.	RIVERCAP FRANCE	RIVERCAP SA	SUPERCAP LDA	MAVERICK ENTREPRISE INC.	SUPERCAP NORTH-AMERICA S.A. DE C.V.	CREALIS AUSTRALIA PTY LTD.
MANAGEMENT SYSTEM CERTIFICATIONS											
ISO 9001 - QUALITY MANAGEMENT SYSTEM (QMS)	✓		✓	✓	✓	✓	✓		EXPECTED 2027		✓
ISO 14001 - ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)			✓		✓		✓				
ISO 45001 - OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM (OH&SMS)	✓		✓	✓	✓	✓					
FSSC 22000 - FOOD SAFETY MANAGEMENT SYSTEM			✓								
BRCGS - PRODUCT SAFETY & QUALITY MANAGEMENT SYSTEM		✓						2026		EXPECTED 2026/2027	
RESPONSIBLE SOURCING & SUSTAINABLE MATERIALS											
FSC - FOREST STEWARDSHIP COUNCIL		✓ (WOOD-BASED PRODUCTS - RE-AUDIT MAY 26)									
ISCC+			✓ FOR TPE, PE, AND LDPE								
ETHICAL & CSR PERFORMANCE RATINGS											
SEDEX SELF-ASSESSMENT QUESTIONNAIRE (SAQ)	✓	✓			✓	✓	✓			✓ 2024 - EXPECTED 2026	
ECOVADIS (SUSTAINABILITY RATING)	✓ 41/100 (2024)		✓ SILVER 74/100 (2025)		✓ BRONZE 65/100 (2025)		✓ 51/100 (2025)				✓ BRONZE 64/100 (2025)
SEDEX SMETA 4-PILLAR	✓ 2026		✓ 2026					✓ 2026		EXPECTED 2026/2027	

	CREALIS SPA	SUPERCAP S.R.L.	PE.DI S.R.L.	LE MUSELET VALENTIN	SPARFLEX	RIVERCAP FRANCE	RIVERCAP SA	SUPERCAP LDA	MAVERICK ENTREPRISE INC.	SUPERCAP NORTH-AMERICA S.A. DE C.V.	CREALIS AUSTRALIA PTY LTD.
SOCIAL CERTIFICATIONS & GENDER EQUALITY PERFORMANCE											
GENDER EQUALITY INDEX RESULTS					✓ 88/100 (2025)						
ITALIAN GENDER EQUALITY CERTIFICATION (UNI/PDR 125:2022)	EXPECTED IN 2026		EXPECTED IN 2026			EXPECTED IN 2026					
THIRD-PARTY VERIFIED ENVIRONMENTAL CLAIMS											
ISO 14021:2016 ENVIRONMENTAL LABELS AND DECLARATIONS (TYPE II – SELF-DECLARED ENVIRONMENTAL CLAIMS)							✓ VIRTUO TIN CAPSULES				
DIN EN 13430:2004 PACKAGING – REQUIREMENTS FOR PACKAGING RECOVERABLE BY MATERIAL RECYCLING (RECYCLABILITY ASSESSMENT)							✓ TINCLASS CAPSULES VALID UNTILL 11/2027				

2.2.MATERIALITY ANALYSIS

Crealis Group recognizes the materiality analysis as the starting point used to identify, assess, and prioritize the most significant sustainability impacts and topics relevant to the Group and its stakeholders. The 2025 materiality analysis update was conducted in accordance with the guidelines underlined by the GRI Universal Standards (2021) - GRI 1: Foundation 2021.

In line with the GRI Standard, 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 process for updating the 2025 impact materiality analysis was carried out in four main steps:

1

Context analysis - With the aim of gaining deeper sustainability insights into the main sector trends, a context and benchmark analysis was conducted through the analysis of the main players in the industry. In addition, the internal context was analyzed through a review of the Group's companies, activities, and operational processes.

2

Identification of the impacts - The findings of the context analysis enable the identification of a long list of ESG impacts, both positive and negative, generated by the Group through its operations.

3

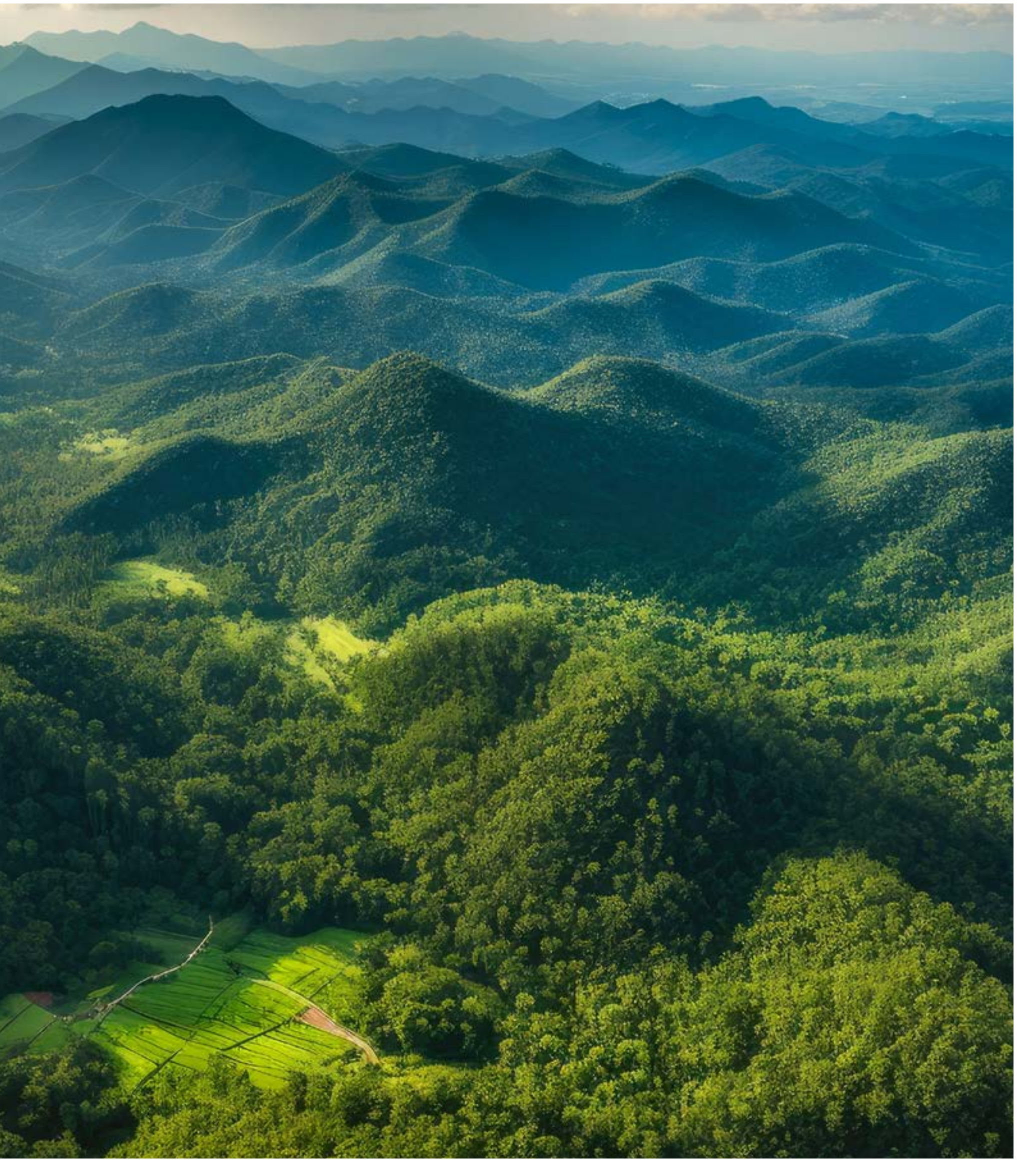
Evaluation of the impacts - The assessment of the ESG impacts was carried out through one-to-one sessions involving the top management representatives responsible for the management of sustainability topics. In particular, the functions involved were Procurement, Research & Development, Human Resources, and Finance, Compliance & IT. Top management provided an assessment for each ESG impact according to the following dimensions: type (actual or potential), severity (taking in consideration the scale, scope and irremediability of the impact) and likelihood (only for potential impacts).

4

Determination of the material impacts - In line with the requirements of the GRI Standard and in accordance with the best practices, the results obtained were consolidated to determine the final materiality score. A tailor-made materiality threshold was defined, and impacts falling below the materiality threshold were not considered material.

The table below presents the results of the process. In detail, 21 impacts were assessed as relevant, of which:

- **9 related to the environmental area, 9 to the social area, and 3 to the governance area;**
- **16 actual impacts and 5 potential impacts;**
- **12 negative impacts and 9 positive impacts.**



MATERIAL TOPIC	IMPACT DESCRIPTION	NATURE OF IMPACT	TYPE OF IMPACT
ENVIRONMENT			
CLIMATE CHANGE & ENERGY MANAGEMENT	GENERATION OF DIRECT AND ENERGY INDIRECT GHG EMISSION (SCOPE 1 AND 2)	NEGATIVE	ACTUAL
CLIMATE CHANGE & ENERGY MANAGEMENT	GENERATION OF INDIRECT GHG EMISSIONS (SCOPE 3)	NEGATIVE	ACTUAL
CLIMATE CHANGE & ENERGY MANAGEMENT	ENERGY CONSUMPTION FROM NON-RENEWABLE SOURCES, WITH NEGATIVE IMPACTS ON THE ENVIRONMENT	NEGATIVE	ACTUAL
POLLUTION	GENERATION OF ENVIRONMENTALLY HARMFUL AIR POLLUTANTS, INCLUDING NITROGEN OXIDES (NOX), VOLATILE ORGANIC COMPOUND (VOC), PARTICULATE MATTER, AS WELL AS OTHER SIGNIFICANT AIR EMISSIONS	NEGATIVE	ACTUAL
POLLUTION	PRODUCTION OF MICROPLASTICS	NEGATIVE	ACTUAL
BIODIVERSITY PROTECTION	PROTECTING BIODIVERSITY THROUGH THE DEVELOPMENT OF ACTIVITIES NOT RELATED TO THE ORGANIZATION'S CORE BUSINESS AND THE PROMOTION OF ENVIRONMENTALLY FRIENDLY PRACTICES	POSITIVE	ACTUAL
CIRCULAR ECONOMY, SUSTAINABLE DESIGN & WASTE MANAGEMENT	CONSUMPTION OF NON-RENEWABLE RAW MATERIALS MORE THAN PRODUCTION NEEDS DUE TO INADEQUATE PRODUCTION MANAGEMENT, WITH A CONSEQUENT REDUCTION IN THEIR AVAILABILITY	NEGATIVE	ACTUAL
CIRCULAR ECONOMY, SUSTAINABLE DESIGN & WASTE MANAGEMENT	CONTRIBUTION TO CIRCULAR ECONOMY THROUGH SUSTAINABLE PRODUCT DESIGN BY PLACING ON THE MARKET PRODUCTS WITH RECYCLED, BIO-BASED AND BIODEGRADABLE MATERIALS	POSITIVE	ACTUAL
CIRCULAR ECONOMY, SUSTAINABLE DESIGN & WASTE MANAGEMENT	ENVIRONMENTAL POLLUTION CAUSED BY GENERATION AND DISPOSAL OF HAZARDOUS WASTE AND NON-RECYCLABLE WASTE	NEGATIVE	ACTUAL

MATERIAL TOPIC	IMPACT DESCRIPTION	NATURE OF IMPACT	TYPE OF IMPACT
SOCIAL			
WORKING CONDITIONS, HEALTH, SAFETY & WELL-BEING	INADEQUATE WORKING CONDITIONS AND REMUNERATIONS, MORE SPECIFICALLY NON-COMPLIANCE WITH WAGE AGREEMENTS OR WORKERS' EXPECTATIONS, IN TERMS OF INADEQUATE REMUNERATION OF EMPLOYEES AND CONTRACTORS	NEGATIVE	POTENTIAL
WORKING CONDITIONS, HEALTH, SAFETY & WELL-BEING	EMPLOYEE SATISFACTION THANKS TO AN ADEQUATE WORK-LIFE BALANCE AND WELL-BEING INITIATIVES	POSITIVE	ACTUAL
WORKING CONDITIONS, HEALTH, SAFETY & WELL-BEING	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	NEGATIVE	ACTUAL
DIVERSITY, INCLUSION & TALENT MANAGEMENT	POTENTIAL DISCRIMINATION IN TERMS OF EQUALITY IN COMPENSATION AND CAREER ADVANCEMENT	NEGATIVE	ACTUAL
DIVERSITY, INCLUSION & TALENT MANAGEMENT	DEVELOPMENT OF WORKERS' SKILLS THROUGH CONTINUOUS TRAINING ACTIVITIES	POSITIVE	ACTUAL
COMMUNITY RELATIONSHIP & IMPACT	COMMITMENT AND CONTRIBUTION TO SOCIAL AND ECONOMIC DEVELOPMENT OF LOCAL COMMUNITIES AND INVOLVEMENT OF COMMUNITY RELATIONS	POSITIVE	ACTUAL
CUSTOMERS AND END-USERS	DEVELOPMENT OF PRODUCTS THAT MEET HEALTH AND SAFETY CRITERIA FOR CUSTOMERS AND END-USERS	POSITIVE	ACTUAL
CUSTOMERS AND END-USERS	CUSTOMER SATISFACTION GENERATED BY PRODUCT QUALITY	POSITIVE	ACTUAL
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	POSITIVE	ACTUAL
GOVERNANCE			
BUSINESS CONDUCT, ETHICS & INTEGRITY	ENHANCED AWARENESS AND PROMOTION OF AN ETHICAL CULTURE AND SUSTAINABLE PRACTICES AMONG ALL EMPLOYEES AND MANAGEMENT OF THE GROUP, ENSURING FREEDOM AND PROTECTION TO REPORT UNLAWFUL OR FRAUDULENT ACTIVITIES	POSITIVE	POTENTIAL
BUSINESS CONDUCT, ETHICS & INTEGRITY	UNETHICAL BUSINESS CONDUCT AND INSUFFICIENT ANTI-CORRUPTION MEASURES, INCLUDING TRAINING FOR EMPLOYEES, THAT CAUSES INCIDENTS OF ANTICORRUPTION AND NON-COMPLIANCE TO LAWS AND REGULATION	NEGATIVE	POTENTIAL
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	NEGATIVE	POTENTIAL

During 2025, all material topics identified in the previous year were confirmed, **except "Water"**. Based on the analyses conducted, it was determined that, at the consolidated Group level, the topic is not sufficiently material. In fact, the only Group company using water in its production processes is Crealis Top Closures, located in Portugal, with low levels of water consumption. The company has a process that requires water for washing the corks, but this amount of water is collected and sent to a central for treatment. There is a contract with an external supplier to manage that, so water does not go directly to the soil and there are no negative impacts on the environment.
However, the 2025 materiality analyses and evaluations conducted enabled the refinement of certain assessments, as well as the addition or removal of some relevant impacts compared to the prior period. This was done with the objective of including only those impacts directly related to sustainability and tailoring them to the specific context and industry in which the Crealis Group operates.
Aware of the importance of stakeholder engagement activities in defining the most relevant ESG priorities, Crealis intends to involve selected stakeholder groups in the materiality assessment process going forward.

ENVIRONMENTAL

03

ENVIRONMENTAL *impact*

In alignment with its mission to integrate circular economy principles and reduce environmental impacts, Crealis Group remains committed to **continuously improving its environmental performance across all its operations**. This commitment is reflected through a broad range of environmental management practices, certifications, operational initiatives, and sustainable product innovations implemented throughout the Group.

