



Crealis

# SUSTAINABILITY

# REPORT

*2023*

# TABLE OF CONTENTS

<b>01. WHO WE ARE</b>	1.1 Group overview and Business model	<b>P8</b>
	1.2 Governance structure	<b>P9</b>
	1.3 Our core values, mission and strategy	<b>P10</b>
	1.4 Our product lines	<b>P11</b>
<b>02. OUR COMMITMENT TO SUSTAINABILITY</b>	2.1 Stakeholder engagement	<b>P19</b>
	2.2 Materiality analysis	<b>P24</b>
<b>03. ENVIRONMENTAL</b>	3.1 Climate change & Energy management	<b>P27</b>
	3.2 Pollution	<b>P29</b>
	3.3 Circular economy, Sustainable design & Waste management	<b>P30</b>
	3.4 Water stewardship & Biodiversity protection	<b>P33</b>
<b>04. SOCIAL</b>	4.1 Working conditions, Health, Safety & Well being	<b>P36</b>
	4.2 Diversity, Inclusion & Talent management	<b>P41</b>
	4.4 Customers and end users	<b>P47</b>
	4.5 Community relationship & impact	<b>P48</b>
<b>05. GOVERNANCE</b>	5.1 Business conduct, Ethics & Integrity	<b>P52</b>
	5.2 Responsible & resilient Supply Chain management	<b>P24</b>
<b>06. APPENDIX</b>	6.1 Reconciliation statement of material topics and impacts generated	<b>P57</b>
	6.2 Performance Indicators	<b>P60</b>
	6.3 GRI Content Index	<b>P73</b>



As the CEO of Crealis, I am proud to present **our first sustainability report**, marking an important milestone in our journey as a global leader in closure solutions for wines, spirits, olive oil, and more. With 15 production sites across eight countries and operations in over 70 markets, we have positioned Crealis at the forefront of sustainable innovation.

This past year, we have made **significant strides** in our journey toward a more sustainable future, reinforcing our belief that sustainability is not just a goal but a guiding principle.

In 2023, Supercap, our BarTop division leader, **expanded** its luxury and sustainable closure offerings for spirits by **merging with three Portuguese companies—Woodcap Indústria de Capsulas de Madeira, Manuel Firinho & Filhos, and Jesus Couto & Pereira**. This milestone strengthens our market position, boosts intragroup synergies, and enhances cross-selling opportunities, while we continue our commitment to optimizing processes and sustainability.

We have observed a clear trend towards **premiumization** in the market, with notable growth in sparkling wines and premium spirits surpassing pre-Covid levels. Convinced that sustainability is the only way forward, our dedicated **R&D team has created a new line called Green Tech**. This line encompasses solutions that are bio-based, circular, or compostable, without compromising on design.

Despite challenges like inflation, overstocking, and declining wine consumption, Crealis has demonstrated resilience. We adapted to new opportunities and maintained our focus on innovation and quality. **Key product launches**, like the «Tempo» tin capsule and R-Derma® technology, highlight our innovative spirit. Additionally, we also **emphasized gender equality** and supported breast cancer awareness.

Our sustainability initiatives included **reducing carbon emissions, creating consumer awareness about their role in recycling and installing solar panels** at our Fairfield site, moving toward LEED certification. Rivercap S.A. implemented a **solvent recovery system**, significantly reducing its environmental impact. We **measured our carbon footprint and committed to substantial emission reductions by 2030**, aligned with the Science Based Targets Initiative (SBTi).

These efforts highlight **our commitment to sustainability**. I extend my gratitude to our employees worldwide for their dedication. **Together**, we ensure Crealis is well-positioned to lead the global capping and overcapping market towards a sustainable future.

*Michele Moglia*  
CEO Crealis Group





# METHODOLOGICAL NOTE

This document represents the first Sustainability Report of Crealis Group (hereinafter also “Group”) and it aims to communicate in a transparent way the sustainability approach of the Group and its environmental, social and governance performance with respect to the 2023 fiscal year (from January 1st to December 31st).

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

The content of the report was selected based on the results of the 2023 materiality analysis, which identifies the main sustainability matters (so-called “material topics”) relevant for Crealis Group, as described in the “Materiality Analysis” section of this Report.

The reporting scope of data and information relating to governance, social and environmental aspects refer to the following companies consolidated on a

line-by-line basis on the Group’s Consolidated Financial Report as of 31st December 2023:

- **Crealis S.p.A.**
- **PE.DI S.r.l.**
- **Supercap S.r.l.**
- **Enoplastic Aus**
- **Maverick Enterprise**
- **Rivercap SA**
- **Sparflex S.A.**
- **Le Muselet Valentin**
- **Rivercap France**

These companies are excluded from the 2023 reporting scope due to data unavailability or because they do not influence the understanding of the Group’s business, ESG performance and results.

- **Enoplastic NZ**
- **Supercap North America**
- **Supercap LDA**
- **SM Wood**
- **Woodcap**
- **Jesus Couto**
- **Firinho**
- **Sci La Terre Du Crayon**
- **Maverick Property**

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

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

ITALY	CREALIS S.P.A.
	PE.DI S.R.L.
	SUPERCAP S.R.L.
FRANCE	RIVERCAP FRANCE
	LE MUSELET VALENTIN
SPAIN	SPARFLEX S.A.
	RIVERCAP SA
AUSTRALIA	ENOPLASTIC AUS
US	MAVERICK INC

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

The 2023 Sustainability Report of Crealis Group is not subject to external assurance.

The 2023 Sustainability Report was discussed and approved by the Board of Directors on the 11th of October 2024.

For more information regarding the Crealis Group Sustainability Report, please contact: [info@crealisgroup.com](mailto:info@crealisgroup.com)

This document is also available on the Crealis Group website:

<https://www.crealisgroup.com/en/international/sustainability/our-esg-engagement/>



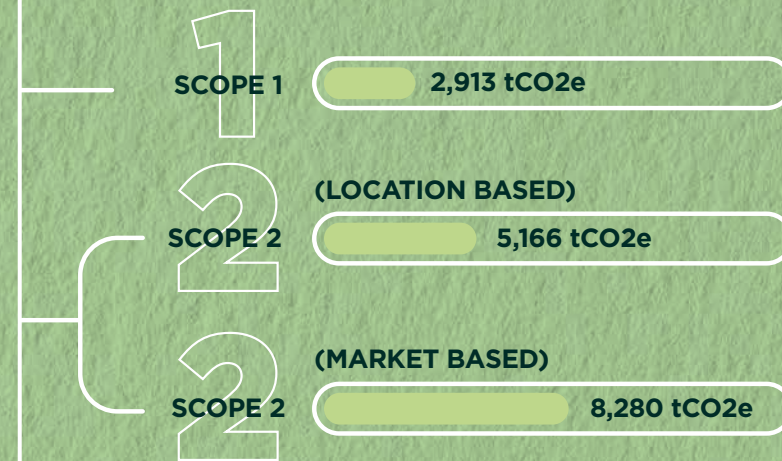
# 2023 HIGHLIGHTS

EcoVadis certification received by three Crealis Group's entities in 2023:

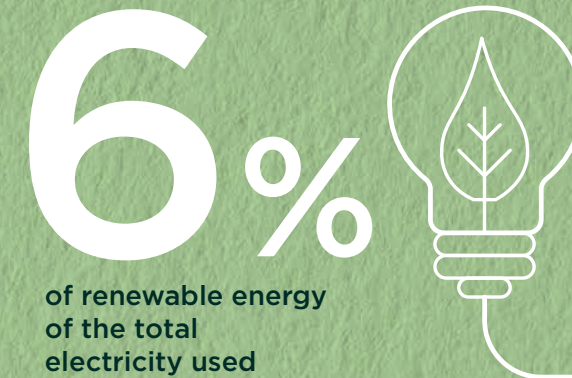
- ✓ Sparflex S.A. (France)
- ✓ Crealis S.p.A. (Italy)
- ✓ Pe.Di (Italy)

## ENVIRONMENTAL

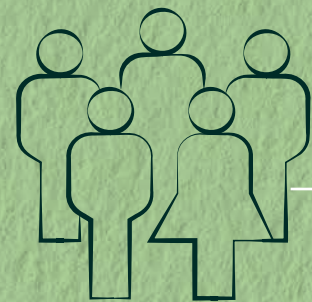
The Group Crealis' direct and indirect emissions for the reporting year 2023 amount to the following:



Conscious energy use lies at the core of Crealis' Group values. In the year 2023, renewable energy used equaled a **6% of the total electricity used.**

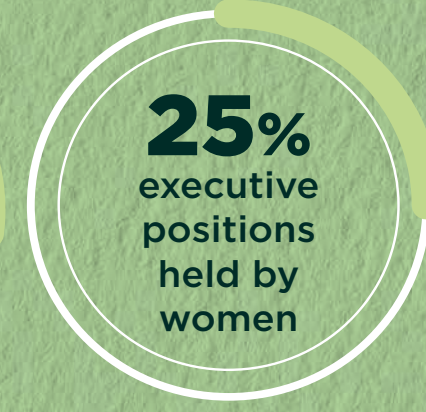


## SOCIAL

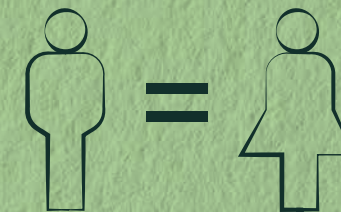


**1,068**  
employees

At the end of 2023 Crealis Group counted **1,068 employees, 26% of whom are women.** 27% of managerial positions and 25% of executive positions were held by women.



A positive trend in gender pay equity for higher employee categories set the following ratios between women and men in 2023:



- ✓ Executives' remuneration ratio: **0.59** (+0.11 compared to 2022);
- ✓ Managers' basic salary ratio: **full parity** (+0.03 compared to 2022).

Crealis Group is committed to investing in people's development.

**20,383**  
hours of training were provided to employees;

**41%**  
of the workforce received performance reviews.





The background features a dark blue gradient. On the left, there are several overlapping, semi-transparent circles in various shades of blue and grey. A vertical bar of a medium blue color runs through the center-right portion of the image.

WHO  
WE  
ARE.



# AN INTERNATIONAL GROUP *with a local approach*



-  **17 PRODUCTION SITES** WORLDWIDE
-  **1,500 PEOPLE** AROUND THE WORLD
-  **5,2 BILLION UNITS** PRODUCED PER YEAR
-  **CUSTOMERS** IN MORE THAN **70 COUNTRIES**
-  **FOCUS ON DESIGN** WITH **2 "ATELIER CREATION" CENTERS**

The key figures presented here represent the entire Crealis group and are not limited to the specific scope of this report, as clarified in the methodological note.



# 1.1. GROUP OVERVIEW & BUSINESS MODEL

The 2020 merger of Sparflex and Enoplastic, two key market players, joined by PE.DI then by Supercap, created a new leader with international ambitions: CREALIS.

CREALIS represents the alliance of expert brands bringing their unique expertise in capping and over-capping products. Each brand operates comprehensively at a local level with both the creative power and the industrial capability of an international group with long-standing relationships with our customers, who see us as their trusted partner.

This led us to become a **leader in closure solutions for still and sparkling wines, spirits, beers, olive oil and vinegar**. We are a global player providing tailor-made solutions and assisting our clients from start to finish. Capsules and closures are designed, sustainably, to add value to bottles and to ultimately delight consumers worldwide.

The Group now has **17\* production sites** in **Italy, Spain, Portugal, France, the United States, Mexico, Australia and New Zealand**, operating in more than 70 countries worldwide through an extensive sales network.



\*The number of 17 production sites includes all sites globally of the Crealis Group, and is not limited to the specific scope of this report, as clarified in the methodological note.



# 1.2. GOVERNANCE STRUCTURE

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

shareholders and stakeholders of the Group. As of December 31st 2023, the Board consists of **seven members** of which **six are men**. The president and the Chief Executive Officer are

the only ones with executive powers, while all the members of the Board are expression of the shareholders’ interests.

Apart from the Board of Directors there is also an Executive Committee which is composed by all entity directors plus some functions at Group level.

CHARGE	EXECUTIVE	TENURE <sup>2</sup>	OTHER SIGNIFICANT POSITIONS AND COMMITMENTS	GENDER	AGE GROUP	COMPETENCIES RELEVANT TO THE IMPACTS OF THE ORGANIZATION
PRESIDENT OF THE BOARD OF THE DIRECTORS	✓	29/04/2022-2024 (APPROVAL OF THE FINANCIAL STATEMENTS)	N/A	MALE	>50	FINANCE / INDUSTRIAL / GENERAL MANAGEMENT
CEO	✓	29/04/2022-2024 (APPROVAL OF THE FINANCIAL STATEMENTS)	N/A	MALE	>50	MANAGEMENT / FINANCE / OPERATION
VICE PRESIDENT OF THE BOARD OF THE DIRECTORS		29/04/2022-2024 (APPROVAL OF THE FINANCIAL STATEMENTS)	N/A	MALE	30-50	MANAGEMENT
DIRECTOR		29/04/2022-2024 (APPROVAL OF THE FINANCIAL STATEMENTS)	N/A	MALE	>50	MANAGEMENT
DIRECTOR		29/04/2022-2024 (APPROVAL OF THE FINANCIAL STATEMENTS)	N/A	MALE	>50	MANAGEMENT
DIRECTOR		29/04/2022-2024 (APPROVAL OF THE FINANCIAL STATEMENTS)	N/A	MALE	30-50	MANAGEMENT
DIRECTOR		15/12/2023-2024 (APPROVAL OF THE FINANCIAL STATEMENTS)	N/A	FEMALE	<30	MANAGEMENT

<sup>2</sup> Regarding the executive/independent distinction, it is reported that there are no independent directors. Only directors who are vested with powers have been labeled as executive.

Moreover, the Group has established its own Sustainability Committee that is led by the Group ESG Manager and consists of one representative from each entity (or combined entities).

The projects they coordinate, approved by the Group CEO, play a vital role in achieving the broader sustainability goals of the Crealis Group.

Each Sustainability Committee member actively coordinates ESG projects within their respective entities, possessing competencies such as proficiency in English, open-mindedness, and a holistic perspective to foster a collective group culture. They maintain positive relations and an internal network, engaging the right colleagues for diverse projects, thereby contributing to the broader sustainability objectives of the Crealis Group.

# 1.3. OUR CORE VALUES, MISSION AND STRATEGY

CREALIS is a combination of the words “**Creation**” and “**Listening**”, which highlights its status as an innovator that listens and embodies its clients’ most specific needs. This ambition guides the **4 values that drive our new group** :

- ✓ INNOVATION
- ✓ CREATIVITY
- ✓ EXCELLENCE
- ✓ SUSTAINABILITY

These values are also expressed through the motto:

*Close to you Open to the future*

## CLOSE TO YOU

As an international leader with the largest portfolio, we have global capabilities deployed at a local level with a deep understanding of local markets.

