



**SUSTAINABILITY,
IN ACTION**

Brochure 2025



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Sustainability, in Action



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DEFINING OUR SUSTAINABILITY IDENTITY,

Shaping our Sustainable Future

Dear Stakeholders,

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

Throughout the year, we continued translating our commitments into concrete actions by advancing our decarbonization roadmap, increasing renewable electricity adoption, improving operational efficiency, and accelerating the development of more sustainable product solutions.

Looking ahead to 2026, we will continue advancing our transformation with determination and pragmatism. Our priorities remain clear: strengthening integration across the Group, 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. Thank you to our employees, customers, suppliers and partners for your continued trust and commitment.

Enrico Bracesco
CEO Crealis Group



2025 IMPACT HIGHLIGHTS

-24,4%

**Scope 1 & 2
GHG emissions**
(compared to 2024)

42%

Renewable Electricity
(versus 18% in 2024)



1,194

Employees
(30% women)

20

**Strategic Suppliers
audited on ESG practices**

INNOVATION



Virtuo

**Prestigious Tin
capsule made with
100% recycled tin**

WHAT SUSTAINABILITY MEANS TO US

At Crealis, sustainability means creating value that lasts. It is about making choices, today and tomorrow, that strengthen our business, reduce our environmental impact and create long-term value for our customers, employees and partners. As regulations evolve and expectations across the value chain continue to grow, sustainability is an integral part of how we create value. It shapes the products we develop and the way we operate, because we believe that how we do business is just as important as what we deliver.



Crealis Group in the world

Crealis combines global expertise with local proximity to develop premium closure solutions for wines, spirits, beer, water, olive oil and vinegar.

With 13 production sites worldwide, Crealis ensures a strong, global presence and close proximity to key wine markets. This manufacturing network is complemented by two “Atelier Creation” centres dedicated to design, enabling the development of bespoke, high value-added solutions for our customers.

How we work

Working closely with customers from concept to production, we create tailored solutions that combine functionality, design and brand value. Our approach is guided by four core values: **Innovation, Creativity, Excellence and Sustainability**, which shape the way we develop products and operate our sites. Sustainability is an integral part of this model. It shapes the decisions we make throughout our value chain, influencing how we design, manufacture and deliver our solutions.

 CAPSULES PRODUCTION SITES

 BARTOPS PRODUCTION SITES





13 production sites worldwide



1200 people around the world



Customers in more than 70 countries



5 billion closures produced every year



€235m revenue



ONE EXPERT PARTNER,

Three complementary ranges.

Our approach comes to life through our brands and products, where innovation, design and sustainability come together to meet evolving customer needs.

We recognize that closures and capsules play an important role in the overall sustainability performance of packaging. Because every brand, application and market has different requirements, there is no single "sustainable" solution. The right choice depends on the product, its intended use and each customer's priorities.

This is why we developed a comprehensive portfolio for sparkling & still wines, spirits, beers, olive oils & vinegars, waters and other beverages. It helps customers make informed choices by balancing performance, design and environmental impact.

Three complementary ranges

Every brand is different. That is why Crealis offers three complementary product ranges, combining bar-top and capsule solutions to help customers find the right balance between premium design, industrial performance and sustainability.



MAESTRO

Maestro embodies elegance, prestige and luxury, combining sophisticated aesthetics with premium performance. The range includes solutions such as Sparlux foil, Art & Craft Wirehoods, Tin Capsules and T-Bar Lux, designed for brands seeking distinguished packaging. Material options, including mono-material solutions such as TinClass and T-monobloc Cork, help customers balance premium appearance, technical performance and recyclability.



COLLECTION

Collection combines innovative design with advanced technology to meet diverse market needs. The range includes solutions such as R-derma with recycled content, TOP L crown cap with its innovative micro cork-based liner reducing carbon footprint by 12%, and PET+ with recycled PET, helping customers combine sustainability with premium performance.



GREEN TECH

Green Tech is our portfolio of bar top and capsule solutions designed to combine premium performance and design with a lower environmental impact. It focuses on three complementary approaches: low-carbon solutions, recycled content, and designs with recyclability in mind, helping customers address different product, brand and sustainability objectives.



INNOVATION

for a Lower Impact

While closures and capsules represent only one part of the overall packaging system, material innovation can help reduce environmental impacts while maintaining premium design, product protection and industrial performance.

REDUCING CARBON FOOTPRINT

Solutions featuring lightweighting, recycled content, bio-based and alternative materials to reduce product carbon footprints.