The Group promotes a **harmonized environmental approach while allowing each entity to implement initiatives adapted to its operational activities and regional context**. Several entities maintain internationally recognized certifications demonstrating structured environmental management systems and continuous improvement practices. Sparflex (France) and PE.DI (Italy) are certified according to the **ISO 14001 environmental management** standard, highlighting the Group's commitment to responsible environmental governance. In parallel, multiple entities have developed dedicated environmental policies and action plans addressing climate change mitigation, pollution prevention, resource efficiency, circular economy, and biodiversity preservation.

During 2025, Crealis Group continued to strengthen its environmental strategy through **increased renewable energy sourcing, energy efficiency projects, enhanced greenhouse gas emissions monitoring, improved waste recovery practices, and the development of lower-impact packaging solutions**. Innovation remains a key driver of this transition, supported by the Group's Green Tech portfolio and dedicated research and development activities focused on recyclable materials, **recycled content integration, lightweighting, and alternative lower-carbon solutions**.

The Group also recognizes the importance of **preserving natural ecosystems and promoting responsible sourcing practices**. Through initiatives related to sustainable forest management, cork recovery, pollinator preservation, recycling awareness, and biodiversity support programs, Crealis Group contributes to the **responsible management of natural resources and the promotion of circular material flows**.

In 2025, Crealis Group further reinforced its climate commitment by **updating its Science Based Targets initiative (SBTi)-aligned greenhouse gas reduction targets**, supporting its ambition to contribute to global efforts to limit climate change to 1.5°C while driving continuous environmental improvement across its operations and value chain.

3.1. CLIMATE CHANGE & ENERGY MANAGEMENT

ENERGY MANAGEMENT

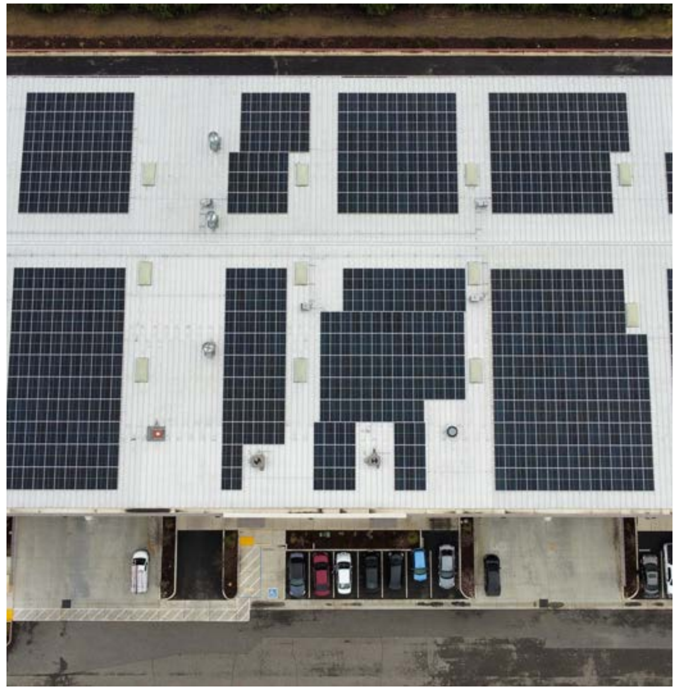
Crealis Group is committed to advancing energy management practices across all its entities, with a focus on reducing environmental impact and increasing the use of renewable energy.

In 2025, the Group's consolidated total energy consumption amounted to 155,474 GJ, of which 44,244 GJ was sourced from renewable energy, representing 28% of total energy use. Significant progress was also achieved in renewable electricity, with the share increasing from 18% in 2024 to 42% in 2025.

This progress reflects both the expansion **of on-site renewable energy generation** and the increased procurement of certified renewable electricity. Several entities contributed through solar energy systems: Crealis S.p.A. generated approximately **10%** of its electricity consumption, Supercap Srl **9.3%**, Maverick **20%** following the commissioning of its Fairfield solar plant, and Rivercap **9%** in Spain.

In addition, Crealis S.p.A. and PE.DI sourced the remaining portion of their electricity through Guarantees of Origin (GO), resulting in **100% renewable electricity consumption** for these entities. Supercap Srl also sourced 27% of its electricity through Guarantees of Origin (GO). Further developments are underway, with **solar projects planned at PE.DI and Crealis Australia**, expected to be operational from 2026.

Alongside renewable energy expansion, the Group continues to implement **energy efficiency initiatives**.



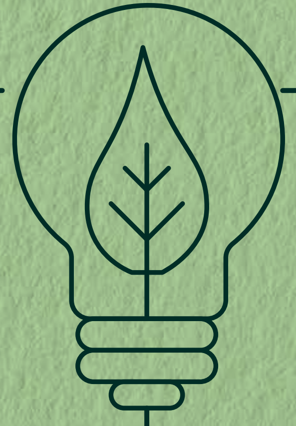
CREALIS GROUP'S CONSOLIDATED TOTAL ELECTRICITY:

Renewable ; 44,244 GJ

Total : 155,474 GJ

28%

of renewable energy of the total energy used



ENERGY EFFICIENCY & INFRASTRUCTURE MODERNIZATION

Crealis Group continues to invest in energy efficiency and infrastructure modernization to reduce energy consumption and support its decarbonization strategy.
In 2025, at the HQ in Bodio (Italy), natural gas consumption decreased by **17.5% compared to 2024**, driven by targeted efficiency and electrification initiatives. These included the **revamping of the printing department heating system**, partially shifting from natural gas to electricity, and the optimization of solvent recovery processes.
At PE.DI, office heating systems previously powered by natural gas were replaced with **more energy-efficient electric solutions**, further reducing fossil fuel dependency. At Le Muselet Valentin, the replacement of electric resistance heating with a **heat pump system** for a 445 m^2 area improved heating efficiency and reduced overall energy consumption.
In Australia, the installation of **two new forming machines** contributed to improved energy efficiency in production.

CLIMATE CHANGE

As a leader in capsule and closure solutions, Crealis Group recognizes the importance of mitigating climate change and reducing greenhouse gas (GHG) emissions. The Group measures its emissions in accordance with the **Greenhouse Gas Protocol** and aligns its actions with **Sustainable Development Goal 13 (Climate Action)**.

In 2025, the Group continued to strengthen its monitoring of GHG emissions to identify key reduction levers. Consolidated emissions amounted to:

- Scope 1: 2,955 tCO_2e
- Scope 2 (market-based): 4,575 tCO_2e
- Scope 2 (location-based): 6,040 tCO_2e
- Scope 3: 109,495 tCO_2e

In 2025, Crealis Group also updated its greenhouse gas (GHG) emissions reduction targets by **resetting the baseline year to 2023**, reflecting the integration of Supercap Lda and Supercap North America. The Group commits to **reduce absolute Scope 1 and 2 GHG emissions by 42% by 2030 (vs. 2023)** and to **reduce absolute Scope 3 GHG emissions by 25% over the same period**, covering purchased goods and services and fuel- and energy-related activities.
These commitments reinforce the Group's alignment with climate science and its contribution to limiting global warming to **1.5°C**, while driving decarbonization across its operations and value chain.
In 2025, Crealis Group achieved reductions in Scope 1 and Scope 2 emissions, **primarily driven by electrification initiatives, energy efficiency improvements, and increased use of renewable electricity.** Detailed decarbonization actions are described in the following section.


Crealis, Bodio Lomnago, Italy


Solvent recovery plant, Bodio Lomnago

THE PATH TO DECARBONIZATION

Crealis Group continues to implement **targeted and practical decarbonization actions** across all emission scopes, focusing on energy, materials, and operational efficiency.

For **Scope 1**, emissions decreased by **5% compared to 2024**, primarily driven by reductions in heating-related emissions. Key initiatives included the **electrification of heating systems** at PE.DI and the installation of a **heat pump system at Le Muselet Valentin**, improving heating efficiency and reducing fossil fuel use.

For **Scope 2 (market-based)**, emissions reductions were mainly driven by the **increased use of renewable electricity**, through both **on-site solar generation** and the **purchase of certified renewable electricity (Guarantees of Origin)**. In parallel, energy efficiency improvements in production processes were implemented, including the **upscaling of the induction machine used for crown cap liner application**, enhancing energy performance.

Scope 3 emissions increased by 12% in 2025 compared to the previous reporting year. This increase was partly influenced by improvements in data collection and emissions quantification across the value chain, providing a more comprehensive understanding of the Group's indirect emissions footprint.

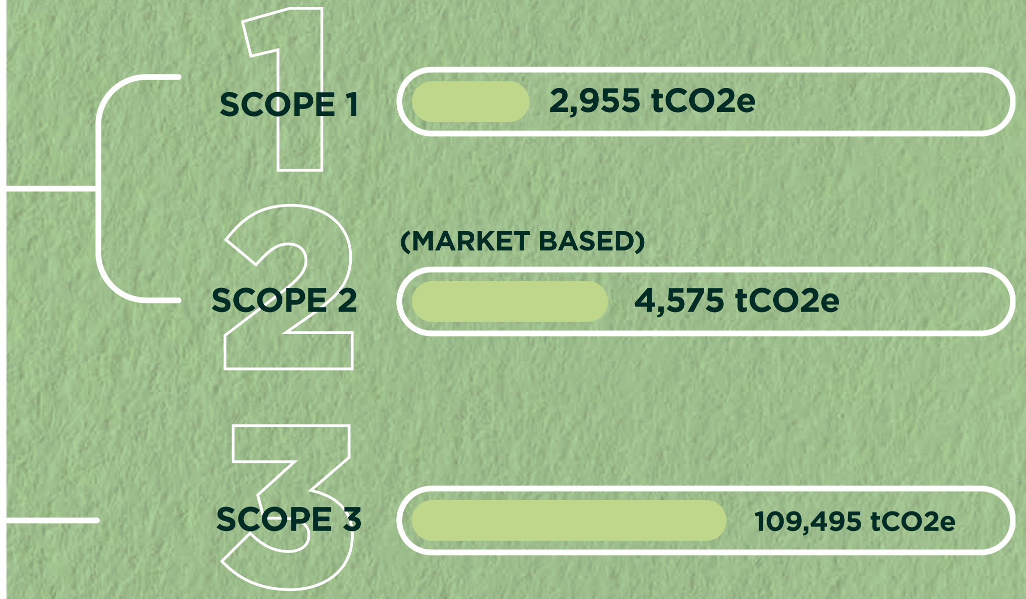
To address its value chain emissions, Crealis continues to focus on **material efficiency, product innovation, and supplier engagement** as key decarbonization levers. The Group **expanded its portfolio of Green Tech solutions**, including products with increased recycled content such as the **Virtuo recycled tin capsule**, complementing its circular portfolio alongside PET+ capsules and R-Derma.

Efforts in lightweighting and material optimization progressed with the transition from Derma 75 to the new Derma 75L standard, designed to reduce material usage while maintaining performance and quality. Additional developments include **alternative materials** such as **Top L, Symbios foil, bio-bidule, and Sparlux sparkling foils** using bio-circular polyethylene. These initiatives are supported by a dedicated R&D function focused on reducing product environmental impacts throughout the product lifecycle.

At Supercap North America, **cutting machines were revamped** to enhance process and material efficiency while also improving worker safety. The Group also continued to develop **local production of PET capsules in Australia**, supporting the transition away from traditional PVC thermoshrink capsules and aligning products more effectively with local recycling and material recovery pathways.

Supplier engagement remains a key component of Crealis' decarbonization strategy. In 2025, ESG audits were conducted with **20 key suppliers** to improve transparency, identify opportunities for emissions reduction, and strengthen sustainability performance across the value chain.

While these initiatives have not yet translated into an overall reduction in Scope 3 emissions, they form part of the Group's long-term strategy to reduce the carbon intensity of its products and value chain.



3.2. POLLUTION

Crealis Group remains committed to mitigating pollution and enhancing environmental sustainability across its operations. The Group's efforts focus on **reducing atmospheric emissions**, improving **solvent management and recovery systems**, and ensuring compliance with **strict environmental standards and procedures**.

In 2025, the Group continued to monitor and manage its air emissions. overall, a **slight increase in Volatile Organic Compounds (VOCs)** was observed. At the same time, targeted initiatives continue throughout the Group to reduce emissions and improve workplace conditions.

At Crealis S.p.A. (Bodio), the solvent recovery plant has been subject to **enhanced monitoring and continuous optimization**, with performance reviewed on a regular basis. Early results from 2025 indicate **improved efficiency of the recovery process**, with reduced energy and resource consumption per unit of solvent recovered. Preliminary monitoring shows **double-digit reductions in methane and nitrogen consumption**, as well as a **reduction in electricity consumption**, indexed per kg of solvent recovered.

In parallel, targeted actions continue in the printing department to **reduce diffuse emissions. Extraction systems were installed on all machines** to better capture airborne substances, while procedures remain reinforced and awareness among staff continues to be maintained regarding best practices for handling and storing solvent containers. These measures help **reduce emissions in the workplace** while improving **health and safety conditions for employees**.

In parallel, Crealis USA initiated **a transition to solvent inks with lower VOC and particulate emissions**, supporting a reduction in air pollutants at source. At Supercap Srl, a decrease in emissions was observed following the **transfer of wood-related activities to Portugal**, reducing solvent-related processes at the site.

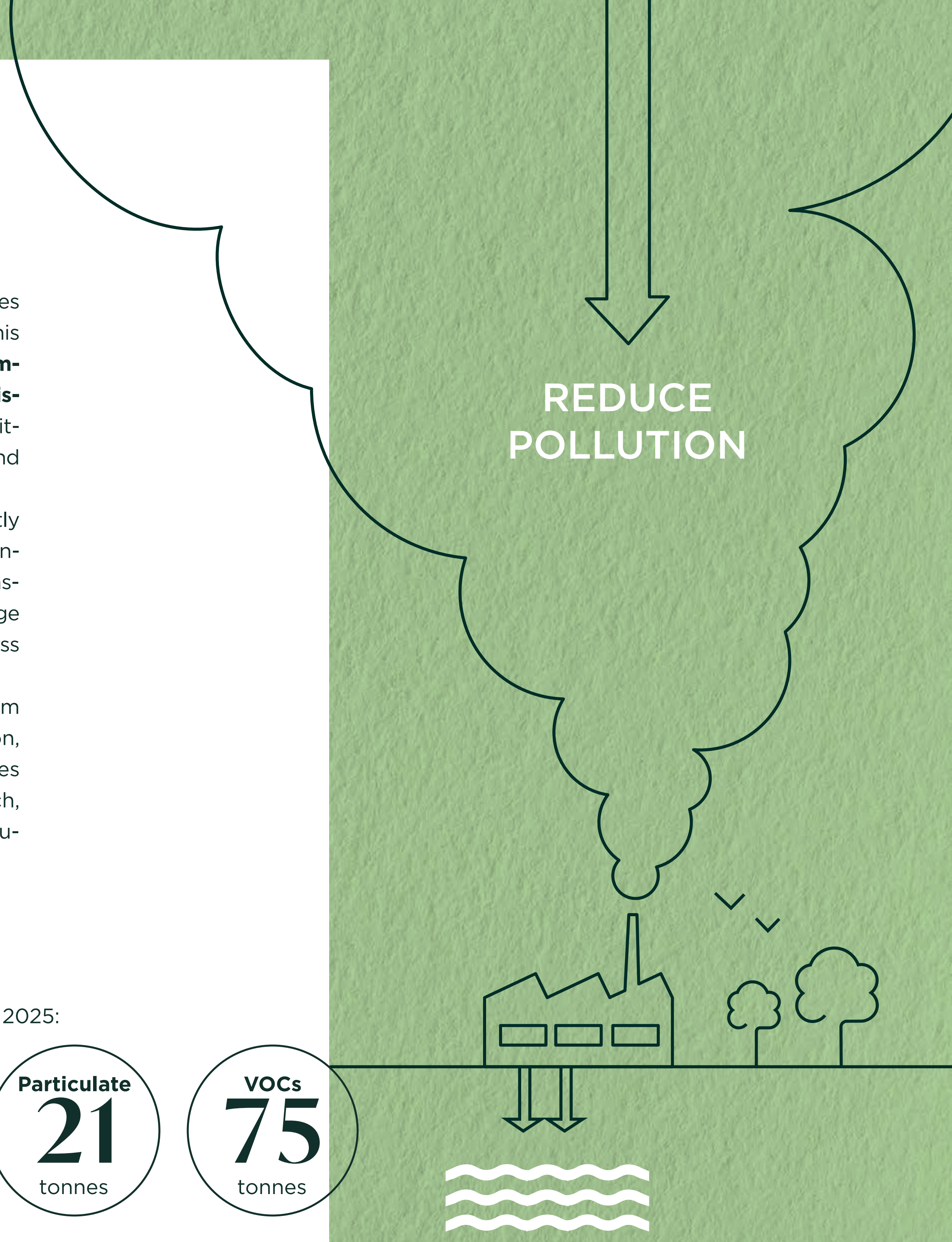
At Sparflex, emissions monitoring continues to be carried out by an **external service provider accredited by COFRAC**, ensuring reliable and compliant measurement of atmospheric emissions. In line with regulatory requirements, additional processes were integrated into the solvent management plan, including **lacquering operations on base materials** and other relevant production activities involving solvent-based products. This expanded scope provides a **more comprehensive and accurate view of emissions**, reinforcing the Group's commitment to transparency, compliance, and continuous improvement.