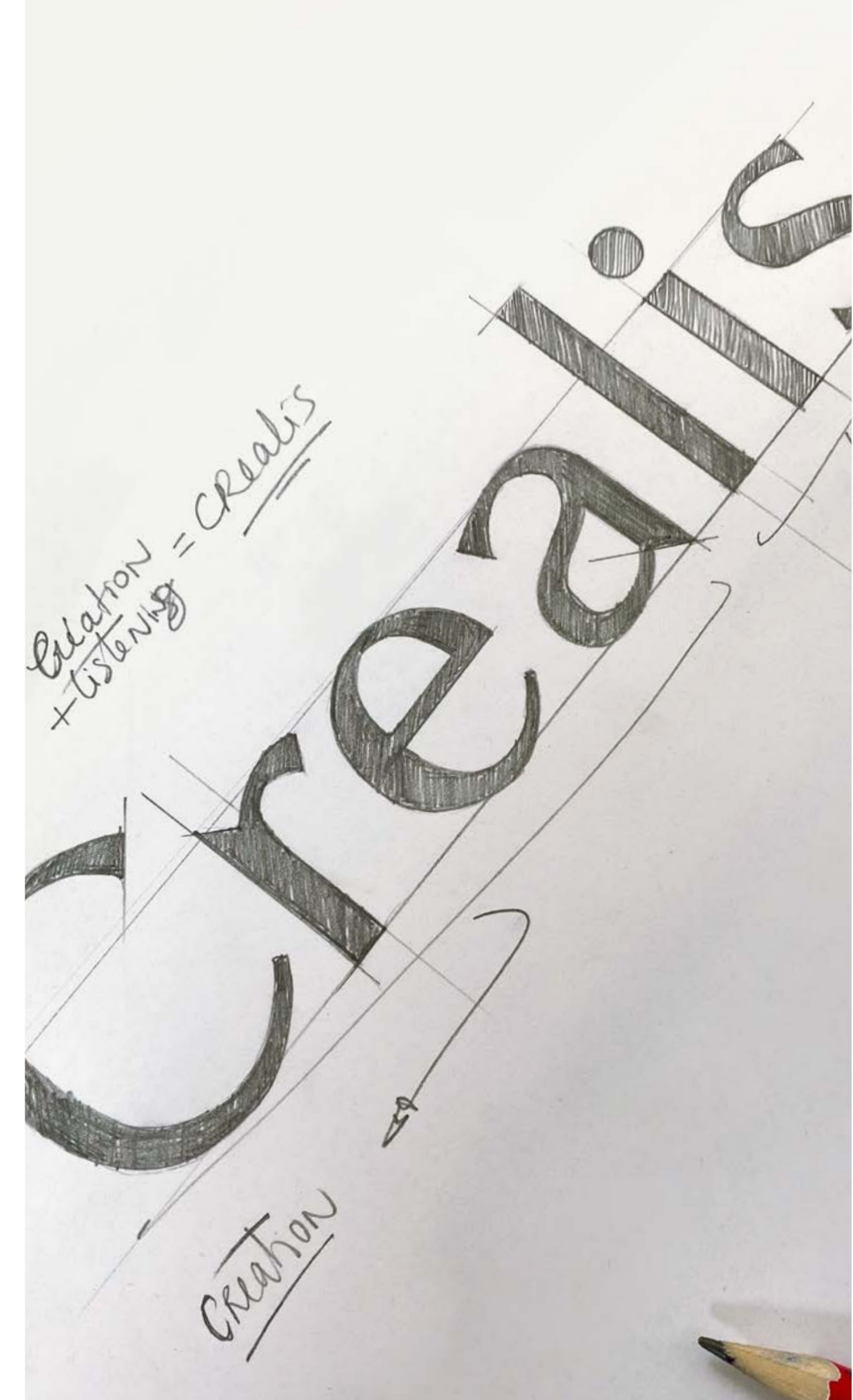
As a partner, we rely on co-creation and collaboration every step of the way to develop **tailor-made solutions** designed to amaze consumers. As a game-changer in the industry, we strive to deliver **innovation and sustainability** to our customers.

Our values and our motto are just the starting points to successfully achieve our mission, in other words, to offer global and local product lines to satisfy the needs of our customers around the world by providing excellence on our service and the best solutions. Our team will continue to strive for innovation in superior designs and sustainable materials as we consistently deliver value and growth.

## OPEN TO THE FUTURE

Inspired by innovation, we design the next generation of bottle closures with a **passion for creativity**.

We believe in a world where every detail matters. A world where **sustainability meets efficiency and innovation and design drive preference**. This is our commitment to our customers and the planet.







# 1.4. OUR PRODUCT LINES

CREALIS GROUP IS DEDICATED TO DRIVING SUSTAINABILITY THROUGH INNOVATION

Our diverse product range includes:



FOILS



WIREEHOODS



CAPSULES



CROWN CAPS



BAR-TOPS



SYNTHETIC CORKS



PEDISTRIP

all designed with a commitment to eco-design and sustainable materials. By integrating advanced technology and creative design, Crealis aims to meet the evolving needs of prestigious brands while reducing environmental impact. Our global presence, with **17\* production sites**, ensures **local expertise** and support for packaging projects, reinforcing our pledge to **sustainability and excellence** in the packaging industry.

Crealis offers three distinct product lines to meet the unique requirements of various segments, including **sparkling wines & non-alcoholic beverages, still wines, spirits, beers & ciders, olive oils & vinegars, waters & other beverages, and room fragrances.**

\*The number of 17 production sites includes all sites globally of the Crealis Group, and is not limited to the specific scope of this report, as clarified in the methodological note.



# MAESTRO

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

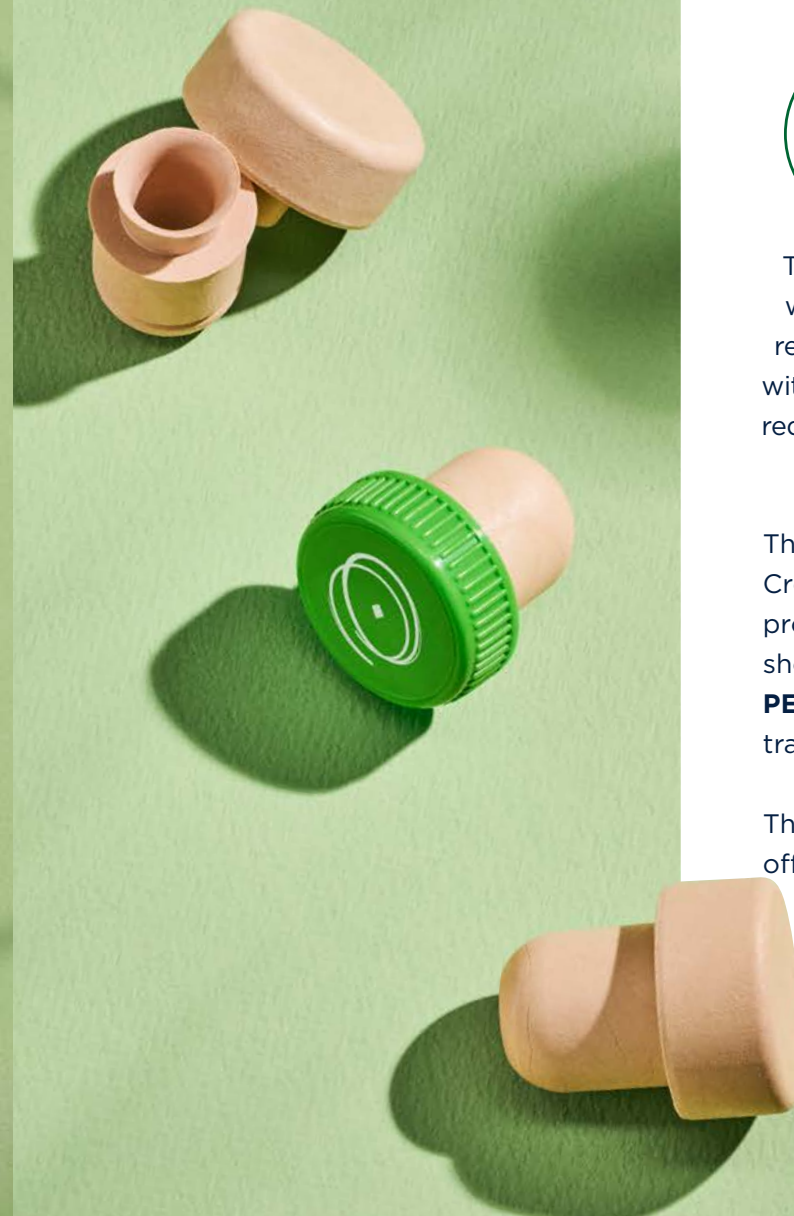




# COLLECTION

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





# GREEN TECH

The GREEN TECH range focuses on **eco-design and sustainability**. Three different pillars are the key elements distinguishing the Green Tech portfolio:



The Circularity in which the use of recycled materials within our products, reducing waste sent to landfills



The use of bio-based materials instead of traditional fossil based resources

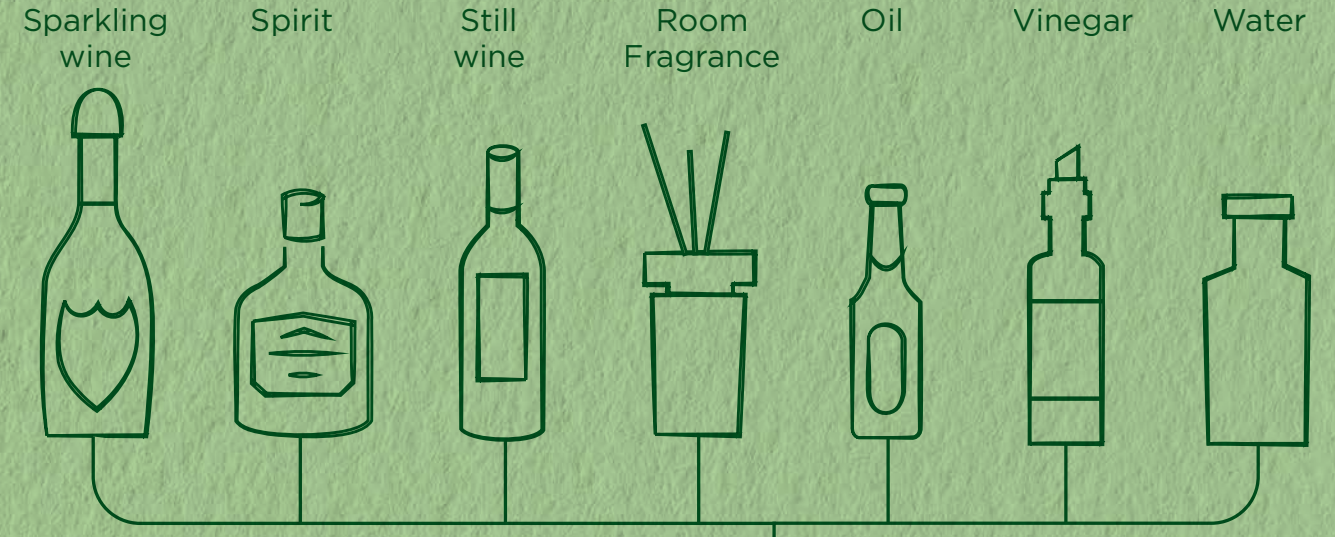
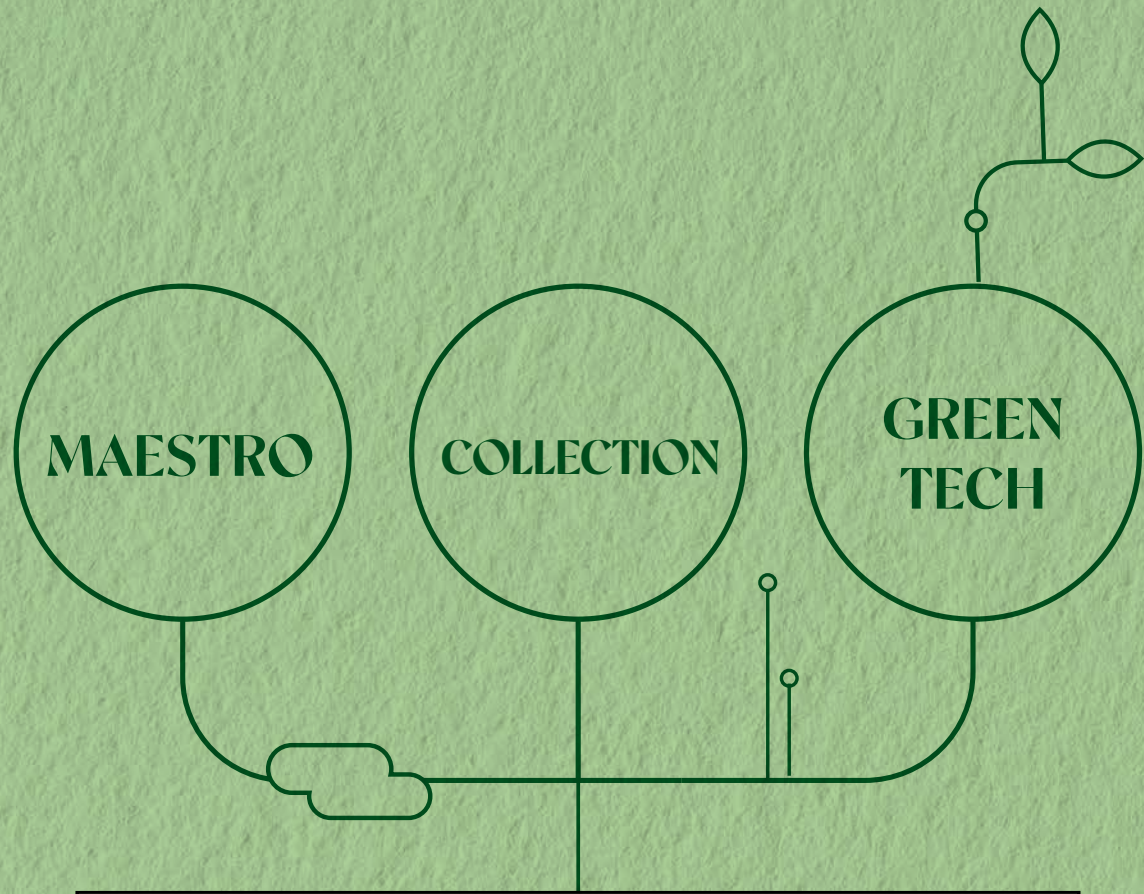


We offer an industrially compostable solution that contributes to sustainability by reducing landfill waste.

