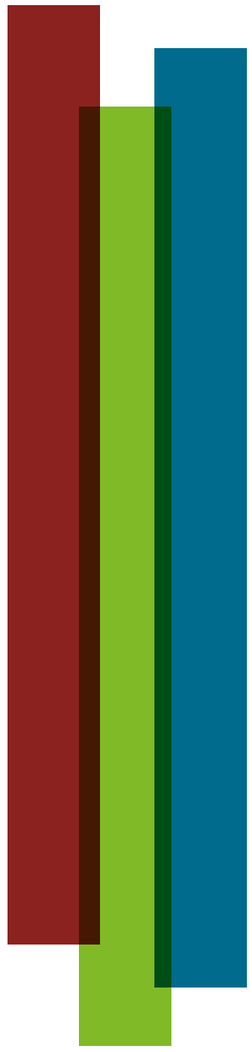
2023

Sustainability report

Guala dispensing

2023 Sustainability report



Guala dispensing

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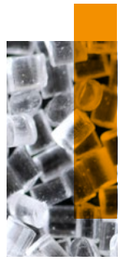

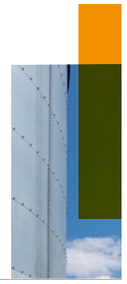

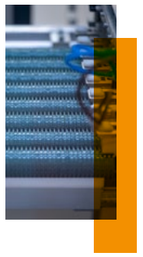

Gualadispensing: our DNA

Vision

To be a market leader, guaranteeing excellent quality and hinging our innovation on sustainability.

Mission

To be our clients' beacon for anything that has to do with plastic packaging, and offer our people a healthy company, a pleasant environment and a place where they can do their part for the planet, within a vision of sustainability.

Since 1954, the Guala group has been offering consumers high quality and innovative plastic packaging for their favourite brands and products.

From house cleaning, to personal hygiene, to the consumption of food - whether it be soft drinks, yogurt or coffee - to the care of the car, the garden and the pet, in these decades the Guala brand packaging has accompanied consumers around the world in daily activities.

A story that began 70 years ago with non-refillable closures for spirits and evolved with cheerpacks, trigger sprayers, pump dispensers, pods for coffee and soluble and packaging solutions for the pharmaceutical and cosmetic markets. All innovative packaging made of plastic. Our story began in 1954, when polypropylene was discovered, and plastic use in many industries has kept extensively growing ever since.

The reasons for the initial success of plastic are still valid today: it is reliable, versatile, lighter and cheaper than any alternative materials. But these days we tend to forget what the most important reason for the future is: plastic is more environment-friendly than any other material.

As demonstrated by independent LCA analyses, through its entire life, plastic registers the lowest GHG (CO_2 and all other greenhouse gasses) emissions when compared with alternative materials.

What if plastic were replaced with glass, metal or paper?

Among others, a study carried out by the US National Institute of Health (NIH) assesses 16 applications where plastics are used across five key sectors: packaging, building and construction, automotive, textiles, and consumer durables. These sectors account for about 90% of the global plastic volume.

In these applications, plastic products release 10% to 90% fewer emissions across their life cycle. Furthermore, when it comes to food packaging, for many applications no suitable alternatives to plastics exist to safely and efficiently protect the content. And food waste is still a huge problem worldwide, accounting for 20% of total production.

What can we do better?

Despite all the benefits described, more must be done to ensure a more circular economy with materials recycled at the end of their useful life. This is a challenge which requires collaboration and contributions from of all stakeholders in the value chain, in many cases several steps below our own operations thus out of our control. Such as when it comes to waste collection, sorting and recycling activities.

Nevertheless, the companies of the Guala group have always distinguished themselves by the continuous search for innovative solutions that meet the needs of the customer and of the target market while pursuing sustainability at the centre of design processes.

Today our commitment is to the study of materials and solutions that allow us to combine innovation and sustainability to offer high-performance and environment-friendly products.

Letter from the President

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Significant events shook the global geopolitical landscape throughout 2023, with strong tensions between countries significantly influencing international relations. Once again, the highest price was paid in human lives lost in the territories devastated by war. As a result, the global economy exhibited strong signs of instability, indicating it is not ready yet for a solid and lasting recovery. The markets' profound irregularity prompted conservative predictions, and the economic difficulties marked by inflation and volatility significantly slowed down global economic growth in the past year, which however ended for Gualadispensing with positive results.

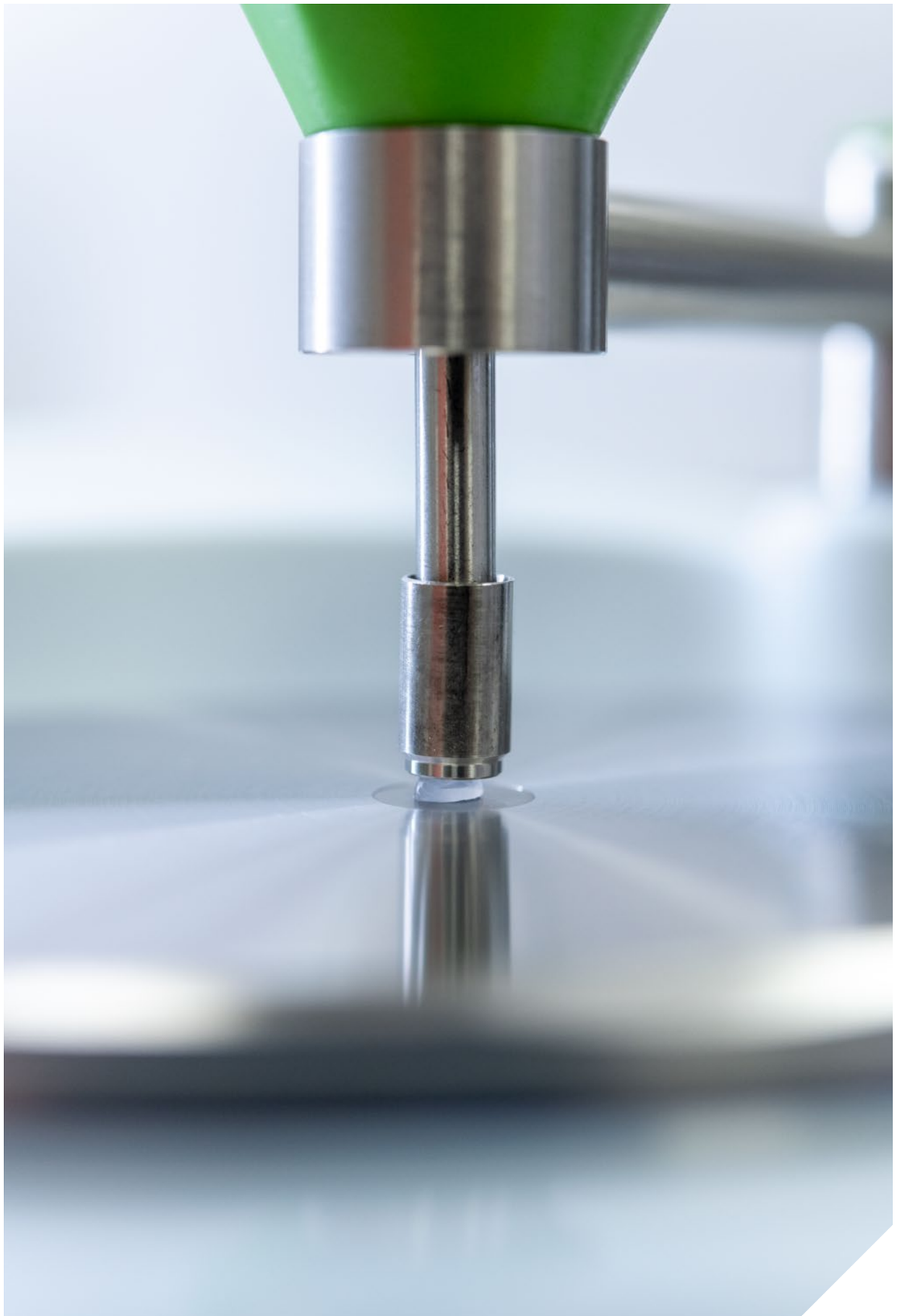
In this particularly complex scenario, the packaging industry is also preparing to face an important challenge: the discussions regarding the proposal for the new Packaging and Packaging Waste Regulation have come to a close, and final approval is expected at the end of 2024. New targets regarding recyclability, recycled material content, compostability, and reuse will lead to a profound change in the demand for raw materials and in the supply of products on the market. The Gualadispensing Group has been working for years to anticipate future requirements, in close collaboration with its clients and suppliers. An openness to dialogue and renewal is essential: this is why 2023 marked an important step in our corporate growth path, with the definition of three Divisions in the Group. The Home & Care Division, dedicated to packaging for home and personal care products; the Food Division, focused on portioned beverage capsules; the Pharma Division, intended for pharmaceutical and cosmetic packaging. We believe this new organisation will allow each Division to strengthen its identity, while maintaining the synergies generated by shared objectives and work plans.

We want to face the developments in the field of sustainability with determination: in the next pages we describe the journey of our Materiality Analysis, key to identifying the relevant issues in our organisation according to European reporting standards; we delve deeper into our product portfolio, which saw the addition of a new PE-based platform and a new ISCC Plus certification in 2023; we measure our social and environmental impact, to celebrate our positive contributions and, above all, to identify the main areas of intervention for improvement.

As always, we remain active in the territories in which we operate, convinced of the positive impact that every company can and must have in supporting local communities.

Sustainability, innovation, collaboration are the foundations of our activities, which we want to carry forward guided by increasingly challenging objectives – to maintain the excellence of our products, the high quality of our work environment, and our commitment to society and to the ecosystem we live in.

Stefano Guala,
President and CEO of Gualadispensing



2023 in numbers

2

€ 360k **funds** distributed for social initiatives

45 **projects** supported through SociAL

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1 new **LCA study**

1 new **trigger platform PE based**

14 **Compost certifications** for pods

36% **electricity** self-generated

94% **of waste recycled**

14% CO_2 emissions saved through **trigeneration systems**

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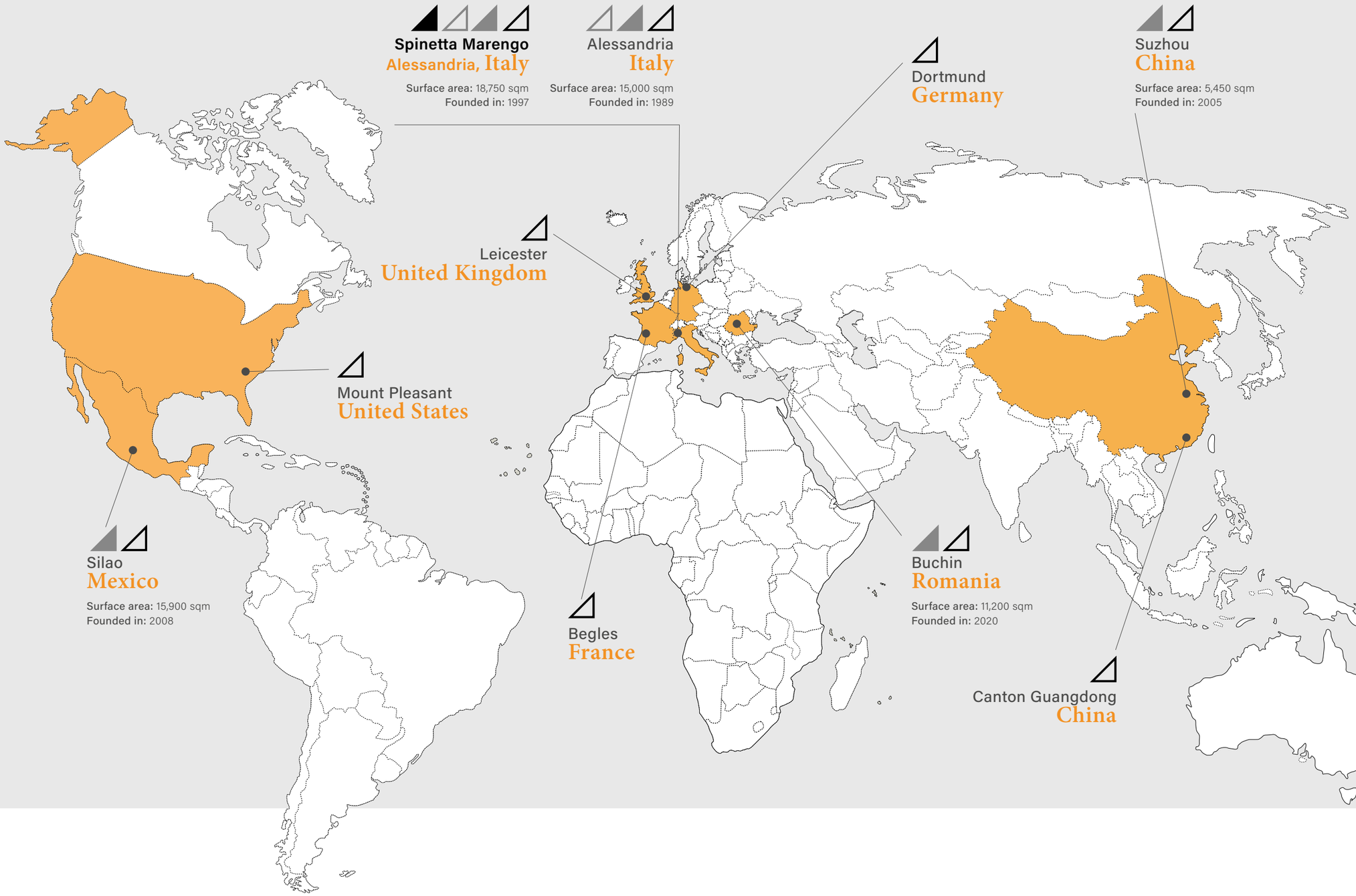
2 ecovadis assessments

1 new **ISCC Plus** certification

The Gualadispensing Group governance and policy for sustainability

3

An international presence



HEADQUARTERS:

Spinetta Marengo (Italy)

R&D CENTRES:

Spinetta Marengo (Italy),
Alessandria (Italy)

MANUFACTURING SITES:

Spinetta Marengo (Italy),
Alessandria (Italy),
Buchin (Romania),
Silao (Mexico),
Suzhou (China)

SALES OFFICES:

Spinetta Marengo (Italy),
Alessandria (Italy),
Begles (France),
Dortmund (Germany),
Leicester (United Kingdom),
Mount Pleasant (United States),
Silao (Mexico),
Suzhou (China),
Canton Guangdong (China)

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Sustainability governance

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A clear and shared direction

Like previous years, 2023 was marked by tensions and difficult moments. Geopolitical crisis situations at the international level persisted and even multiplied, leading to humanitarian crises and serious impacts on the stability of entire areas. This exacerbated inflationary phenomena, which in 2022 had concentrated on energy and raw materials, to the point of affecting end consumers.