Manufacturing processes do not directly generate microplastics, as they do not involve fragmentation or abrasion of plastic materials. However, we acknowledge a potential **indirect contribution** across the product lifecycle.

Microplastics may form downstream through environmental degradation, wear, or improper disposal of capsules and closures at end-of-life. As such, any impact occurs **post-use**, not during production.

Levels of pollutants air emissions for 2025:

NOx	SOx	Particulate	VOCs
76 tonnes	7 tonnes	21 tonnes	75 tonnes



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

3.3. CIRCULAR ECONOMY, SUSTAINABLE DESIGN & WASTE MANAGEMENT

Crealis Group continues to integrate **circular economy principles** across its operations, with a strong focus on **sustainable product design, material efficiency, and responsible waste management**. The Group aims to reduce environmental impact by minimizing resource consumption and maximizing the value of materials throughout the product lifecycle.

ANTICIPATING REGULATORY DEVELOPMENTS (PPWR)

In 2025, Crealis Group further strengthened its understanding of upcoming regulatory requirements by conducting a **portfolio screening on recyclability** with the support of an external expert, in anticipation of the Packaging and Packaging Waste Regulation (PPWR).

This assessment reflects the likely approach under PPWR, where **the full packaging system** (e.g. bottle, closure, capsule, label, and secondary elements) will be evaluated as a single unit. In this context, the **brand owner** (i.e. Crealis Group's customer) is responsible for the overall compliance of the packaging placed on the market, while Crealis ensures that its individual components meet applicable requirements and are properly documented.

Based on current information, the screening indicates **no significant recyclability risks related to the Group's components**, which typically represent a limited share of total packaging weight compared to primary materials such as glass. The Group continues to monitor regulatory developments, noting that detailed recyclability criteria are expected to be clarified in future Delegated Acts.

SUSTAINABLE DESIGN AND LOW-CARBON SOLUTIONS

Crealis Group continues to focus on **reducing the carbon footprint of its products** through material innovation and design optimization. Leveraging its broad portfolio, the Group develops solutions based on:

- **Low-carbon materials**
- **Recycled content integration**
- **Lightweighting strategies**
- **Mono- and composite-material designs aligned with recyclability expectations**

In 2025, the Group advanced its Life Cycle Assessment (LCA) approach through a **comparative analysis of its TinClass capsules**. Results indicate a **significant reduction in carbon footprint when using recycled tin material**, highlighting the potential of circular material sourcing.

The reported reduction is based on a comparison between a conventional TinClass capsule, assessed through an independent cradle-to-gate LCA (2024), and a Virtuo Tin capsule produced using 100% recycled tin material, based on supplier data. This comparison provides a **relevant indication of potential environmental benefits**. The Group continues to expand its use of LCAs to support data-driven product development and transparent communication.

ADVANCING RECYCLABILITY

In 2025, Crealis Group further strengthened the recyclability of its products through updated certification of its TinClass capsules.

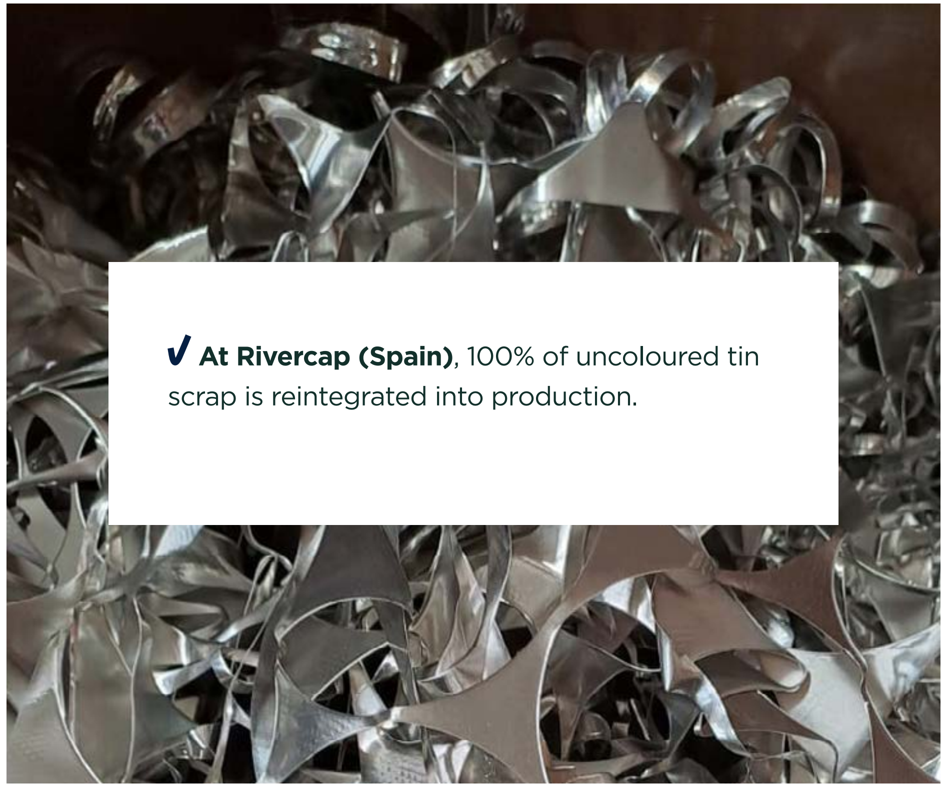
The capsules achieved an **overall recyclability rate of 98.9%**, based on independent testing under real sorting and recycling conditions. This assessment reflects both the portion remaining on the glass bottle and the part removed during consumption.

In 2025, TinClass capsule obtained the "Made for Recycling" certification from Interzero. The certification process included testing under conditions representative of industrial sorting and recycling operations, ensuring a realistic assessment of end-of-life recyclability in line with recognized European standards.

These results confirm that tin components are effectively recovered within existing recycling streams, where they are treated as **valuable non-ferrous materials**. The certification enables the use of a **consumer-facing "Made for Recycling" label**, supporting transparent communication and reinforcing the Group's commitment to credible sustainability claims.

MAXIMIZING RESOURCE EFFICIENCY THROUGH WASTE REINTEGRATION

As part of its circular economy approach, Crealis Group actively works to **optimize material use and reduce waste** through process improvements and material reintegration.
The Group operates **solvent recovery systems**, enabling the reuse of solvents within production processes. This reduces the need for virgin solvent procurement and limits emissions. In 2025, waste streams from solvent recovery processes were further optimized, with specific fractions being redirected toward recovery pathways in line with circular economy principles.
Process and material optimization projects implemented during 2025 contributed to both environmental and operational improvements. Key initiatives at Supercap LDA included the **phase-out of ammonia** from selected processes and the **introduction of lower-impact material alternatives in specific customer applications**. Together, these measures reduced energy and raw material consumption while supporting safer and more efficient manufacturing practices.
In addition, production scrap is reintegrated wherever possible:



✔ **At Rivercap (Spain)**, 100% of uncoloured tin scrap is reintegrated into production.

✔ **At Sparflex (France)**, polyethylene scrap from the lamination process is reintroduced into manufacturing.

✔ **At Supercap LDA (Portugal)**, wood waste generated from closure production is recovered by external partners and transformed into pellets used as fuel. Natural cork waste is sent to recovery partners for reprocessing into micro-agglomerated cork products, while cork dust and wood sawdust are recovered for energy valorization. These by-products are used as biomass fuel, for example to power ovens used in micro-cork production.

These initiatives contribute to **reducing waste generation, improving material efficiency, and supporting circular resource flows** across the Group.

WASTE MANAGEMENT

Crealis Group continuously monitors key environmental performance indicators (KPIs) to assess and reduce its environmental impact. In 2025, the Group recorded **684 tonnes of hazardous waste** and **4,874 tonnes of non-hazardous waste**. Through ongoing waste management initiatives, the Group continues to focus on reducing waste generation and improving resource recovery practices across its operations.

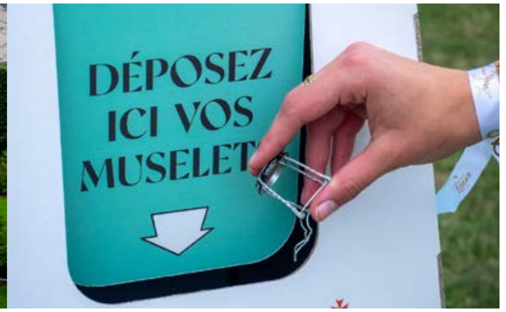
During the reporting period, Crealis Group further strengthened its waste management approach by **improving the level of detail and harmonization of waste categorization across entities**. This work provides greater visibility on waste streams and supports the identification of opportunities to improve recovery channels and reduce disposal. PE. DI enhanced its waste management practices by reassessing waste characterization methodologies. Based on **external laboratory screening and verification, part of the wastewater stream previously categorized as hazardous waste was reclassified as non-hazardous**, contributing to a reduction in hazardous waste generation.

In 2025, Crealis SpA implemented **several process optimization initiatives in printing and forming operations aimed at reducing material losses and improving production efficiency**. By improving process parameter alignment and refining production planning calculations, we significantly reduced **colour adjustment scrap and minimized overproduction of customer-specific materials**.

These initiatives contributed to a **reduction in production scrap from 7.5% to 5.5% in printing operations** and helped **avoid approximately 124 tons of unnecessary material use** in personalized production processes. Overall, **the improvements enabled us to produce the same output while reducing material consumption by 3.8%**.

As part of this continuous effort, the Group increased its **waste recovery rate from 82% in 2024 to 88% in 2025 at Group level**. For European entities, the recovery rate reached **95%**, reflecting the strong collaboration with specialized recovery partners and the Group's commitment to circular economy principles.

Crealis Group remains continuously focused on identifying new recovery solutions, reducing landfill disposal, and ensuring that materials are repurposed whenever possible. These efforts contribute both to improvement in environmental performance and to greater operational efficiency.



PROMOTING CIRCULAR ECONOMY

AT SOIRÉE BLANCHE

On 14 June, during the prestigious **Soirée Blanche held at Domaine Les Crayères in Reims, France** - a private event recognized for opening approximately 3,000 bottles of Champagne in a single evening, **Sparflex organized its wire hood collection and recycling initiative** for the third consecutive year. Through the **installation of dedicated collection bins and an active involvement of the Crealis' teams, 972 wire hoods were collected for recycling**.

Made of steel, **wire hoods are fully recyclable and contribute to material circularity**. According to **Steel for Packaging Europe, steel produced in Europe contains on average 67% recycled content**, highlighting the strong recycling performance and circularity potential of this material. This initiative reflects Sparflex's commitment to promoting circular economy practices and raising public awareness of the recyclability potential of wire hoods, a material stream that is still rarely sorted and recycled by consumers.

In addition, Sparflex **reinforced its support for the Mission Coteaux, Maisons et Caves de Champagne by donating €1 for each wire hood collected**. The funds contribute to actions aimed at preserving the Champagne vineyard landscape and supporting village clean-up initiatives across the Champagne region.

3.4. BIODIVERSITY PROTECTION

At Crealis Group, biodiversity preservation and the responsible management of natural resources remain integral components of the Group's environmental commitment. Although the 2025 materiality assessment confirmed that biodiversity-related topics are considered less material than priority themes such as circular economy, waste management, and climate action, the Group **continues to support initiatives that contribute positively to ecosystems and local environmental preservation**.

The **Convention on Biological Diversity** defines biodiversity through **three interconnected dimensions: species diversity, genetic diversity, and ecosystem diversity**. Crealis Group recognizes the importance of preserving these natural balances and remains aligned with the objectives of Sustainable Development Goal 15, Life on Land, by **supporting initiatives that contribute to environmental protection, sustainable resource use, and ecosystem resilience in the regions where the Group operates**.

The Group's activities also **rely on natural raw materials whose sustainable management contributes directly to biodiversity preservation**. Cork oak forests, primarily located in Mediterranean regions, represent valuable ecosystems that support rich biodiversity, help prevent soil erosion, contribute to carbon sequestration, and provide habitats for numerous plant and animal species. Cork harvesting is performed without cutting down the tree, allowing cork oaks to regenerate naturally throughout their lifecycle, which can extend beyond 200 years. In addition to **promoting the responsible sourcing of cork-based products, the Group contributes to circular resource management by directing cork production waste toward dedicated recovery and recycling channels** whenever possible.

During 2025, several entities across the Group implemented **local actions supporting biodiversity and environmental awareness**. In particular, **PE.DI and Crealis Australia integrated tree-planting initiatives**

Protecting Bees

into their end-of-year customer gifts, contributing to reforestation efforts and the restoration of local ecosystems.

The Group also continued initiatives promoting local agricultural ecosystems and **pollinator preservation**. Sparflex and Le Muselet Valentin **distributed locally produced honey to employees, supporting regional beekeepers and contributing indirectly to the preservation of bee populations**, which play an essential role in biodiversity and ecosystem stability.

Responsible sourcing practices also remain part of the Group's biodiversity approach. **Supercap S.r.l. maintains FSC® certification for its wood-based materials**, supporting sustainable forest management practices aimed at preserving biodiversity, protecting natural habitats, and ensuring responsible forest resource use.

In addition, **Sparflex continued its support in 2025 for the Mission Coteaux, Maisons et Caves de Champagne**, an initiative dedicated to **preserving the environmental and cultural heritage of the Champagne region** through vineyard landscape preservation and local clean-up activities.

Reflecting a culture of conservation and environmental responsibility, Crealis Group demonstrates its commitment and environmental protection.

Planting Trees

04

SOCIAL

SOCIAL *engagement*

Crealis Group recognizes that **long-term business success is closely linked to the well-being, engagement, and development of its people**. Across its international operations, the Group remains committed to fostering a safe, inclusive, and responsible work environment that supports employee growth, protects human rights, and strengthens relationships with local communities and stakeholders.