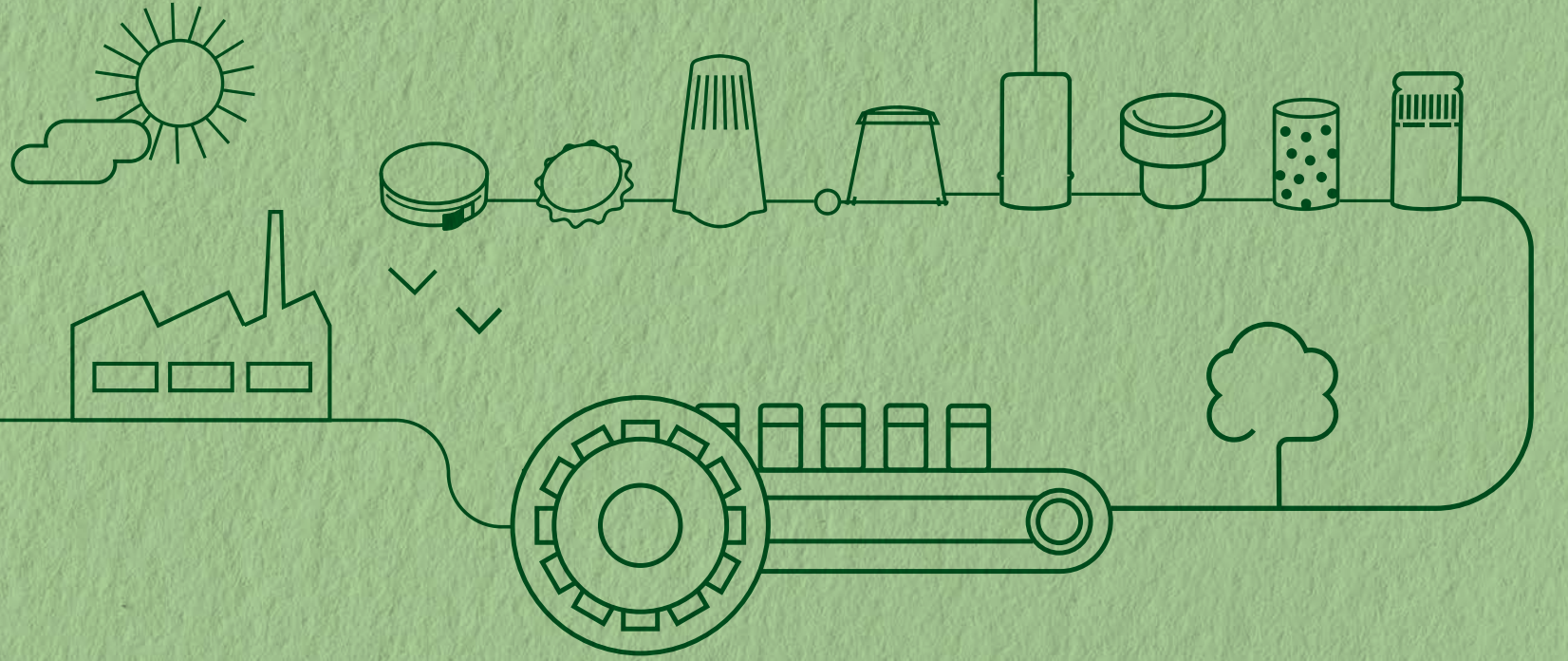
These three important elements are the best proof to highlight Crealis' commitment to reducing environmental impact and promoting circular production processes. **GREEN TECH range** showcases innovations like the **Absolute Green Line, R-DERMA, PET+, and E|C|O Line**, each offering sustainable alternatives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

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





Through these product lines, Crealis serves various segments, offering **bespoke solutions** that combine functionality, aesthetics, and sustainability, reinforcing our commitment **to a greener future.**





# CREALIS PEOPLE *At the heart of our Group*







**OUR  
COMMITMENT**  
*to sustainability*





# OUR COMMITMENT *to sustainability*

At Crealis we are aware that our innovative closure solutions can play a crucial role in delivering more sustainability in our clients' products. Therefore, we fully embraced our responsibilities by making large-scale investments to drive more sustainable ideas. We see this as the best way to contribute to responsible progress for our clients and for us all. To pursue this even more, the Group is setting its ESG priorities for the years to come and has plans to involve even more its stakeholders in the processes, listening to needs and sharing results and goals.



# 2.1. STAKEHOLDER ENGAGEMENT

## STAKEHOLDER IDENTIFICATION

We identify our stakeholders based on their impact on and influence on our business operations. The selected primary stakeholders are:

At Crealis Group, we recognize that meaningful stakeholder engagement is fundamental to our sustainability efforts. We are committed to engaging with our stakeholders in a transparent, inclusive, and responsive manner to understand their concerns, gather their feedback, and incorporate their insights into our decision-making processes.

Our stakeholders include **customers, employees, suppliers & business partners, investors & shareholders, trade associations, peers & competitors, local communities, regulatory bodies and authorities, and industry associations**



**CUSTOMERS**  
wineries and spirit manufacturers who use our capsules and closures



**EMPLOYEES**  
our workforce across various functions and locations



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



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



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



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



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





## ENGAGEMENT METHODS

We employ a variety of methods to engage with our stakeholders, ensuring frequent and significant interactions. We actively engage with various stakeholders through a range of programs and activities.

✓ **For our employees**, we conduct an induction program for new hires, hold townhall meetings twice a year for all employees, organize a family day once a year, and facilitate monthly breakfast sessions where employees can exchange ideas with the direction. Additionally, we provide training on safety to ensure a safe working environment.

✓ **For our customers**, we maintain a strong presence at different tradeshows throughout the year to meet with both potential and existing customers. We also conduct periodic meetings and invite customers to relational events to strengthen our connections.

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

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

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

✓ **With regulators and authorities**, we hold discussion meetings with representatives to ensure compliance and address any regulatory concerns.

✓ **For our investors**, we organize quarterly meetings on ESG performance, hold monthly board meetings to review overall performance, and invite them to relational events to keep them informed and engaged.

In addition to these specific engagement activities, we also hold regular stakeholder meetings and forums to discuss developments and address concerns with key stakeholders, including suppliers, local communities, and industry associations. Our annual sustainability reports provide transparent updates on our progress and plans, inviting stakeholder feedback. We also use social media and digital platforms to reach a broader audience, engage in real-time conversations, and disseminate information effectively.





# MEMBERSHIPS IN INDUSTRY ASSOCIATIONS AND ORGANIZATIONS

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

## INDUSTRY ASSOCIATIONS

We are proud members of several key industry associations that help us stay informed about industry trends, regulatory developments, and best practices. These include:

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

## SUSTAINABILITY & ENVIRONMENTAL ORGANIZATIONS

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

- ✓ **Australian Packaging Covenant Organisation Ltd**: engaging in sustainable packaging initiatives in Australia;
- ✓ **ISO 14001 / 9001/ 45001**: ensuring high level of environmental, quality, and occupational health and safety management through certifications under these international standards;
- ✓ **ECOVadis**: partnering with this global sustainability rating platform;
- ✓ **BRCGS**: ensuring our compliance with global standards for food safety, packaging, and consumer products for our bar-top division;
- ✓ **SEDEX**: participating in this ethical trade service provider to improve responsible and sustainable business practices;
- ✓ **FSSC 2200**: recognizing quality and safety for the control of our crown cap manufacturing chain;
- ✓ **Entreprise du Patrimoine Vivant**: Le Muselet Valentin recognized as a living heritage company in France.

Our participation in these organizations reflects our efforts to sustainability and environmental stewardship.

These memberships facilitate our adherence to international standards and help us implement best practices, specifically around environmental management.



## WINE & SPIRITS RELATED ORGANIZATIONS

To strengthen our presence in the wine and spirits sector, we maintain memberships in the following organizations:

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

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

## SCHOOLS, UNIVERSITIES & RESEARCH, AND INNOVATION CENTERS

We value our partnerships with educational institutions and research centers, which help us drive innovation and continuous improvement:

- ✓ **CFPIL di Varese:** collaborating with this Italian professional training center;
- ✓ **Université de Reims Champagne-Ardenne:** partnering with this French university known for its expertise in wine and champagne studies
- ✓ **Lycée Saint-Jean-Baptiste de La Salle:** engaging with this French secondary school
- ✓ **University of Geisenheim:** working with this leading German university in viticulture and enology.

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

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





# 2.2.MATERIALITY ANALYSIS

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

In line with the GRI Universal Standards 2021, namely the “GRI 1: Foundation 2021”, Crealis Group analysed the positive and negative impacts the Group’s activities may generate, specifically in relation to the environment, the people, and the economy, including impacts on human rights. The materiality analysis consisted of a combination of contextual analysis and the engagement of the Group’s Sustainability Committee and Executive Committee. Regarding the contextual analysis, the Group took into consideration new and emerging trends in the closures industry, concluding, through benchmarking activities, the potential material topics relevant for the organisation. The activity was further strengthened by a

comprehensive consultation of official sources and reports provided by SASB, Standard&Poor’s, as well as an ESG online trend screening tool. The outcome that derives from the contextual analysis is a list of generated impacts and relevant topics for the packaging industry and the sustainability context in which the Group operates, which are subsequently subjected to a dedicated materiality assessment.

The methodology used to establish the relevance of the topics was carried through a scoring system with a relevance threshold in terms of significance of the generated impacts of the topics; whereby the Group’s Sustainability Committee and Executive Committee was asked to vote on, in two dedicated interactive workshops. The engagement activity has been instrumental for Crealis in understanding the internal perception of the relevance of the ESG topics. The following table outlines the material topics, in order of relevance, assessed by both Committees<sup>3</sup>.

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

<sup>3</sup> For more information about the list of impacts related to material topics, please refer to the section “Reconciliation statement of material topics and impacts generated” in Appendix.

To that end, in the following year the Group will improve the materiality analysis process, particularly with the inclusion of stakeholder engagement activities. Also, with the future entry in force of the European Union’s Corporate Social Reporting Directive (CSRD), the Group’s focus in the following year will entail a double materiality approach involving both internal and external stakeholders. The double materiality analysis entails the identification of sustainability material impacts, risks, and opportunities. This exercise will be essential for Group to identify which sustainability topics are most significant to the Group and its stakeholders. On one hand, it will evaluate the impacts and how these may influence the Group’s stakeholders, on the other one, it will analyse risks and opportunities associated with ESG topics and how the Group might be affected by them.



**ENVIRONMENTAL**



# ENVIRONMENTAL *impact*

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

To strengthen our environmental management efforts, many of the Group's entities have developed customized environmental policies tailored to their specific operations and regional needs. This focus has resulted in three entities - **Sparflex, Crealis S.p.A., Pe.Di**,- receiving **EcoVadis certification in 2023**, recognizing their commitment to sustainability.





# 3.1. CLIMATE CHANGE & ENERGY MANAGEMENT

## ENERGY MANAGEMENT

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

**For the reporting year 2023, Crealis Group's consolidated total electricity use amounts to 145,763 GJ, comprising of, 9,112 GJ of renewable energy, a 6% of the total electricity used.**

Within the Group, three entities have already made significant strides in energy self-sufficiency by auto producing a portion of their total energy consumption through the use of solar panels. Crealis S.p.A itself auto-produces 9% of its total consumed energy, Supercap Srl generates 5%, and Rivercap SA contributes 1% of its own energy needs via solar panels at the LaPuebla factory. Additionally, there are plans to expand this initiative to the Igualada factory in 2025. These efforts are a key part of the Group's broader commitment to sustainability and reducing dependence on external energy sources.

Looking forward, the Group has planned additional projects aimed at further increasing energy self-sufficiency across its entities.

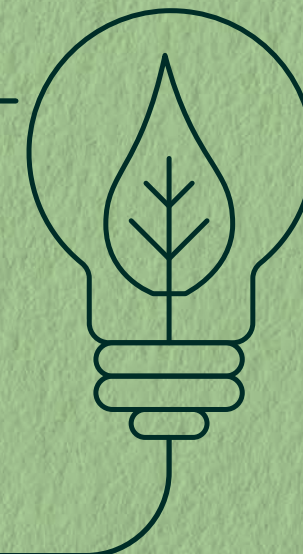
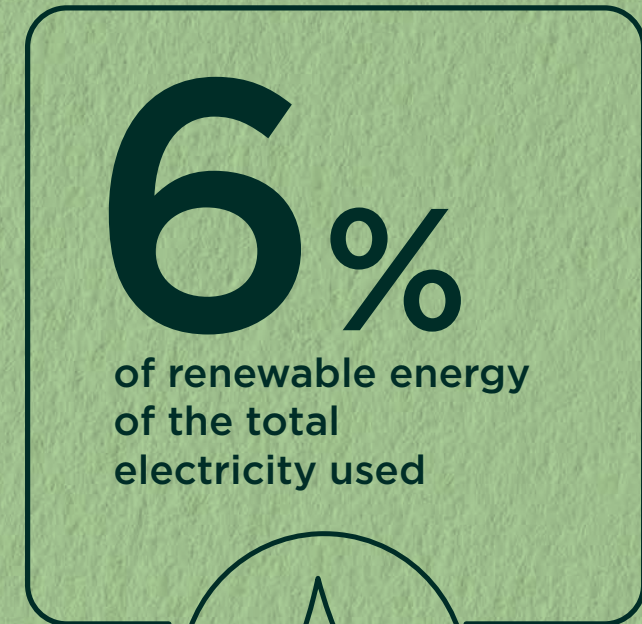
Many entities within the Crealis Group have been actively working on improving energy efficiency through a range of initiatives. These efforts include replacing traditional lighting with energy-efficient LED lighting, refurbishing compressors, and launching continuous improvement projects aimed at optimizing energy consumption in specific production departments. These projects involve implementing detailed operational instructions for the shutdown and startup of departmental systems and individual machines to ensure efficient energy use.

Enoplastic Australia has also made significant strides in energy management through efficiency improvements and better planning. The company's focus on more effective scheduling, operator training, and quality control has, not only enhanced operational efficiency, but also reduced energy consumption. By reducing operations from three shifts to two, Enoplastic Australia effectively lowered energy usage by one-third.

CREALIS GROUP'S CONSOLIDATED TOTAL ELECTRICITY:



Total : 145,763 GJ





Initiatives such as narrowing the range of hot-foil purchases and replacing traditional lighting with LEDs have further contributed to energy savings.

Similarly, French entities such as Sparflex and Le Muselet Valentin, have invested in energy-efficient technologies, including multiple heat pumps and LED lighting with solar collectors. Regular energy audits are performed, at Rivercap Spain, every three years and help identify actions needed to further reduce energy consumption. In terms of energy consumption, Pe.Di has implemented several initiatives aimed at reducing energy use. This includes replacing outdated Robur units, previously used for environmental heating in the production plants, with modern air conditioning systems that are more energy-efficient. Additionally, the company has undertaken the renewal of its air compressor fleet, which is expected to further decrease energy consumption, contributing to overall energy efficiency in its operations.