VIRTUO



100% recycled
tin capsule

ABSOLUTE GREEN LINE*



Polylaminate foils
& Capsules with
bio-circular PE

R-DERMA®



Polylaminate foils &
Capsules with
recycled PE

SYMBIOSIS®



Foils made with
a majority of
Paper

E|C|O® LINE



Contains bio-
based PE.

TOP-L



Crown cap with
cork-based liner

BIO BIDULE



Made with Bio-
circular attributed
PE

KEEPING RECYCLABILITY IN MIND

Solutions designed with recyclability in mind, balancing performance and product requirements, offering both mono-material and composite-material designs.

TINCLASS CAPSULE



98.8% recyclability,
Interzero " Made
for Recycling"
certified

T-MONOBLOC CORK



100% natural cork

ALU-ONE CAPSULE



100% Aluminum

BIO BIDULE



100% LDPE

WIREHOOD



Tincoated steel
and steel wire

INCREASING CIRCULARITY

Solutions incorporating recycled content to reduce the use of virgin raw materials and increase circularity.

R-DERMA®



incorporating 60% post-
industrial recycled PE

PET 1



incorporating 35% post-
consumer recycled PET

VIRTUO



Made from 100% recycled
tin sourced mainly from
EU electronic waste



OUR SUSTAINABILITY JOURNEY

Our commitment to quality and responsible operations has always guided our business.

Built on our foundation, we are now evolving our approach through clear environmental and social ambitions, measurable targets, and concrete actions. Today, we are advancing a decarbonization pathway, strengthening our ESG commitments, and extending this approach beyond our own operations by engaging customers, suppliers, and partners across our value chain.

Sustainability is a continuous improvement process, and we know that lasting progress requires collaboration. We are committed to moving forward step by step, together with our stakeholders.

BUILDING TRUST



2000's

Building strong foundations through certifications, quality systems and operational responsibility

EMBEDDING RESPONSIBILITY



2015

Embedding ESG principles into industrial processes and management practices

UNDERSTANDING OUR FOOTPRINT



2022

Established the foundations of our sustainability strategy through our first Materiality Assessment and first Group Carbon Footprint.

TURNING AMBITION INTO ACTION



2023 - future

Published our first Sustainability Report, committed to Science Based Targets, and continue to make measurable progress towards our 2035 sustainability goals.





ESG PILLARS

Our sustainability approach is built around three key ESG dimensions: Planet, People and Business. These dimensions reflect the areas where we can create the greatest value and guide the way Crealis operates, manages its responsibilities and engages with the people connected to our business.

Each pillar is translated into concrete areas of action that we develop, measure and continuously improve as part of our ongoing journey.

FOR THE PLANET



Tracking Climate
change



Driving sustainable
design & operations

FOR THE PEOPLE



Fostering diversity
and inclusion



Empowering our
people



Promoting safe
workplaces

FOR THE BUSINESS



Acting with
business integrity



Building a responsible
supply chain



FOR THE PLANET

Our ambition

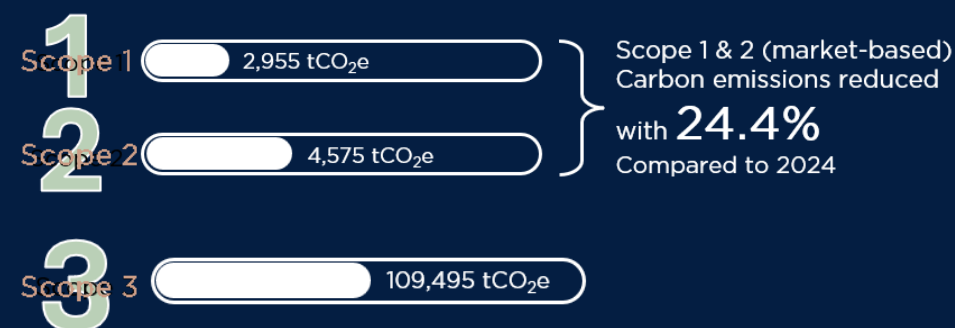
Reducing our environmental footprint is a key part of our sustainability approach. We measure greenhouse gas emissions in accordance with the Greenhouse Gas Protocol and align our emission reduction targets with the Science Based Targets initiative.