During the year, Crealis Group also introduced a **Group-wide HR Management Policy**, approved by the Board of Directors, aimed at strengthening consistency in people management practices across the organization. The policy establishes common principles and guidelines related to recruitment and selection, career development, performance management, employee well-being, human and workers' rights, fair remuneration, occupational health and safety, and training and development.

In 2025, Crealis continued advancing its **social priorities through initiatives focused on employee engagement, diversity and inclusion, talent development, workplace well-being, and health and safety**. A major milestone during the year was the launch of the **Group's first Employee Net Promoter Score (eNPS) survey**, strengthening employee listening and helping identify key priorities for continuous improvement.

The Group also **continued investing in training, leadership development, safety programs, and inclusive talent management initiatives**, while reinforcing its commitment to ethical business conduct and responsible corporate citizenship.

THROUGH THESE ACTIONS, CREALIS GROUP CONTINUES TO STRENGTHEN A RESILIENT, PEOPLE-CENTRED, AND SUSTAINABLE ORGANIZATIONAL CULTURE ALIGNED WITH ITS LONG-TERM ESG OBJECTIVES.

4.1. WORKFORCE PROFILE & EMPLOYMENT STABILITY

As of December 31st, 2025, **Crealis Group employed 1,194 people, compared to 1,292 in 2024**. This evolution reflects the Group's continued adaptation to market conditions and operational needs across its international entities.

Italy remains the Group's largest employment area, followed by France, Spain, Mexico, United States, Portugal, and Australia. Despite workforce adjustments during the year, Crealis maintained a **strong focus on employment stability and long-term workforce sustainability**.

Permanent employment continued to represent the vast majority of contracts across the Group, accounting for 98.4% of total employment, while 97.9% of employees were employed on a full-time basis. These figures reflect Crealis Group's commitment to providing stable and long-term employment opportunities.

The Group also continued strengthening social dialogue and employee representation practices across its operations. **In 2025, 86.6% of employees were covered by collective bargaining agreements**, compared to 83.0% in 2024. Through its employment practices, Crealis aims to foster stability, engagement, and long-term professional development while ensuring alignment with local labor regulations and collective agreements.

4.2. DIVERSITY, INCLUSION & INCLUSIVE WORKSPACES

At Crealis Group, **diversity and inclusion remain fundamental pillars of organizational culture and long-term sustainability**. The Group is committed to fostering a workplace where all employees feel respected, valued, and empowered to contribute to the success of the organization.

As of December 31st, 2025, **women represented 30% of the Group's total workforce**, remaining stable compared to the previous year. **Female representation in managerial positions remained stable at 33%**.

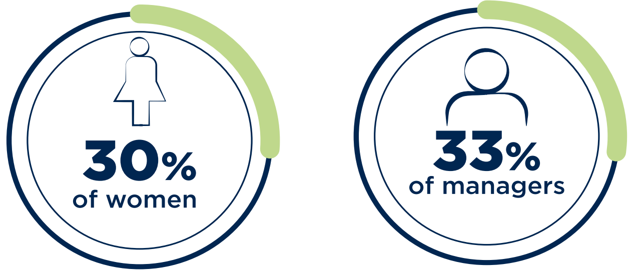
While these figures highlight areas where further progress is required, Crealis Group remains committed to promoting equal opportunities and strengthening inclusive talent development and succession planning initiatives across all levels of the organization.

The Group also **continued monitoring gender pay equity** as part of its commitment to fair and transparent compensation practices. In 2025, the **overall ratio of women's to men's basic salary was equal to 0.89, while the remuneration ratio reached 0.87**. Although progress was observed overall, in particular for managers and white-collar categories, there is still room for improvements to close the gender pay gap and ensure equitable compensation across the Group.

During 2025, several initiatives were implemented across the Group to strengthen inclusive practices and support diversity.

At **Crealis USA**, an **initial audit of hiring practices was conducted to help identify and mitigate potential recruitment bias**. In parallel, **mandatory leadership training programs** were introduced for all leadership levels, from entry-level supervisors to General Managers, with the objective of **fostering inclusive leadership, long-term talent development, and employee retention**.

At Supercap S.r.l., internships under the Italian Law 68/99 framework were launched in March 2025 to **support the professional integration of individuals with disabilities**. The initiative includes two 12-month internships covering receptionist and manual inspection roles, with the objective of providing professional training and facilitating long-term integration into the company. The program is **sponsored and funded by the Marche Region through the Regional Fund for People with Disabilities**.



The Group also continued promoting gender equality initiatives across its entities. In France, **Sparflex S.A. achieved a score of 88/100 in the Index Égalité Professionnelle Femmes-Hommes for 2025**, the national benchmark assessing workplace gender equality. This result reflects ongoing efforts to promote fair treatment, equal opportunity, and balanced professional development practices.

Throughout the Group, initiatives promoting diversity, inclusion, and equal opportunity continued to support a more inclusive workplace culture, reinforcing Crealis Group's commitment to responsible people management and social sustainability.








4.3. EMPLOYEE ENGAGEMENT & ORGANIZATIONAL CULTURE

STRENGTHENING EMPLOYEE LISTENING THROUGH ENPS

In 2025, Crealis Group launched **its first Employee Net Promoter Score (eNPS) survey across the Group**, marking an important milestone in strengthening employee listening, engagement, and organizational culture.

The survey achieved **a participation rate of 78% across the Group**, demonstrating strong employee engagement and willingness to contribute to the future development of Crealis. **Participation was particularly significant among operational teams, representing approximately 70% of production employees, while office-based teams achieved participation levels close to 90%**, ensuring a representative overview of employee perspectives across functions and entities.

In addition to survey ratings, employees **provided extensive qualitative feedback through open comments, with more than 800 comments and suggestions collected** and carefully reviewed. The eNPS assessment contributed to shaping several organizational priorities introduced during 2026, including the **reinforcement of Performance & Talent management at Executive Committee level** and the continued development of people management and communication practices across the organization.

Based on the survey results, **each entity identified two to three priority actions to be progressively implemented locally during 2026**, ensuring that improvement initiatives remain aligned with local realities and employee expectations.

Looking ahead, the **eNPS survey will become an annual Group initiative**, enabling Crealis to monitor engagement trends over time and support the continuous strengthening of organizational culture across all entities.

INTERNAL COMMUNICATION AND LEADERSHIP DIALOGUE

Clear and transparent communication remains an essential component of Crealis Group's people strategy. Across the Group, entities continued **promoting dialogue and employee engagement through town hall meetings, leadership sessions, internal newsletters, and direct communication initiatives**.

Several entities continued **organizing regular meetings between employees and management teams** to encourage feedback, strengthen collaboration, and improve organizational transparency. These initiatives contribute to reinforcing trust, alignment, and employee participation across the Group.

The **communication surrounding the launch of the eNPS survey also provided an opportunity to reinforce employee awareness regarding the Group's whistleblowing channels and reporting procedures**. Information was shared across all entities to ensure employees were informed about the available reporting mechanisms, including the possibility to submit concerns anonymously and confidentially.

This initiative further supports Crealis Group's commitment to **transparency, ethical conduct, and responsible corporate culture across all operations**.

4.4. TALENT DEVELOPMENT, TRAINING & PERFORMANCE MANAGEMENT

Continuous learning and professional development remain key priorities for Crealis Group. In 2025, the Group continued investing in technical, managerial, compliance, safety, sustainability, and **customer-oriented training initiatives designed to support both operational excellence and employee growth**.

Training programs across the Group included onboarding activities, leadership development, Lean Six Sigma initiatives, ESG awareness, digital skills development, health and safety education, and product knowledge training aimed at strengthening cross-functional collaboration and customer support capabilities.

During 2025, **employees received a total of 14,220 training hours across the Group, while the average number of training hours per employee remained stable at approximately 11.9 hours**.

Several entities further strengthened structured development initiatives tailored to operational and business needs. **At PE.DI, dedicated onboarding pathways were implemented for new employees, including a four-week integration program for office-based staff and a two-week program for operational employees**, supporting a consistent introduction to company processes, culture, and responsibilities.

PE.DI also continued **its collaboration with a local language institute to provide language training opportunities** aimed at enhancing communication skills and supporting international collaboration across the Group.

In addition, specific training initiatives were delivered to **frontline teams in direct contact with customers, with dedicated training in traditional-method sparkling winemaking to enable them to better accompany customers in choosing the most suitable closure and liner solutions**. These initiatives contribute to reinforcing customer engagement, sector expertise, and service quality.

Across the Group, **product-focused training and cross-selling initiatives** were also strengthened to encourage a broader understanding of Crealis' portfolio of closure solutions and technologies. By enhancing product knowledge across commercial and customer-facing teams, these initiatives **support a more integrated customer approach, foster collaboration between entities, and contribute to identifying new opportunities to better address evolving customer needs across different markets and product categories.**

14,220

training hours across the Group

Training efforts continued to support leadership and capability development across all employee categories. **Executive training hours increased significantly during the year** (from 12.5 average training hours for executives in 2024 **to 36.4 in 2025**), reflecting the Group's focus on strengthening leadership competencies and organizational transformation.

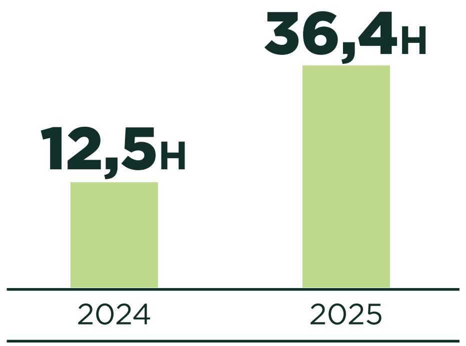
Cybersecurity awareness also remained an important focus during 2025 as part of the Group's broader governance and risk management framework. Crealis launched a **three-year cybersecurity awareness program through the Cyber Guru online training platform, accessible to employees across the Group with their own work device**.

The program provides **regular training and practical guidance on topics such as phishing prevention, secure use of company devices, and protection of confidential information**. Through interactive and gamified learning formats, the initiative aims to strengthen employee awareness, encourage responsible digital behaviours, and reduce exposure to cybersecurity risks across the organization.

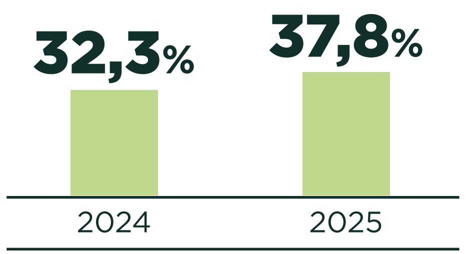
This initiative complements the Group's existing information security and data protection measures while contributing to maintaining a consistent level of vigilance throughout the organization.

Performance management remained an important pillar of talent development. **The percentage of employees receiving regular performance and career development reviews increased from 32.3% in 2024 to 37.8% in 2025**.

Through these initiatives, Crealis Group continues strengthening a culture of continuous improvement, accountability, and professional development while supporting long-term organizational resilience.



Average training hours for executives



Percentage of employees receiving regular performance and career development reviews

4.5. RECRUITMENT, RETENTION & CAREER DEVELOPMENT

BUILDING FUTURE TALENT PIPELINES

Crealis Group continues to support talent attraction and employability through partnerships with educational institutions, local communities, and professional training organizations.

Throughout 2025, **several entities maintained collaborations with schools, universities, and local employment initiatives** to provide students and young professionals with practical experience and exposure to industrial careers.

In Italy, **Crealis S.p.A. continued its collaboration with the linguistic high school Manzoni of Varese** through company visits and presentations aimed at introducing students to the Group's activities and industrial environment. Following the visit, students developed multilingual vocabulary videos translating technical terminology related to products and production processes into French, supporting both educational development and international collaboration initiatives.

Crealis S.p.A. **continued also its relationship with the technical institute Newton of Varese, specialized in mechanical studies**. Following company visits and presentations, **two students were hired within the forming departments**. One of them continued his professional path within Crealis, moving from the wirehood department to the Elite department, and also **participated in a two-week experience at Le Muselet Valentin in France** during October 2025, further strengthening technical and cross-cultural learning opportunities within the Group.

In **Australia, Crealis continued supporting the sponsorship of an international employee**, reinforcing the Group's commitment to workforce diversity and long-term talent retention.

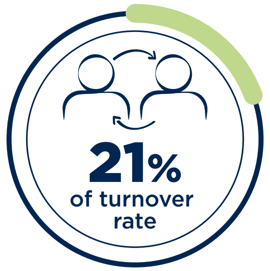
Internships, school-to-work programs, engineering projects, and local employment support initiatives continued contributing to the development of future talent pipelines across the regions where the Group operates.

In 2025, **hiring activity slowed compared to 2024 (13% of hiring rate in 2025)**, in line with the Group's operational adjustments and market conditions. At the same time, employee turnover decreased significantly compared to the previous year (21% of turnover rate in 2025), reflecting a more stabilized workforce situation across several entities.

In Mexico, **workforce indicators continued to normalize following the integration and operational reorganization** initiated in previous years.

By maintaining strong relationships with local communities and educational institutions, Crealis Group continues to promote employability, support local development, and invest in the next generation of talent.

A Year of Welcoming New Talent



4.6. WORKING CONDITIONS, WELLBEING & SOCIAL DIALOGUE

SUPPORTING EMPLOYEE WELLBEING

Crealis Group recognizes that **employee well-being is essential to sustainable performance and long-term organizational success**. Across all entities, the Group continued **promoting initiatives focused on physical health, mental well-being, work-life balance, and healthy working environments**.

Flexible working arrangements, smart working practices, and employee support initiatives remained important tools to support work-life balance and employee engagement.

Several entities **continued implementing Workplace Health Promotion (WHP) initiatives** and local well-being programs tailored to employee needs.