**CLIMATE CHANGE**

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

In 2023, the Group has placed great focus on measuring and monitoring its greenhouse gas (GHG)

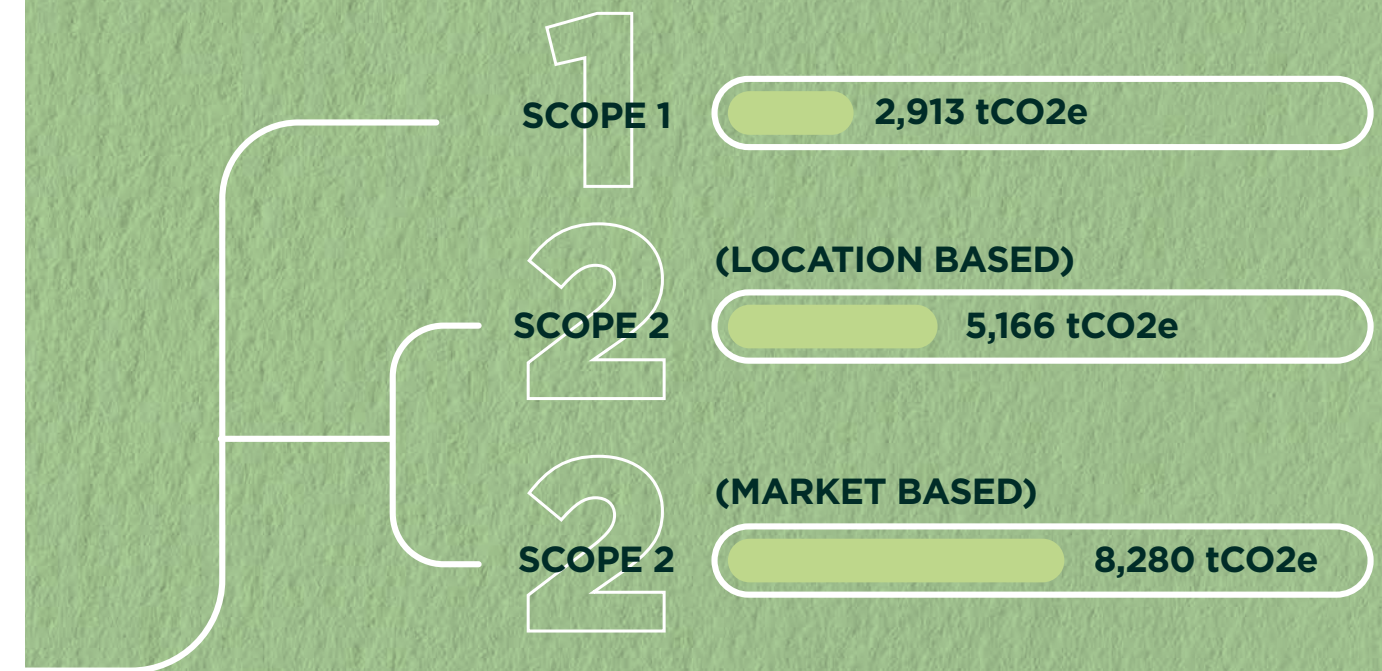
emissions, in an effort to identify the actions needed to reduce its carbon footprint. For the reporting year, the consolidated total **Scope 1 emissions amounted to 2,913 tCO2e, and the consolidated total of indirect emissions, Scope 2 Market-Based, is equal to 8,280 tCO2e and Scope 2 Location-Based is equal to 5,166 tCO2e.** As this document represents the Group's first Sustainability Report, there is no baseline year for comparing Scope 1 and Scope 2 emissions. However, these initial analyses provided the Group with a preliminary overview of its overall direct and indirect emissions. In subsequent years, the methodology for measuring and monitoring the Group's GHG emissions will be enhanced, enabling the reporting of additional indirect emissions, specifically Scope 3.

We are also committed to working towards setting Science Based Targets (SBTi) for Scope 1 and 2 emissions, and eventually for Scope 3 emissions as well. These targets will guide our efforts in significantly reducing our carbon footprint across all levels of the organization, ensuring that our actions are in line with the latest scientific guidance on limiting global warming. Each entity within the Group has already begun taking steps toward decarbonization, leveraging the strategies we have defined. In this chapter, we will highlight some of these best practices as examples of our ongoing efforts.

For example, within the Group's French entities, the sales teams at Sparflex and Rivercap France have transitioned to FlexFuel vehicles as part of their ongoing efforts to reduce carbon emissions.

**At Maverick Enterprise, Inc.,** several initiatives have been implemented to **enhance energy efficiency** and reduce overall energy consumption. The company actively participates in renewable and low-emission energy programs offered by suppliers, such as MCE Light Green Power and Sonoma CleanStart, which help decrease reliance on traditional energy sources. Additionally, Maverick has replaced individual vacuum compressor systems at its Ukiah-Gobbi facility with a more efficient centralized system, resulting in reduced energy usage.

Furthermore, Maverick is taking steps to increase its use of renewable energy by installing solar panels at its Fairfield facility, with the activation planned for 2024. These actions reflect Maverick's ongoing commitment to improving energy efficiency and sustainability across its operations.





## 3.2. POLLUTION

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

The Group's consolidated data on significant air emissions for 2022 and 2023<sup>4</sup> shows consistent levels of pollutants, with NOx emissions remaining at 75 tonnes, SOx at 7 tonnes, Particulate at 21 tonnes. However, there was a **marginal reduction in Volatile Organic Compounds (VOCs)**, which decreased from 77 tonnes in 2022 to 66 tonnes in 2023<sup>4</sup>. This reduction is attributed to various initiatives implemented across the Group's entities aimed at lowering general air emissions, such as testing new recovery systems and decommissioning post-combustors. It is important to note that these numbers exclude emissions from Supercap and Maverick USA, as no emissions were registered for these entities.

The Group prioritises monitoring air quality across its operations, undertaking numerous activities to improve its environmental impact. In 2023, several new installations were introduced to reduce atmospheric pollutants. Crealis S.p.A., focused on three key initiatives: a closed environment mixing station, an enclosed washing room, and an advanced solvent recovery system. The closed environment mixing station blends ink pigments required for colour recipes within a closed circuit, preventing solvent evaporation into the atmosphere. The washing area was remodelled to include enclosed washing machines and an improved pollutant extraction system, directing pollutants to a solvent recovery system. The advanced solvent recovery system used in the printing process recovers air containing VOCs through distillation, producing clean solvent for reuse, and reducing ink sludge waste.

In a similar manner, in 2023, Rivercap Spain implemented a solvent recovery system that collects solvents from the printing drying process and recovers them for reuse in cleaning and printing. This initiative reduces waste and ensures compliance with legal emission limits through periodic measurements.

The Italian entity, Pe.Di, employs a Regenerative Thermal Oxidiser (RTO) system to extract and purify polluted air. This system, which cycles through three

towers containing ceramic material, achieves close to 96% heat recovery, significantly reducing auxiliary fuel consumption and optimising energy use.

Each Crealis Group entity rigorously complies with local laws and regulations regarding environmental protection. Crealis S.p.A., operates under an Integrated Environmental Authorisation, adhering to stringent monitoring plants outlined by local authorities. This includes a specific focus on air emissions, with analysis performed by an external laboratory. Enoplasic Australia, as a member of the Australian Packaging Covenant (APCO), is required to report pollutant data. In 2023, Enoplasic Australia conducted a cost analysis comparing the impact of upgrading its printing presses versus full replacement. The analysis concluded that upgrading was the most effective solution, leading to enhancements in quality, efficiency and safety, and ultimately aiming to minimise errors and add value through efficient operations.

Crealis Group's efforts to reduce their emissions have already witnessed success in the reduction of VOCs emissions. It is through these comprehensive initiatives that the Group demonstrates its unwavering commitment to reducing pollution and promoting environmental sustainability across all its operations.



REDUCE  
POLLUTION



# 3.3. CIRCULAR ECONOMY, SUSTAINABLE DESIGN & WASTE MANAGEMENT

Crealis Group is dedicated to upholding its commitment to integrating **circular economy principles** into its operations, **transforming waste into valuable resources**, and **designing sustainable development solutions**.

To that end, Crealis Group strongly cements the understanding of sustainability and its relevance today and is committed to making a positive impact on the environment through diligent monitoring of its activities, implementing robust policies, and continuously focusing on improving its efforts toward sustainable development.

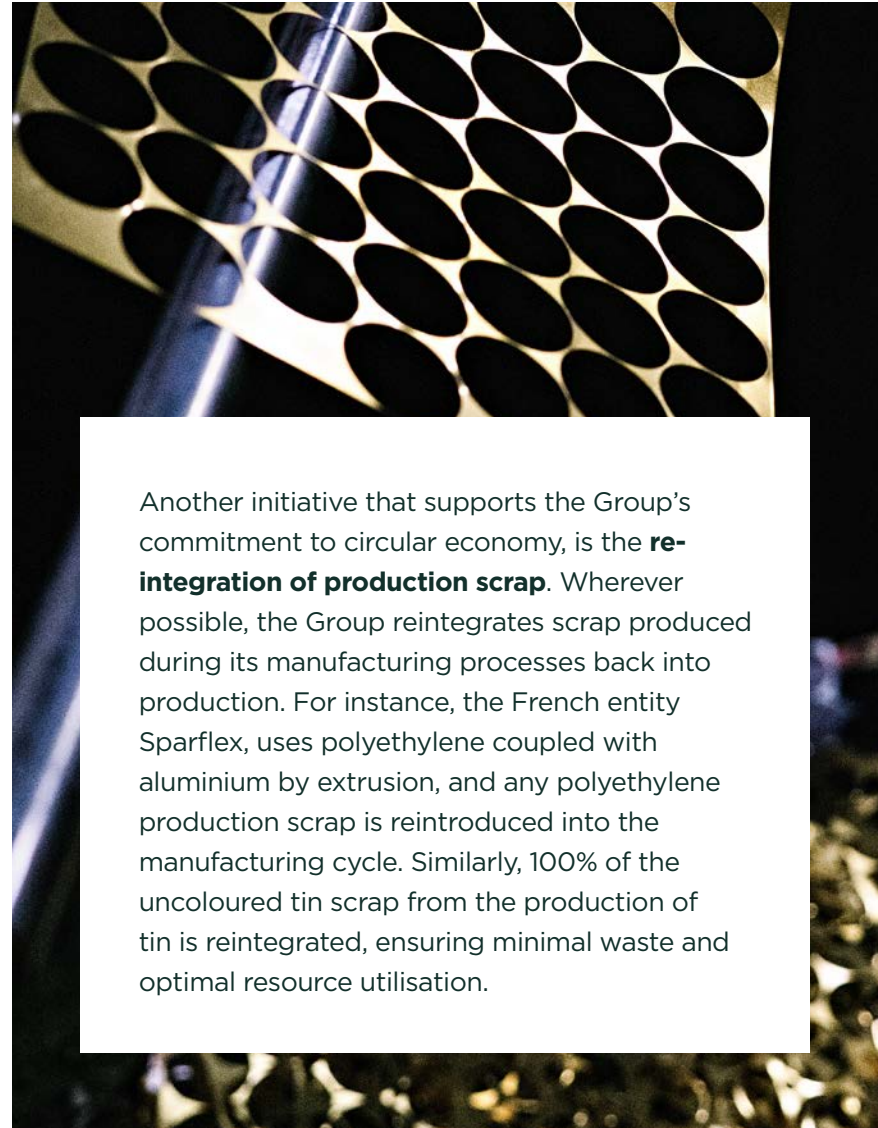
## CIRCULAR ECONOMY AND SUSTAINABLE DESIGN

Crealis Group is devoted to upholding a comprehensive and effective adoption of circular economy principles, showcasing its commitment to sustainability and environmental stewardship. The Group's efforts

to improve its environmental performance herein are exemplified by the initiatives within the Green Tech Portfolio and its robust waste management strategies. The Group distinguishes itself with its commitment to circular economy, specifically through the R-Derma and PET+ solutions. Aiming to reduce the reliance on virgin materials, these solutions allow the Group to incorporate recycled content in the production of their capsules.





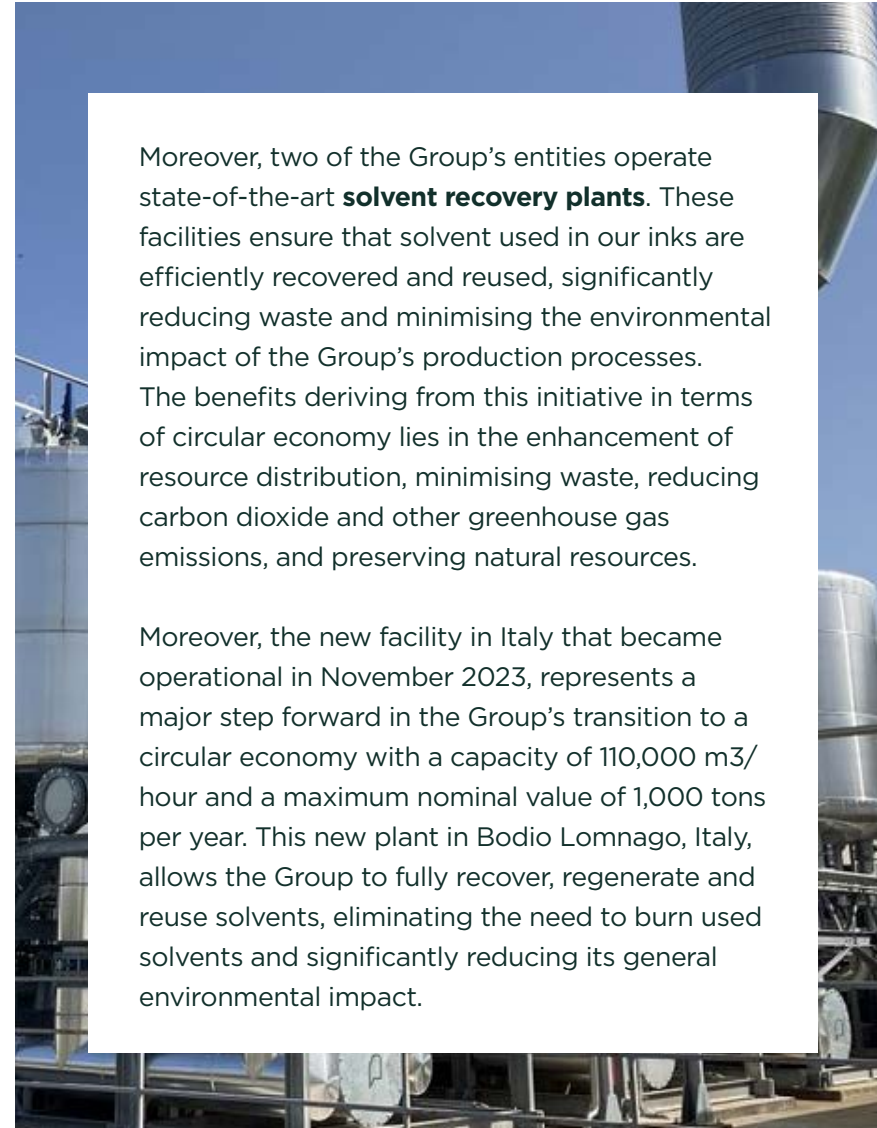


Another initiative that supports the Group's commitment to circular economy, is the **re-integration of production scrap**. Wherever possible, the Group reintegrates scrap produced during its manufacturing processes back into production. For instance, the French entity Sparflex, uses polyethylene coupled with aluminium by extrusion, and any polyethylene production scrap is reintroduced into the manufacturing cycle. Similarly, 100% of the uncoloured tin scrap from the production of tin is reintegrated, ensuring minimal waste and optimal resource utilisation.