Furthermore, as regards the specific situation of the packaging sector, 2023 saw the work on national and supranational regulatory proposals continue. While discussions for an international treaty promoted by the United Nations continued, the EU's institutions moved forward with the discussion on a new Packaging and Packaging Waste Regulation, which is intended to regulate the sector in all member countries. A summary of the regulation is provided in the "Regulatory evolutions" section in chapter 4.

In an international context still so full of uncertainty, today it is more important and necessary than ever to follow a clear direction and pursue ambitious but realistic objectives. For this reason, also in 2023 the Gualadispensing Group faced and advanced the challenge of sustainability with determination, in the firm belief that this is the way to healthy and lasting growth from an environmental, social, and economic standpoint.

This Report, now in its fourth edition, once again offers a complete picture of our products, processes and working environment, presenting the results that emerge from the monitoring of various KPIs collected by our plants around the world, and above all the results of the innovations implemented to develop and offer increasingly circular products to the market. To do this, the Report itself continues on its path of maturation towards the most stringent standards on the subject, highlighting the outcome of our assessments on the impacts, risks and opportunities relating to sustainability issues. For further information, please see the dedicated section: "Materiality analysis" in chapter 3.

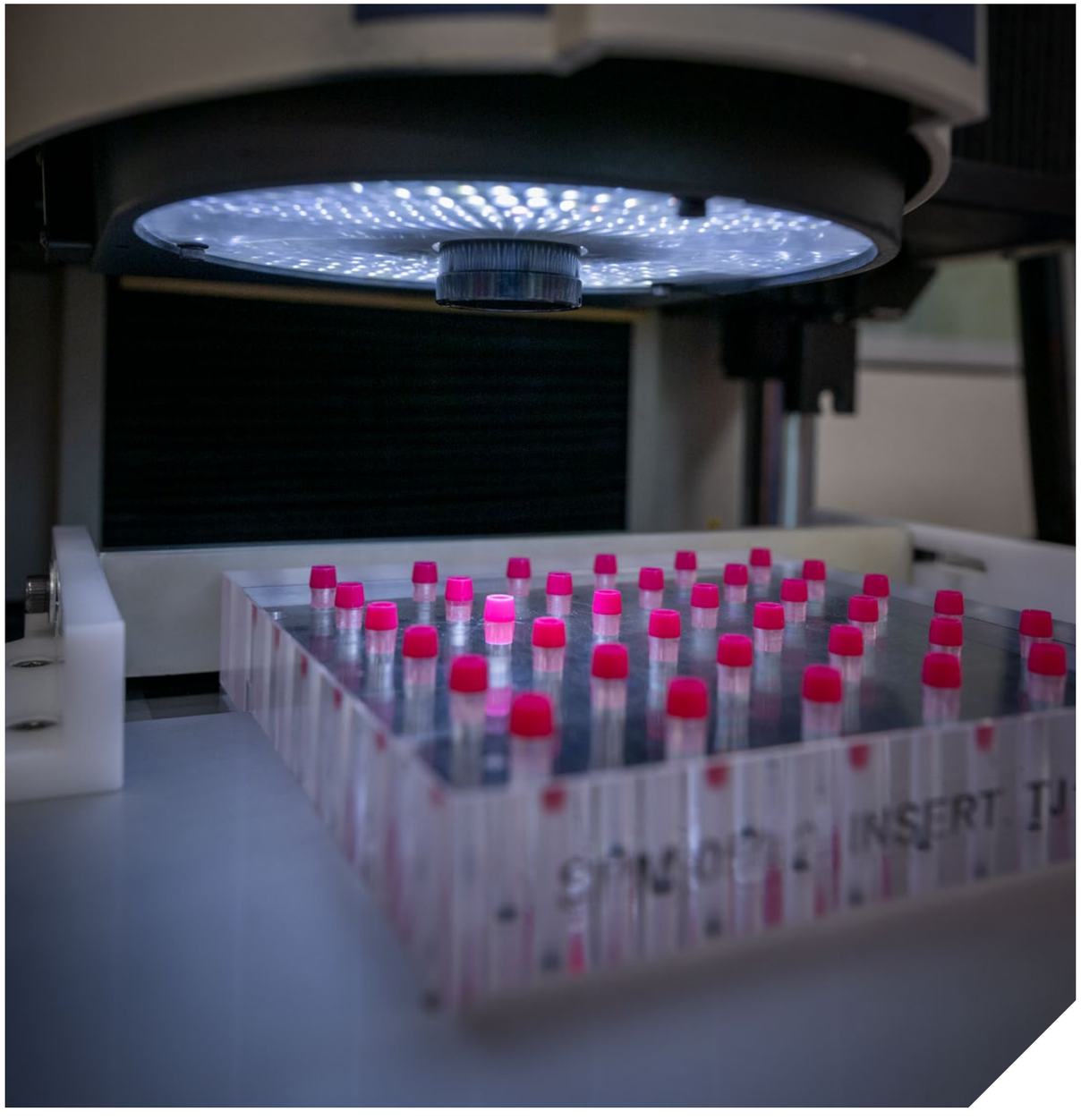
Company Management supervised the work of the sustainability team – with particular focus on the definition of impacts, risks, and opportunities, the carbon footprint, and the circularity of the product portfolio – through various activities: LCA (Life Cycle Assessment) studies and new ecodesign proposals, monitoring of environmental KPIs in our manufacturing plants, and evaluation of ethics, labour practices, and human rights according to dedicated international methods.

Directly taking part in technical groups such as RecyClass and conducting studies in collaboration with external partners has allowed us to investigate issues related to products' end of life and recyclability.

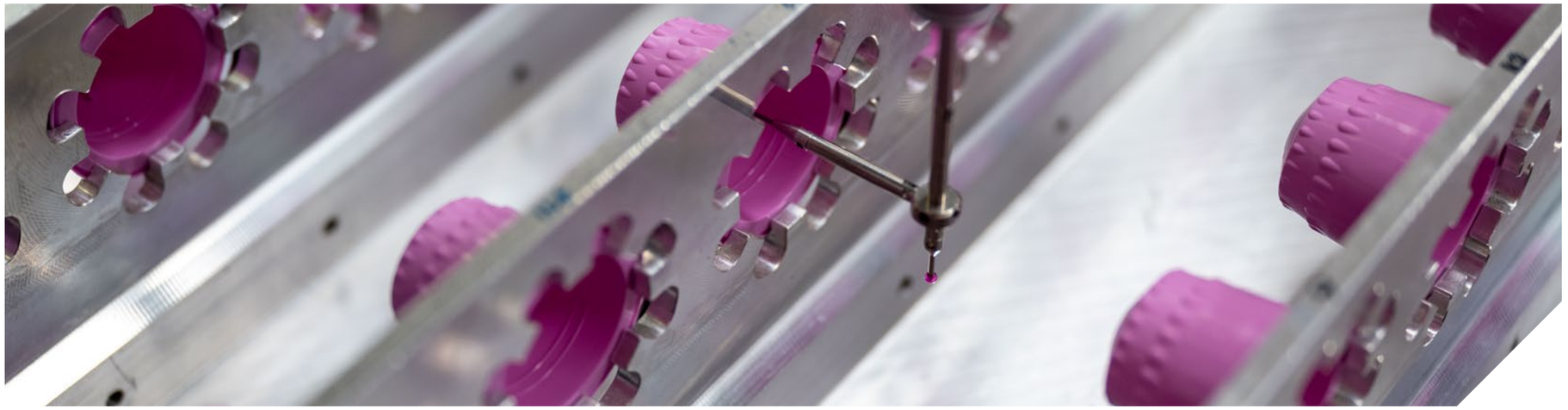
Thanks to the constant search for innovative design solutions, the evaluation of alternative materials, and the efforts to lighten products – crucial activities, which have always been part of our daily work – we have achieved ambitious objectives in the use of recycled materials, extended the evaluations in progress to new opportunities based on feedstock derived from renewable sources, reduced the use of resources, and pursued the achievement of better recyclability results. All these topics are described in further detail in the "Product portfolio analysis" section in chapter 4.

Addressing issues related to sustainability with a dedicated management structure, under the guidance of the Corporate R&D and Quality Director, has allowed us to support the needs of our clients in a more timely manner regarding product circularity, climate change, carbon footprint, and environmental impact, collaborating and fully sharing objectives and work plans.

The sustainability team continued its work in synergy with all company departments, with great enthusiasm and excellent results. We are aware, however, that the journey has just begun: the mission of the Gualadispensing Group and therefore of its Company Management is to accelerate the sustainable evolution of the company by setting ever more ambitious goals, bolstered by the excellence of our products and the efficiency of our processes, but above all by the dedication and experience of our people – true engine of innovation and business growth.



Corporate Company Policy



The Gualadispensing Group aims to provide a level of service that consistently meets or exceeds the expectations of all its interlocutors, both internal and external, always renewing its commitment to quality, the environment, the health and safety of workers, as well as the safety of the products offered for sale.

We are aware that this goal can only be achieved with true customer-oriented service, not with a mere supplier approach but with a partnership attitude, and that each of us plays an indispensable role in improving performances.

With these premises and inspired by a clear set of principles, Company Management has defined a policy that allows the Group not only to meet the applicable legal requirements but to commit to continuous improvement.

Customer satisfaction and continuous improvement

We put customers' satisfaction and needs at the centre of our work, maintaining a high level of quality in our products and offering assistance services also in the development of products and processes. Our integrated management system is aimed at continuous improvement.

Environmental sustainability and circular economy

Climate change makes it necessary to take concrete action to ensure the continuity of the organisation over time. We therefore adopt the principles of the circular economy at all levels, and implement them with the best technologies available. We prevent and/or reduce the environmental impacts of our activity, also paying attention to the eco-friendly behaviour of the end user.

Responsible use of natural resources

The natural raw materials we use are always produced and used in compliance with the applicable standards for the protection of human rights, the health and safety of workers, and the protection of the environment. We support sustainable development along the entire supply chain. For instance, we use natural raw materials (and their derivatives) that come exclusively from sources that do not contribute to the deforestation or the degradation of primary or high conservation value forests.

Safety of the products placed on the market

Our products are safe, comply with all mandatory regulations, and meet the specified quality requirements, reflecting the responsibility we feel towards customers. We guarantee the products we place on the market are safer than ever by monitoring the entire supply chain.

Risk assessment

We evaluate our context – with any risks and opportunities it entails for the achievement of our objectives – to monitor stakeholder expectations and technical and technological evolutions. With a view to prevention and system functionality, we apply the principle of risk assessment to respond adequately to emergency situations.

Technical and scientific progress

We support research and development in the field of materials and technologies also with the aim of guaranteeing the improvement of products' environmental performance. Our goal is to understand and anticipate the needs of clients and end consumers, adopting the latest technologies available for process automation and innovative artificial intelligence systems.

Ethical sustainability, health and safety of workers

We are aligned with the ethical principles of the Universal Declaration of Human Rights of the United Nations and with the Conventions adopted by the ILO (International Labour Organisation) on the protection of working mothers, on the prohibition of child labour and on the protection from discrimination arising from differences in gender, age, origin or specific type of contract.

We operate in order to reduce all risks to the health and safety of workers, accidents at work and occupational diseases, also through the engagement, consultation and continuous training of all personnel.

Engagement

The application of all these principles is also guaranteed in relationships with suppliers, organisations, institutions and communities. We value individual skills and professionalism and support internal efficiency, through a system of interpersonal relationships based on mutual and professional respect.

The Group's plants, in the various divisions, apply the ISO 9001 standard from a Corporate perspective and are aligned with the principles of the ISO 14001 and ISO 45001 standards, with the global BRCGS Packaging standard and, where applicable, with the ISO 13485 standard.

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Materiality analysis

A topic is considered material when it meets the criteria for impact materiality, financial materiality, or both

Introduction

Materiality analysis is the process that guides organisations in identifying, evaluating, and categorising issues that have an impact on their business and on the context in which they operate. In addition to being a tool closely linked to sustainability information, guiding its content, it provides strategic support for understanding the distinctive characteristics of a business and the related sustainability context, and for monitoring the evolution of risks and opportunities. Finally, a materiality analysis is presented to sum up and highlight which aspects are relevant and material for the strategic development of the organisation. At the same time, as part of the study of the context, the analysis allows for better understanding of stakeholders' expectations and interests, collecting and analysing information about their positions and perspectives about certain issues.

The European context

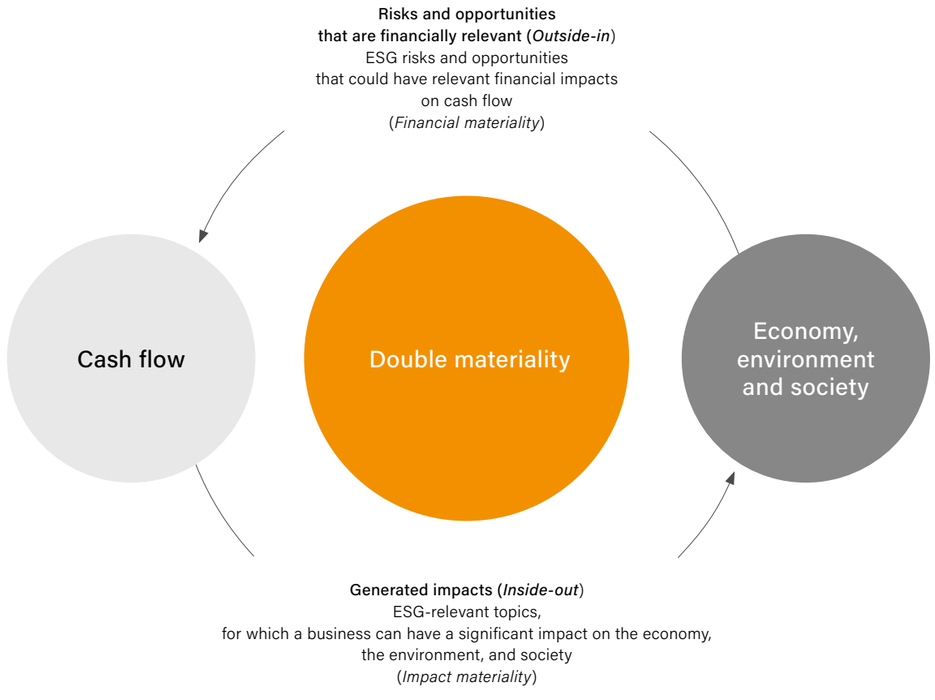
The Corporate Sustainability Reporting Directive (EU) 2022/2464 (CSRD) sets forth, for the years to come, obligations regarding sustainability reporting (also known as "non-financial reporting") as well as the adoption, for this purpose, of new European standards (the European Sustainability Reporting Standards, or ESRS). To this end, the EFRAG (European Financial Reporting Advisory Group) has released a first set of standards – which apply to the various economic sectors – and has prepared operational guidelines regarding double materiality. These elements were applied in conducting the analysis described hereinafter.

The concept of double materiality

According to the CSRD, ESRS must be based on the principle of double materiality, which requires businesses to assess the ESG (environmental, social and governance) risks and opportunities from two different perspectives:

1. From the point of view of any significant social and environmental impacts, actual or potential, linked to their activities and their value chain (represented in the chart as "Impact materiality" Inside out);
2. From the point of view of external ESG factors that generate risks and opportunities with an impact on cash flow generation, financial position, financial performance, and cost of capital in the short, medium, and long term (represented in the chart as "Financial materiality" Outside in).