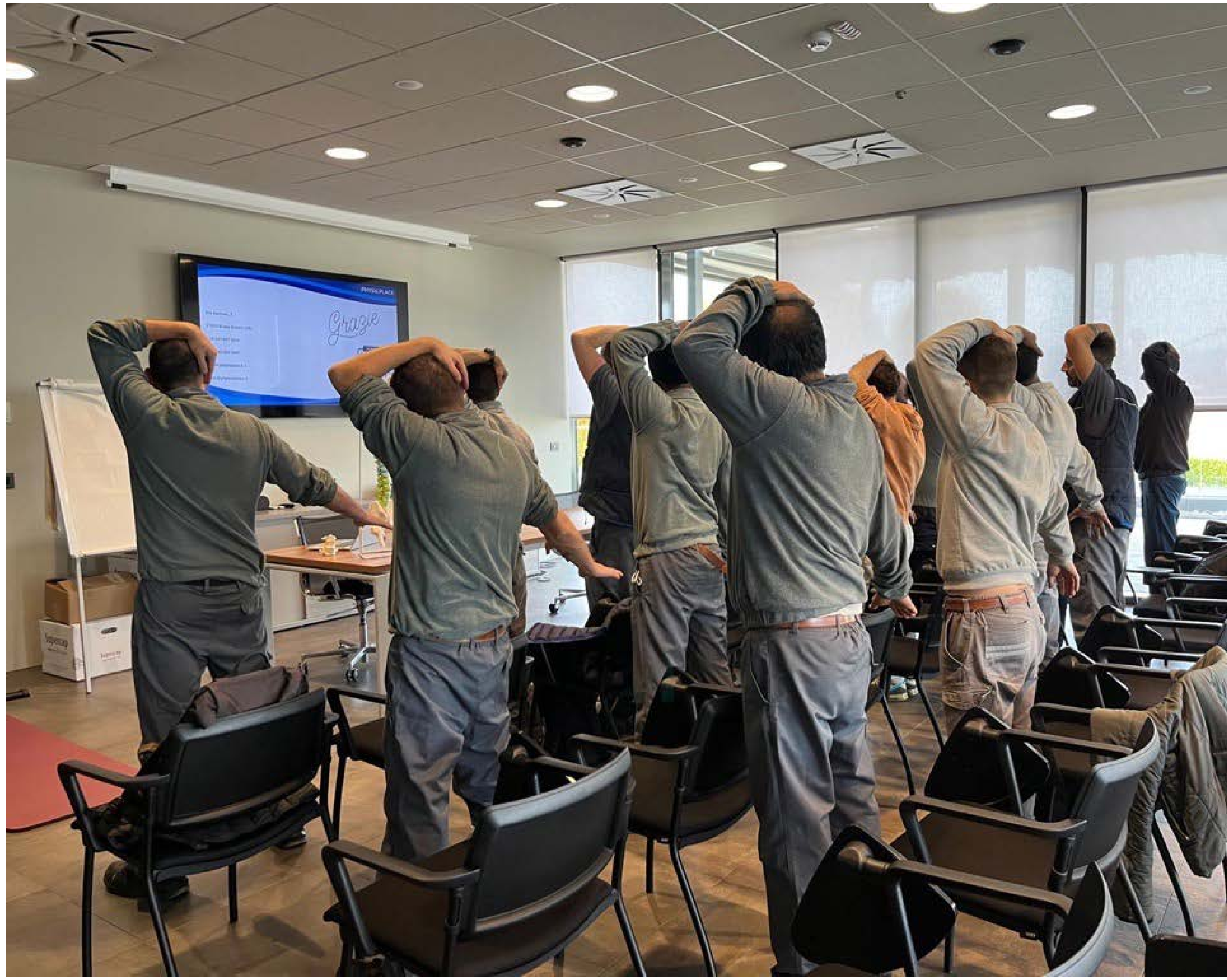
At **Crealis S.p.A., the WHP program included workshops on smoking prevention, active breaks during the working day, and ergonomic sessions for the printing department conducted with the support of a physiotherapist**. Additional initiatives included seasonal fruit distribution, walking groups during lunch breaks, postural training sessions organized in collaboration with ATS Varese, and flu vaccination campaigns.

At **Maverick Enterprise, ergonomic workplace improvements were introduced following workstation assessments, including adjustable standing desks and ergonomic equipment for office-based teams**.

Crealis Australia coordinated on-site flu vaccination campaigns for employees, while in Mexico, two health campaigns were organized in collaboration with the Jalisco Health Secretary, providing medical evaluations, vaccinations, and nutritional guidance.

Employees also continued benefiting from supplementary healthcare coverage and local health support initiatives, in accordance with collective bargaining agreements and local regulations.

Through these initiatives, Crealis Group continues promoting a healthy, inclusive, and supportive work environment across its international operations.



4.7. HEALTH & SAFETY

Protecting the health and safety of employees remains a top priority for Crealis Group. Across all operations, the Group continued strengthening prevention practices, risk awareness, employee participation, and continuous improvement initiatives.

The Group's health and safety management systems cover employees, contractors, and operational activities across all sites. **Several entities operate under ISO 45001-certified management systems, while additional entities continue progressing toward certification**.

In 2025, Crealis Group further **strengthened its governance approach to occupational health and safety through the approval by the Board of Directors of a Group-wide HR Management Policy**, which includes dedicated principles and guidelines related to workplace health and safety, employee protection, training, and prevention measures.

Throughout 2025, the Group continued implementing risk assessments, prevention programs, safety training, near-miss reporting initiatives, and workplace monitoring activities aimed at **reducing occupational risks and strengthening safety culture**.

Several entities also invested in targeted initiatives and equipment upgrades to further improve workplace safety conditions. **At PE.DI, new safety equipment was introduced for the lithographic line, alongside the modernization of specific machinery** aimed at improving employee protection and operational safety. In **Mexico, modernization activities** were also carried out on selected machines to further enhance workplace safety conditions.

At **Supercap S.r.l., a complete safety audit** was conducted in June 2025, accompanied by the appointment of a new **Health and Safety Prevention Manager (RSPP)** and the resumption of mandatory safety training renewal programs.

At **Supercap LDA in Portugal, employees participated in safety and forklift driving training sessions**. In addition, when accidents occur, dedicated investigations are conducted by internal teams, followed by targeted training activities upon the employee's return to work, supporting continuous improvement and prevention awareness.

Employee participation remains central to the Group's approach to health and safety. Health and safety committees, regular audits, prevention meetings, and reporting systems continued supporting employee involvement in identifying and addressing workplace risks.

In 2025, no work-related fatalities were recorded across the Group.

The total number of recordable work-related injuries (excluding high-consequence work-related injuries) decreased from 47 in 2024 to 43 in 2025, with the injury rate improving from 19.4 to 17.7. At the same time, the **number of high-consequence work-related injuries increased from 11 to 13, with the corresponding rate increasing from 4.5 to 5.4. The overall rate of recordable injuries decreased from 23.9 in 2024 to 23.1 in 2025**.

These results reinforce the importance of continuing to strengthen prevention measures, employee awareness, and corrective action plans across all entities.

Crealis Group remains committed to continuously improving health and safety performance while fostering a proactive culture where safety is integrated into everyday operations.

4.8. ETHICAL CONDUCT, HUMAN RIGHTS & COMPLIANCE

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 respectful work environment, ensuring that labor practices comply with applicable national regulations and internationally recognized principles.

During 2025, the Group continued to uphold these commitments through **compliance with local labor laws, collective agreements, and internal policies across all entities. Respect for human rights and ethical behavior remains embedded within the Group's Code of Ethics and internal regulations**, including principles related to equal treatment, non-discrimination, workplace respect, and protection against harassment.

In 2025, the **Group's Code of Ethics was revised and approved at Group level by the Board of Directors**, reinforcing common principles and expectations across all entities. Following its approval, the updated Code of Ethics was shared locally throughout the organization.

The communication surrounding the launch of the Group's first eNPS survey also provided an opportunity to reinforce employee awareness regarding whistleblowing channels and reporting procedures. Information was shared across all entities to ensure employees were informed about the available reporting mechanisms, including the possibility to submit concerns anonymously and confidentially.

During 2025, awareness initiatives related to respectful workplace culture and violence prevention were also promoted across the Group. At **PE.DI, sessions were organized in collaboration with the Violetta association to address topics related to domestic and workplace violence**, with the objective of raising awareness and promoting prevention and support initiatives.

Collective bargaining agreements continue to play an important role in defining working conditions across the Group. In 2025, 86.6% of the total workforce was covered by collective agreements. These agreements include provisions related to employee benefits, supplementary healthcare coverage, profit-sharing schemes, and employee support measures across several entities.

Regular dialogue with employee representatives, unions, and health and safety committees continued throughout the year, supporting continuous improvement of working conditions and employee well-being across the Group.

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

78%
participation rate to the Group's first eNPS survey

4.9. CUSTOMERS AND END USERS

CUSTOMER RELATIONSHIPS AND SERVICE QUALITY

Crealis Group continues to place **customer satisfaction, product quality, and service reliability at the center of its operations**. Across its entities, the Group maintains structured processes to monitor customer service performance, manage claims, and support continuous improvement initiatives.

Key customer service indicators, including On-Time-In-Full (OTIF) delivery performance and customer satisfaction metrics, are monitored at entity level to support responsiveness and service quality. In addition, dedicated quality processes ensure that customer claims are managed through traceable workflows with defined response times and corrective action procedures.

Customer feedback remains an important source of insight for improving products, services, and operational performance. Through regular exchanges with customers, business reviews, and day-to-day collaboration, Crealis continues to adapt its offering to evolving market expectations, including growing interest in sustainable packaging solutions and regulatory compliance support.

PRODUCT RESPONSIBILITY AND COMPLIANCE

Crealis Group remains committed to **ensuring product safety, quality, and regulatory compliance** across its operations. **Quality management systems certified under ISO 9001:2015** support process consistency, traceability, and continuous improvement across multiple entities.

In addition, selected production sites **maintain product-related certifications such as BRCGS Packaging Materials**, supporting compliance with recognized packaging safety and quality standards for relevant applications.

During 2025, the Group continued the maintenance and periodic renewal of its existing certifications. At the same time, **Crealis initiated work on the development and future implementation of a Group-wide Quality Policy planned for 2026**. The policy aims to further **harmonise quality management principles, responsibilities, and monitoring practices across the Group**, while reinforcing commitments related to product safety, regulatory compliance, traceability, customer satisfaction, and continuous improvement.

Quality and compliance standards are monitored through **certified management systems, internal quality controls, audits, corrective and preventive action (CAPA) procedures, customer feedback mechanisms, and regulatory watch activities**. These processes support the **continuous adaptation of products, specifications, and operational practices in response to evolving regulations, customer expectations, international standards, and sustainability requirements**.

No significant incidents of non-compliance related to product safety, labelling, or marketing communications were recorded during the reporting period.

CUSTOMER COLLABORATION AND SUSTAINABLE SOLUTIONS

Crealis teams continue to work closely with customers to support the development of packaging solutions aligned with market expectations and sustainability objectives. This collaboration includes **technical support on material selection, recyclability considerations, regulatory developments, and product innovation initiatives**.

By maintaining close customer relationships and a strong focus on quality and compliance, Crealis reinforces its role as a trusted partner within the wine and spirits packaging value chain.

Crealis Group recognizes the importance of product integrity and brand protection within the wine and spirits packaging sector. While the overall risk of counterfeiting remains limited and concentrated in specific market niches, **the Group continues to support customers through packaging solutions designed to enhance authenticity and tamper evidence**.

Several product ranges incorporate intrinsic security features and tamper-proof elements that provide an initial level of protection against product manipulation and imitation. In addition, Crealis offers customers customized authentication and identification solutions adapted to specific market and brand requirements, including specialized printing technologies and security-oriented design features.

CONSUMER INSIGHTS

A 2025 **neuromarketing study conducted by Crealis and SenseCatch highlighted a strong consumer preference among Italian wine buyers for traditional bottles with capsules**. Combining eye-tracking technology, biometric analysis, interviews, and tasting sessions, the study found that **90% of consumers selected bottles with capsules, increasing to 100% in the sparkling wine category. Consumers associated capped bottles with higher quality, safety, hygiene, and premium positioning, while also demonstrating stronger shelf visibility and greater visual appeal.** The research further indicated that **the presence of the capsule did not negatively influence consumers' perception of sustainability**, while continuing to play an important role in product presentation, perceived quality, and brand identity. Overall, the findings underline the importance of packaging and closure design in shaping customer perception and purchasing decisions.

4.10. COMMUNITY RELATIONSHIP & IMPACT

Community engagement and philanthropy remain integral to Crealis Group's values and long-term vision. Through its commitment to responsible business practices, **the Group continues to foster meaningful relationships with local communities while supporting social, cultural, environmental, and educational initiatives across the regions where it operates**. The Group's tagline, "Close to you, open to the future", reflects both its strong local roots and its global perspective, empowering each entity to actively contribute to the well-being and development of its surrounding communities.

At local level, the management of **each entity oversees the allocation of budgets dedicated to philanthropic and community-oriented activities, ensuring that initiatives are aligned with local needs and priorities while reflecting the Group's shared values of solidarity, inclusion, sustainability, and social responsibility**.

Throughout 2025, Crealis Group entities supported a wide range of initiatives focused on healthcare, social inclusion, environmental protection, education, and community well-being. These initiatives demonstrate the Group's ambition to create a positive and lasting impact beyond its business activities.

SUPPORTING SOCIAL INCLUSION AND HEALTH

In Italy, **Supercap S.r.l. strengthened its commitment to social inclusion through its partnership with I Bambini delle Fate**, an Italian social enterprise supporting projects for children and young adults with autism and other disabilities. Through a structured agreement, the company **contributed to local educational and social activities for families in the surrounding community**, reinforcing Crealis Group's commitment to inclusion and equal opportunities.

In France, **Sparflex continued its partnership with Ensemble pour Elles, an association supporting women affected by breast cancer during and after treatment through sports, wellness, and artistic activities**. Several solidarity initiatives were organized during the year, including a charity golf competition, a raffle in collaboration with artist Magali Lockwood, and the sale of a dedicated "Pink October" wirehood collection, with 10% of proceeds donated to the association. Together, these initiatives **raised €3,600 to finance personalized coaching sessions for women supported by the organization**, helping them throughout their recovery and reintegration journey.

LOCAL COMMUNITY SUPPORT AND EMPLOYEE ENGAGEMENT

In Portugal, Supercap celebrated the first anniversary of its Portuguese site, marking an important milestone in its integration within the Crealis Group. The event brought employees together around the values of commitment, collaboration, and collective spirit, while also **including a solidarity initiative to support local families in need. Employees prepared school bags and educational supplies for children from the local community, combining team engagement with meaningful social impact**.

In Mexico, employees participated in a solidarity campaign supporting the children's home Niña Campesina, an organization assisting girls from marginalized communities. Teams collected and donated essential goods including medicines, hygiene products, and non-perishable food items, demonstrating strong employee involvement and commitment to vulnerable communities.

In the United States, **Maverick Enterprises continued supporting local organizations in California through initiatives addressing food insecurity and community welfare**. Employees organized food collections for local food banks and supported seasonal programs **through donations of Thanksgiving turkeys to families in need. Maverick also continued its support for Plowshares Peace & Justice Center in Ukiah**, which operates a community dining room and meal programs for seniors. Additional contributions included donations to the Empty Bowls fundraising initiative and participation in local charity events designed to strengthen community engagement.

ENVIRONMENTAL AND COMMUNITY STEWARDSHIP

Crealis Australia supported the Foundation for National Parks and Wildlife through a tree-planting donation initiative carried out as part of its year-end customer engagement activities. This contribution supported biodiversity conservation and environmental restoration projects while promoting awareness around sustainability and responsible environmental stewardship.

Through these initiatives, Crealis Group continues to strengthen its role as a responsible corporate citizen, encouraging employee engagement and supporting projects that create tangible social and environmental value within local communities.