Projects such as the Green Money Eco-Compactor, launched at Conad Superstore in 2023 in Italy, embody the Group's dedication to innovation and moving towards sustainable development. The entity Supercap, aided the promotion of active consumer participation in waste sorting and recycling, fostering environmental protection and circular economy principles. Such initiatives are rewarded with the successful results, such as:

- ✓ **incentivising PET material recycling** by issuing €1.00 coupons redeemable in-store;
- ✓ **recovered and recycled 190,000 PET bottles**, totaling 7,600 kg of PET;
- ✓ **prevented to 9,120 kg of CO2 emissions.**



Moreover, two of the Group's entities operate state-of-the-art **solvent recovery plants**. These facilities ensure that solvent used in our inks are efficiently recovered and reused, significantly reducing waste and minimising the environmental impact of the Group's production processes. The benefits deriving from this initiative in terms of circular economy lies in the enhancement of resource distribution, minimising waste, reducing carbon dioxide and other greenhouse gas emissions, and preserving natural resources.

Moreover, the new facility in Italy that became operational in November 2023, represents a major step forward in the Group's transition to a circular economy with a capacity of 110,000 m<sup>3</sup>/hour and a maximum nominal value of 1,000 tons per year. This new plant in Bodio Lomnago, Italy, allows the Group to fully recover, regenerate and reuse solvents, eliminating the need to burn used solvents and significantly reducing its general environmental impact.





## WASTE MANAGEMENT

Proper waste management lies at the core of the Group's transition to sustainable development and conscious environmental management. Correct and mindful management of waste, allows the Group to lower its ecological footprint, not only complying with environmental regulations, but demonstrating corporate social responsibility. As such, the initiatives planned and implemented in 2023 were outlined with the intent of properly addressing the Group's waste and its relative disposal.

To measure Crealis' Group environmental impact, several key performance indicators (KPIs) are tracked, including waste generated. The Group's consolidated use of hazardous waste amounted to 435 tonnes in 2023, whereas the consolidated amount of non-hazardous waste for the same year amounted to 5,928 tonnes. With the implementation of initiatives for improving waste management, the Group will continuously improve, resulting in a constant effort to minimise its environmental impact.

In line with our commitment to enhancing waste management, the Group is exploring initiatives aimed at significantly reducing waste sent to landfills. Currently, **93% of our European post-industrial waste is successfully sent to recovery partners**, reflecting our ongoing efforts in waste minimization and resource recovery. Additionally, the Group is actively working on establishing local partnerships with innovative companies to repurpose our waste into valuable products, further supporting the principles of the circular economy. These efforts demonstrate our dedication to turning waste into resources and continuously improving our environmental impact.

The Group's Australian entity, **Enoplastic Australia**, firmly emphasises the importance of waste management in its operations. The entity recycles waste wherever possible aiming to avoid landfill disposal. With careful waste management, Enoplastic Australia diligently monitors its emissions, separating recyclable materials to ensure they are properly processed. This includes initiatives like recycling pallets and packaging materials, encouraging customers to return them when possible.

**Maverick Enterprise, Inc.** actively engages in recycling programs for metal, plastic, and chemical wastes, tailored to the materials used and the waste generated. While the primary focus is on managing waste from internal operations, Maverick also collaborates with select customers by participating in annual reporting of recyclable products, contributing to the calculation of downstream environmental impacts.

It is precisely through these initiatives that Crealis Group continues to lead in sustainable practices, demonstrating its commitment to environmental stewardship and the transition to circular economy. It is through the understanding that such projects create a virtuous cycle, whereby resources are continually reused, benefiting both the environment and the Group's operational efficiency.



## 3.4. WATER STEWARDSHIP AND BIODIVERSITY PROTECTION

**Protection of biodiversity and conscientious use and management of water resources is considered fundamental to Crealis Group's general commitment to environmental sustainability.**

The Convention of Biological Diversity identifies three key areas as components of biodiversity, these include: species diversity, genetic diversity and ecosystem diversity<sup>5</sup>. It is the combination of these three aspects that make-up the environment, thereby emphasising the importance of its preservation. Crealis Group firmly adheres to this definition of biodiversity, and in line with the Sustainable Development Goal 15 (Life on Land)<sup>6</sup>, is devoted to the protection and restoration of the environment in which it operates, mindful of its potential impact. Even though direct use of water in production processes is minimal, each entity within the Group adopts specific measures to ensure efficient water usage and adopts a conscientious approach to environmental protection.

At Crealis S.p.A., water is primarily and almost solely utilised for purposes analogous to domestic use, for instance in restrooms and staff locker rooms.

The water is sourced from the public supply and is managed through regular segregation of greywater and blackwater, ensuring that wastewater is appropriately treated and managed.

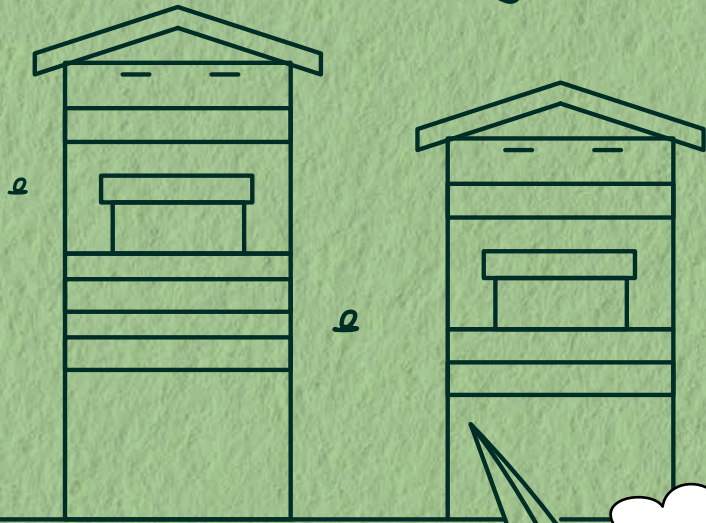
Similarly, the Australian entity, Enoplastic Australia, uses water solely for site amenities and basic cleaning of equipment. Although the entity, and the Group in general, considers water management an important aspect of environmental protection, the initiatives implemented in 2023 focused on more relevant environmental areas for the Group, such as circular economy and waste management.

In line with the rest of the Group, Crealis' French entities, namely Le Muselet Valentin, Sparflex and Rivercap France, require only minimal water usage. However, they do conduct annual water analyses due to the presence of a small watercourse, reporting any issues to the DREAL<sup>7</sup> as per the legal requirement. Whereby regulatory thresholds are exceeded, an action plan is drawn up to address the issue.





## Protecting Bees



**At Maverick**, water management is a key consideration, particularly in safeguarding local water sources from potential contamination. In 2023, Maverick undertook significant initiatives to enhance water protection at its Ukiah facilities. At Maverick-UkiahFord, a new physical barrier was installed, and at **Maverick-UkiahGobbi**, the old physical barrier and particulate filter traps were replaced near stormwater collection areas.

These actions are specifically designed to prevent contamination of local water sources through discharge, reinforcing the Group's commitment to environmental protection and responsible water management.

**At Sparflex**, since some years beehives are installed at the Dizzy site. This initiative not only supports biodiversity and helps protect bees, but also fosters a closer connection between nature and our team. The beehives are maintained by one of our passionate beekeeping colleagues, and every year, we harvest our own honey. At the end of the year, all employees at Sparflex and Le Muselet Valentin receive this honey as a special gift.

By planting trees as Christmas gifts through Treedom, Pe.Di not only embraced the holiday season's spirit of giving but also contributed to the preservation and enhancement of biodiversity. This initiative, part of their CSR strategy, aligns with their commitment to environmental stewardship by creating habitats for various species while supporting sustainable community development globally.

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



## Planting Trees



SOCIAL



# 4.1. DIVERSITY, INCLUSION & TALENT MANAGEMENT

Human resources are the foundation of any successful initiative, with their skills, abilities, and passion. People are the most valuable resource, the essential component that allows the Group to meet the challenges of an increasingly dynamic and competitive international environment and to plan for a sustainable future. At Crealis, this commitment to our people is reflected in our role as a trusted employer, which is one of the three pillars of our ESG strategy. We strive to ensure a **safe workplace** environment, grow talents, and interact with local communities. With a global team of 1,068 employees, recruited for their skills and capacity to be customer-centric and drive extraordinary results, every one of our employees contributes to Crealis's success daily, underpinned by **our values** of

**INNOVATION,  
CREATIVITY,  
EXCELLENCE,  
AND SUSTAINABILITY.**

Guided by our motto, *Close to you, open to the future*, we recognize that investing in our people is key to unlocking new opportunities and achieving sustainable growth. As a result, the growth and development of Crealis people has always been a critical component in achieving these objectives.



**1,068**  
employees

Indeed, the Group is deeply committed to fostering diversity, inclusion, and the continuous development of its employees across its companies. Each of them implements tailored initiatives to ensure **an inclusive work environment**, robust talent management, and comprehensive welfare measures.







## DIVERSITY AND INCLUSION

Diversity and inclusion are fundamental principles that shape the organizational culture and drive the commitment to sustainable growth across the Group. At Crealis Group, value of varied perspectives is recognized, and there is an active effort to create an inclusive environment where all employees feel valued, respected, and empowered to contribute their best.



As of December 31st, 2023, the Group counted **1,068 employees<sup>8</sup>**, **26% of whom are women**. 27% of managerial positions and 25% of executive positions were held by women.

Across the Group, many programs and initiatives are held as cornerstones of Crealis Group' inclusion efforts, reflecting our commitment to supporting underrepresented groups and fostering an inclusive workplace. We actively encourage women to take on roles across all levels of the organization and closely monitor key aspects of gender equality. Our approach includes promoting gender balance through targeted recruitment efforts, mentoring programs, and leadership training designed to support the career advancement

of all employees and promote the creation of a well-balanced, equitable workforce. This initiative focuses on developing essential leadership skills, fostering inclusive professional growth, and ensuring that all individuals, regardless of gender, have equal opportunities to thrive and advance in their careers. These initiatives contribute to a more diverse workforce, which enhances creativity and innovation within our teams. Moreover, we ensure fairness in compensation by aligning pay scales across the Group to reflect role, responsibilities, and experience, fostering a transparent and equitable workplace.

For example, Enoplastic Australia has focused on hiring female staff and has seen a noticeable increase in the representation of women across various departments.

Additionally, in France, we measure gender equality through the «Index Égalité Professionnelle Femme/Homme,» with Sparflex achieving an impressive score of 95/100 in 2023. These examples illustrate the diverse ways in

<sup>8</sup> The total number of employees reported differs from previously disclosed figures about global workforce as it pertains solely to employees of the companies within the scope of this Report. For further details on the companies included in scope, please refer to the methodological note.



which our entities contribute to our overarching goal of promoting equal opportunities and inclusivity throughout the Group.

Furthermore, pay equity is considered a crucial factor in retaining qualified and motivated employees. For this reason, the ratio of women's basic salary and remuneration compared to men's is a key indicator that the Group closely monitors.

The data reveals a positive trend in gender pay equity for higher employee categories from 2022 to 2023: **for executives, the remuneration ratio between women and men improved significantly, rising from 0.48 in 2022 to 0.59 in 2023; for managers, the basic salary ratio saw a positive shift, reaching full parity in 2023 with a ratio of 1.00, compared to 0.97 in 2022. However, the total remuneration ratio for managers remained stable at 0.98 over the two years, suggesting that while base salaries are now equal, differences in overall compensation may still exist due to factors such as bonuses or incentives.**

Although the gap remains, this increase reflects continued commitment and progress towards closing the disparity, particularly at the highest levels of management.

Among the initiatives to foster gender balance awareness, to highlight International Women's Rights Day in March, a «did you know» format was distributed at the French entities with four questions and answers on the development of women's rights, the significance of the day,

and the evolving role of women in the industry. This information was shared through internal communication to employees' mailboxes and displayed on production screens. Additionally, employees were

encouraged to wear one of the following symbolic colours: purple for justice and dignity, green for hope, or white for purity.

Across the Group, many programs and initiatives are held as cornerstone of inclusion efforts in Crealis Group, highlighting the commitment to supporting underrepresented groups and fostering an inclusive workplace.

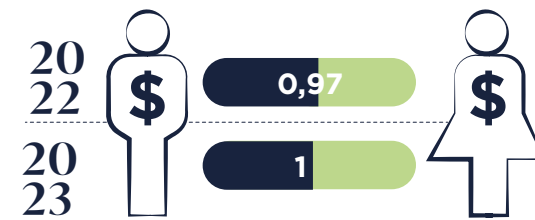
In partnership with the non-profit organization Progetto Orientabile, Supercap participated in the "School/Work" program: the company hosted two disabled students and their tutors throughout the school year, providing them with hands-on training and mentorship to prepare for future workforce integration. The same is held at Crealis S.p.A., together with other initiatives with schools and Universities.

For example, in collaboration with Pôle Emploi and the Saint-Jean Baptiste de la Salle school, the

French entities have implemented a training program aimed at equipping unemployed individuals with necessary skills. This program emphasizes equal opportunity by basing recruitment on basic skills tests rather than CVs. A similar approach is reinforced by Rivercap SA's Equality Plan (since 2022), which was agreed upon and signed with unions. As part of this plan, Rivercap SA has taken concrete actions to promote equal opportunities, including the practice of sending blind CVs (without personal data) to middle management and the use of inclusive language in company communications. These initiatives collectively underscore our commitment to fair and unbiased recruitment processes, ensuring that all candidates are evaluated on their true potential and capabilities.



#### EXECUTIVES



#### MANAGERS

**Moreover, Rivercap France, Le Muselet Valentin and Sparflex,** as a sponsor of L'Extra, an inclusive restaurant for disabled workers in Reims, have organized a charity lunch on 20 November 2023, as part of the European Week for the Employment of People with Disabilities. The **event raised 4,200 euros**, with Extra employees serving an exclusive lunch to 42 guests at the Epernay Museum. Celebrating diversity and enhancing collective cultural awareness is crucial to foster mutual respect for the different cultures. With this aim, annual town hall meetings are held across the different companies as vibrant celebrations of the diverse workforce within the Group. At Supercap Italy, in 2023, employees were invited to share traditional dishes from their countries of origin, allowing the experience of the rich cultural tapestries of Brazilian and Moroccan cuisines.





**Effective communication is a cornerstone of the Group's HR strategy,** fostering transparency and engagement among employees.

Most of the entities have also established various communication channels to foster engagement and keep everyone informed. These include regular leadership engagement sessions like «Coffee/Lunch with the Leaders» and town hall meetings. Additionally, updates from different business functions are commonly shared through internal newsletters, screen monitors, or noticeboards in canteens, breakrooms, and lobbies. In our internal group newsletter, «Insider,» we highlight employee roles, interests, and advice in the «Focus on Our Teams» section, while also spotlighting our employees on LinkedIn through the «Meet Our Employees» feature. Each entity has its own internal e-newsletter, «People News,» which introduces new colleagues with a photo and a brief story about their role within the company. Many entities have conducted workshops on company culture and values or have initiated collaborative projects aimed at embedding Crealis Group culture and values across all entities. These efforts are designed to stimulate cross-functional collaboration, improve the working environment, and promote wellbeing, diversity, and inclusion.