A topic is considered material when it meets the criteria for impact materiality, financial materiality, or both.



Impact materiality (Inside out)

A sustainability topic is material from the impact perspective when it has actual or potential, positive or negative impacts in the short, medium, or long term on people or on the environment.

As regards its assessment, impact materiality is calculated according to a specific formula:

> Impact materiality =
> likelihood x severity

The severity of an impact is based, in turn, on three variables: scale, scope, and irremediable nature.

Specifically, the following are included in the definition of impact:

- Impacts caused by the business, or to which the business contributed;
- Impacts directly connected to the business's activities, its products/services, or its commercial relations (including the value chain, upstream and downstream).

Financial materiality (Outside in)

A sustainability topic is material from the financial perspective when it has actual or potential, significant impacts on the business, its results, and its situation.

Also in this case, a specific formula is used:

> Financial materiality =
> likelihood x scale
> of the potential financial effects

Financial materiality is not limited to topics that are under the business's control, but instead extends to the material risks and opportunities that can be attributed to direct or indirect business relations with other players that are part of the value chain.

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Phases of the project

During 2023 we conducted, for the first time, a double materiality analysis, with the aim of determining our relevant impacts, risks, and opportunities and the corresponding material topics in the environmental, social, and governance fields. The materiality analysis was carried out according to the guidelines provided by the GRI standards and in line with the approach proposed by the new ESRS. For this reason the analysis, as described in the previous sections, focused both on the impacts generated by the activities on people and on the environment (materiality impact, Inside out) and on the way in which sustainability topics impact the business in terms of continuity and economic-financial results (financial materiality, Outside in).

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

1. Preliminary analysis

To understand the regulatory and sustainability context of the Group and of its value chain, as well as to grasp both global and specific ESG trends for packaging, we conducted a preliminary context analysis, with the support of leading data providers present on the market, and a benchmark analysis of companies operating, directly or indirectly, in the relevant sector. Based on the input results obtained from these analyses, we identified multiple potentially relevant sustainability topics; by studying the latter in depth, we were able to develop a list of impacts, risks, and opportunities to be subsequently subjected to detailed assessment.

2. Assessment activity

The evaluations for impact and financial relevance were carried out by the internal functions responsible for the selected topics, and subsequently assessed in detail by Company Management during dedicated sessions and workshops.

The project involved the following functions: Quality Assurance; Research and Development; Human Resources; Health, Safety and Environment; Administration.

3. Results of the materiality analysis

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

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

4. Gap analysis and disclosure

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

Results of the materiality analysis

Below we present the complete list of material impacts, risks, and opportunities for the Gualadispensing Group, sorted on a scale that considers two different priority levels: "Medium" and "High" relevance. Items ranked as having a low relevance are not reported in the list.

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

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

R Risk O Opportunity A Actual P Potential + Positive - Negative ○○○ High threshold ○○ Medium threshold

Impact materiality	Description of impacts	IMPACT MATERIALITY sub-issues	Material issues	FINANCIAL MATERIALITY sub-category	Description of risks and opportunities	Financial materiality
Environment						
A- ○○	Energy consumption sourced mainly from non-renewable sources, with consequent negative impacts on the environment.	Energy consumption	Energy, emissions and climate change	Energy procurement	Energy transition risk linked to the fluctuation of energy supply costs, also due to the development of international, geopolitical and macroeconomic situations that have direct effects on operations.	R ○○○
A- ○○○	Contribution to climate change through direct and indirect GHG emissions linked to company operations.	Generation of direct and indirect GHG emissions (Scope 1 and 2)		Energy transition and climate change mitigation	Costs and investments related to the energy transition due to the adaptation of the production and operational structure.	R ○○
A- ○○○	Contribution to climate change through indirect atmospheric emissions, linked to the organisation's upstream and downstream activities.	Generation of indirect GHG emissions (Scope 3)		Physical risk of adaptation to climate change	Continuous rise of extreme weather events (such as tornadoes, floods and droughts) and temperatures, which could cause damage to production facilities and temporary or permanent disruptions to company operations or along the supply chain.	R ○○
A- ○○	Contribution to air pollution through other polluting emissions (SO2, NOX, NMVOC, PM 2.5, NH3).	Other polluting emissions				
A- ○○○	Environmental impact linked to the use of non-renewable raw materials.	Use of raw materials	Innovation and circular economy	Procurement of raw materials	Vulnerability and increased costs of non-renewable and depleting, recycled and sustainable raw materials, due to low availability and events in the geopolitical and macroeconomic scenario.	R ○○○
A+ ○○○	Positive impacts on the environment and on society thanks to the research and development of innovative products that meet market needs, in line with the principles of the circular economy and sustainable design.	Research and development		Regulatory developments in the packaging sector	Transition risk linked to new regulations with direct impact on product development and its attractiveness on the market.	R ○○○
A- ○○○	Environmental impact due to the failure to recycle or reuse products introduced in the market.	Circular economy		Assessment of the environmental impact of the product	Inability to offer a low environmental impact product to the market due to inadequate assessments of impact and carbon footprint across life cycle.	R ○○
				Technological innovation and products with low environmental impact	Competitive advantage given by new technologies aimed at more sustainable, circular products that comply with new market demands.	O ○○
A- ○○	Contribution to pollution due to the release of substances or products into the environment (soil, air, water).	Product impact along its life cycle		Loss of market shares	Competitors that present alternative products with more sustainable characteristics.	R ○○
				Changing consumer preferences	Shift in public opinion and consumer preferences towards products alternative to plastic.	R ○○

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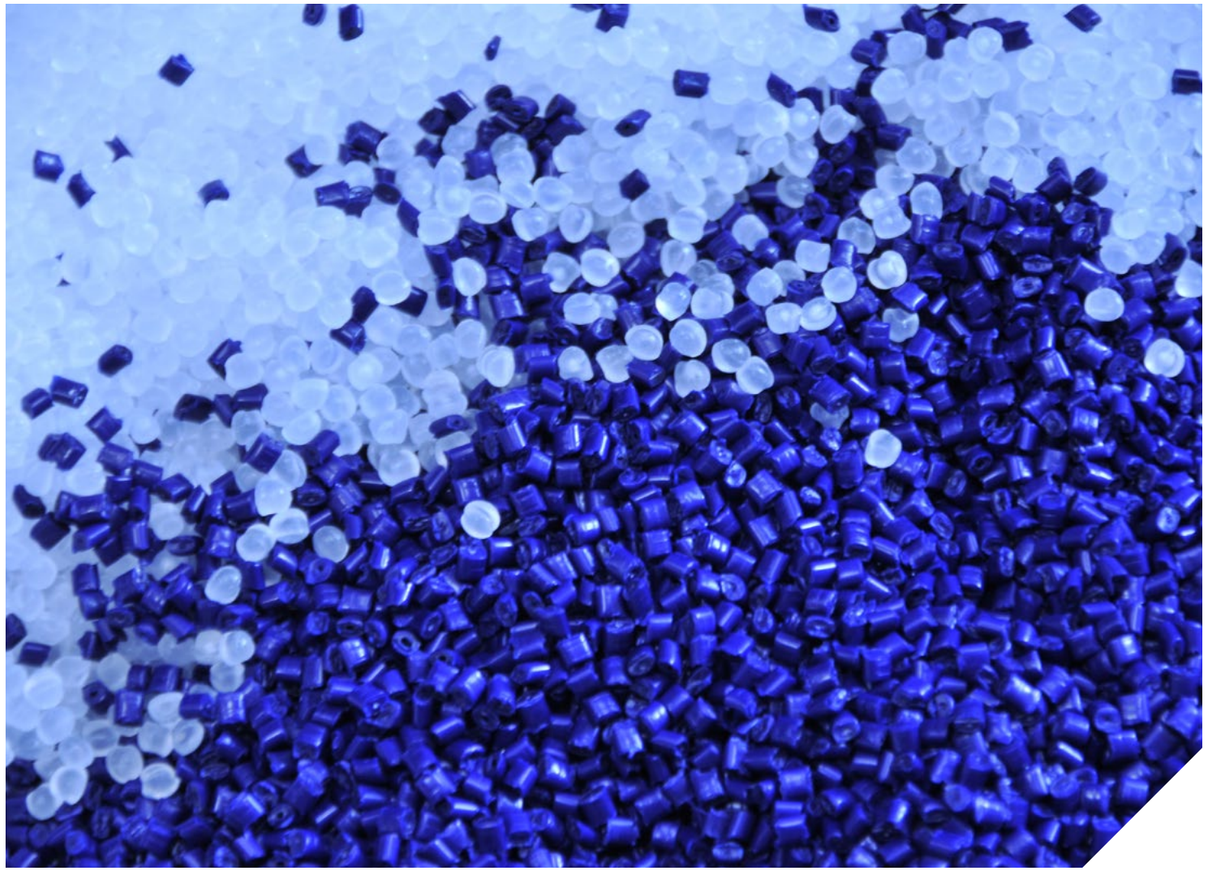
Impact materiality	Description of impacts	IMPACT MATERIALITY sub-issues	Material issues	FINANCIAL MATERIALITY sub-category	Description of risks and opportunities	Financial materiality
Social						
A+ ○○	Employee satisfaction and well-being thanks to the presence of company welfare policies, a fair work-life balance and well-being initiatives.	Employee satisfaction and well-being	**Talent attraction, people development, and worker protection**	Dialogue with workers and unions	Exposure to criticism and protests from trade unions or workers' organisations, regarding working conditions and company practices, causing possible internal unrest and tensions with staff.	R ○○
A+ ○○	Improvement of workers' skills through training and professional development activities, linked to growth objectives and personalised assessments.	Employee training and growth				
A+ ○○	Positive, direct and indirect, impacts on the territory due to the creation of specialised job positions and the development of professional opportunities, especially for young talents.	Job creation and talent attraction		Wellbeing, corporate culture and talent attraction	Opportunity to improve corporate culture and attract talent by enhancing employee well-being through welfare programs, promoting a positive and collaborative work environment and improving the general level of commitment and productivity.	O ○○
A- ○○	Injuries, professional diseases or other accidents in the workplace, with negative consequences for the health of direct or external workers.	Injuries in the workplace	**Health and safety of workers**			-
A+ ○○○	Increase in quality perceived by clients and consumers, thanks to the ability to provide high-performance products that are capable of responding to the needs and requirements of the market.	Product quality	**Product quality and safety**	Customer loyalty	Increased sales and market share thanks to customer loyalty, through constant improvement in product quality, creating greater consumer satisfaction and strengthening the company's position in the market.	O ○○
P- ○○	Non-compliance with regulations and/or voluntary codes regarding product impacts on consumer health and safety.	Product impacts on health and safety				
P- ○○	Breaches of customer security and privacy and loss of customer data.	Violation of customer privacy and loss of their data	**Cyber security e tutela delle informazioni**	Data loss and IT infrastructure vulnerabilities	Vulnerabilities in IT security and the protection of sensitive data, with possible implications on customer privacy and the trust of interested parties, and possible sanctions.	R ○○
A+ ○○	Economic impacts shared with the territory in which the company operates, contributions and donations for social and cultural events and initiatives.	Distribution of value and support to the local community	**Relationship with the territory and impact on the local community**	-		-

Impact materiality	Description of impacts	IMPACT MATERIALITY sub-issues	Material issues	FINANCIAL MATERIALITY sub-category	Description of risks and opportunities	Financial materiality
Governance						
A+ ○○	Proactive participation in industry organisations and associations, contributing to the development of industry rules and regulations.	Industry advocacy	**Ethics, anti-corruption and business integrity**	-		-
A+ ○○	Company policies and employee training on anti-corruption regulations and procedures.	Communication and training on anti-corruption regulations and procedures				
P- ○○	Unsustainable practices and violation of human rights along the supply chain with consequent environmental, social and reputational impacts.	Evaluation of suppliers and human rights along the supply chain	**Responsible supply chain**	-		-



Products and innovations

4

4

Regulatory evolutions

It is essential to monitor drivers for change to identify risks and opportunities for business and turn them into ideas for concrete action, to improve the environmental performance of our products

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

In the past year alone, new regulations have been introduced or proposed all around the world, including:

- The so-called Plastic Tax, introduced in the UK and Spain, which provides for the payment of a fee for plastic or plastic-containing packaging and some reliefs for the use of recycled content;
- The packaging labelling systems adopted in France and Italy (at the beginning of 2023), to provide consumers with better information on how to sort household waste and thus contribute to a higher collection and recycling rate according to the requirements of the national systems in place;
- The new Packaging and Packaging Waste Regulation (PPWR) proposal voted by the European Parliament in April 2024,, which aims to profoundly change the production, logistics and large-scale distribution sector and the waste management chain in order to achieve ambitious European objectives. The next sections in this Report referend some of its content and rules specifically;
- Some US States have enacted or are studying local provisions such as the introduction of producer responsibility schemes (PRSs) or extended producer responsibility (EPR) to promote private engagement in collection systems;
- In 2022, even the United Nations launched activities that should lead by 2024-2025 to the drafting and approval of an international treaty to combat plastic pollution, as they have already done in the past with regard to the fight against climate change.

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

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Product portfolio analysis

The Gualadispensing Group is a global player in the production of thermoplastic items, intended for the home and personal care, food, pharmaceutical, medical and cosmetic sectors

A synergistic corporate structure for sustainability

The Gualadispensing Group is a global player in the production of thermoplastic items, intended for the home and personal care, food, pharmaceutical, medical and cosmetic sectors. Our main activities are the research, development and design of new products and the transformation of plastics using injection moulding technology for the assembly of semi-finished products, which our clients use to package or complete the consumer goods they offer to millions of end consumers.

The fields of application – under the supervision of our headquarters in Spinetta Marengo, in the province of Alessandria, Italy – are divided into different areas: the production of sprayers and pump dispensers, which are the focus of the Home & Care Division; the production of beverage capsules led by the Food Division; and finally primary and secondary pharmaceutical packaging and single-dose strips, which are the core business of the Pharma Division.

The management and strategic direction of the R&D and Sustainability areas are a responsibility of the Corporate R&D and Quality Director, who oversees the activities carried out by specific technical teams, the evaluation of products' environmental sustainability performance and any action for improvement. Operating at a corporate level allows the Sustainability area to leverage the synergies existing between the three divisions, aligning objectives and work plans.

The sustainability team is entrusted, among other things, with monitoring regulatory developments (see the "Regulatory evolutions" section) and guidelines in terms of recyclability and circularity of plastic packaging, identifying opportunities and possible risks associated with the changing international scenario and market trends; the team also evaluates products' circularity through internal analyses, Life Cycle Assessment (LCA) studies (see the "Life Cycle Assessment" section), external tests and third-party certifications.

The working groups dedicated to product design are coordinated by the R&D managers of the Home & Care, Food, and Pharma Divisions, who report directly to the Corporate R&D and Quality Director. This new management structure allows for the two divisions to follow a shared approach, while maintaining a focus on specific industry applications.