Our targets

- Reduce absolute Scope 1 and 2 GHG emissions by 42% by 2030 (baseline: 2023)
- Reduce absolute Scope 3 GHG emissions (purchased goods and services and fuel- and energy-related activities) by 25% by 2030 (baseline: 2023)
- Increase the share of renewable electricity to more than 20% by 2026
- Achieve ISO 14001:2015 certification across 100% of European plants by 2030
- Ensure product portfolio alignment with evolving regulatory requirements and customer expectations by 2030
- Conduct life cycle assessments (LCAs) for 100% of product lines by 2028
- Increase recovery of post-industrial waste in the EU to 97% by 2026 and 100% by 2028, including waste-to-energy recovery

For further information, please refer to the 2025 Crealis Sustainability Report, available at the [following link](#).

Climate change



- Scope 3 represents the largest share of our carbon footprint.
- Key focus: **Purchased materials** & services, fuel- and energy-related activities
- Reducing Scope 3 remains one of our greatest challenges



Increase total renewable electricity from 2024 to 2025

Waste



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

FOR THE PLANET

Our actions



During 2025, Crealis continued to advance its environmental initiatives by increasing the use of **renewable electricity**, improving **energy efficiency**, strengthening **greenhouse gas emissions** monitoring, enhancing waste recovery practices and monitoring air pollutant emissions.

Tackling Climate change



Crealis is advancing its decarbonization pathway across its operations and value chain. In 2025, the Group reduced Scope 1 and Scope 2 emissions through electrification initiatives, energy efficiency improvements and a significant increase in **renewable electricity**, which rose from **18% in 2024 to 42% in 2025**.

At the same time, we continued addressing Scope 3 emissions by working with suppliers and reducing the carbon footprint of our products.

Driving sustainable design & operations



Crealis continued strengthening the circularity of its product portfolio by screening its closure solutions for alignment with the upcoming PPWR recyclability requirements, supported by an independent external consultant. This included the renewal of TinClass capsule's **Interzero "Made for Recycling" certification**, confirming **98.8% recyclability**, as well as continued material innovation and design optimization efforts to reduce product carbon footprints across selected solutions.



Building trust through certifications

These support a consistent approach across our operations, from product safety management to responsible sourcing and sustainable materials.



ISO 14001
Environmental
Management System

- Crealis PE,DI S.r.l
- Crealis France S.A
- Crealis Iberia SA.



FSSC 22000
Food Safety
Management System

- Crealis PE,DI S.r.l.



BRCGS
Product Safety
and Quality Management
System

- Crealis Bar Top S.r.l.
- Crealis Top Closures
Lda



FSC
Responsible Forest
Management and
Chain of Custody

- Crealis Bar Top S.r.l.
- Wooden top



ISCC PLUS
International Sustainability
And Carbon Certification

- Crealis PE,DI S.r.l.
for TPE, PE & LDPE

Our Scope 3 emissions reduction pathway



Material Efficiency

Reducing material use and waste through better design smarter processes and lightweighting.



Product Innovation

Developing sustainable solutions with or alternative materials and improved environmental performance.



Supplier Engagement

Working with our raw material suppliers to improve transparency, reduce emissions and strengthen sustainability across our value chain.



FOR THE PEOPLE

Our ambition

At Crealis, we believe that people are the driving force behind our long-term success. Building a sustainable business means creating an environment where everyone can work safely, grow professionally and contribute to a shared purpose.

Our targets

- Achieve **ISO 45001:2018 certification** across all European entities by 2030 and globally by 2035 and **UNI/PDR 125:2022 gender equality certification** at Italian sites by 2026
- **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
- Reduce **voluntary employee turnover** to 7% in Europe and 9% outside Europe by 2030
- Ensure a **minimum of 16 hours of training** per employee per year by 2030
- Conduct **annual performance reviews for 100% of office-based employees by 2027**, with a progressive roll-out to the operational workforce towards 2030
- Achieve a positive employee **net promoter score (ENPs) by 2028**, reflecting a workforce with more promoters than detractors
- Reduce the accident frequency index through **continuous improvement**.

Diversity & inclusion



1,194
Employees
(Of which 30% women)



33%
Of managers

Empowering our people



14,220
Total hours of training

11.9

Average training
per employee

Promoting safe workspaces



- 9%
of work-related injuries
(compared to 2024)

23.1

Decrease overall rate of
recordable injuries
(compared to 2024)



FOR THE PEOPLE

Our actions

In 2025, Crealis continued to invest in its people at every stage of their journey, with initiatives focused on inclusion, development and well-being.



Fostering diversity and inclusion

In 2025 we:

- Achieved **88/100 in the French Gender Equality Index** at Crealis France (Sparflex S.A.).
- Supported the employment of people with disabilities through **internship programmes** at Crealis Top Closures S.r.l.
- Continued leadership development initiatives promoting **equal opportunities** across the Group.