## TALENT MANAGEMENT AND CAREER DEVELOPMENT

Training and skills development are integral to the Group's strategy for fostering employee growth, enhancing capabilities, and ensuring the overall success of the organization. The Group is committed to providing comprehensive training programs tailored to the specific needs of employees and promoting a culture of continuous learning and professional development across all its entities.

Across multiple entities within the Group, including PE.DI, Supercap, Sparflex, Rivercap France, and Le Muselet Valentin, training programs are designed and organized with dedicated budgets throughout the year. These programs are tailored to meet the specific needs identified by managers and align with requests from employees during their annual reviews, ensuring that the training is relevant, timely, and supports both organizational goals and individual development aspirations.

Crealis S.p.A. has also established the New Operators Academy, focusing on forming and training technical trainers. This program is pivotal in ensuring that new operators are equipped with the necessary skills and knowledge to perform their roles effectively. By training technical trainers, Crealis S.p.A. creates a sustainable model for knowledge transfer and skills enhancement within the organization.

Additionally, the Group invests in coaching for executives and staff, fostering a culture of continuous improvement and leadership development. Executives and staff members engage in regular coaching sessions designed to enhance their skills, address challenges, and align their performance with the company's strategic objectives.

Employees, on average, received more than **11.6 hours of training throughout 2023, with the total number of training hours reaching 20,383 in 2023.**



# 11.6

hours of training  
per Employee  
in 2023

For what concerns recruitment, most of the companies of the Group have implemented comprehensive onboarding processes to ensure smooth integration for new employees. At Rivercap SA and the French entities, this three-week period includes meetings with department managers who explain their roles within the company and work experience placements to help new hires understand the production process. This is followed by a post-boarding phase until the first annual interview. During this period, new employees have a job mentor to help them integrate knowledge of the business, information systems, and job-specific methods. Mentors also facilitate the social integration of new employees within the company. This recruitment process is part of a broader talent management strategy, designed to attract, develop, and retain top talent.

At Crealis S.p.A., Rivercap SA and Maverick, a strategic approach to talent management is adopted through the implementation of the 9BOX model and an early-stage succession plan. The 9BOX framework is used to assess employee performance and potential, providing a visual representation of the talent pool within the organization. This tool aids in identifying high-potential employees who are suitable for advancement and those who may require additional development to reach their full potential. An early-stage succession plan complements the 9BOX model by ensuring that critical roles within the organization have a pipeline of qualified candidates ready to step in when necessary. This proactive planning helps the companies maintain leadership continuity and minimizes disruptions in key operations.



The SWAP Project at Crealis S.p.A. and Maverick is another key initiative aimed at talent development. This project involves staff exchanges and cross-functional assignments, allowing employees to gain diverse experiences and broaden their skill sets. By exposing employees to different aspects of the business, the SWAP Project enhances their adaptability, innovation, and overall contribution to the organization.

Similarly, French entities provide an internal mobility process, with all vacancies advertised internally; any employee applying under this process submits a CV and is interviewed. If they are too far away from the position they are applying for, they analyse their wishes and look at possible short- and medium-term development plans.

As mentioned before, the Group is committed in collaborating with universities and secondary schools through internship programs and plant visits for their students, to gradually introduce new talents to the job market.

The French entities actively participate in three different types of job fairs: a fair organized by and for job seekers, a work-linked training fair, and a fair for champagne-related professions.

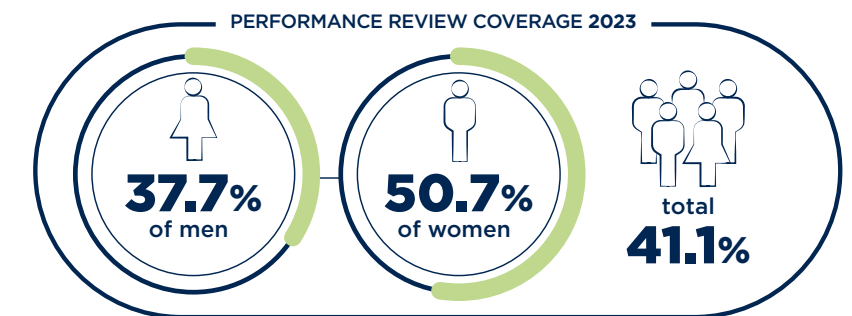
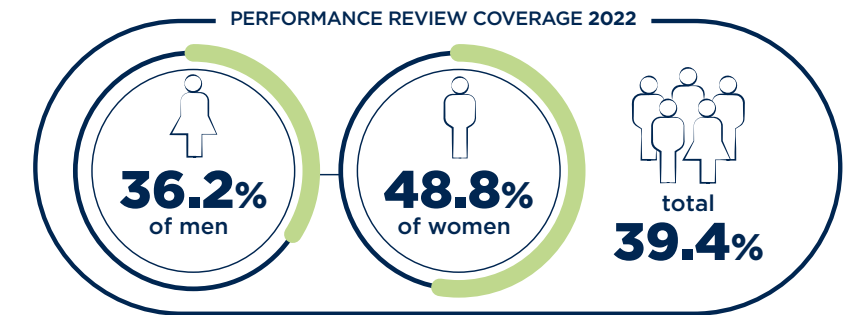
During National Work-linked Training Week 2023, the French entities **welcomed 192 young people and their teachers from technical colleges in Reims and Epernay**, as well as individuals from the post-military service retraining program. Visitors were introduced to the company through presentation of the Group, films showcasing the production process, and discussions with company employees. A highlight of this initiative was the innovative «magic industry tour» lorry provided by the Union de l'industrie des métiers de la métallurgie. This mobile factory allowed visitors to explore the diversity of industrial jobs through engaging and educational workshops, covering areas such as welding, maintenance, machining, and production processes.

## PERFORMANCE MANAGEMENT

Performance management across the Group is structured to ensure that all employees are evaluated fairly and consistently. Besides training and talent management, this includes maintaining Key Performance Indicators and offering performance-based bonuses to recognize and reward individual contributions.

Most of the entities within the Group have established their own methods for measuring employee performance and progress, typically involving annual or bi-annual interviews. For example, PE.DI, Crealis S.p.A., Maverick, the French entities and Rivercap SA utilize tools like the MBO (Management by Objectives) instrument to evaluate performance based on specific objectives set the previous year. Additionally, some entities incorporate plans such as the Salary Plan to assess goal achievement, and initiatives like the “Prize for Result” for white and blue-collar workers or the Employee Performance Plan (EPP) for MBO participants. Maverick also employs a Continuous Improvement Plan (CIP) and an induction plan tailored for both white and blue-collar workers.

Companies across the Group conduct regular performance reviews to assess and guide employee progress, facilitating continuous professional growth. Internal promotions and bonuses are based on performance, ensuring that career advancement opportunities are available to those who demonstrate exceptional competence and dedication, encouraging high productivity and recognizing individual achievements. This structured approach supports the career development of all employees within the Group.



**The Group's commitment to career development is reflected in the continuous improvement of performance review coverage. In 2022, 36.2% of men and 48.8% of women received performance reviews, with an overall coverage of 39.4%. This increased in 2023 to 37.7% of men and 50.7% of women, bringing the total to 41.1%.**

At the executive level, performance review coverage was consistently at 100% in both years, while for managers, it rose from 86.1% in 2022 to 91.9% in 2023. These strong figures at the leadership levels highlight the Group's dedication to performance assessment, with a positive trend toward expanding this practice more broadly across the entire workforce.

On top of that, most entities within the Group, track key KPIs such as absenteeism, turnover, average number of training hours per employee, exit interviews, and the percentage of the workforce with permanent contracts.



# 4.2. WORKING CONDITIONS, WELLBEING AND HEALTH & SAFETY

## 4.2.1. WORKING CONDITIONS & WELLBEING

Crealis Group places a high priority on enhancing working conditions and promoting the wellbeing of its employees across all entities. A range of initiatives has been implemented to ensure that the workplace is comfortable, safe, and conducive to both physical and mental health.

First, across the Group, there is a focus on providing flexibility in working arrangements to help employees achieve a better work-life balance. This includes options for remote working, part-time roles, casual, and flexible working hours. Enhanced working conditions are seen in the provision of air-conditioned production departments, new and renewed facilities such as toilets, showers, and changing rooms, and ergonomic workstations. Additionally, the introduction of better ventilation systems and comfortable office layouts further contribute to a more productive and pleasant work environment. Also, most of the companies offer Ticket Restaurant and supermarket vouchers for each working day, providing employees with convenient and beneficial meal options.

On this matter, through a series of workshops to which all employees were invited, in 2023 Supercap shared crucial information and facilitated discussions on how the company's interests can align with those of its employees, aiming to identify opportunities for improvement in daily actions.

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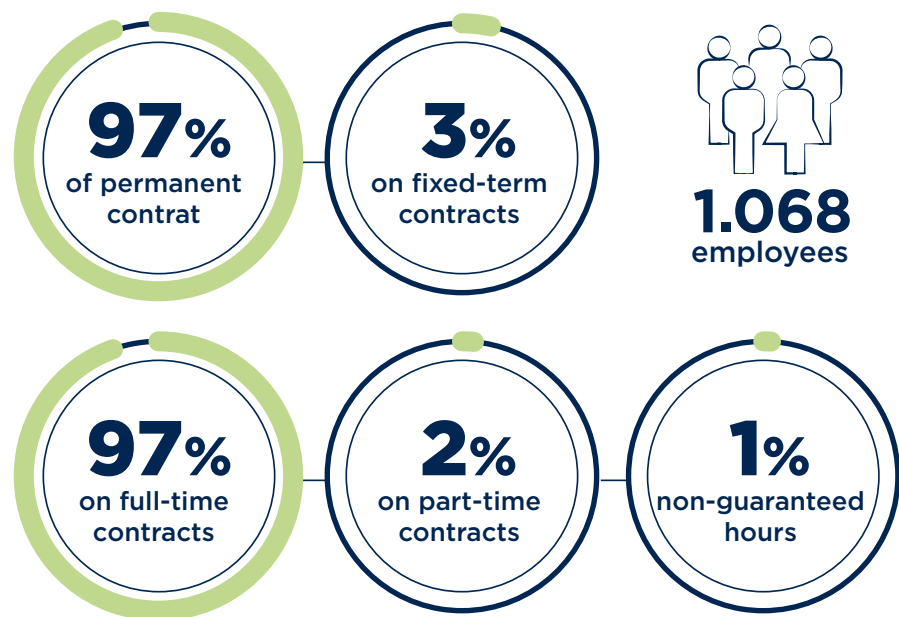
**THANKS TO WORKSHOPS, CONCRETE ACTIONS HAVE BEEN TAKEN TO IMPROVE WORKERS' LIVES, SUCH AS ENHANCING CONDITIONS DURING NIGHT SHIFTS, RENEWAL OF THE BREAK ROOM/KITCHEN AREA FOR BREAKS, AND BETTER ORGANIZING LOCKERS TO OPTIMIZE SPACE.**

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Regarding employment practices, the Group offers various contract types including permanent, fixed-term, part-time, and apprenticeship and training contracts to accommodate different work arrangements.







**As of December 31st, 2023, the Group had 1.068 employees 97% of whom are on permanent contracts and 3% on fixed-term contracts. Moreover, 97% are employed on full-time contracts while 2% on part-time contracts and 1% on non-guaranteed hours.**

Crealis Group considers respect for human and labour rights a fundamental and mandatory value central to all its business activities. The Group is committed to protecting and respecting these rights by fostering a fair and sustainable work environment. Its labour practices adhere to Italian Labor Law, the National Collective Labor Agreements (CCNL), and Legislative Decree 231/2001. Additionally, the Group complies with the French Labour Code and the collective agreement for the metallurgy industry, which serve as reference texts. Respect for human rights is embedded in Crealis S.p.A.'s Code of Ethics and the internal regulations of its French entities (Rivercap France, Le Muselet Valentin, Sparflex). These regulations include rules of conduct, guidelines against moral and sexual harassment, and detailed

disciplinary procedures. The Group's commitment to fundamental human rights is further reflected in the recruitment processes of its French entities, which ensure that only individuals of legal working age are employed by requiring identity verification. Most of all, Crealis Group believes that happy employees are the best ambassadors. That's why it pays particular attention to their well-being and health promotion, through training and awareness-raising programs to address major non-work-related risks. These initiatives are designed to ensure that all employees have access to the resources they need to maintain their health and well-being. They include fitness sessions and nutritional counselling, encouraging employees to maintain a healthy lifestyle. In the healthy eating promotion initiative, encourages employees to adopt healthier eating habits. Among the activities, in some entities, fresh, seasonal fruit is provided to employees at their workplaces, promoting the consumption of healthy snacks, together with workshops on nutrition and healthy eating. This initiative, which has been highly appreciated, targets health issues such as obesity, diabetes, and cardiovascular diseases by promoting better nutritional habits.

Additionally, the Workplace Health Promotion (WHP) program further supports employee health.

The Program, already active in Crealis S.p.A. is made of different initiatives that span various health concerns and leverage diverse strategies to ensure employee well-being and promote health. One of the standout programs in 2023 was «Step-tember,» a step contest designed to encourage physical activity among employees. Participants were motivated to increase their daily steps, promoting fitness







and camaraderie. Similarly, in France is offered the possibility to participate in runs and walks (often with a charity behind it) according to an annual schedule, with the cost of registration and the supply of a sports T-shirt bearing the company colours and logo. Another example, this time from Crealis S.p.A., is the anti-smoking campaign, which supports employees in quitting smoking and reducing their risk of smoking-related diseases, through the distribution of informative materials and by conducting workshops to educate employees about the dangers of smoking and the benefits of quitting. Also, employees have access to resources such as nicotine patches and counselling services to help them quit smoking.

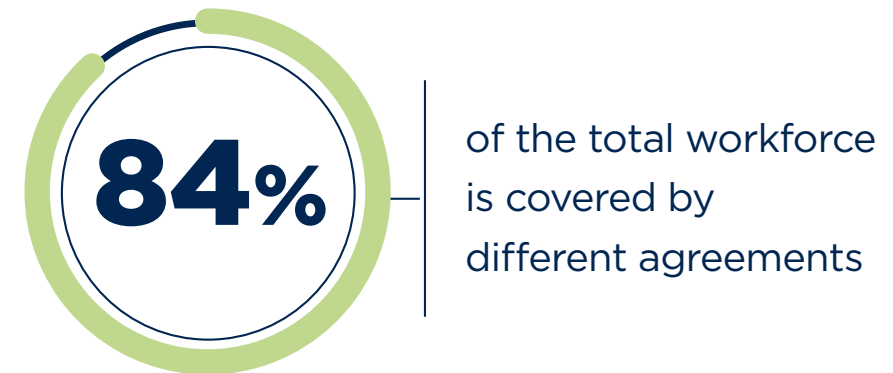
To facilitate easy access to the mentioned programs to all employees' workshops and educational sessions are scheduled during work hours to ensure maximum participation and health-related information is communicated through various channels, including bulletin boards and screen mirrors. The company also partners with external organizations to provide counselling and other support services.