Strategic objectives and clear principles

The Gualadispensing Group aims to be a leader in its market by guaranteeing product excellence and placing sustainability at the centre of its innovation processes. The goal is to offer clients a beacon for any need related to plastic packaging, while building a healthy business and a pleasant environment for personnel, where everyone can do their part for the planet with a view to sustainability.

In particular, we focus on the following areas:

Natural resources and environmental impact
The raw materials we use are produced in compliance with applicable standards for the protection of the environment. We measure, prevent and reduce the environmental impacts of our manufacturing activities.

Product circularity
We adopt the principles of the circular economy by looking at all stages in goods' life cycle, from when we choose raw materials to the end of products' life, including consumer behaviour when using the product.

The application of these principles is ensured internally at all levels and is integrated into every business decision. We express the same commitment also externally, in relations with suppliers, organisations, institutions, communities and clients.

A targeted and effective contribution to lowering environmental impact

Today, manufacturing companies play a decisive role in introducing potential solutions and in leading concrete improvement, through a critical vision of their activities and products. For this reason, it is essential to correctly identify the areas of action on which to focus to provide a targeted and effective contribution, aimed at significantly reducing all environmental impacts in the long term.

The Gualadispensing Group promotes product circularity and adopts improvement plans based on in-depth analyses of its portfolio.

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The strategy is based on the following crucial themes:

- Weight reduction
- Recyclability
- Use of recycled material content
- Product reuse
- Compostability

The following sections elaborate on each point by focusing on objectives, actions and key performance indicators (KPIs).

Weight reduction

The LCA analyses we have carried out in recent years have highlighted how products' carbon footprint is influenced by the materials chosen to manufacture them and the efficiency of the production processes implemented: therefore, both the type and quantity of plastic used play an important role in terms of environmental impact.

For this reason, we continuously analyse our portfolio looking for new opportunities to optimise weights, by redesigning products or components while keeping performance during use unchanged.

For example, following an investment by the Food Division in the research and development of ever lighter solutions, we have successfully reduced the weight of the Dolce Gusto® compatible capsules in the barrier version and Dolce Gusto® compatible capsules in polypropylene, saving up to 30% of the material compared to previous models.

On the other hand, over the years, the Home & Care Division has implemented a progressive reduction in the weight and number of components used for sprayers, achieving extremely compact solutions for systems such as the Atom Z. Another example is the integration of the spring and trigger in a single component for the TS6, which therefore boasts a further reduction in weight as well as a more functional assembly.

33% of the capsule portfolio now adopts a **lighter solution** than the original product

KPI

Recyclability

Developing the PE-based Atom Z platform

Packaging recyclability is one of the topics of greatest interest for the sector and among the main ones addressed in the new European Regulation on Packaging and Packaging Waste (PPWR). The objectives set for 2030 provide that any packaging included in the scope of applicability of the legislation must comply with a minimum threshold of recyclability before it can be made available on the reference market. Many parameters contribute to the establishment of such threshold, including and not limited to:

- The reference recycling stream, i.e. where the packaging will be disposed of. In the case of plastic products, that would be mainly the PET or HDPE streams, depending on the prevalent material;
- All the materials used in the product and their characteristics, including any inks or labels;
- The size of the product;
- Ease of emptying.

The goal is not only to recover as much material as possible during the recycling phase, but also to achieve a high-quality recycled product downstream. This allows for a more efficient use of post-consumer material.

The Group continues to support initiatives aimed at enhancing the end of life of its products, minimising waste and working to support the recovery of valuable material. We are already going beyond the minimum requirements applicable according to current legislation, considering recyclability guidelines recognised in Europe. The actions we are currently taking include the following:

- Precise analysis of the product portfolio, in order to have a complete and exhaustive overview of the current situation, supported in many cases by external assessments performed by qualified and internationally recognised laboratories;
- Identification of any areas of intervention;
- Design of products made of polyolefins only, with the gradual exclusion of disqualifying materials that can compromise the material selection process, the recycling phase or the quality of the recycled material in the relevant stream;
- Design of mono-material PP or PE products, depending on the design and application, to push recyclability to the highest levels by further improving the quality of the recycled material.

PE-based Atom Z

In the past few years, the Home & Care Division has worked with an eye to future legal requirements. It has invested, for example, in the design of platforms based on a single polymer: PE. This has led to the PE-based Atom Z – the first trigger sprayer to be available for commercialisation that maximises compatibility with recycling in the HDPE stream. This extremely positive result was documented by an external analysis, carried out by a reputable laboratory according to RecyClass's recyclability guidelines.

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Use of recycled material content

The ISCC certification

The choice of materials is crucial to improve the environmental impact of the product, as demonstrated in the LCA analyses we have conducted in recent years and presented in the "Life Cycle Assessment" section, but also to promote the reuse of post-consumer mechanical recycling materials with a view to circularity.

To date, the use of virgin materials in our packaging accounts for over 40% of the carbon footprint, thus representing a significant opportunity. For several years, the Gualadispensing Group has committed to incorporating recycled materials into its products, when allowed by regulations put in place to protect consumers' health, initially focusing on the trigger range. Executing and achieving this goal requires:

- Constant dialogue with current suppliers, to jointly identify new materials to test and to compare expected and actual performances;
- Careful research and evaluation of new suppliers, to expand the set of raw materials available;
- The identification of the most suitable components to accommodate recycled materials, based on their functionality and both technical and regulatory requirements;
- The execution of precise tests to evaluate the mechanical and chemical properties of individual components, as well as the performance of the finished product;
- The implementation of new materials on moulding and assembly lines, checking for any criticalities in the industrial scale-up phase;
- Correct communication: internally, between technical teams and the sales department, in order to highlight and understand strengths and limitations in the use of post-consumer resins (PCRs), but also externally, towards clients, to find together the best solutions considering environmental and business aspects at the same time.

The resources involved therefore include different areas and functions, including Purchasing, R&D, Quality, Production and Sales.

This is why we form multidisciplinary teams, for example to solve the technical challenges associated with the use of recycled polymers in production processes on machines calibrated for virgin plastics, which require reviewing some process parameters – such as cycle time for moulding – or checking indicators such as the melting index.

Thanks in part to this approach, Gualadispensing currently boasts an important technical result: we successfully tested up to 70% recycled content in sprayers (depending on the platform).

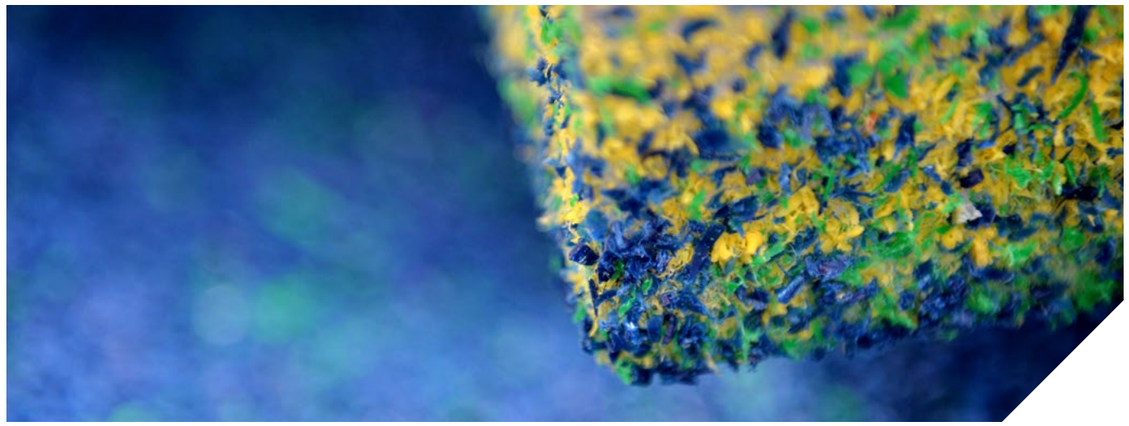
The trigger sprayer, in particular, is a very complex product when compared to other types of packaging: depending on the features and the platform considered, it can require between 8 and 17 components that must interact with each other following a precise mechanism. The keyword is functionality: everything must work in a certain way to guarantee the liquid is correctly dispensed, in a delicate balance determined by factors such as the design of individual pieces and the properties of the materials used.

Depending on the mix of plastics from which they are derived, materials from mechanical recycling feature much more variable chemical-physical properties and characteristics compared to virgin material. For this reason, managing and incorporating PCRs into a product is always a challenge – which becomes even harder when combined with the commitment to reducing weight that has driven the evolution of our sprayers for years.

But Gualadispensing's research does not stop in the face of these difficulties: we constantly evaluate new grades of plastic to push beyond the results we have achieved, aware of the impact that materials have in product life cycle assessments.

75% of the products in our trigger range can incorporate at least **30% of recycled material by weight**

KPI



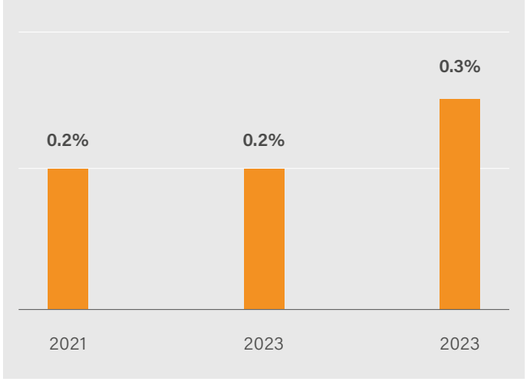
Within the context of the PPWR, the content of recycled material will be subject to pre-established objectives, with a minimum percentage of inclusion varying depending on the application. While the use of post-consumer mechanically recycled materials has been a topic of discussion for several years as regards standard plastic packaging, for packaging that can come into contact with sensitive products (food or personal care products) solutions compatible with more restrictive health and security standards must be considered.

Chemical recycling offers a potential alternative, with materials certified under globally recognised systems based on the concept of chain of custody, according to which all supply entities involved must be certified to ensure materials' traceability. An example of this is the International Sustainability and Carbon Certification (ISCC): an independent initiative and a certification system that supports a sustainable, fully traceable supply chain with no impact on forests and the climate, with the aim of promoting sustainable business through the use of recycled materials. In particular, the ISCC Plus scheme applies to chemicals, plastics, and packaging. The Pharma Division – for the Alessandria, Italy plant – obtained the ISCC Plus certification in 2023 for the management of chemically recycled materials; unlike mechanical recycling, this process guarantees the resulting material is salubrious even for sensitive applications.

The real benefit in the use of recycled materials is obtained when the product is successful on the market: for this reason, it is important to work on solutions that are effective from an environmental point of view but which also guarantee adequate performance, and which are still sustainable in terms of production costs and therefore final price for customers.

Finally, we cannot fail to mention further constraints upstream, due to the limited availability of PCR plastics on the market. Thanks to the technical progresses and the potential level of recycled plastic we were able to achieve with the evolutions of our product portfolio in 2023, we recorded an increase in the use of recycled materials after years when the trend had remained flat: the 2023 figure is equal to 0.3% of the total materials used, which is still modest but over 50% more than the previous year.

Use of recycled material content



4

Product reuse

Where applicable, reuse can prevent and reduce the negative impacts of packaging and packaging waste on the environment and on health. Packaging can be considered reusable only if it meets a series of requirements, including:

- Packaging must be designed for the maximum number of reuses, in normal usage conditions;
- Reuse must not compromise the quality and hygiene standards of the product and must not endanger the health or safety of those who carry out the operations related to reuse.

The Home & Care Division pays particular attention to the design and durability of its products, subjecting them to above-standard stress tests. In practice, this translates into various activities: it is important, for example, to design closures that adapt to the standard necks of our clients' bottles using a ring nut, and that are easy to open and close for the end consumer. We also conduct performance tests on our sprayers, for which a minimum 5,000 activations while maintaining dispensing quality are required: most of our trigger platforms go much further, reaching up to 17,000 activations with standard formulations. Today, such high durability is a great added value because it supports and encourages correct behaviours among consumers, who can drastically reduce the impact of their purchases on the environment by reusing packaging.

As regards reuse, the working groups involved mainly belong to the technical area (R&D and Quality) but liaise regularly with Sales, to support client requests and the potential pairing of sprayers with the use of concentrated refills.

88% of the products in the trigger range can offer a **solution suitable for reuse** by consumers

KPI

The Food Division has set for itself ambitious targets for the production of capsules capable of accommodating compostable materials, in line with the approach of promoting ever-increasing circularity for products in all phases of the life cycle

Compostability

The Food Division has set for itself ambitious targets for the production of capsules capable of accommodating compostable materials, in line with the approach of promoting ever-increasing circularity for products in all phases of the life cycle.

Indeed, the use of this type of material makes it possible to confer product and packaging together in the bin for biodegradable waste without requiring separation, which can be a nuisance in some food applications. Compostable solutions can simplify waste management for end consumers, so they can carry out the process properly and avoid polluting the plastic recycling stream with biodegradable residues, thus allowing for a better quality of the final recycled material. By directing compostable plastic packaging and the residue inside it to composting processes – whether industrial or at-home – materials can be recovered in the form of compost suitable for various uses. Industrial or at-home composting processes require different final performances, according to cycles requiring specific times, pressures, temperatures and humidity levels.

For this reason, the Food Division has activated a series of specific activities:

- Expansion of the portfolio and improvement of compostable solutions for capsules, working on design in terms of geometry and thickness. These parameters are decisive for the quality of the product dispensed and performance during use, as well as for the disintegration of the capsule during the composting process;
- Identification of new suppliers and evaluation of new materials, both for the capsule body and for complementary components;
- Extension of certifications for industrial and at-home composting;
- Investment in state-of-the-art equipment for production processes.

83% of our **capsule platforms** can provide a **compostable solution**

KPI

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LCA

Product environmental impact

Starting in 2021, the Gualadispensing Group adopted the LCA (Life Cycle Assessment) methodology to measure its products' environmental impact and to start improvement actions in a framework of ecodesign. Over the years, the assessments have been gradually extended to different platforms in the portfolio, to achieve an increasingly complete and thorough view.

The method used complies with ISO 14040/14044 standards, and the assessments are carried out with SimaPro software. The functional unit is represented by the single product unit (trigger sprayer or capsule), including the packaging required for transport.

In line with relevant legislation, the LCA study included the different phases of the product's life cycle "from cradle to gate" – i.e. from the extraction of raw materials to the moment the finished product exits the plant – and during distribution, dividing the processes between *upstream*, core and *downstream*.

Upstream processes include the extraction of raw materials and their transport, as well as the production of finished products (polypropylene, polyethylene, etc.) and primary and secondary packaging.

Core processes, on the other hand, include manufacturing activities, the consumption of resources by the company, and the treatment and disposal of waste generated during production.

Finally, downstream processes coincide with the distribution of the packaged product. For capsules, they also include end-of-life disposal.