05

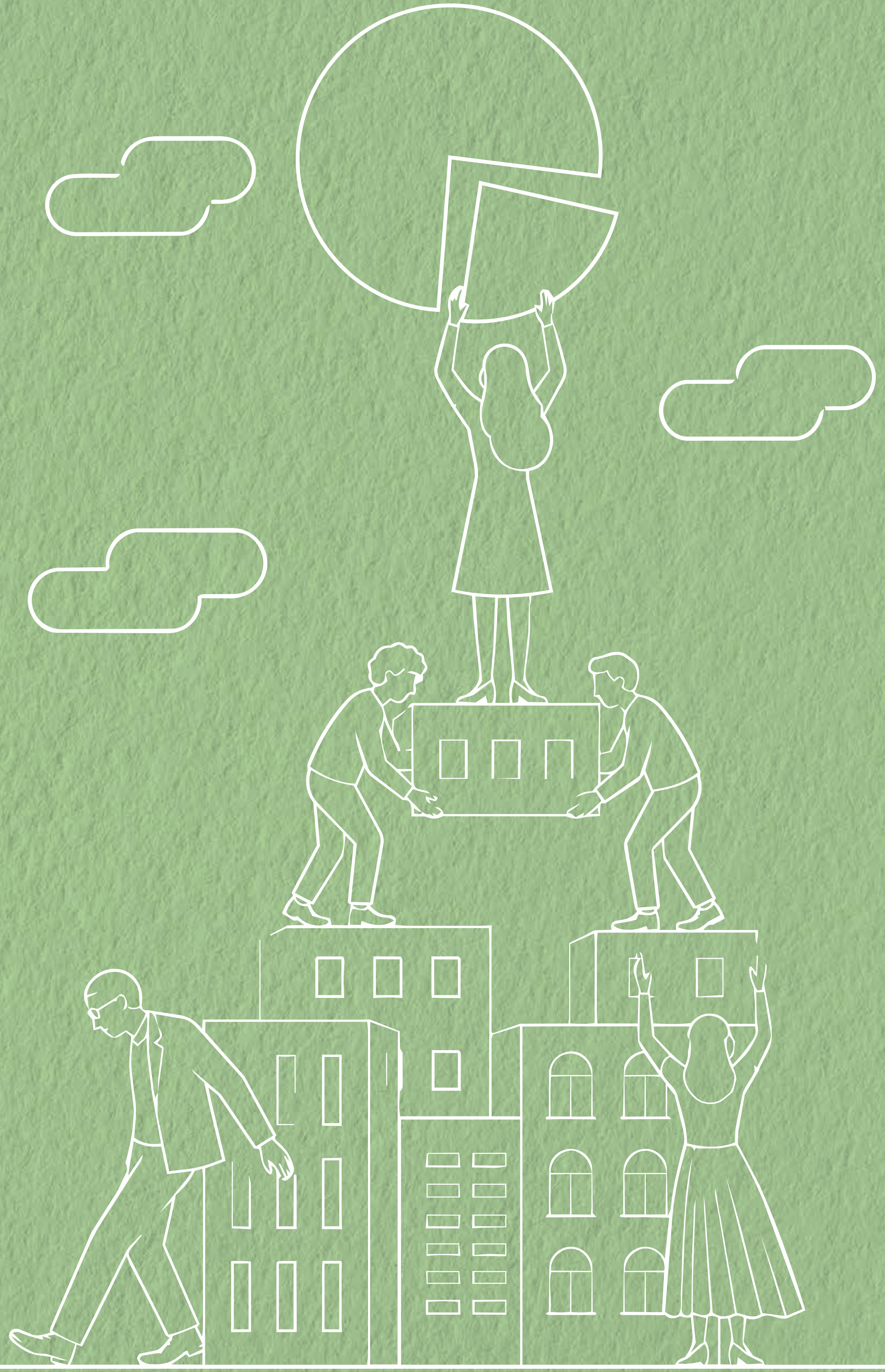
GOVERNANCE

GOVERNANCE *practices*

Crealis Group recognizes that **strong governance practices are essential to ensuring long-term business resilience, sustainable growth, and responsible decision-making**. Across its international operations, the Group remains committed to conducting business with integrity, transparency, and accountability, while continuously strengthening its governance framework, ethical standards, and risk management practices.

In 2025, Crealis continued advancing its governance priorities through the **reinforcement of Group-wide policies, the formal approval of a new Group Code of Ethics, the expansion of whistleblowing mechanisms, and the further integration of ESG considerations into supply chain management and procurement processes**. The Group also continued promoting awareness and compliance initiatives aimed at strengthening ethical culture and responsible business conduct across the organization.

Through these actions, Crealis Group continues to enhance a governance framework that supports legal compliance, stakeholder trust, operational resilience, and the integration of ESG principles into business activities and decision-making processes.



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 conducts business, guiding both the pursuit of market competitiveness and the commitment to social and environmentally responsible practices. Crealis values are embedded in the Group's Mission & Vision and are reflected in its long-term business strategy. Integrity remains the Group's guiding principle, providing stability and ethical direction in an increasingly complex and evolving global environment.

During 2025, Crealis Group finalized and approved a **new Group-wide Code of Ethics, establishing a common framework of principles and expected behaviours across all Group entities**. Approved by the Board of Directors in October 2025, the Code applies to employees, managers, directors, collaborators, suppliers, working with or on behalf of the Group. The Code covers **key business conduct topics including compliance with laws and regulations, anti-corruption, conflicts of interest, fair competition, protection of confidential information, human rights, health and safety, environmental responsibility, and responsible relationships with customers, suppliers, and public authorities**. To support implementation and awareness, the Code is **communicated through onboarding and internal communication channels and is made publicly available on the Group's website**. Crealis also maintains the EQS Integrity Line whistleblowing platform, enabling confidential reporting of suspected violations of the Code or other improper conduct.

At the same time, the Board of Directors also approved four new Group-wide policies during the last quarter of 2025:

The Group-wide **Anti-Corruption Policy**, reinforcing its **commitment to conducting business with integrity, transparency, and accountability across all operations and business relationships**. The Policy applies to all Group companies, employees, managers, suppliers, consultants, and business partners acting on behalf of the Group. The Policy **defines common principles and preventive measures related to anti-corruption, conflicts of interest, gifts and hospitality, relations with public authorities, supplier and consultant management, financial transparency, and whistleblowing mechanisms**. It also establishes requirements for training, reporting, and internal controls aimed at preventing and identifying corruption risks across the Group's activities and value chain. To support implementation and awareness, the **Policy is made available through internal communication channels and the Group's website**, while the EQS Integrity Line platform enables confidential reporting of suspected violations or improper conduct.

These policies reinforce the Group's commitment to responsible business conduct and support the integration of ESG principles into operational and decision-making processes across the organization.

The Group operates **whistleblowing procedures and reporting channels designed to ensure that concerns can be raised confidentially and securely. In 2025, whistleblowing mechanisms were progressively implemented across all European entities where legally required, through a dedicated platform accessible via the Group's websites**.

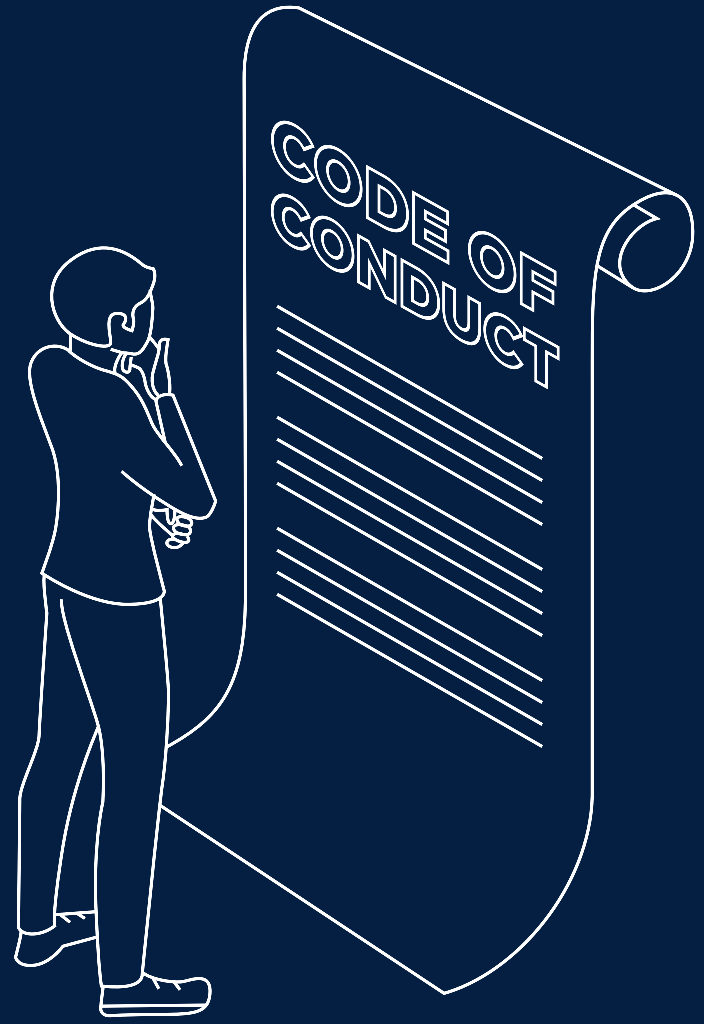
During the year, employees were also **informed about the availability and functioning of whistleblowing channels within their respective entities, notably through internal communications linked to the sharing of the Employee Net Promoter Score (eNPS) survey results**.

During the reporting period, **three whistleblowing reports were submitted. All reports were processed and resolved in accordance with the Group's procedures**.

To support awareness and effective implementation of governance practices, the Group continued promoting compliance and ethics-related communication initiatives throughout 2025. In parallel with the cybersecurity awareness program already implemented across the Group, which includes recurring monthly training sessions for office employees using their company device, Crealis is also **assessing the implementation of a dedicated Group-wide training and awareness program related to the new Code of Ethics**.

Throughout 2025, the Group **continued carrying out awareness and training initiatives focused on Legislative Decree 231/2001 and whistleblowing procedures**, with the objective of strengthening ethical culture, legal compliance, and employee awareness across the organization.

THANKS TO ALL THESE ACTIONS PLANNED AND IN PLACE, DURING 2024 AND 2025 NO CONFIRMED INCIDENTS OF CORRUPTION OCCURRED.



5.2. RESPONSIBLE & RESILIENT SUPPLY CHAIN MANAGEMENT

Crealis Group continues to strengthen its commitment to responsible sourcing and sustainable supply chain management by progressively integrating environmental, social, and governance (ESG) considerations into supplier evaluation and engagement processes.

Strategic suppliers are defined based on procurement expenditure and operational relevance and represent approximately 80% of the Group's total procurement spend. As part of the Group's responsible sourcing programme, 81% of strategic suppliers have signed the Supplier Code of Conduct, reaffirming their commitment to ethical business practices, human rights, environmental responsibility, and compliance with applicable regulations.

The **Supplier 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**.

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.

The Code consists of four sections that address multiple ESG topics:

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.
2. **Health and Safety –** occupational health & safety; emergency preparedness; basic services; accommodation.
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.
4. **Business relationship –** compliance with law; free competition; bribery/corruption; gifts/hospitality; money laundering; conflict minerals.

Understanding the environmental, social, and governance risks embedded within the supply chain is considered essential to safeguarding business continuity and strengthening long-term resilience. In this context, Crealis continued reinforcing its supplier monitoring framework through a combination of supplier codes of conduct, ESG assessments, and supplier screening activities.

ESG SUPPLIER ASSESSMENT

In 2025, Crealis Group launched an ESG supplier assessment, aimed at evaluating the ESG maturity and potential risk exposure of the main strategic suppliers. The initiative focused on a panel of suppliers identified through a mapping exercise based primarily on procurement spend and operational relevance.

A total of 20 strategic suppliers were selected and invited to participate in the assessment process. In parallel with this Group-level initiative, additional local supplier screening activities were also carried out across several entities.

The assessment framework was designed to provide a structured understanding of suppliers' sustainability maturity and ESG-related risk exposure. The questionnaire evaluated four main areas:

- Sustainability management practices
- Environmental performance
- Social practices
- Governance and ethical management

Within each area, suppliers were assessed on relevant sustainability topics such as policies, certifications, management systems, targets, and governance practices. The assessment methodology included a scoring and standardization system designed to ensure consistency and comparability across suppliers and assessment categories.

The results of the assessment provided Crealis with a clearer overview of the ESG maturity profile and ESG risk exposure of its strategic suppliers and supported the identification of potential improvement areas and future engagement priorities.

The integration of ESG maturity indicators with procurement spend also enabled the Group to better understand areas of potential operational, regulatory, and reputational exposure and will support future prioritization of supplier engagement, audits, and development initiatives.

Looking ahead, Crealis Group will continue strengthening its responsible sourcing approach by further embedding ESG-related criteria into supplier qualification, evaluation, and monitoring processes, alongside traditional procurement criteria such as quality, service, and operational performance.

As part of its responsible sourcing approach, Crealis Group continues to favour local sourcing whenever operationally feasible, supporting regional supply chains while contributing to reduced transportation impacts and increased supply chain resilience.

Through these initiatives, Crealis Group continues to promote alignment with internationally recognized human rights, ethical business conduct, and environmental responsibility principles across its supply chain.

06

APPENDIX

6.1. PERFORMANCE INDICATORS

GOVERNANCE

GRI 2-27: COMPLIANCE WITH LAWS AND REGULATIONS

CASES OF NON-COMPLIANCE	UOM	2024[4]	2025
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	0
INSTANCES FOR WHICH FINES WERE INCURRED DURING THE REPORTING PERIOD	n.	4	8
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	5
NUMBER OF FINES FOR INSTANCES OF NONCOMPLIANCE WITH LAWS AND REGULATIONS THAT OCCURRED IN PREVIOUS REPORTING PERIODS	n.	0	4
MONETARY VALUE OF FINES FOR INSTANCES OF NONCOMPLIANCE WITH LAWS AND REGULATIONS THAT OCCURRED IN THE CURRENT REPORTING PERIOD	€	14,373	100,711
MONETARY VALUE OF FINES FOR INSTANCES OF NONCOMPLIANCE WITH LAWS AND REGULATIONS THAT OCCURRED IN PREVIOUS REPORTING PERIODS	€	0	186,044

4 Note that, for 2024, data on GRI 2-27 does not include Supercap LDA.

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

CONFIRMED CORRUPTION INCIDENTS AND ACTIONS TAKEN	2024	2025
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 RENEWED 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 31ST DECEMBER 2024** (PERCENTAGE (%))	**AS OF 31ST DECEMBER 2025** (PERCENTAGE (%))
MEN	85.7	87.5
WOMEN	14.3	12.5
AGE GROUP		
<30 YEARS OLD	14.3	0.0
30-50 YEARS OLD	28.6	37.5
>50 YEARS OLD	57.1	62.5

ENVIRONMENTAL

GRI 301-1: MATERIALS USED BY WEIGHT OR VOLUME[5]

MATERIALS USED BY WEIGHT OR VOLUME			
TYPE OF MATERIAL	UOM	2024 TOTAL	2025 TOTAL
NON-RENEWABLE MATERIALS			
ALUMINIUM	t	4,135	5,367
PLASTIC	t	3,318	4,444
STEEL	t	1,381	1,409
TIN	t	701	717
TOTAL NON-RENEWABLE MATERIALS			
TOTAL	t	9,534	10,749

5 For GRI 301-1 reporting, only relevant materials used in production processes were considered.
6 The source used for the calculation of energy consumption within the organisation was DEFRA 2025.
7 Note that, as part of the continuous improvement process, the calculation methodology has been refined through the incorporation of data relating to electricity sold. As a result, the total values for energy consumption and renewable energy have been revised.