**Mental health support** is another critical area of focus. Employee Assistance Programs (EAP), counselling services and recognition and rewards initiatives are in place to provide mental health support. Flexible working arrangements, generous parental leave policies, including maternity and paternity support employees in balancing work and family responsibilities, while wellness programs further contribute to a supportive and healthy work environment. Regular health and safety meetings, like Maverick's monthly tailgate sessions, ensure continuous dialogue on improving workplace safety.

On top of this, Crealis S.p.A. and Rivercap SA provide access to an app for **medical consulting** about general, paediatric, and psycho-emotional medicine and puts in place healthcare programs focusing on preventing and/or alleviating hypertension, diabetes, back care, cardiovascular diseases, cancer, respiratory health. The Spanish company also offers support programs for employees and their families during pregnancy, childhood, and adolescence, or lifestyle programs on sleep, nutrition, physical activity and tobacco.

Besides the voluntary working benefits provided, **collective bargaining agreements** play a significant role in defining working conditions across the Group, as 84% of the total workforce is covered by different agreements.

#### COLLECTIVE BARGAINING AGREEMENTS



These agreements cover aspects such as profit-sharing and incentive schemes, employee savings schemes, and long-service awards. For example, the French entities operate under the collective bargaining agreement for the metal industry, which includes profit-sharing schemes and incentive programs. Similarly, the rubber and plastics industry sector agreement at Supercap offers benefits like free enrolment in an additional health insurance fund. Regular meetings with unions and health and safety committees help to solve issues



and propose improvements, ensuring that working conditions are continuously enhanced.

Employee engagement is also fostered through various **convivial events**:

- ✓ Annual **open days** are designed to welcome all employees and their families, providing them with an opportunity to engage with the company in a relaxed and informal setting. In France, the 2023 Open Day featured a lunch on the grass, served from a food truck, and saw a remarkable 60% participation rate, with a total of 150 employees and their families attending.
- ✓ At Rivercap SA, in both Lapuebla and Igualada plants, events are organized to promote wine culture, team building and create a sense of belonging.
- ✓ A moment of inclusion was the **company trip** Supercap had in June 2023 at the estate and production site of one of his clients. Employees spent time together outside work, saw how products are used, and got ideas to improve as a team.
- ✓ Enoplastic organized an **employee Christmas gathering** in December 2023. This event aimed to foster a sense of community and celebrate the year's achievements through team-building activities, awards, and entertainment. The gathering greatly boosted employee morale and strengthened team bonds, as evidenced by the positive feedback and high satisfaction levels reported in post-event.

Regarding environmental awareness, the **Be Green** program aims to encourage employees to adopt environmentally friendly and socially responsible practices in their day-to-day work. Coordinated by local subsidiaries, these initiatives raise awareness, educate and mobilize employees around sustainability issues.

Under the **Be Green program**, they have set up a network of local ambassadors among the employees. This network enables us to set up monthly brainstorming and discussion sessions on environmental and social themes. Ideas are collected and discussed at these meetings, fostering a culture of commitment and positive change within the company.

## 4.2.2. HEALTH & SAFETY

The health and safety (H&S) practices within the Group are diverse and tailored to meet both regulatory requirements and the specific needs of each organization. Spanning several countries including Italy, Spain, France, Australia and USA, each entity implements robust health and safety management systems and policies that ensure a safe working environment for their employees while aligning with local regulations and standards.

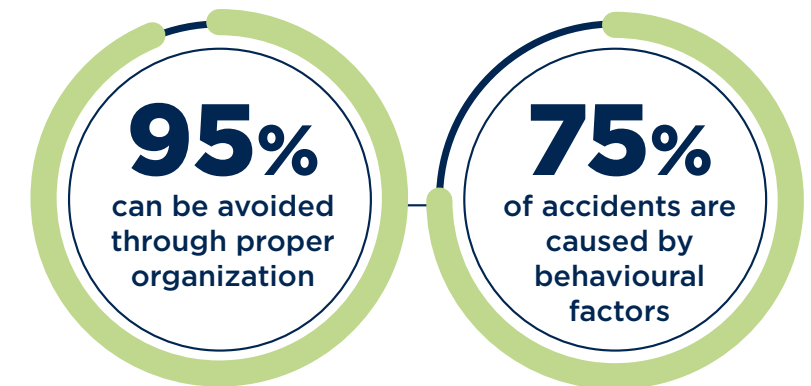
The French entities have implemented a Health and Safety Management System certified according to **ISO 45001:2018**. This certification covers the design, manufacture, and sale of various capping caps and flexible packaging materials. They use an external occupational risk prevention service to monitor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

Pe.Di integrates its H&S management system with its Environmental and Quality system, collectively known as SGQ. Implemented based on a recognized risk management framework, PE.DI aims to achieve ISO 45001 certification by 2024, and for that in 2023, it appointed a dedicated HSE manager trained for being internal ISO 45001 auditor with issuance of certificate.

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



### IDENTIFICATION AND ELIMINATION OF HAZARDS



**96% of accidents can be avoided through proper organization and behaviour. In fact, 75% of accidents are caused by behavioural factors.** Accidents typically result from either unsafe acts or unsafe conditions, and the Group's approach aims to eliminate both. The prevention system





allows to report any safety anomalies using a form developed by managers and employees, addressing risks encountered in daily work.

The primary elements include regular and updated **risk assessments** to identify and mitigate hazards of all positions in the organization. The aim is to classify risks based on severity and frequency, proposing preventive measures to be taken by the company to minimize these risks. For example, Maverick conducts monthly audits to evaluate workplace safety hazards, when new materials, chemical, procedures or equipment is introduced or when a new unidentified hazard is reported by employees. A key component is the detailed documentation, exemplified by the DVR (Risk Assessment Document) adopted by the Italian companies, where all hazards related to work activities that present a risk of serious injury at work are listed, or the «single document for assessing professional risks» used by the French branches. This document not only identifies hazards and exposure probabilities it also performs accident analysis and hazardous situation declarations with a PDCA (Plan-Do-Check-Act) approach. Through the analysis of the accidentology, each accident gives rise to an action plan which is then shared with the various sites to prevent any common risks, while fostering a culture of continuous improvement and best practice harmonization across sites.

**Training** is a cornerstone of the company's safety strategy. All new employees receive comprehensive inductions, specific training on job-related risks, preventive measures, and emergency protocols, and these are reinforced through regular visits by risk prevention technicians who also conduct hygienic measures, ergonomic studies, and preventive planning. At operational level in France, training is supplemented by **Safety Cards** that outline risks, recommendations, and safety protocols for all processes, which are displayed on equipment and machinery. Providing visual reminders of risks and safety protocols at workstations enables everyone to be aware of risks,

recommendations, obligations and prohibitions throughout the manufacturing process. Similar to France, at Enoplastic there are site operating procedures (SOPs) in place which provide workers with a guide on how to complete their tasks.

The company ensures **active participation and feedback** from all employees through health and safety committees that meet regularly, comprising representatives from different areas within the business to ensure a variety of perspectives are shared. These committees oversee safety walks, meetings, and the implementation of action plans derived from incident analysis. Regular medical examinations and health surveillance reports ensure ongoing monitoring of employee health.

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

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

The majority of the companies **have a formalized Steering**





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

In 2023, the Group counted 57 recordable injuries and 1 high-consequence injury across the different countries resulting in an **injury rate** of 33,3 for the recordable injuries and 0,6 for the high-consequence injuries. Rivercap SA recorded a very high number of injuries because of the increased preventive culture: all minor incidents that were previously unrecorded due to their perceived insignificance are now being documented. Therefore, the consistently higher number of injuries recorded in the Spanish plants (24 in 2023) compared with the other plants is due to the different methodology of classification of minor incidents.

Crealis Group's approach to facilitating workers' access to **non-labour medical and health services** is comprehensive and ensures support across all its international branches.

The Group provides **health insurance plans** that cover a range of medical and health services for all employees, via access to comprehensive Medical, Dental, and Vision benefits plans or, for some companies, monthly direct-deposit stipend for that purpose should an employee opt-out of receiving entity provided health benefits. This coverage is especially emphasized during critical periods, such as the COVID-19

pandemic. Other programs help address and assist employees with all non-work-related risk, focusing on providing additional resources for employee emotional well-being, support with family and relationships, guidance on healthy lifestyles, work-life transitions, and legal/financial matters (as the Employee Assistance Program).

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

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

In Australia, full-time workers undergo medical assessments before starting employment to ensure they are fit for work. This helps identify any past medical issues that may affect their employment. Throughout their tenure, open discussions between leaders and employees help address both professional and personal health issues, directing them to appropriate professional assistance when needed. Additionally, during 2023 Enoplastic organized an eye testing clinic, providing comprehensive eye health assessments to all employees. This initiative saw over 85% participation, resulting in the early detection of vision problems and timely interventions. As a result, employees reported fewer instances of eye strain and headaches, leading to improved productivity and job satisfaction.



## 4.3. CUSTOMERS AND END USERS

Crealis Group's engagement with customers and end-users, central to its commitment to sustainability, is exemplified in its transparent and trustworthy relationships. The Group is dedicated to sustainable procurement of goods and services, striving to support and encourage customers, partners, and suppliers in their journey toward responsible, safe, efficient, and environmentally friendly production and consumption. This dedication to sustainability is underscored by the Group's quality management system, certified according to **ISO 9001:2015**, which ensures top-tier quality management. To ensure customer satisfaction, the Group is committed to addressing complaints by employing diverse and effective methods for analysing incidents and implementing corrective actions. For instance, Enoplastic Australia allows customers to submit complaints via email, ensuring they are documented and registered. The complaints are then reviewed using various internal traceability tools, such as inventory management systems, shift logs, and quality documentation, to establish the root cause and issue corrective actions. Depending on the issue, credit notes may be issued, and for more established customers, weekly or monthly meetings are scheduled to discuss raised issues. Meeting customer expectations and ensuring their satisfaction is of primary importance to Crealis Group. In line with the Group's commitment to upholding customer satisfaction, a series of activities are conducted on an entity basis. For example, in 2023, Enoplastic's sales team conducted a survey to seek customer feedback in areas such as customer service, new product development, quality, delivery, and scheduling. The top 10 customers were asked to rate Enoplastic Australia's performance on a scale ranging from extremely poor to excellent. This survey will be repeated annually to

monitor the entity's performance on a year-on-year basis. The results from the survey indicated that many customers are seeking more environmentally friendly activities. In response to this increasing demand, Enoplastic Australia, through its sales team, began promoting R-Derma and PET capsules to various customers, a promising step forward as the Australian market is phasing out PVC materials.

Similarly, PE.DI supports its customers at various stages to ensure comprehensive service and satisfaction. During the pre-sales phase, PE.DI provides quick feedback and technical support to help customers choose the best product for their needs. The Sales Department collaborates closely with the Quality and Technical Departments to meet even the most demanding requirements, following the procedure outlined in P-BO-001 Management of Offers and Sales Orders. In the after-sales phase, PE.DI continues to support customers in the use of purchased products, offering specific instructions and customer visits when necessary. Annually, PE.DI surveys customers who account for 20% of its turnover to gauge their satisfaction with its products and services, as detailed in the Customer Satisfaction section and All. 01 - Customer Service Satisfaction Survey.





# 4.4. COMMUNITY RELATIONSHIP & IMPACT

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



## WORLD CLEAN UP DAY

That is the case, for example, for World Clean Up Day: the Group is committed to supporting and participating in World Clean Up Day annually and it engages as many entities as possible to organize local clean-up actions in September and October. This initiative is an integral part of Crealis Group ESG strategy, promoting environmental stewardship and fostering a culture of sustainability within the organization and the communities it serves, also collaborating with local associations. By actively engaging in World Clean Up Day, Crealis Group not only contributes to a cleaner and healthier environment but also strengthens community relationships and demonstrates the ongoing commitment to corporate social responsibility.

In 2023, employees from across the Crealis Group participated in various clean-up activities:

- ✓ Employees from Sparflex, in partnership with Decathlon, Suez, and the city of Reims (France) organized a day dedicated to environmental protection and physical activity, where participants collected abandoned waste while engaging in sports along the streets of Reims. Sparflex Booth, set up in the city centre, allowed employees, their families, and customers to learn about Crealis Group's CSR actions aimed at reducing environmental impact.
- ✓ In Bodio Lomnago (Italy) 35 volunteers, including employees from Crealis S.p.A., students from the local elementary school, and support from Enoplastic and the municipality joined the Clean Up the World initiative. Volunteers patrolled the area, equipped with yellow helmets, gloves, and bags for recycling collection. This community effort enhanced the local environment and fostered a sense of civic responsibility among participants.
- ✓ 25 volunteers from Enoplastic cleaned the area around the factory premises. The initiative benefited the environment and served as a valuable team-building opportunity, strengthening employee bonds.
- ✓ Maverick's Clean-Up Events in the United States: 17 participants in the Ukiah Event and 6 participants on the Fairfield Event to clean-up the surroundings of Ukiah and Fairfield showcased Maverick's dedication to environmental responsibility and community service.



## PINK OCTOBER

In 2023, Crealis Group reinforced its commitment to community relationship and impact through the Pink October initiative, led by Le Muselet Valentin, France's only manufacturer of wirehoods. This initiative was aimed at raising awareness and supporting the fight against breast cancer. Indeed, for the second consecutive year, Le Muselet Valentin launched a collection of six wirehoods inspired by the Pink October movement. These specially designed wire hoods were not only a symbol of solidarity but also a fundraising tool, with 10 percent of the proceeds donated to the organization:

*Ensemble  
pour Elles*

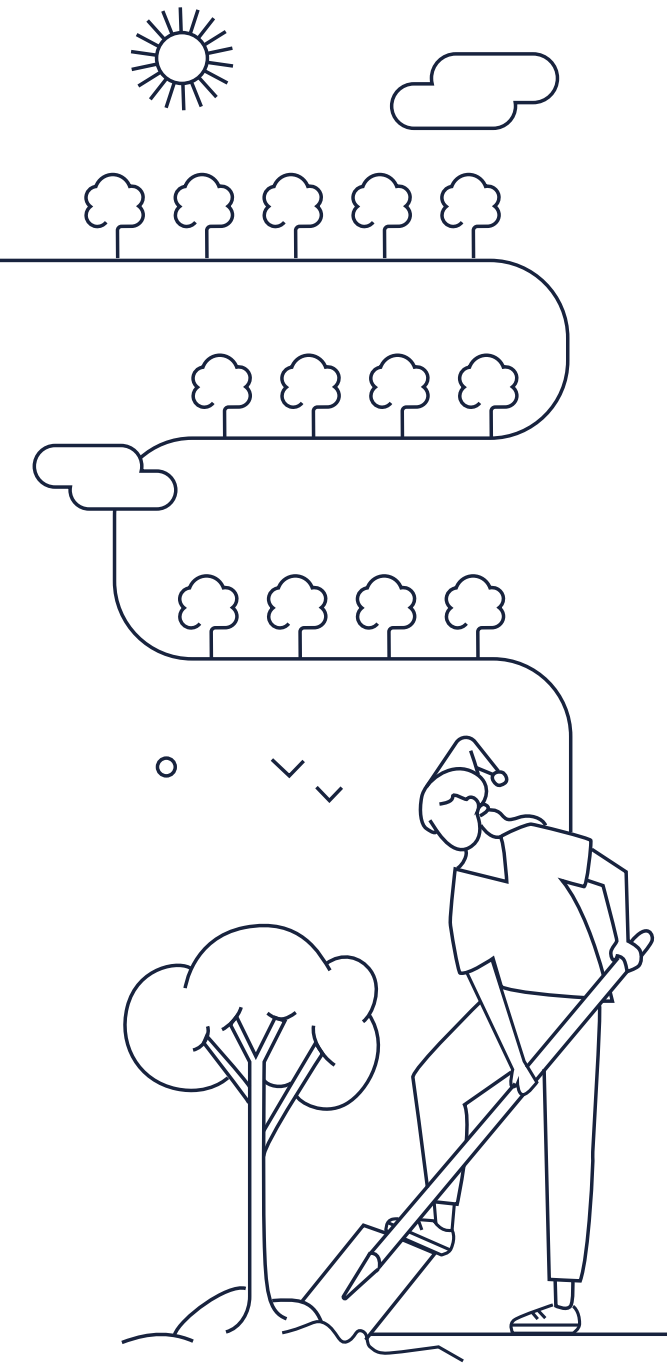
in Reims (France), for a total of €12,331. This organization focuses on supporting women affected by breast cancer, helping them regain confidence and return to the workplace. The funds were used to provide personal coaching for women, aiding in their return to work and boosting their self-confidence. Since the program's inception at the beginning of 2023, five women have already managed to benefit from the initiative, primarily due to the funds provided in 2022. Also, for ensuring employees engagement, Breast Cancer Awareness Month pins were distributed to all of them, fostering awareness within the organization.