UPSTREAM PROCESSES

- Raw materials production
- Packaging production
- Auxiliary materials production

CORE PROCESSES

- Components manufacturing and assembly
- Waste treatment
- Components transport

DOWNSTREAM PROCESSES

- Delivery to customers

The carbon footprint in the reference scenario

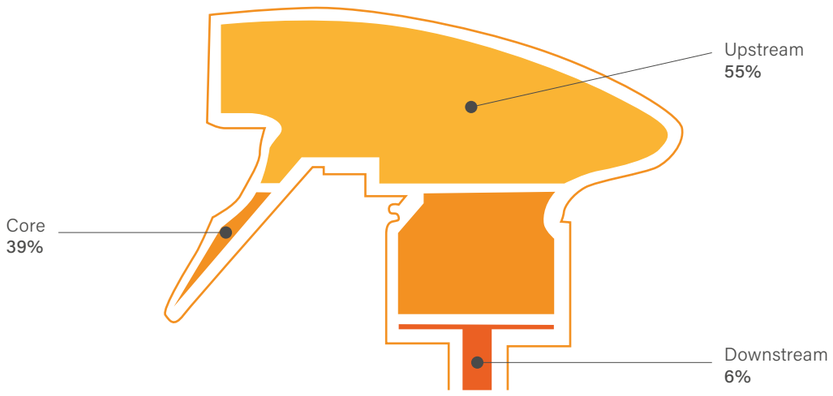
In order to better interpret the results of the analysis, we first established a reference scenario that could constitute the baseline for future monitoring and for the evaluation of possible improvement actions.

In our study, we considered the standard productions of TS5 and TS3 Dexter (at Gualadispensing's Spinetta Marengo factory) and of Dolce Gusto® compatible polypropylene capsules (at the Bisio Progetti site in Alessandria) using virgin materials of fossil origin, as the reference scenario.

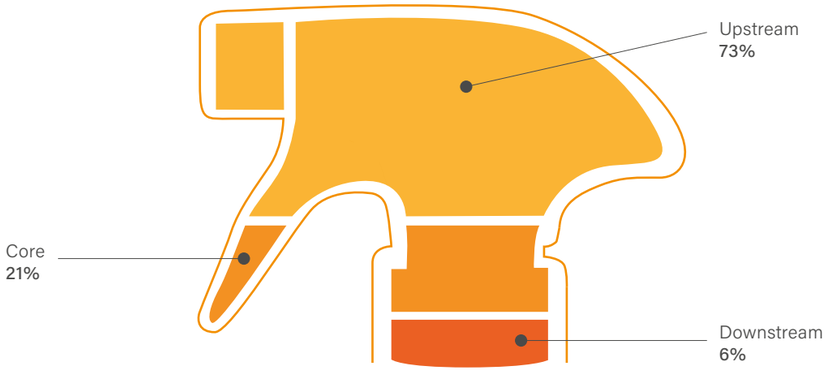
In all cases, greenhouse gas emissions are mainly generated in the upstream and core phases, due to the materials used and the production process: the supply of resins, the energy mix available in the territory, and the industrial technology adopted (injection moulding of plastic materials) play a crucial role. The impact of distribution is significantly lower.

The carbon footprint of the different phases considered in the reference scenario

TS5



TS3 Dexter



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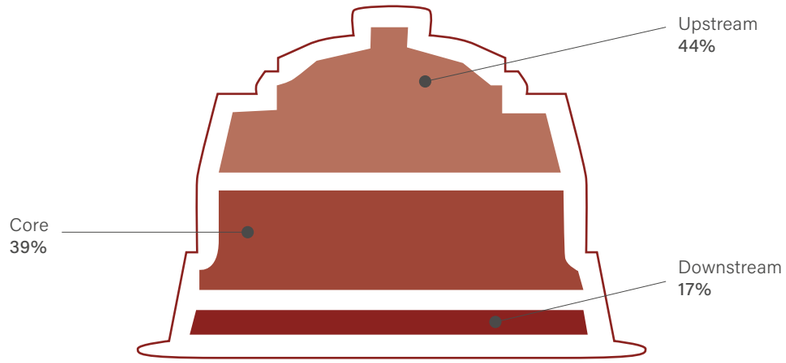
The Dolcegusto compatible capsule



The tangible impact of recycled materials is confirmed

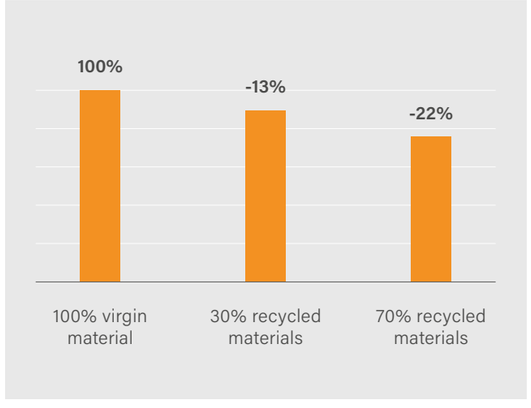
The introduction of mechanically recycled plastics makes it possible to reduce the direct use of fossil sources, but what is the actual impact on the product's overall carbon footprint?

The LCA study allows us to effectively visualise this benefit, comparing different scenarios – respectively with 30%, 60%, and 70% recycled content – to the reference product made with virgin materials.

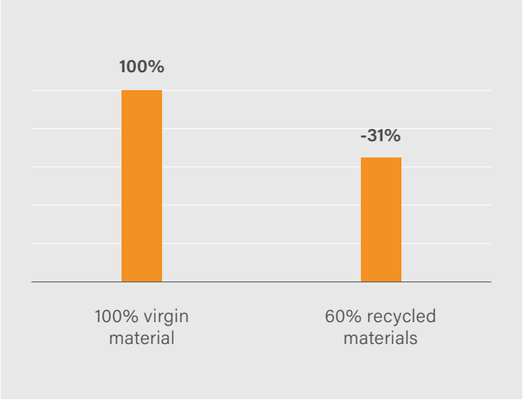
The improvement represented in the charts, which in some cases is as high as -30%, confirms in tangible terms that this is one of the ways we can effectively achieve a reduction in the environmental impact of the product.

Impact of materials: carbon footprint comparison

TS5



TS3



People and social impact

5

Introduction

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

We work every day to reduce risks for health and safety, accidents at work and occupational diseases, also by engaging, consulting and continuously training personnel.

To learn more about the policy we have adopted for worker safety, please refer to the "Corporate Company Policy" section.

Responsibility for personnel management and administration lies with the corporate-level Director of Human Resources, who supervises the activities carried out by the working groups in the Spinetta Marengo headquarters and coordinates the efforts made by foreign sites. HR management is therefore a centralised function that makes use of dedicated people in local production sites.

5

Our workforce

At the end of 2023, the Gualadispensing Group had a total of 1,093 employees spread over 5 production sites in 3 different geographical areas (Europe, Asia, America): 1.2% more than 2022.

1,093 employees spread over 5 production sites in 3 different geographical areas

132 collaborators equal to approximately **12%** of the total - are not direct employees of the Group

Employees by country

EU
52% Italy
13% Romania

Asia
8% China

America
26% Mexico

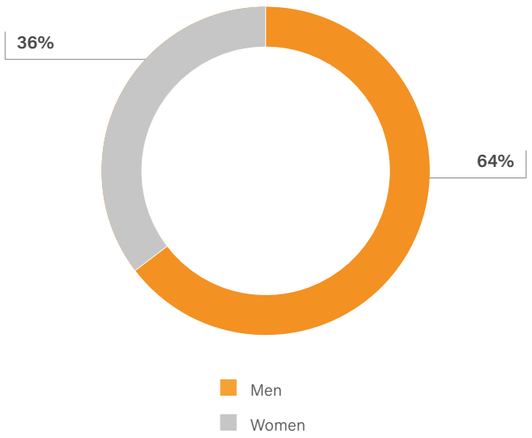
In addition, there are 132 collaborators – equal to approximately 12% of the total workforce – who are not direct employees of the Group.

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

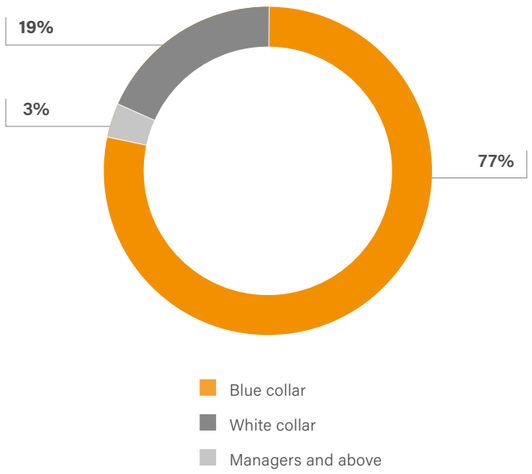
Furthermore, this diversity also proves essential to understand the wide variety of needs expressed by consumers, and therefore to always generate new proposals for our customers to satisfy the market.

The majority of Group employees are male, reflecting the historical link between gender and the nature of the prevailing activity on our sites (which clearly emerges from the distribution by type of employee on a global scale, represented in the chart).

Employees by gender



Employees by type

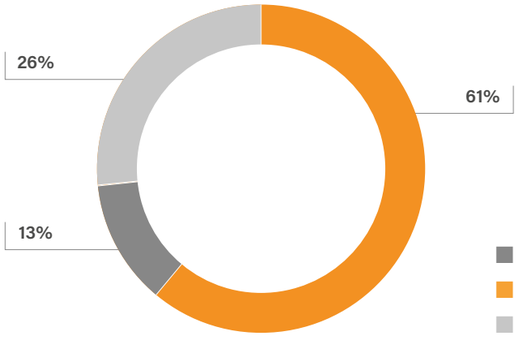


The Group also fosters diversity by promoting employment opportunities for people with disabilities, who make up approximately 3% of the employees in our global operations.

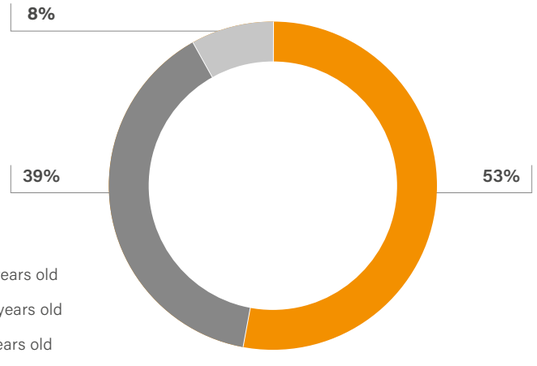
By analysing the characteristics of the employees in detail, we can see that the majority, around 61%, are between the ages of 30 and 50, while only 13% are under 30 and none are under 18.

However, the scenario changes if we focus on new hires during the year: in this sub-group, 39% of the employees are under 30 years old.

Employees by age group



New hires by age group



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We strive to meet the needs of our employees with regards to their stability, organisation and professional and personal development, favouring stable and long-lasting work relationships.

Almost all our employees have a **permanent contract**

97% have a **full-time contract** and **3%** are employed **part-time**

87% of Group employees are covered by **collective labour agreements**, based on local requirements and common practices

In addition, in 2023 the Guala Dispensing site in Spinetta Marengo introduced the option of remote working in the welfare plan for people whose job is compatible with such practice, with the aim of favouring forms of work organisation that allow for better harmonisation between professional and personal needs.

We are committed to building a diverse and inclusive culture where employees feel welcomed, valued and treated fairly. Our diversity makes the work environment multicultural and open to innovation and new challenges.

Sustainable mobility

In 2023, in line with new regulations, the Italian plants in the Gualadispensing Group started a journey meant to favour sustainable mobility where possible. Indeed, all private and public organisations are required to implement suitable initiatives to manage their employees' mobility, with a special focus on systematic home-workplace-home commutes.

The key person for such initiatives is the Mobility Manager, whose activity is geared towards promoting forms of mobility that are sustainable from the environmental, financial and social standpoint, leading to positive change in people's attitudes and habits. In practical terms, Mobility Managers offer their support to decision-making, planning and scheduling activities and to the promotion of sustainable mobility solutions. Their main tool in this context is employees' home-workplace commute plan, with the goal of reducing the use of individual private means of transport and of minimising the environmental impact caused by traffic.

Skill development

5

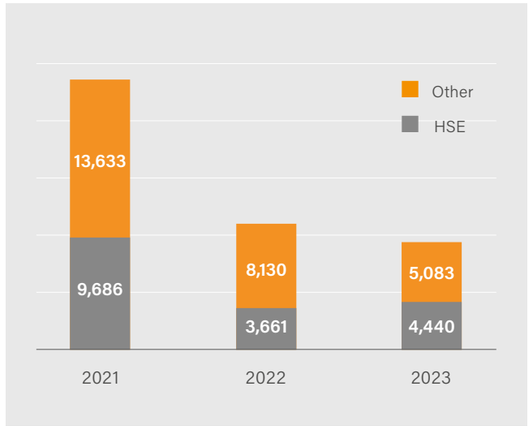
We aim to preserve and protect our employees' know-how, experience and competencies, while helping them develop new skills through various learning opportunities

We aim to preserve and protect our employees' know-how, experience and competencies, while helping them develop new skills through various learning opportunities.

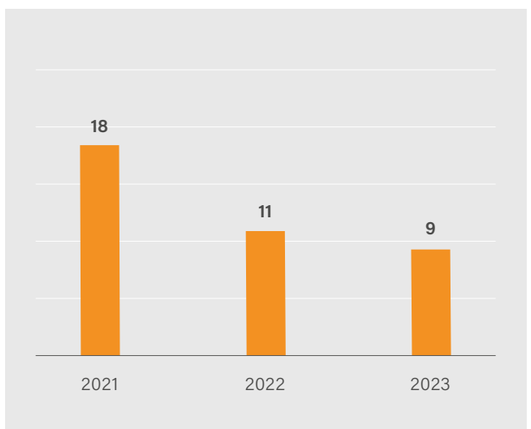
In 2023, employee training saw a slight reduction compared to 2022, with an average of 9 hours per employee.

It's important to remember that the peak recorded in 2021 was due to the need to make up for the initiatives postponed during the pandemic, and to the addition of activities connected with the opening of the new factory in Romania. The preparation necessary for the start-up and commissioning of the site, in fact, naturally required a higher number of dedicated hours than the other plants already in operation.

Hours of training



Hours of training per employee



9 hours average **training** per employee, in 2023

Health and safety

5

We work daily to guarantee the protection of health and safety in the workplace for all our employees, external collaborators and visitors, committing to continuous improvement in these areas

We work daily to guarantee the protection of health and safety in the workplace for all our employees, external collaborators and visitors, committing to continuous improvement in these areas.

In the last decade, the culture of health and safety in the company has undergone a remarkable evolution, emerging as a right and a duty for both employees and employers.

For its full implementation, awareness, training and collaboration are key: three values that our Group has supported by carrying out various initiatives in the past year, in order to continue to promote the culture of safety and improve people's conditions at work, in compliance with current regulations.