GRI 302-1: ENERGY CONSUMPTION WITHIN THE ORGANIZATION[6]

TYPES OF CONSUMPTION	UOM	2024 TOTAL	2025 TOTAL
NON-RENEWABLE FUELS			
NATURAL GAS	GJ	43,220	38,303
LPG	GJ	682	762
DIESEL (FOR HEATING OR PRODUCTION PROCESSES)	GJ	1,967	1,997
DIESEL (FOR COMPANY OWNED OR LEASED/LEASED VEHICLES)	GJ	2,722	4,352
PETROL (FOR COMPANY OWNED VEHICLES OR ON LONG TERM LEASE/RENTAL)	GJ	2,075	3,659
CNG	GJ	0	0
TOTAL NON-RENEWABLE FUELS	GJ	50,665	49,071
BIOETHANOL	GJ	15	4
TOTAL NON-RENEWABLE FUELS	GJ	15	4
ELECTRICITY			
ELECTRICITY PURCHASED	GJ	95,113	99,190
OF WHICH, FROM RENEWABLE SOURCES (CERTIFIED)	GJ	12,924	37,031
ELECTRICITY SELF-PRODUCED	GJ	5,054	8,064
OF WHICH, FROM RENEWABLE SOURCES (CERTIFIED)	GJ	5,054	8,064
ELECTRICITY SOLD[7]	GJ	551	855
TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION			
TOTAL ENERGY CONSUMPTION	GJ	150,296	155,474
RENEWABLE ENERGY	GJ	17,442	44,244
%	%	12%	28%

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_2e**	**2024**	**2025**
SCOPE 1[8]	TOTAL SCOPE 1	3,107	2,955
SCOPE 2[9]	LOCATION-BASED	5,017	6,040
	MARKET-BASED	6,855	4,575
TOTAL	SCOPE 1 AND SCOPE 2 (LOCATION-BASED)	8,124	8,994
	SCOPE 1 AND SCOPE 2 (MARKET-BASED)	9,962	7,530

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

OTHER INDIRECT (SCOPE 3) GHG EMISSIONS CATEGORIES AND ACTIVITIES - tCO2e		
	2024	**2025**
CAT. 1 PURCHASED GOODS AND SERVICES	79,177	93,543
CAT. 2 CAPITAL GOODS	4,106	2,672
CAT. 3 FUEL- AND ENERGY-RELATED ACTIVITIES (NOT INCLUDED IN SCOPE 1 OR SCOPE 2)	2,307	1,765
CAT. 4 UPSTREAM TRANSPORTATION AND DISTRIBUTION	3,973	4,278
CAT. 5 WASTE GENERATED IN OPERATIONS	828	574
CAT. 6 BUSINESS TRAVEL	760	507
CAT. 7 EMPLOYEE COMMUTING	1,184	1,223
CAT. 9 DOWNSTREAM TRANSPORTATION AND DISTRIBUTION	1,677	870
CAT. 10 PROCESSING OF SOLD PRODUCTS	782	654
CAT. 12 END-OF-LIFE TREATMENT OF SOLD PRODUCTS	2,916	3,409
TOTAL	97,711	109,495

GRI 305-7: OTHER EMISSIONS[10]

OTHER EMISSIONS[11]	**U.O.M**	**2024**	**2025[12]**
NOx	t	75	76
SOx	t	7	7
VOLATILE ORGANIC COMPOUNDS (VOC)[13]	t	47	75
PARTICULATE MATTER (PM)	t	21	21
CO	t	15	12
VOC NM	t	2	10

GRI 306-3: WASTE GENERATED

WASTE COMPOSITION	**U.O.M**	**2024**	**2025**
HAZARDOUS	t	618	684
NON-HAZARDOUS	t	4,205	4,874
TOTAL	t	4,823	5,558

8 The following are the sources utilised for the calculation of Scope 1 emissions, reported as tons of CO2 equivalent:
- In 2024: DEFRA 2024 and ISPRA 2024 (Quantity-based, Distance-based, Refrigerants).
- In 2025: DEFRA 2024 and ISPRA 2025 (Quantity-based, Distance-based, Refrigerants).

9 The following are the sources utilised for the calculation of Scope 2 emissions, reported as tons of CO2 equivalent.:
In 2024 the emission factors used for the calculation of Scope 2 "Location Based" and "Market Based" were the following:
- ISPRA (2023): Italy.
- AIB (2024): Spain, France, Portugal.
- Australian Government (2023): Australia, state specific factors are sourced from publicly available emissions factors published by the Australian Government to support annual GHG emissions.
- US Env Protection Agency (EPA) eGrid (2024): United States.
- IGES (2025): Mexico.

In 2025 the emission factors used for the calculation of Scope 2 "Location Based" and "Market based" were the following:
- ISPRA (2024): Italy.
- AIB (2024): Spain, France, Portugal.
- Australian Government (2024): Australia.
- US Env Protection Agency (EPA) eGrid (2023): Unites States.
- IGES (2025): Mexico.
- Ecoinvent - Market for electricity, medium voltage - 3.12: New Zealand.

10 Note that data on both total Volatile Organic Compounds (VOC) and Non-methane Volatile Organic Compounds (VOC NM) are based on estimates and had undergone a methodological refinement compared to previous reporting periods. Further refinements may occur in future reporting cycles as part of the continuous improvement of data collection, calculation, and reporting processes.

11 Note that CH[illegible] and HAP emissions have not been reported, as they were assessed as not relevant to Crealis operations.

12 Note that the entities Le Muselet Valentin and Rivercap France did not register any other emissions disclosed according to GRI 305-7 for both 2024 and 2025.

13 Note that, for 2024, PE.DI S.r.l. has revised the Volatile Organic Compounds (VOC) data due to a methodological improvement.

GRI 306-4: WASTE DIVERTED FROM DISPOSAL

TOTAL WEIGHT OF WASTE NOT SENT FOR DISPOSAL BY RECOVERY METHODOLOGY								
	2024				2025			
METHOD OF RECOVERY [t][14]	ON-SITE	AT AN EXTERNAL SITE	TOTAL	%	ON-SITE	AT AN EXTERNAL SITE	TOTAL	%
HAZARDOUS WASTE								
PREPARED FOR REUSE	-	-	-	-	-	-	-	-
RECYCLING	-	-	-	-	-	1	1	-
OTHER RECOVERY OPERATIONS	-	427	427	11%	-	483	483	10%
NON-HAZARDOUS WASTE								
PREPARED FOR REUSE	-	-	-	-	-	-	-	-
RECYCLING	-	-	-	-	-	2,232	2,232	46%
OTHER RECOVERY OPERATIONS	-	3,527	3,527	89%	-	2,177	2,177	44%
TOTAL	-	3,954	3,954	100%	-	4,893	4,893	100%

14 Note that the "Other recovery operations" category includes all waste destined for recovery for which, however, it is not possible for Crealis to perform a more detailed classification.

GRI 306-5: WASTE DIRECTED TO DISPOSAL

TOTAL WEIGHT OF WASTE DIRECTED TO DISPOSAL								
	2024				2025			
METHOD OF RECOVERY [t]	ON-SITE	AT AN EXTERNAL SITE	TOTAL	%	ON-SITE	AT AN EXTERNAL SITE	TOTAL	%
HAZARDOUS WASTE								
INCINERATION (WITH ENERGY RECOVERY)	-	137	137	16%	-	-	-	0%
INCINERATION (WITHOUT ENERGY RECOVERY)	-	-	-	0%	-	39	39	6%
LANDFILL	-	-	-	0%	-	-	-	0%
OTHER DISPOSAL OPERATIONS	-	54	54	6%	-	160	160	24%
NON-HAZARDOUS WASTE								
INCINERATION (WITH ENERGY RECOVERY)	-	171	171	20%	-	45	45	7%
INCINERATION (WITHOUT ENERGY RECOVERY)	-	-	-	0%	-	3	3	0%
LANDFILL	-	394	394	45%	-	415	415	62%
OTHER DISPOSAL OPERATIONS	-	113	113	13%	-	3	3	0%
HAZARDOUS WASTE								
TOTAL	-	869	869	100%	-	665	665	100%

SOCIAL

GRI 2-7: EMPLOYEES

TOTAL NUMBER OF EMPLOYEES BY GENDER AND BY REGION

REGION	AS OF 31ST DECEMBER 2024			AS OF 31ST DECEMBER 2025		
	MEN	WOMAN	TOTAL	MEN	WOMAN	TOTAL
ITALY	344	109	**453**	331	107	**438**
FRANCE	133	72	**205**	123	71	**194**
PORTUGAL	54	31	**85**	48	29	**77**
SPAIN	147	48	**195**	141	48	**189**
AUSTRALIA	23	3	**26**	21	3	**24**
MEXICO	113	93	**206**	96	66	**162**
US	85	37	**122**	78	32	**110**
TOTAL	899	393	**1,292**	838	356	**1,194**

TOTAL NUMBER OF EMPLOYEES BY TYPE OF CONTRACT, GENDER AND REGION

REGION	AS OF 31ST DECEMBER 2024				AS OF 31ST DECEMBER 2025			
	TYPE OF CONTRACT	MEN	WOMAN	TOTAL	FULL TIME/ PART TIME	MEN	WOMAN	TOTAL
ITALY	PERMANENT	331	104	**435**	PERMANENT	323	103	**426**
	FIXED-TERM CONTRACT	13	5	**18**	FIXED-TERM CONTRACT	8	4	**12**
FRANCE	PERMANENT	133	71	**204**	PERMANENT	122	70	**192**
	FIXED-TERM CONTRACT	0	1	**1**	FIXED-TERM CONTRACT	1	1	**2**
PORTUGAL	PERMANENT	54	31	**85**	PERMANENT	48	29	**77**
	FIXED-TERM CONTRACT	0	0	**0**	FIXED-TERM CONTRACT	0	0	**0**
SPAIN	PERMANENT	147	48	**195**	PERMANENT	141	47	**188**
	FIXED-TERM CONTRACT	0	0	**0**	FIXED-TERM CONTRACT	0	1	**1**
AUSTRALIA	PERMANENT	21	2	**23**	PERMANENT	19	1	**20**
	FIXED-TERM CONTRACT	2	1	**3**	FIXED-TERM CONTRACT	2	2	**4**
MEXICO	PERMANENT	113	93	**206**	PERMANENT	96	66	**162**
	FIXED-TERM CONTRACT	0	0	**0**	FIXED-TERM CONTRACT	0	0	**0**
US	PERMANENT	84	36	**120**	PERMANENT	78	32	**110**
	FIXED-TERM CONTRACT	1	1	**2**	FIXED-TERM CONTRACT	0	0	**0**
TOTAL	PERMANENT	883	385	**1,268**	PERMANENT	827	348	**1,175**
	FIXED-TERM CONTRACT	16	8	**24**	FIXED-TERM CONTRACT	11	8	**19**

TOTAL NUMBER OF EMPLOYEES BROKEN DOWN BY FULL-TIME/PART-TIME, GENDER AND REGION

REGION	AS OF 31ST DECEMBER 2024				AS OF 31ST DECEMBER 2025			
	TYPE OF CONTRACT	MEN	WOMAN	TOTAL	FULL TIME/ PART TIME	MEN	WOMAN	TOTAL
ITALY	FULL-TIME	337	104	441	FULL-TIME	326	101	427
	PART-TIME	7	5	12	PART-TIME	5	6	11
FRANCE	FULL-TIME	130	69	199	FULL-TIME	120	69	189
	PART-TIME	3	3	6	PART-TIME	3	2	5
PORTUGAL	FULL-TIME	54	31	85	FULL-TIME	48	29	77
	PART-TIME	0	0	0	PART-TIME	0	0	0
SPAIN	FULL-TIME	143	47	190	FULL-TIME	137	47	184
	PART-TIME	4	1	5	PART-TIME	4	1	5
AUSTRALIA	FULL-TIME	20	2	22	FULL-TIME	19	1	20
	PART-TIME	1	0	1	PART-TIME	0	0	0
MEXICO	FULL-TIME	113	93	206	FULL-TIME	96	66	162
	PART-TIME	0	0	0	PART-TIME	0	0	0
US	FULL-TIME	85	37	122	FULL-TIME	78	32	110
	PART-TIME	0	0	0	PART-TIME	0	0	0
TOTAL	FULL-TIME	882	383	1,265	FULL-TIME	824	345	1,169
	PART-TIME	15	9	24	PART-TIME	12	9	21

NUMBER OF NON-GUARANTEED HOURS EMPLOYEES, BROKEN DOWN BY GENDER AND REGION

REGION	AS OF 31ST DECEMBER 2024			AS OF 31ST DECEMBER 2025		
	MEN	WOMAN	TOTAL	MEN	WOMAN	TOTAL
AUSTRALIA	2	1	3	2	2	4

GRI 2-8: WORKERS WHO ARE NOT EMPLOYEES

NUMBER OF EXTERNAL WORKFORCE (HC) BY OCCUPATIONAL CATEGORY AND GENDER

OCCUPATIONAL CATEGORY	AS OF 31ST DECEMBER 2024			AS OF 31ST DECEMBER 2025		
	MEN	WOMAN	TOTAL	MEN	WOMAN	TOTAL
INTERNS	6	1	7	5	3	8
SELF-EMPLOYED WORKERS	1	0	1	8	5	13
TEMPORARY WORKERS	26	7	33	28	10	38
TOTAL	33	8	41	41	18	59

GRI 2-21: ANNUAL TOTAL COMPENSATION RATIO[15]

ANNUAL TOTAL COMPENSATION RATIO

	RATIO OF THE ANNUAL TOTAL COMPENSATION FOR THE ORGANIZATION'S HIGHEST-PAID INDIVIDUAL TO THE MEDIAN ANNUAL TOTAL COMPENSATION FOR ALL EMPLOYEES (EXCLUDING THE HIGHEST-PAID INDIVIDUAL) 2025
CREALIS GROUP	10.9

GRI 2-30: COLLECTIVE BARGAINING AGREEMENTS

PERCENTAGE OF THE TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

	2024	2025
TOTAL NUMBER OF EMPLOYEES	1,292	1,194
NUMBER OF EMPLOYEES WITH COLLECTIVE BARGING AGREEMENTS	1,072	1,034
TOTAL (%)	83.0%	86.6%

15 Following a process of continuous improvement in the calculation methodology, in 2025, it was possible to collect and calculate the consolidated data of GRI 2-21 at a Group level, in order to disclose a single ratio as requested by GRI Standards. Therefore, it was not possible to provide a comparison with 2024 data and disclose the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees.

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 31ST DECEMBER 2024					AS OF 31ST DECEMBER 2025				
	GENDER / AGE GROUP	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	RATE	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	RATE BY
ITALY	MEN	5	15	3	23	7%	14	15	3	32	10%
	WOMAN	2	4	2	8	7%	2	6	2	10	9%
	TOTAL	7	19	5	31	7%	16	21	5	42	10%
	RATE	11%	8%	3%	7%	-	27%	9%	3%	10%	-
FRANCE	MEN	4	11	8	23	17%	3	10	3	16	13%
	WOMAN	1	3	5	9	13%	0	6	5	11	15%
	TOTAL	5	14	13	32	16%	3	16	8	27	14%
	RATE	23%	17%	13%	16%	-	18%	19%	9%	14%	-
PORTUGAL	MEN	2	1	0	3	6%	7	7	3	17	35%
	WOMAN	0	2	0	2	6%	1	3	1	5	17%
	TOTAL	2	3	0	5	6%	8	10	4	22	29%
	RATE	22%	6%	0%	6%	-	89%	24%	15%	29%	-
SPAIN	MEN	0	0	1	1	1%	0	0	0	0	0%
	WOMAN	0	3	2	5	10%	0	2	1	3	6%
	TOTAL	0	3	3	6	3%	0	2	1	3	2%
	RATE	0%	2%	5%	3%	-	0%	2%	1%	2%	-

TOTAL NUMBER AND RATE OF NEW EMPLOYEE HIRES BY AGE GROUP, GENDER AND REGION

REGION		AS OF 31ST DECEMBER 2024					AS OF 31ST DECEMBER 2025				
	GENDER / AGE GROUP	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	RATE	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	RATE BY
AUTRALIA	MEN	3	3	0	6	26%	1	2	0	3	14%
	WOMAN	0	1	0	1	33%	1	0	0	1	33%
	TOTAL	3	4	0	7	27%	2	2	0	4	17%
	RATE	75%	33%	0%	27%	-	50%	18%	0%	17%	-
MEXICO[16]	MEN	109	100	14	223	197%	11	13	2	26	27%
	WOMAN	64	77	6	147	158%	8	4	0	12	18%
	TOTAL	173	177	20	370	180%	19	17	2	38	23%
	RATE	284%	145%	87%	180%	-	53%	16%	10%	23%	-
US	MEN	4	6	0	10	12%	4	9	0	13	17%
	WOMAN	0	4	0	4	11%	0	5	0	5	16%
	TOTAL	4	10	0	14	11%	4	14	0	18	16%
	RATE	80%	13%	0%	11%	-	80%	19%	0%	16%	-
TOTAL	MEN	127	136	26	289	32%	40	56	11	107	13%
	WOMAN	67	94	15	176	45%	12	26	9	47	13%
	TOTAL	194	230	41	465	36%	52	82	20	154	13%
	RATE	113%	33%	10%	36%	-	38%	13%	5%	13%	-