Empowering our people

In 2025 we:

- Delivered **14,220 hours of training** across the Group.
- Strengthened **partnerships with schools and universities** to attract future talent.
- **Hired students** from the Newton Technical Institute (Varese) following internships and company visits



Promoting safe workplaces

In 2025 we:

- Adopted a **Group-wide HR Management Policy**.
- Delivered **health & safety and forklift training** at Crealis Top Closures Lda (Portugal).
- Completed a **comprehensive safety audit** at Crealis Top Closures S.r.l.
- appointed a new H&S Prevention Manager (RSPP), and resumed mandatory safety training.

Building trust through certifications

We are certified to the highest international standards to ensure safe operations and responsible practices.



ISO 45001

Occupational Health & Safety
Management System

- Crealis SpA
- Crealis PE.DI S.r.l.
- Crealis Muselet S.A.S.
- Crealois France S.A.
- Crealis Capsules

Listening to our people

Our first Group-wide Employee net Promoter Score (eNPS) survey provides our baseline measurement.



78% participation rate



800+ open comments





FOR THE BUSINESS

Our ambition

We are committed to conducting business with integrity, transparency and accountability across all the countries where we operate. This commitment is supported by robust governance, clear policies and management systems, and extends across our supply chain through a responsible sourcing approach.

Our targets

- Ensure 100% of strategic material suppliers adhere to the Group's code of conduct by 2027
- Engage and assess 20 strategic suppliers on ESG criteria by 2026
- Implement a harmonized ESG supplier assessment framework by 2027
- 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
- Maintain effective **whistleblowing mechanisms** and ensure timely investigation of all reported cases

Responsible Supply Chain



20

Strategic suppliers
audited on ESG practices

81%

Strategic suppliers
Signatory of a Code of Conduct

Business Integrity

4

Group-wide policies on ethics and
responsible business conduct

0

Confirmed incidents of corruption
In 2024 and 2025



FOR THE BUSINESS

Our actions



In 2025, Crealis strengthened its governance practices and continued to prioritize local sourcing where operationally feasible, improving supply chain resilience.

Acting with business integrity



At Crealis we believe in:

- **Business integrity** as the foundation of our relationships with customers, suppliers, and communities.
- **Transparent stakeholder engagement** through sustainability reporting and ongoing dialogue with key accounts.
- **Responsible and accountable practices embedded** across our global operations.
- **Compliance-driven approach** supporting consistency across our international footprint.
- **Building customer trust** and confidence through ethical and transparent business conduct.

Building a responsible supply chain



- Crealis continues to strengthen responsible sourcing and sustainable supply chain management by **integrating ESG** considerations into **supplier evaluation** and engagement processes.
- **The Supplier Code of Conduct** establishes clear expectations on ethical business practices, human rights, fair labour conditions, and environmental responsibility.

Group-wide policies that guide responsible business

The Group is guided by a Code of Ethics and compliance policies that set clear expectations on issues such as anti-corruption, fair competition, data protection, and respect for human rights.



**Code and
Ethics**

Revised in 2025



**Circular
Economy**

Politics



**Human
Resources**

Management Policy



**Fight Against
Corruption**

Politics



**Sustainable
Procurement**

Policy

ESG Supplier Assessment

In 2025, Crealis launched an ESG supplier assessment to evaluate the maturity and potential risks of our strategic suppliers.



20

strategic suppliers
selected



~80%

of the Group's total
procurement spend



Assessment of
ESG maturity
and risk exposure



Identify improvement
areas and future
engagement priorities



OUR IMPACT, TOGETHER

Building a more sustainable future requires more than innovation. It requires collaboration. As sustainability expectations evolve across markets and regulations, making our sustainability journey concrete and mature depends on our ability to create value together with our stakeholders.



DRIVING SUSTAINABILITY, *Together*

Every decision made across the value chain has the potential to generate positive impact or to increase environmental, social and governance challenges.

For us, creating impact together means bringing together different perspectives, expectations and expertise to identify the most responsible and effective solutions over time. Each stakeholder contributes in a different way.

At Crealis, we contribute by driving innovation in materials and technologies, creating value for the markets we serve, the communities where we operate, and the people who grow with us.

Our **customers** contribute by defining sustainability expectations, choosing lower-impact solutions and co-designing the packaging of tomorrow.

Our **suppliers and business partners** contribute by advancing responsible sourcing, increasing transparency and traceability, reducing emissions across the value chain, and collaborating with us on material innovation and more circular solutions.





www.crealisgroup.com



*Explore our portfolio of capsule and closure solutions, and discover how innovation and sustainability come together at **Crealis***