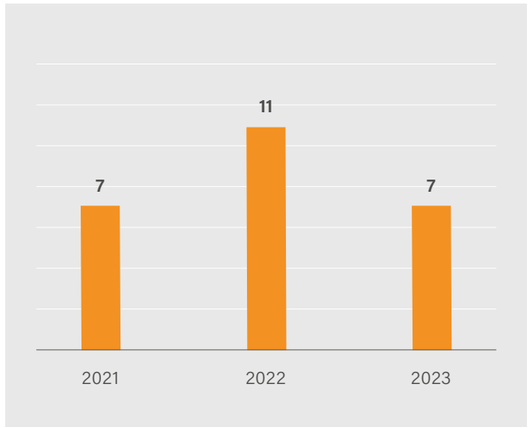
In general, our occupational safety management system focuses on the following main points:

- Ensure compliance with safety and hygiene regulations concerning company products, processes and services;
- Promote safe and healthy work conditions through the prevention of accidents, the reduction of risks and the elimination of dangers in the workplace;
- Promote initiatives aimed at preventing accidents;
- Encourage the engagement and awareness of all employees and their safety representatives, through the dissemination of information and various training initiatives;
- Pursue continuous improvement through periodic reviews and audits.

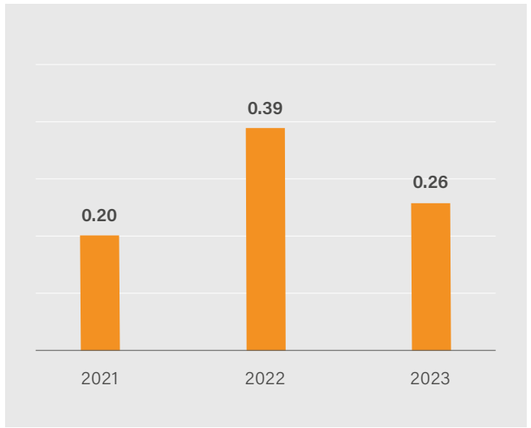
Training and continuous updates are essential to raise workers' awareness and keep their attention high on issues related to people's health and safety. For this reason, in 2023, approximately 46% of the training hours provided to our employees were focused on health, safety and environment (HSE) topics.

Our efforts, regarding both plants and people's behaviours, have led to an improvement in the global indicators for the frequency and severity of injuries, which recorded a trend reversal compared to the previous year.

Frequency of injuries



Severity of injuries



100%
of workers covered by a
health and safety management system

Social impact

5

Recognising that our responsibility goes beyond our core business, we support initiatives of social value to help everyone achieve a better future. We aspire to respond to concrete needs and generate a lasting positive impact on communities, using part of the income generated by the Group.

For years, we have been supporting the SociAL Foundation, born in early 2013 on the initiative of the Guala family. The Foundation operates in the area of Alessandria in Italy, where the company was born and still has its headquarters, selecting projects in the field of education, culture and social services, promoted and implemented by non-profit third parties. It also organises training sessions, informative conferences and seminars in collaboration with local partners.

https://fondazionesocial.it/

291
projects supported through tenders since 2013

101
own projects supported since 2013

392
total projects funded since 2013

€8.6millions
disbursed in total since 2013

45
projects activated in 2023

Over **€1million**
awarded in 2023

€360,000
financing from Gualadispensing

Our responsibility goes beyond our core business.
We aspire to respond to concrete needs and generate a lasting positive impact on communities, using part of the income generated by the Group

#1 Fuori dal Silenzio

"Fuori dal Silenzio" (literally "outside the silence") is a theatre workshop for emotional communication organised in the San Michele Prison in Alessandria. Its purpose is to offer inmates an opportunity to express their emotional experience and to create, through a theatrical play, a bridge for communication with their children. The project is divided into sessions scheduled and managed with the detention centre's educators and staff. At the end of the project, participants take to the stage with a final play that summarises the content that emerged during the workshops.

#2 Al Vostro Fianco

"Al Vostro Fianco" (literally, "at your side") is a project by the Alessandria volunteer association Auser Onlus that aims to implement, improve and create new synergies in the field of support services for the elderly. In particular, its activities have led to the reactivation of dedicated transport and have facilitated several new opportunities for afternoon and evening entertainment – such as gymnastics and Pilates classes, cultural and musical events, and trips. The experience of the pandemic has deeply affected many of the members, making moments of contact and debate about the needs expressed by the participants more important than ever, in order to return to forms of sociality and exchange.

#3 Estate Liberi 2023

The "Estate Liberi 2023" project (literally, "free summer 2023" which also sounds like "stay free 2023" in Italian) focused on the co-management of hospitality structures offered by the hostel inside the Monumental Complex of Santa Croce in Bosco Marengo (Alessandria), which lay abandoned for about 12 years. Indeed, activating the national summer camp "E!stateLiberi!" – in agreement with Libera APS – allowed for the redevelopment of the unused spaces, including the purchase of furniture and the maintenance of existing plants.

Plants and environmental impact

6

Introduction

As established in the Group policy, inspired by principles such as attention to environmental sustainability and the circular economy, we are committed not only to meeting the applicable legal requirements but also to progressing on a path of continuous improvement for our operations and consequent impacts. For more information, please refer to the "Sustainability Governance" and "Corporate Company Policy" sections.

We adopt circularity principles at all levels and implement them with the best technologies available to guarantee the continuity of the organisation over time. We thus increase production efficiency while, at the same time, preventing and mitigating the environmental impacts of our activity by reducing energy consumption, emissions, and waste. We extend the attention we pay to our processes and the packaging we manufacture also to end users' behaviour, to encourage and facilitate decisions based on awareness also in the purchasing, use, and disposal phases.

As shown by the Life Cycle Assessments (LCAs) we performed in recent years, a large portion (approximately 40%) of the environmental impact of our products arises from manufacturing operations, despite the weight of the resources we purchase along the value chain. For further details on our results, please refer to section "Life Cycle Assessment" in chapter 4.

The key elements in our approach for efficiency include detailed operational procedures, data collection and monitoring, and investments in technologies that can increase productivity and reduce impacts.

In our headquarters in Spinetta Marengo, our Chief Operating Officer defines priorities and guidelines in close collaboration with the Director of European plants and the managers at the various sites, who create specific action plans that are in line with corporate directions for the entire Group yet take into consideration the local context and characteristics.

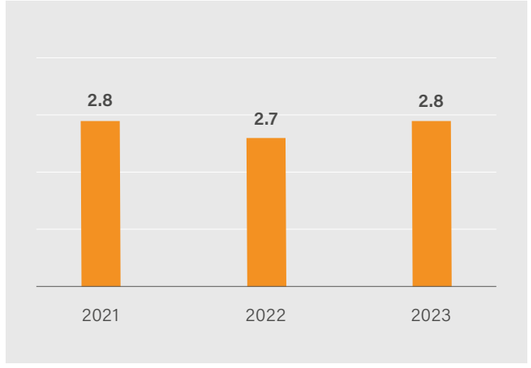
Energy

6

Electricity consumption

In 2023, our plants around the world consumed 93,272 MWh of electricity in total. Consumption per metric ton of finished product increased by approximately 4% compared to 2022, reaching a value of 2.8 MWh in line with 2021. This result is mainly due to the contraction in production at our Suzhou site, which was only partially offset by the constant improvements in the performance of our factory in Romania. The plants in Italy and the one in Mexico recorded stable data, with no remarkable variation in consumption rate compared to the previous year, while increasing production volumes.

Electricity consumption per finished product (MWh/t)



We are inspired by principles such as attention to environmental sustainability and the circular economy, we are committed not only to meeting the applicable legal requirements but also to progressing on a path of continuous improvement for our operations and consequent impacts.

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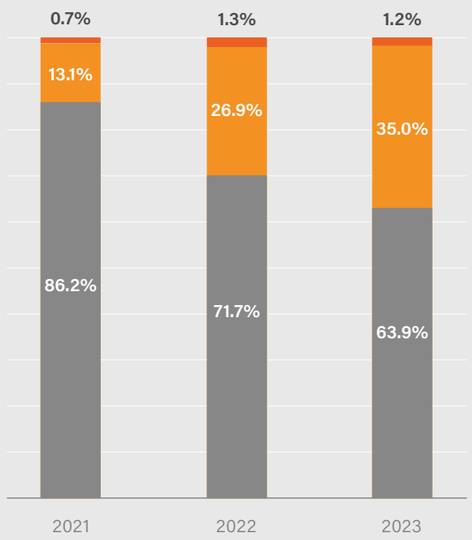
6

Sources of electricity supply

It is important to note that, in parallel with the optimisation of production activities and the purchase of new machinery to improve efficiency, the activities and investments aimed at reducing dependence on the electrical grid also continued. Indeed, the share of electricity we purchased significantly decreased in 2023, thanks to the contribution of the new trigeneration plant installed at the Italian site in Alessandria. Adding it to the system already active in Spinetta Marengo, we were able to achieve an approximately 8% decrease in the share of electricity purchased from the grid.

The share of self-produced renewable energy – 1.2% between the two sites in Alessandria and Spinetta Marengo – also contributed to this result.

Sources of electricity supply



36% of **self-produced electricity**

- Self-generated electricity: photovoltaic
- Self-generated electricity: trigeneration
- Purchased electricity

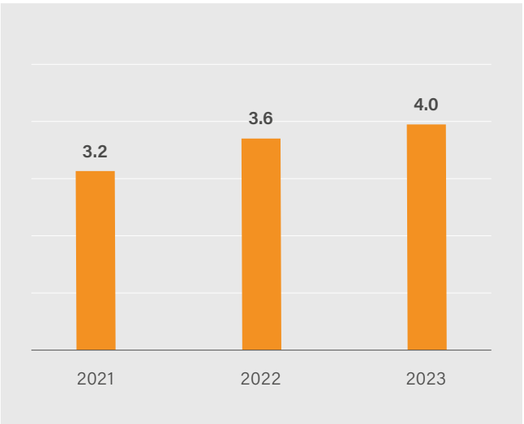
Total energy consumption

The increase in electricity consumption recorded in 2023 and described in the previous sections resulted in an 18% increase in overall energy consumption, driving the total to 132,308 MWh.

This figure includes consumption almost entirely from non-renewable sources (mainly electricity purchased from the grid and methane) and only minimally from renewable sources such as the photovoltaic systems, where present.

The consumption rate is equal to 4 MWh per metric ton of finished product, with an increase of approximately 11% compared to the previous year – mainly due to the entry into full operation of a second trigeneration plant, which caused a shift in the energy balance deriving from the purchase of large quantities of methane gas. In addition to this, the partial loss of efficiency recorded by the Chinese plant – described above – also played a role.

Total energy consumption per finished product (MWh/t)



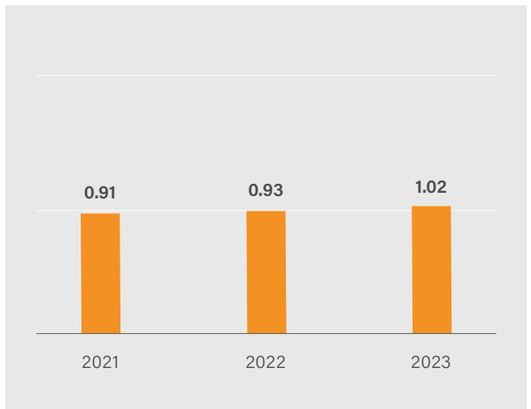
CO_2 emissions

The carbon footprint of our activities – measured as the sum of "scope 1" emissions (generated by assets owned or controlled by the company) and "scope 2" emissions (generated by purchased and consumed energy) – is determined by the consumption of methane, mainly intended for trigeneration plants, and of electricity purchased from the grid.

The global value for 2023 stands at approximately 34,000 metric tons of CO_2 equivalent, classified as "scope 1" for one third and "scope 2" for two thirds.

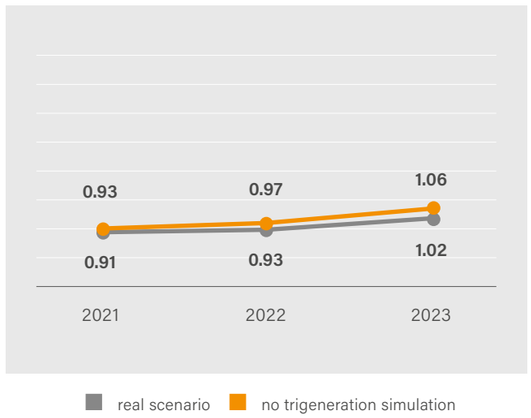
The global value weighted for production is equal to 1.02 tons of CO_2 equivalent per ton of finished product, which is about 10% higher than in 2022; such increase can be attributed to the increase in the ratio between "scope 1" emissions and total production volumes. A more in-depth analysis is being carried out to identify actions for continuous improvement.

CO_2 equivalent emissions per finished product (t/t)



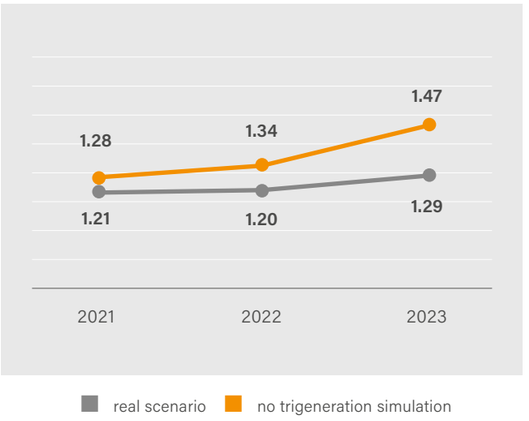
To correctly interpret this data, we must also highlight how the presence of trigeneration plants allowed for approximately 4% savings in global "scope 1" and "scope 2" emissions in 2023 compared to a production scenario with no trigeneration. The benefit is even more evident if we consider total emissions including "scope 3" (emissions from sources not directly owned or controlled by the organisation, generated by the transport and distribution of methane and electricity): in this case, savings reach 14% of total global emissions.

Scope 1 + 2 emissions - trigenerator impact (Metric tons CO_2 eq/TFP)



The presence of trigeneration plants allowed for approximately 4% savings in global "scope 1" and "scope 2" emissions in 2023. Savings reach 14% of total global emissions, considering "scope 3" emissions as well.