16 Note that the high turnover and new hire rates, for 2024, 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.

TOTAL NUMBER AND RATE OF EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION

REGION		AS OF 31ST DECEMBER 2024					AS OF 31ST DECEMBER 2025				
	GENDER / AGE GROUP	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	RATE	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	RATE BY
ITALY	MEN	10	21	7	38	11%	11	20	14	45	14%
	WOMAN	3	6	2	11	10%	1	6	5	12	11%
	TOTAL	13	27	9	49	11%	12	26	19	57	13%
	RATE	21%	11%	6%	11%	-	20%	11%	13%	13%	-
FRANCE	MEN	9	25	6	40	30%	3	8	15	26	21%
	WOMAN	2	4	3	9	13%	1	4	7	12	17%
	TOTAL	11	29	9	49	24%	4	12	22	38	20%
	RATE	50%	35%	9%	24%	-	24%	14%	23%	20%	-
PORTUGAL	MEN	2	3	2	7	13%	8	11	4	23	48%
	WOMAN	0	0	0	0	0%	2	5	0	7	24%
	TOTAL	2	3	2	7	8%	10	16	4	30	39%
	RATE	22%	6%	8%	8%	-	111%	39%	15%	39%	-
SPAIN	MEN	2	2	5	9	6%	1	4	1	6	4%
	WOMAN	1	7	1	9	4%	0	3	0	3	6%
	TOTAL	3	9	6	18	5%	1	7	1	9	5%
	RATE	38%	7%	9%	9%	-	17%	7%	1%	5%	-

TOTAL NUMBER AND RATE OF EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION

REGION		AS OF 31ST DECEMBER 2024					AS OF 31ST DECEMBER 2025				
	GENDER / AGE GROUP	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	RATE	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	RATE BY
AUTRALIA	MEN	3	5	1	9	39%	3	2	0	5	24%
	WOMAN	2	0	0	1	67%	0	1	0	1	33%
	TOTAL	5	5	1	14	42%	3	3	0	6	25%
	RATE	125%	42%	10%	47%	-	75%	27%	0%	25%	-
MEXICO[26]	MEN	81	88	17	369	165%	16	25	2	43	45%
	WOMAN	86	97	5	467	202%	14	19	6	39	59%
	TOTAL	167	185	22	836	182%	30	44	8	82	51%
	RATE	274%	152%	96%	398%	-	83%	42%	40%	51%	-
US	MEN	10	15	0	7	29%	5	15	0	20	26%
	WOMAN	0	5	0	2	14%	0	5	5	10	31%
	TOTAL	10	20	0	9	25%	5	20	5	30	27%
	RATE	200%	25%	0%	7%	-	100%	27%	16%	27%	-
TOTAL	MEN	117	159	38	535	35%	47	85	36	168	20%
	WOMAN	94	119	11	531	57%	18	43	23	84	24%
	TOTAL	211	278	49	1,066	42%	65	128	59	252	21%
	RATE	123%	39%	12%	78%	-	47%	20%	14%	21%	-

GRI 403-9: WORK-RELATED INJURIES

WORK-RELATED INJURIES - EMPLOYEES

NUMBER OF INCIDENTS	2024	RATE[17]	2025	RATE
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)[18]	11	4.5	13	5.4
TOTAL NUMBER OF RECORDABLE WORK-RELATED INJURIES (EXCLUDING FATALITIES AND HIGH-CONSEQUENCE WORK-RELATED INJURIES)	47	19.4	43	17.7
TOTAL NUMBER OF RECORDABLE WORK-RELATED INJURIES	58	23.9	56	23.1

TIME DATA - EMPLOYEES

HOURS	2024[19]	2025
HOURS WORKED	2,425,178	2,425,402
MULTIPLIER FOR CALCULATION	1,000,000	1,000,000

WORK-RELATED INJURIES – EXTERNAL WORKERS

NUMBER OF INCIDENTS	2024	RATE[20]	2025	RATE
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)	0	0	0	0
TOTAL NUMBER OF RECORDABLE WORK-RELATED INJURIES	2	6.8	0	0

TIME DATA - EXTERNAL WORKERS

HOURS	2024[21]	2025
HOURS WORKED	123,203	144,467
MULTIPLIER FOR CALCULATION	200,000	200,000

17 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.
18 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.
19 Please note that, in 2025, Pe.Di S.r.l. has revised the 2024 data on hours worked by employees to ensure great accuracy in reporting. Therefore, in addition to the total hours worked data, the 2024 injury rate was subject to restatement.
20 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.
21 Please note that, in 2025, Supercap North-America has provided the 2024 data on the hours worked by external workers that was unavailable in the 2024 Sustainability Report. Therefore, to ensure full comparability, the 2024 data was subject to restatement.

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

HOURS OF TRAINING BY EMPLOYEE CATEGORY AND GENDER

EMPLOYEE CATEGORY	AS OF 31ST DECEMBER 2024[22]			AS OF 31ST DECEMBER 2025		
	MEN	WOMAN	TOTAL	MEN	WOMAN	TOTAL
EXECUTIVES	148	140	**288**	450	241	**691**
MANAGERS	1,156	682	**1,838**	829	881	**1,709**
WHITE COLLARS	3,357	2,525	**5,881**	2,925	2,849	**5,774**
BLUE COLLARS	5,874	1,505	**7,379**	4,461	1,584	**6,045**
TOTAL	**10,535**	**4,851**	**15,386**	**8,665**	**5,555**	**14,220**

TOTAL HOURS OF TRAINING

GENDER	AS OF 31ST DECEMBER 2024	AS OF 31ST DECEMBER 2025
TOTAL	15,386	14,220
AVERAGE BY EMPLOYEE	**11.9**	**11.9**

AVERAGE HOURS OF TRAINING BY EMPLOYEE CATEGORY

CATEGORY	AS OF 31ST DECEMBER 2024	AS OF 31ST DECEMBER 2025
EXECUTIVES	12.5	36.4
MANAGERS	23.0	19.6
WHITE COLLARS	17.5	19.8
BLUE COLLARS	8.7	7.6

AVERAGE HOURS OF TRAINING BY GENDER

GENDER	AS OF 31ST DECEMBER 2024	AS OF 31ST DECEMBER 2025
MEN	11.7	10.3
WOMEN	12.3	15.6

22 Following a process of continuous improvement in the calculation methodology, in 2025, it was possible to revise the total hours of training of Supercap North America SA de CV. Therefore, the 2024 hours of training and the ratios presented were subject to restatement.

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

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS BY GENDER AND BY EMPLOYEE CATEGORY

EMPLOYEE CATEGORY	AS OF 31ST DECEMBER 2024[23]			AS OF 31ST DECEMBER 2025		
	MEN	WOMAN	TOTAL	MEN	WOMAN	TOTAL
EXECUTIVES	93.8%	85.7%	91.3%	60.0%	100.0%	68.4%
MANAGERS	86.8%	96.3%	90.0%	75.9%	82.8%	78.2%
WHITE COLLARS	37.8%	46.9%	41.2%	50.3%	54.3%	51.9%
BLUE COLLARS	21.1%	23.4%	21.7%	26.1%	31.4%	27.5%
TOTAL	30.1%	37.2%	32.3%	35.2%	43.8%	37.8%

GRI 405-1B: DIVERSITY OF EMPLOYEES

PERCENTAGE OF EMPLOYEES BY EMPLOYEE CATEGORY AND GENDER

EMPLOYEE CATEGORY	AS OF 31ST DECEMBER 2024[24]			AS OF 31ST DECEMBER 2025		
	MEN	WOMAN	TOTAL	MEN	WOMAN	TOTAL
EXECUTIVES	70%	30%	2%	79%	21%	2%
MANAGERS	66%	34%	6%	67%	33%	7%
WHITE COLLARS	62%	38%	26%	60%	40%	24%
BLUE COLLARS	73%	27%	66%	74%	26%	67%
TOTAL	70%	30%	-	70%	30%	-

PERCENTAGE OF EMPLOYEES BY EMPLOYEE CATEGORY AND AGE GROUP

EMPLOYEE CATEGORY	AS OF 31ST DECEMBER 2024				AS OF 31ST DECEMBER 2025			
	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL
EXECUTIVES	0%	35%	65%	2%	0%	21%	79%	2%
MANAGERS	1%	58%	41%	6%	0%	56%	44%	7%
WHITE COLLARS	12%	55%	33%	26%	10%	56%	34%	24%
BLUE COLLARS	15%	55%	30%	66%	13%	54%	32%	67%
TOTAL	13%	55%	32%	-	11%	54%	34%	-

PERCENTAGE OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES BY EMPLOYEE CATEGORY AND GENDER

EMPLOYEE CATEGORY	AS OF 31ST DECEMBER 2024			AS OF 31ST DECEMBER 2025		
	MEN	WOMAN	TOTAL	MEN	WOMAN	TOTAL
EXECUTIVES	4%	0%	0%	5%	0%	0%
MANAGERS	10%	4%	1%	14%	3%	1%
WHITE COLLARS	2%	4%	1%	2%	4%	2%
BLUE COLLARS	3%	4%	4%	3%	3%	4%
TOTAL	4%	4%	-	4%	3%	-

23 Following a process of continuous improvement in the calculation methodology, in 2025, it was possible to revise the 2024 percentage of employees receiving regular performance and career development of Maverik Enterprise Inc. Therefore, the 2024 percentage of employees receiving regular performance and career development disclosed were subject to restatement.

24 Note that, in 2025, PE.DI S.r.l. has revised the 2024 percentage of employees by employee category, by gender and by age due to a methodological improvement.

GRI 405-2: RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN[25]

RATIO OF BASIC SALARY OF WOMEN TO MEN[26]				
EMPLOYEE CATEGORY	2024		2025	
	BASIC SALARY	REMUNERATION	BASIC SALARY	REMUNERATION
EXECUTIVES	0.66	0.61	0.57	0.54
MANAGERS	1.11	1.12	1.15	1.17
WHITE COLLARS	1.02	1.01	0.99	0.98
BLUE COLLARS	0.78	0.76	0.74	0.76
TOTAL	**0.91**	**0.89**	**0.89**	**0.87**

25 Note that the 2024 data for the ratio of basic salary of women to men has been restated due to a methodological improvement.
26 Note that the data have been adjusted using exchange rates to standardize them in Group currency (Euro). Specifically, the exchange rates for the Australian dollar, Mexican peso, and US dollar as of 31 December 2024 and as of 31 December 2025 were used.
27 Note that, in 2025, Supercap North America SA de CV has revised the rate of employee absenteeism for 2024, due to a methodological improvement.

ABSENTEEISM RATE

RATE OF EMPLOYEE ABSENTEEISM DURING THE REPORTING PERIOD		
COMPANY	2024	2025
CREALIS S.P.A.	6.88%	5.90%
PE.DI S.R.L.	2.53%	3.44%
SUPERCAP S.R.L.	4.80%	4.31%
LE MUSELET VALENTIN	8.21%	8.20%
RIVERCAP FRANCE	5.11%	6.12%
SPARFLEX S.A.	7.29%	8.73%
SUPERCAP LDA	7.29%	6.54%
RIVERCAP SA	7.21%	8.41%
CREALIS AUS	2.34%	1.83%
MAVERICK ENTERPRISE	5.20%	5.50%
SUPERCAP NORTH AMERICA[27]	3.24%	2.75%

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 January 1st 2025 - December 31st 2025 with reference to the GRI Standards.
GRI 1 USED	GRI 1: Foundation 2021

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2: GENERAL DISCLOSURES (2021)	2-1 Organizational details	4,6-9			
	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	6-9,12-18			
	2-7 Employees	42-45,60-70			

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2: GENERAL DISCLOSURES (2021)	2-8 Workers who are not employees	71			
	2-9 Governance structure and composition	10			
	2-21 Annual total compensation ratio	71			
	2-22 Statement on sustainable development strategy	3			
	2-27 Compliance with laws and regulations	63			
	2-28 Membership associations	25			
	2-29 Approach to stakeholder engagement	24			
	2-30 Collective bargaining agreements	44,52,71			
MATERIAL TOPICS					
GRI 3: MATERIAL TOPICS (2021)	3-1 Process to determine material topics	28			
	3-2 List of material topics	29-30			
BUSINESS CONDUCT, ETHICS & INTEGRITY					
GRI 3: MATERIAL TOPICS (2021)	3-3 Management of material topics	59-60			
GRI 205: ANTI-CORRUPTION (2016)	205-3 Confirmed incidents of corruption and actions taken	59-60,64			
RESPONSIBLE & RESILIENT SUPPLY CHAIN MANAGEMENT					
GRI 3: MATERIAL TOPICS (2021)	3-3 Management of material topics	61			

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
CLIMATE CHANGE & ENERGY MANAGEMENT					
GRI 3: MATERIAL TOPICS (2021)	3-3 Management of material topics	33-35			
GRI 302: ENERGY (2016)	302-1 Energy consumption within the organization	33-35,65			
GRI 305: EMISSIONS (2016)	305-1 Direct (Scope 1) GHG emissions	34-35,66			
	305-2 Energy indirect (Scope 2) GHG emissions	34-35,66			
	305-3 Other indirect(Scope 3) GHG emissions	34-35,66			
POLLUTION					
GRI 3: MATERIAL TOPICS (2021)	3-3 Management of material topics	36			
GRI 305: EMISSIONS (2016)	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	36,66			
CIRCULAR ECONOMY, SUSTAINABLE DESIGN & WASTE MANAGEMENT					
GRI 3: MATERIAL TOPICS (2021)	3-3 Management of material topics	37-39			
GRI 301: MATERIALS (2016)	301-1 Materials used by weight and volume	65			
GRI 306: WASTE (2020)	306-3 Waste generated	66			
	306-4 Waste diverted from disposal	67			
	306-5 Waste directed to disposal	68			

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
BIODIVERSITY PROTECTION					
GRI 3: MATERIAL TOPICS (2021)	3-3 Management of material topics	41			
WORKING CONDITIONS, HEALTH, SAFETY & WELL-BEING					
GRI 3: MATERIAL TOPICS (2021)	3-3 Management of material topics	50-52			
GRI 401: EMPLOYMENT (2016)	401-1 New employee hires and employee turnover	49,72-73			
GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2016)	403-1 Occupational health and safety management system	51			
	403-3 Occupational health services	50-51			
	403-4 Worker participation, consultation, and communication on occupational health and safety	50-52			
	403-6 Promotion of worker health	50-52			
	403-9 Work-related injuries	50-52,74			
DIVERSITY, INCLUSION & TALENT MANAGEMENT					
GRI 3: MATERIAL TOPICS (2021)	3-3 Management of material topics	45-49			
GRI 404: TRAINING AND EDUCATION (2016)	404-1 Average hours of training per year per employee	47-48,75			
	404-3 Percentage of employees receiving regular performance and career development reviews	48,76			
GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES (2016)	405-1 Diversity of governance bodies and employees	10,45,64,76			
	405-2 Ratio of basic salary and remuneration of women to men	45,77			

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
CUSTOMERS AND END-USERS					
GRI 3: MATERIAL TOPICS (2021)	3-3 Management of material topics	53-54			
COMMUNITY RELATIONSHIP & IMPACT					
GRI 3: MATERIAL TOPICS (2021)	3-3 Management of material topics	55-56			