Scope 1 + 2 + 3 emissions - trigenerator impact (Metric tons CO_2 eq/TFP)



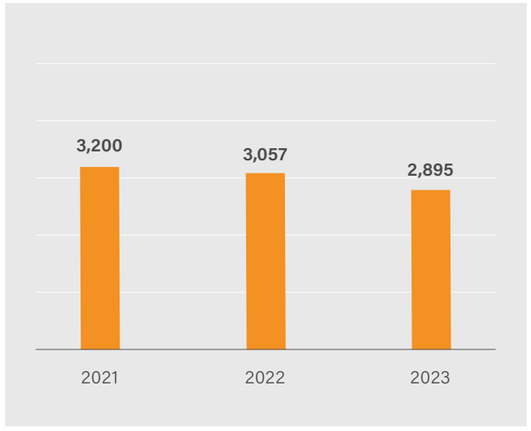
-14%
total emissions
thanks to trigeneration

6

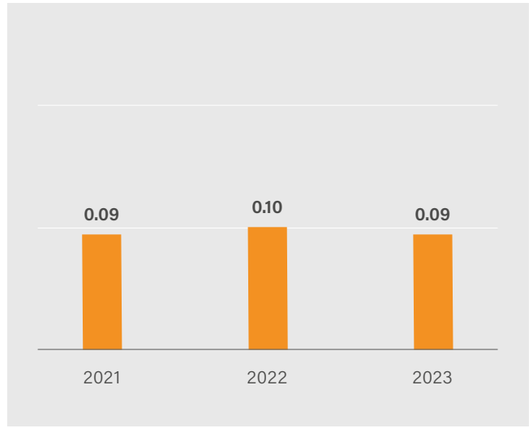
Waste management

The total waste produced in 2023 in our plants decreased by over 5% compared to 2022, despite the increase in global production volumes. This led to a 10% decrease in the figure we recorded for the amount of waste per metric ton of finished product, which settled at 0.09. In any case, in general we can confirm great attention for the recovery and recycling of materials: the percentage of recycled waste is equal to 94%, while waste sent to landfills decreased to under 3%.

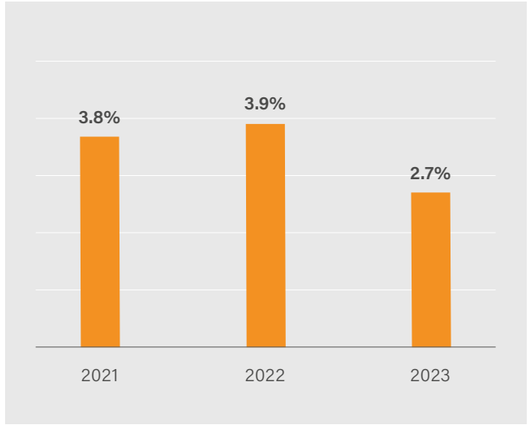
Total waste (t)



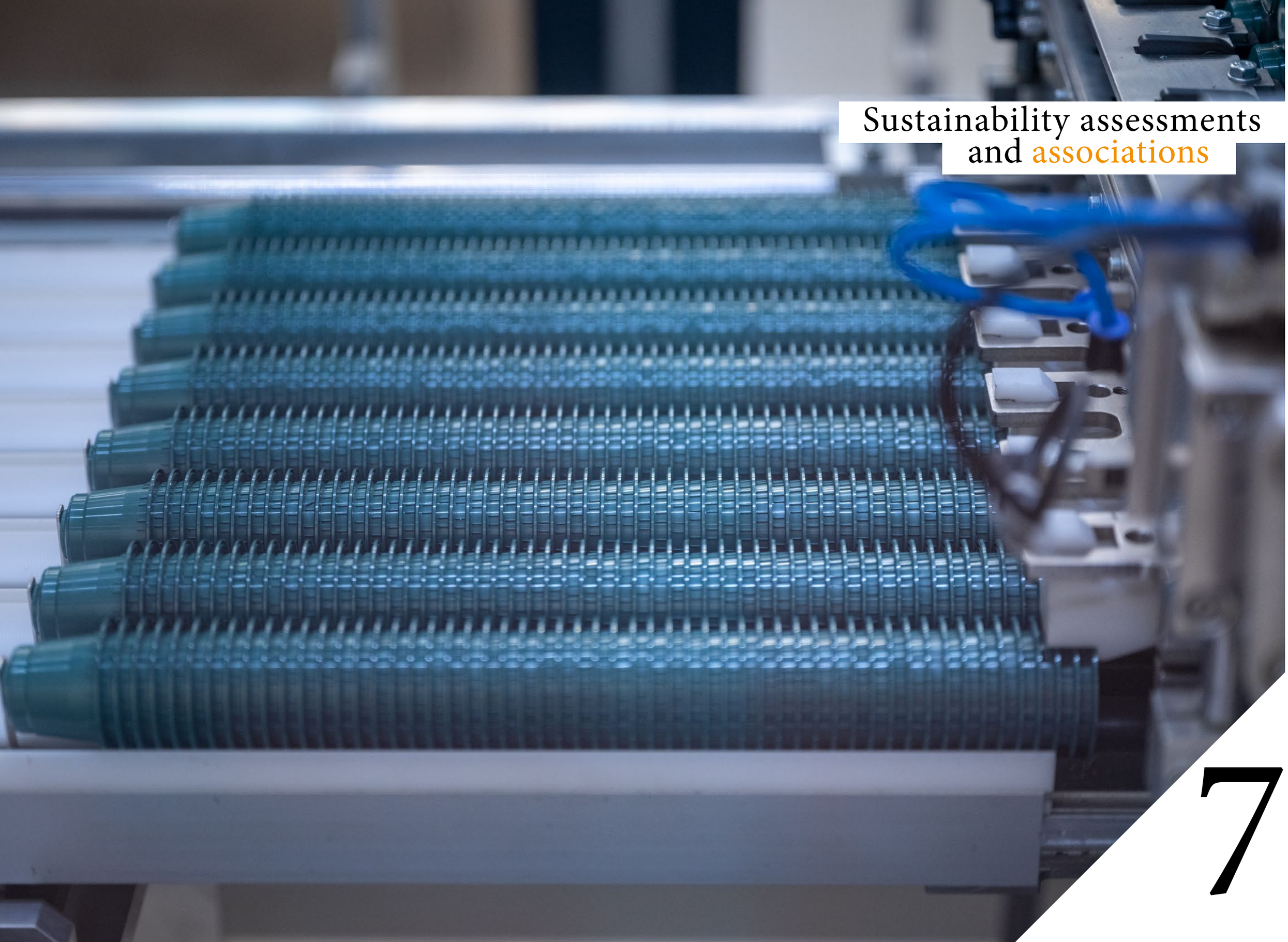
Waste per finished product (t/t)



Waste in the landfill (%)



94%
recycled waste



Sustainability assessments and associations

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Sustainability assessments and associations

Recyclass, European Bioplastic, Unionplast

Sharing a spirit of collaboration and commitment with partners and associations in our sector helps us to identify and manage common risks, and to identify in advance the changes taking place and the opportunities they bring. For this reason, we take on an active role in various initiatives that allow us to constantly discuss the most current developments in the production of plastic packaging according to sustainability requirements, as well as the evolutions in the management of plastic waste with a view to recyclability or compostability. In particular, Gualadispensing representatives support the constructive debate and work carried out in the context of the initiatives described more in detail below.

RecyClass

RecyClass is a non-profit cross-sector initiative, promoted by the association of European recyclers to foster the circularity of plastics.

Its activity focuses on the development of methodologies for scientific tests to evaluate the recyclability of plastic materials. The results are subsequently incorporated into recyclability guidelines and online recyclability self-assessment tools.

Gualadispensing Group has been a Platinum Member of RecyClass since 2021: the company contributes to guideline definition and analyses its product portfolio taking into account both the materials used and compliance with ecodesign principles. More information about the recyclability evaluation of our products, also according to RecyClass guidelines and tests, is available in the "Recyclability" section in chapter 4.

The European Bioplastic association promotes the use of bioplastics as an alternative to materials of fossil origin, favouring the efficient use of renewable resources.

Its goal is to create a discussion table that brings together all the relevant players and stakeholders in the industry, and a technical and business platform aimed at the sustainable development of bioplastics along the entire supply chain.

FEDERAZIONE GOMMA PLASTICA

Unionplast is the national union of Italian plastic processors, founded in 1945 for companies linked to the plastics and synthetic resins industry.

In 2005, the aggregation of Unionplast and Assogomma led to Federazione Gomma Plastica (Plastic Rubber Federation), one of the most important organisations for the sector within Confindustria.

Unionplast's mission is to be a reference for the entire plastics processing chain, including recycled and biodegradable materials, thanks to its technical expertise, consultancy services and constant dialogue with Italian and European institutions.

Ecovadis, CDP, Smeta

Furthermore, Gualadispensing Group actively participates in various independent assessments: this allows us to face stringent requirements on environmental, social and governance issues, recognising our strengths and also identifying areas for improvement on which to focus analyses and actions. The initiatives in which we participate include those described below.

ecovadis

Founded in 2007, today Ecovadis is one of the largest platforms for corporate sustainability assessment. Its method is based on an analysis divided into four main areas: environment, labour and human rights, ethics and sustainable procurement.

Guala Dispensing Group is recognised By Ecovadis for the commitment to environmental and social sustainability.

CDP

DISCLOSURE INSIGHT ACTION

CDP is an international non-profit organisation that guides companies in the transparent communication of their environmental impact. Gualadispensing Group has chosen to follow its guidelines to report on **climate impact** (Climate Change Questionnaire for assessing the company's impact on climate change) and **water resources** (Water Security Questionnaire for corporate impact assessment on water resources).

SMETA

One of the most popular social audits in the world, SMETA (Sedex Members Ethical Trade Audit) supports companies in assessing their **working conditions** along the supply chain. The careful analysis of production sites focuses, in particular, on health, safety and human rights. We use this evaluation tool to prove our commitment to social issues and respect for workers' conditions, with transparency and impartiality towards our customers.

Sharing a spirit of collaboration and commitment with partners and associations in our sector helps us to identify and manage common risks, and to identify in advance the changes taking place and the opportunities they bring

Appendix

8

Methodology and scope

8

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

The 2023 edition was prepared according to the Sustainability Reporting Guidelines of the Global Reporting Initiative (GRI), while also considering preliminary indications from the European Sustainability Reporting Standards (ESRS). The information and the key performance indicators (KPIs) presented were chosen in line with the United Nations' 2030 Agenda Sustainable Development Goals (UNSDGs), to present the company's contribution to the global commitments toward a more sustainable planet.

In the document, unless specified otherwise, the terms "we", "our", "us", the "Group" and the "company" refer to our global operations, including our fully consolidated subsidiaries.

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

The Report is prepared on a consolidated basis, with the scope of consolidation aligned with the Financial Statements, without excluding any subsidiaries. During the course of 2023, there were no changes in the reporting boundary from what was reported in previous years.

Data are reported for a three-year period (2021-2023). All calculations include the Gualadispensing Group sites in Italy (Spinetta Marengo and Alessandria), Romania (Buchin), Mexico (Silao) and China (Suzhou), expressed as global aggregate figures.

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

Indexes and KPIs were chosen on the basis of their representativeness, comparability over time and coherence with the reality they report. For this reason, as well as to allow their correct understanding, it was necessary to relate the main sustainability parameters we identified to an appropriate common denominator. Furthermore, it was necessary to harmonise the indicators between different production sites. Gualadispensing factories produce a wide range of products, as represented by our three business divisions: Home and Personal Care, Pharma, and Food. A criterion was therefore identified to appropriately harmonise the KPIs, in order to obtain homogeneous consolidated data, and the quantity of total output from the plants over time, expressed in metric tons, was adopted as the common denominator.

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

During 2022, we decided to update some of the methodologies, definitions and/or coefficients applied in previous years. These changes reflect the latest development in reporting best practices and standards, already mentioned above. To allow comparability of information with previous years, the same methodology applied for 2022 was applied retrospectively to data reported for 2021. In 2023, no changes in reporting system and methodologies were adopted.

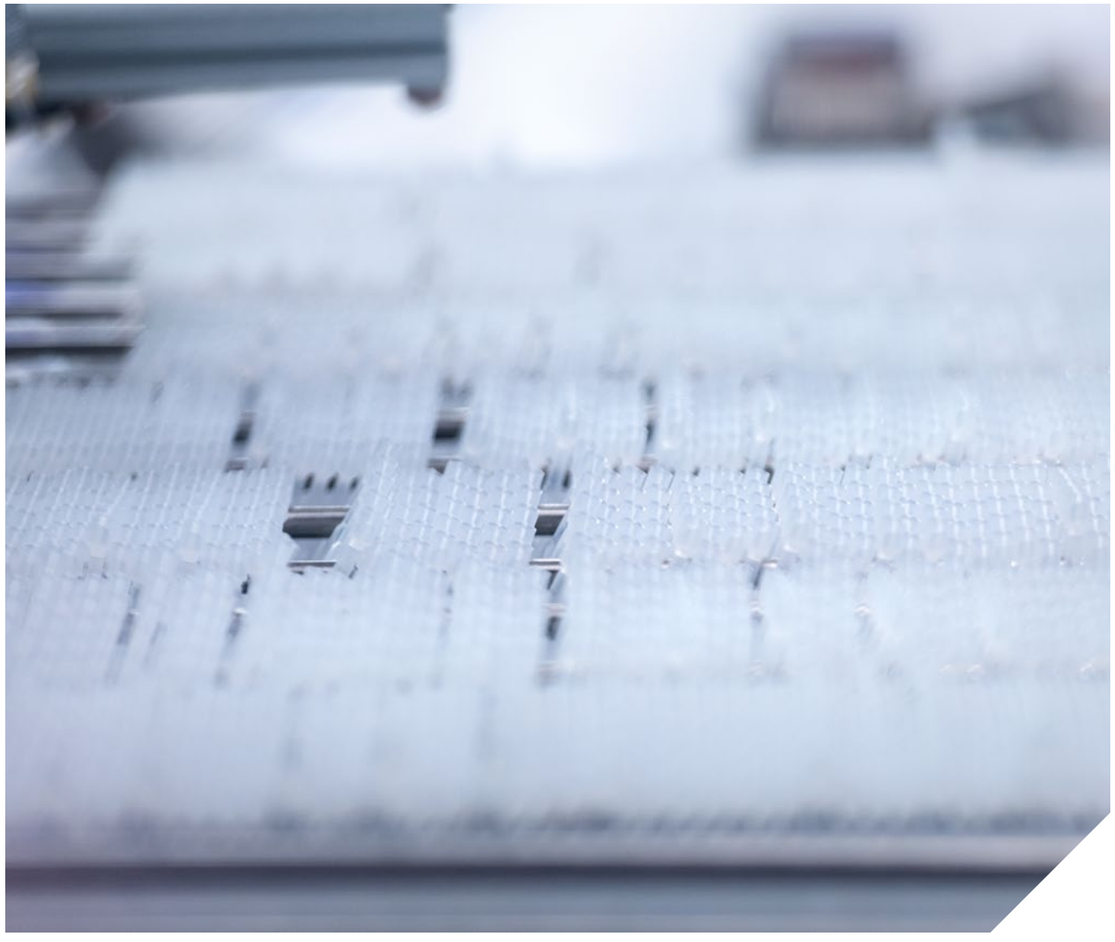
Sources of conversion factors and emission factors adopted to convert the consumption of fuel and electricity purchased from the grid into CO_2 emissions include the IPCC 2006 Guidelines for National Greenhouse Gas Inventories, the resources available at the Our World in Data website (ourworldindata.org)

and, where not available primary data for CO_2 emissions scope 2 market-based calculations, European Residual Mix from Association of Issuing Bodies (www.aib-net.org/facts/european-residual-mix). CO_2 emissions data are presented as CO_2 equivalent, considering emission factors including impacts from other GHG: CH_4, N_2O, HFC_s, PFCs, SF_6 e NF_3.

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

The document is prepared internally through the precious contribution of experts on the subject from all our global operations and is overseen by Gualadispensing Group's Sustainability department. Despite our best efforts to ensure the accuracy of the information included, these are based on our state of knowledge at the time of publication with an inherent risk of errors. Should any error arise, we will amend the information in the next edition of the Report.

The PDF version of this document is available for download on our website: www.gualadispensing.com.



Social data

8

General information

Employees by country and by gender

	2023			2022			2021
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	**TOTAL**
Italy	405	164	569	404	166	570	n.d.
Romania	98	47	145	89	50	139	n.d.
Mexico	155	132	287	160	120	280	n.d.
China	40	52	92	46	45	91	n.d.
Total employees	**698**	**395**	**1,093**	**699**	**381**	**1,080**	**n.d.**
Total workers (employees + non-employees)			**1,225**			**1,196**	**1,283**

Employees by country, by contract type and by gender

	2023						2022					
	CONTRACT TYPE						CONTRACT TYPE					
	PERMANENT			TEMPORARY			PERMANENT			TEMPORARY		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Italy	403	163	566	2	1	3	404	166	570	0	0	0
Romania	98	47	145	0	0	0	89	50	139	0	0	0
Mexico	155	132	287	0	0	0	160	120	280	0	0	0
China	41	51	92	0	0	0	18	26	44	28	19	47
Total	**697**	**393**	**1,090**	**2**	**1**	**3**	**671**	**362**	**1,033**	**28**	**19**	**47**

Employees by country, by contract type and by gender

	CONTRACT TYPE								
	FULL-TIME			PART-TIME			NON GUARANTEED-HOURS		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
	2023								
Italy	394	146	540	11	18	29	0	0	0
Romania	98	47	145	0	0	0	0	0	0
Mexico	155	132	287	0	0	0	0	0	0
China	41	51	92	0	0	0	0	0	0
Total	**688**	**376**	**1,064**	**11**	**18**	**29**	**0**	**0**	**0**
	2022								
Italy	396	145	541	8	21	29	0	0	0
Romania	89	50	139	0	0	0	0	0	0
Mexico	160	120	280	0	0	0	0	0	0
China	46	45	91	0	0	0	0	0	0
Total	**691**	**360**	**1,051**	**8**	**21**	**29**	**0**	**0**	**0**

Workers who are not employees

	2023	2022
Total	132	116

8

Employment

New employee hired by age group

	2023		2022	
	NUMBER	DISTRIBUTION	NUMBER	DISTRIBUTION
<18 years old	0	0%	0	0%
18-29 years old	65	39%	83	53%
30-50 years old	87	53%	58	37%
>50 years old	13	8%	15	10%
Total	**165**		**156**	
Rate of new hires	**15%**		**14%**	

New employee hired by gender

	2023		2022	
	NUMBER	DISTRIBUTION	NUMBER	DISTRIBUTION
Male	106	64%	117	75%
Female	59	36%	39	25%
Total	**165**		**156**	

Employees who left by age group

	2023		2022	
	NUMBER	DISTRIBUTION	NUMBER	DISTRIBUTION
<18 years old	0	0%	0	0%
18-29 years old	49	34%	104	48%
30-50 years old	81	56%	100	46%
>50 years old	14	10%	12	6%
Total	**144**		**216**	
Rate of employees who left	**13%**		**20%**	

Employees who left by gender

	2023		2022	
	NUMBER	DISTRIBUTION	NUMBER	DISTRIBUTION
Male	89	62%	148	69%
Female	55	38%	68	31%
Total	**144**		**216**	

Diversity

Employees by age group and by category

	2023				2022			
	EMPLOYEE CATEGORY				EMPLOYEE CATEGORY			
	BLUE COLLAR	WHITE COLLAR	MANAGER AND ABOVE	TOTAL	BLUE COLLAR	WHITE COLLAR	MANAGER AND ABOVE	TOTAL
<18 years old	0	0	0	0	0	0	0	0
18 - 29 years old	132	14	0	146	148	23	0	171
30-50 years old	533	111	20	664	514	119	19	652
>50 years old	182	87	14	283	170	67	20	257
Total	**847**	**212**	**34**	**1,093**	**832**	**209**	**39**	**1,080**

Employees by gender and by category

	2023				2022			
	EMPLOYEE CATEGORY				EMPLOYEE CATEGORY			
	BLUE COLLAR	WHITE COLLAR	MANAGER AND ABOVE	TOTAL	BLUE COLLAR	WHITE COLLAR	MANAGER AND ABOVE	TOTAL
Male	552	127	23	702	542	126	30	698
Female	295	85	11	391	290	83	9	382
Total	**847**	**212**	**34**	**1,093**	**832**	**209**	**39**	**1,080**

Employees with disability by category

	2023				2022			
	EMPLOYEE CATEGORY				EMPLOYEE CATEGORY			
	BLUE COLLAR	WHITE COLLAR	MANAGER AND ABOVE	TOTAL	BLUE COLLAR	WHITE COLLAR	MANAGER AND ABOVE	TOTAL
Number of employees	19	16	0	35	27	6	0	33

Employees with disability by gender

	2023			2022		
	GENDER			GENDER		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Number of employees	20	15	35	20	13	33

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Health & Safety performance indicators

	EMPLOYEES		NON-EMPLOYEES		WORFORCE: EMPLOYEES + NON-EMPLOYEES	
	N.	RATE	N.	RATE	N.	RATE
	2023					
Total hours worked	1,781,333	-	179,353	-	1,960,686	-
Fatalities as a result of work-related injuries	0	0	0	0	0	0
Fatalities as a result of work-related ill health	0	0	0	0	0	0
Number and rate of recordable work related injuries (Inquiry Frequency Rate)	13	7	6	33	19	10
Recordable work related ill health	0	0	0	0	0	0
the number and rate of days lost to work-related injuries and fatalities from work-related accidents (Inquiry Severity Rate)	456	0.26	196	1.09	652	0.33
	2022					
Total hours worked	2,015,555	-	232,516	-	2,248,071	-
Fatalities as a result of work-related injuries	0	0	0	0	0	0
Fatalities as a result of work-related ill health	0	0	0	0	0	0
Number and rate of recordable work related injuries (Inquiry Frequency Rate)	23	11	4	17	27	12
Recordable work related ill health	0	0	0	0	0	0
the number and rate of days lost to work-related injuries and fatalities from work-related accidents (Inquiry Severity Rate)	785	0.39	182	0.78	967	0.43

	2021
	RATE
Total hours worked	-
Fatalities as a result of work-related injuries	0
Fatalities as a result of work-related ill health	0
Number and rate of recordable work related injuries (Inquiry Frequency Rate)	7
Recordable work related ill health	0
the number and rate of days lost to work-related injuries and fatalities from work-related accidents (Inquiry Severity Rate)	0.20

Training

Training hours by gender and by category

	2023				2022			
	TRAINING HOURS BY CATEGORY				TRAINING HOURS BY CATEGORY			
	BLUE COLLAR	WHITE COLLAR	MANAGERS AND ABOVE	TOTAL	BLUE COLLAR	WHITE COLLAR	MANAGERS AND ABOVE	TOTAL
Male	4,068	2,290	164	6,522	6,414	2,012	334	8,760
Female	1,846	1,085	69	3,001	1,981	976	74	3,031
Total	**5,914**	**3,376**	**234**	**9,523**	**8,395**	**2,988**	**408**	**11,791**

Average training hours per person

	2023	2022	2021
Training hours per person	9	11	18

Training hours by topic

	2023	2022	2021
Health, Safety and Environment	4,440	3,661	9,686
Other	5,083	8,130	13,633
Total	9,523	11,791	23,319

Environmental data

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Energy

Energy consumption from non-renewable sources

	2023	2022	2021
	MWH	MWH	MWH
Fuel consumption from coal and coal products	0	0	0
Fuel consumption from crude oil or petroleum	0	0	0
Fuel consumption from natural gas	71,643	50,046	27,600
Fuel consumption from other non-renewable sources	0	0	0
Consumption from nuclear products	0	0	0
Consumption of purchased or acquired heat, steam and cooling	0	0	0
Consumption of purchased or acquired electricity	59,569	60,606	84,469
Total non-renewable energy consumption	**131,212**	**110,652**	**112,069**
Share of non-renewable sources in total energy consumption (%)	99.2%	99.0%	99.4%

Energy consumption from renewable sources

	2023	2022	2021
	MWH	MWH	MWH
Fuel consumption from renewable sources (i.e. biomass, biogas, non-fossil fuel waste, hydrogen from renewable sources, etc.)	0	0	0
Consumption of purchased or acquired electricity from renewable sources	0	0	0
Consumption of purchased or acquired heat, steam, and cooling from renewable sources	0	0	0
Consumption of self-generated non-fuel renewable energy	1,096	1,136	669
Total consumption from renewables	**1,096**	**1,136**	**669**
Share of renewable sources in total energy consumption (%)	0.8%	1.0%	0.6%

Energy consumption

	2023	2022	2021
	MWH	MWH	MWH
Total energy consumption	**132,308**	**111,788**	**112,738**

Energy production

	2023	2022	2021
	MWH	MWH	MWH
Energy production from non-renewable energy sources	61,557	42,711	23,709
Energy production from renewable energy sources	1,096	1,136	669

Energy consumption intensity

	2023	2022	2021
Energy consumption intensity per ton of finished product (MWh/ton)	4	3.6	3.2
Electric energy consumption intensity per ton of finiished product (MWh/ton)	2.8	2.7	2.8

Sources of electricity supply

	2023	2022	2021
Electricity purchased	63.9%	71.7%	86.2%
Electricity generated onsite: trigeneration	35.0%	26.9%	13.1%
Electricity generated onsite: photovoltaic	1.2%	1.3%	0.7%

Emissions

Emissioni di gas serra

	2023	2022	2021
Scope 1 GHG emissions			
Gross Scope 1 GHG emissions from operations (ton CO_2 eq)	14,512	10,137	5,591
Gross Scope 1 GHG emissions - fugitive (ton CO_2 eq)	460	n.d.	n.d.
Percentage of scope 1 GHG emissions from regulated emission trading schemes (%)	0%	0%	0%
Scope 2 GHG emissions			
Gross location-based Scope 2 GHG emissions (ton CO_2 eq)	19,363	18,793	26,477
Gross market-based Scope 2 GHG emissions (ton CO_2 eq)	22,666	24,866	n.d.
Total GHG emissions			
GHG emissions scope 1 + scope 2 (ton CO_2 eq) - location based	34,335	28,930	32,068
GHG emissions scope 1 + scope 2(ton CO_2 eq) - market based	37,638	35,003	n.d.

GHG Intensity	2023	2022	2021
GHG emissions scope 1 + scope 2 (location-based) per ton of finished product (ton CO_2 eq/ton)	1.02	0.93	0.91
GHG emissions scope 1 + scope 2 (market-based) per ton of finished product (ton CO_2 eq/ton)	1.11	1.13	n.d.

Significant scope 3 GHG emissions	2023
Total Gross indirect (Scope 3) GHG emissions (tCO_2eq)	110,527
Purchased goods and services	85,146
Fuel and energy-related activities	9,186
Waste generated in operations	125
End-of-life treatment of sold products	681
Upstream transportation and distribution	3,740
Downstream transportation and distribution	9,007
Business travels	266
Employee commuting	2,376
Total GHG emissions (ton CO_2 eq) - location based	144,862
Total GHG emissions (ton CO_2 eq) - market based	148,165

GHG Intensity	2023
Total GHG emissions (location-based) per ton of finished product (ton CO_2 eq/ton)	4.34
Total GHG emissions (market-based) per ton of finished product (ton CO_2 eq/ton)	4.44

Methodologies used to calculate scope 3 emissions are aligned to GHG protocol and 25% of Scope 3 emissions are calculated from primary data.

Where primary data are not available, sources of conversion factors adopted include DEFRA (UK Department for Environmental and Rural Affairs https://www.gov.uk/government/organisations/department-for-environment-food-rural-affairs) and IEA (International Energy Agency https://www.iea.org/).

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Pollution

Air pollutants

	2023	2022
	Kg	Kg
SO_2 (sulphur dioxides)	62	63
NOx (nitrogen oxides)	705	818
Non-methane volatile organic compounds (NMVOC)	938	1040
PM 2,5 (fine particulate matter)	201	201
NH_3 (ammonia)	82	82
Heavy metals	0	0

Water pollutants

	2023	2022
	Kg	Kg
Nitrates, phosphates and pesticides (plant protection products and biocides)	462	439

Water

Water Consumption

	2023	2022
	m³	m³
total water consumption	92,181	74,597
water recycled and reused	0	0
water stored	1,100	1,100

Water Intensity

	2023	2022	2021
Total water consumption per ton of finished product (m³/ton)	2.76	2.41	n.d.
Total water withdrawals per ton of finished product (m³/ton)	6.0	5.3	3.6

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Resources Inflows - Materials

Materials used to manufacture products and services during the reporting period

		2023	2022	2021
Total materials used	(ton)	35,304	31,402	36,206
Non-renewable materials used	total absolute weight (ton)	35,304	31,402	36,206
	%	100%	100%	100%
Renewable materials used	total absolute weight (ton)	0	0	0
	%	0%	0%	0%

Recycled input materials used to manufacture products and services during the reporting period

	2023	2022	2021
Recycled input materials used (ton)	116	59	68
% over the total material used	0.3%	0.2%	0.2%

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Waste management

Waste generated

		NON-HAZARDOUS	HAZARDOUS	TOTAL
		TON	TON	TON
		2023		
Waste diverted from disposal	preparation for reuse	0	0	0
	recycling	2,712	15	2,727
	other recovery operations	0	15	15
	total	2,712	30	2,742
Waste averted to disposal	incineration	0	25	25
	landfilling	66	13	79
	other disposal operations	30	19	49
	total	96	57	153
Total		2,808	87	**2,895**
		2022		
Waste diverted from disposal	preparation for reuse	0	0	0
	recycling	2,728	152	2,880
	other recovery operations	28	3	31
	total	2,756	155	2,911
Waste averted to disposal	incineration	0	0	0
	landfilling	87	31	118
	other disposal operations	26	2	28
	total	113	33	146
Total		2,869	188	**3,057**

		2021
		TON
Waste diverted from disposal	preparation for reuse	n.d.
	recycling	n.d.
	other recovery operations	n.d.
	total	n.d.
Waste averted to disposal	incineration	n.d.
	landfilling	n.d.
	other disposal operations	n.d.
	total	n.d.
Total		**3,200**

	2023		2022	
	TOTAL (TONS)	% VERSUS TOTAL WASTE GENERATED	TOTAL (TONS)	% VERSUS TOTAL WASTE GENERATED
Non recycled waste	168	6%	177	6%

We do not generate radioactive waste

Waste intensity

	2023	2022	2021
Waste generated per ton of finished product (ton/ton)	0.09	0.10	0.09

Waste to landfill

	2023	2022	2021
% waste to landfill versus total waste generated	2.7%	3.9%	3.8%

Thanks
to everyone who collaborated
on our Sustainability Report

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