Within this initiative, several activities were put in place during the month to gather with the community:

- ✓ **Dragon Boat Sessions:** Held a dragon boat discovery session with members of «Ensemble pour elles,» promoting physical activity and community spirit.
- ✓ **Art Sale:** Commissioned and sold a charitable artwork by artist Arièle Rozowy, using leftover scraps from the Muselet Valentin factory. This creative approach not only raised funds but also highlighted the importance of sustainable practices.
- ✓ **Film Screening:** Organized a private, all-female screening of a film inspired by the history of our organization's partners, enhancing cultural engagement and support for the cause. By raising significant funds and awareness, Crealis Group has contributed to the well-being and empowerment of women affected by breast cancer. This initiative aligns with the Group's corporate social responsibility goals and exemplifies the commitment to making a positive social impact. By participating in and promoting the Pink October initiative, Crealis Group not only supports a crucial health issue but also strengthens the bonds with the community.







## PLANTING TREES INSTEAD OF CHRISTMAS GIFTS

As part of the CSR strategy, PE.DI has taken significant steps to make the Christmas gifts for customers more sustainable and environmentally friendly. In 2023, it joined hands with Treadom, an innovative online platform dedicated to reforestation projects, to offer its partners the opportunity to support and contribute to global reforestation efforts.

As a result, in 2023, PE.DI planted 92 trees in five countries, including regions in Africa, Latin America, Asia, and Italy, that are projected to absorb a total of 45.97 tons of CO<sub>2</sub>, contributing to the reduction of PE.DI's carbon footprint and mitigating climate change. Moreover, trees planted through Treadom are directly managed by local farmers, providing them with economic benefits and fostering sustainable agricultural practices. Last but not least, the proceeds from Treadom help fund various projects in rural communities, enhancing their social and economic development.

By involving its customers in this initiative, the company not only promotes sustainability but also strengthens its relationships with partners who share the same commitment to the environment.

By planting trees, PE.DI is helping to combat climate change, support biodiversity, and improve the livelihoods of farmers in various regions.

By adopting sustainable practices and engaging in meaningful partnerships like the one with Treadom, PE.DI is not only contributing to global ecological health but also enhancing the social and economic well-being of communities around the world.

## TEDX VARESE

In November 2023, the TEDx summit, a global initiative focused on climate change, took place in Varese, Italy. As one of the three cities selected in Europe, the city of Varese hosted a pivotal conversation around environmental issues, and our local Enoplastic teams had the honor of contributing to it. The program included constructive exchanges, featuring a co-creation workshop involving various packaging experts on eco-design themes.

One of the highlights of the workshop was a captivating ice-breaking activity in which participants voted for the most sustainable packaging among several options: a PET wine bottle, a paper bottle, and a lightweight glass bottle with our PET+ capsule. Analyzing consumer feedback and preferences, this activity revealed that the emphasis is placed on the wine's shelf life. Consequently, the majority voted for the lightweight glass bottle, aligning with recent consumer studies conducted by McKinsey. These discussions also allowed Crealis to explore the broader ecosystem of sustainable packaging, involving not only producers but also brand owners, retailers, consumers, and recyclers. It was emphasized the central role of consumers in this ecosystem. Not only do they drive the demand for sustainable packaging, but they also ensure proper disposal by sorting packaging into the right bins, enabling recycling and the transformation of waste into valuable resources

for new production.

The workshop was enriched by the ideas of experts representing recyclers (Mondo Revive), packaging producers (UPM Raflatac), policymakers (the Joint Research Center), brand owners (Argea Wine Group), and retailers (Politecnico of Milano).

Another project worth to mention was the partnership between Crealis and local municipalities near Bodio Lomnago, facilitated through the office «Politiche Attive per il Territorio» (Active Policies for the Territory). It provided a direct employment link for local citizens seeking work. Residents of these municipalities could submit their CVs to this office, which then arranged interviews with Crealis. This initiative served to create job opportunities for local residents, ensuring active engagement and collaboration with the surrounding communities. By streamlining the job search process and connecting citizens with employment prospects, Crealis and the local municipalities supported the economic development of the Bodio Lomnago area.







GOVERNANCE



# 5.1. BUSINESS CONDUCT, ETHICS & INTEGRITY

Crealis Group guarantees compliance with the law, internal regulations in force in the countries where it conducts its business adopting integrity, honesty and legality as the inspiring principles of its activities. The Group aims both to reconcile the search for market competitiveness observing the local and international regulations and to promote a fair and conscious use of resources with a view to social and environmental responsibility.

The Group's principles and values are reflected in the Group's mission & vision and manifested in its business strategy<sup>9</sup>. Crealis Group is profoundly committed to share and apply its integrity principles and core values throughout the entire organization as they are valued the north-star in an ever changing and complex business context. To serve this purpose, Crealis Group has defined and adopted the following codes and policies:

<sup>9</sup>For more details on values and principles, refer to the «Our core values, mission and strategy» section of this document.





The Italian legal entities Crealis S.p.A. (parent company), Pe.DI S.r.l. and Supercap S.r.l. have adopted their own Code of Ethics. The Group Human Resources function shares and communicates the code with its Human Resources Local Managers (also in case of new acquisitions), who are responsible to adapt and to adopt the Code within their organization.

The Codes include a specific section dedicated to ethical principles. Below are illustrated the main ethical principles common to all three Codes for the three Italian legal entities above:

- ✓ **Legality;**
- ✓ **Anti-corruption;**
- ✓ **Impartiality;**
- ✓ **Integrity;**
- ✓ **Countering** the phenomena of money laundering;
- ✓ **Professionalism and reliability;**
- ✓ **Respect** for fair competition;
- ✓ **Protection** of industrial and intellectual property;
- ✓ **People development;**
- ✓ **Protection of the dignity** and working conditions;
- ✓ **Promotion of occupational** health and safety;
- ✓ Respect for and protection of **the environment;**
- ✓ **Protection of confidentiality** of information and privacy;
- ✓ Management and prevention of **conflict of interest;**
- ✓ Protection and preservation of **corporate assets and property;**
- ✓ Transparency, loyalty and fairness in **compliance management.**

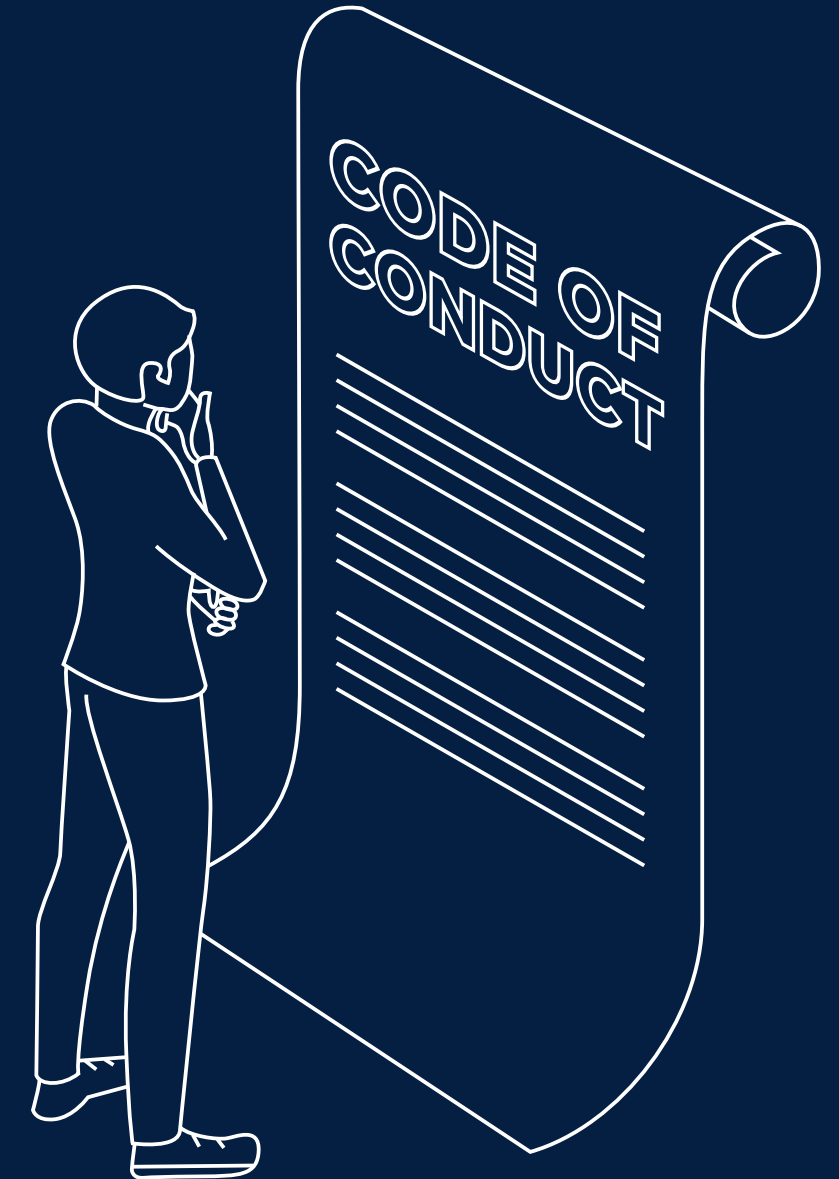
The Group Human Resources function, in collaboration with Human Resources Local Managers, has also started a project called «Group Values», aimed at sharing Group values through specific workshop for each legal entity.

Violations of Code of Ethics and Code of Conduct are promptly identified through whistleblowing procedures and channels. In particular, the Group has adopted a whistleblowing procedure for Italian legal entities, available on the intranet and on its institutional website. It has also implemented dedicated channels for reporting violations (online platform, dedicated mailbox, etc.). The Board of Director, the Supervisory Body and the Board of Statutory Auditors assess the reports received through these channels divided by areas of responsibility. Investigations are performed where appropriate and, if needed, disciplinary measures are taken.

So far, only the Italian companies (Crealis S.p.A., Pedi S.r.l., and Supercap S.r.l.) have adopted the Organization, management and control model pursuant to Legislative Decree 231/2001. The Models are all shared with stakeholders and the necessary training for the employees has been carried out.

We are committed to implement whistleblowing procedures in the remaining European countries (France, Spain and Portugal) as well as the so called “Ley Organica” in Spain (similar to Italian Legislative Decree 231/2001).

**THANKS TO ALL THESE  
ACTIONS, DURING 2022  
AND 2023, NO INCIDENTS  
OF CORRUPTION  
OCCURRED.**





# 5.2. RESPONSIBLE & RESILIENT SUPPLY CHAIN MANAGEMENT

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

## CODE OF CONDUCT FOR BUSINESS PARTNERS

The Code of Conduct mandates compliance with international standards, focusing on fair labor practices and environmental responsibilities. These initiatives underscore our dedication to fostering fair labor practices, ethical sourcing, and a sustainable supply chain across all operations.

The Code applies to all Crealis Group entities and defines the universal standards (UN Guiding Principles on Business and Human Rights, UN Global Compact Principles and the International Labour Organization (ILO) Declaration on Fundamental Rights and Principles at Work) that we expect our business partners to adhere to when conducting business with us.

The Code consists of four sections:

- 1) Social standards
- 2) Health and Safety
- 3) Environmental standards
- 4) Business relationship

## SELECTION AND MONITORING OF SUPPLIERS

The selection of suppliers and partners goes beyond the quality of their products or services. Safety, ethics, and societal contributions are critical selection and evaluation criteria. In 2023, the Group developed and shared a Group's Code of Conduct with most of the suppliers. This measure was adopted to ensure the majority of suppliers are aligned with our sustainability values and board for this transition. The selection process and ongoing monitoring system reflect the Groups' commitment to uphold the highest environment standards, social responsibility, and good governance.

Below an illustration of the Group's ESG practices in the selection and monitoring of suppliers aimed at fostering corporate sustainability among business relationships with suppliers:

✓ **Environmental Criteria** - Assessing the environmental impact of suppliers is very important and a company duty nowadays. Hence, data on greenhouse gas emissions' trends and reduction strategies should be made available to all stakeholders. To ignite reduction trends, it is deemed essential that suppliers demonstrate a commitment to waste management through reduction, reuse and recycling practices, and adopt renewable energies.

The majority of selected suppliers are ISO 14001 and EMAS certified, which attest to the implementation of environmental management systems that comply with international standards, indicating a strong commitment to sustainability. The use of certified raw materials with low environmental impact and logistics management are also aspects that are taken into consideration.

✓ **Social Criteria** - Addressing the relationships with a company's suppliers is deeply intertwined with value creation for both people and institutions in the communities where a company conducts business. Therefore, at Crealis Group all suppliers are required to sign our Code of Conduct, which sets out the fundamental rights to protect our people along the value chain.

✓ **Governance Criteria** - Transparency and integrity ensure greater accountability, resilience and create a better business world. For this reason, the Procurement Departments of Italian entities comply with legislation 231/2001. Legal compliance is essential: suppliers must comply with all applicable environmental and social regulations and implement internal policies to ensure high ethical and legal standards.

Proving commitments, in 2023, Crealis S.p.A. implemented a vendor rating system and included it in an evaluation section dedicated to the ESG profile of suppliers.

**During 2023, 60% of Crealis S.p.A. critical suppliers of goods and raw materials were covered by responsible sourcing clause in contracts or Code of Conduct.**



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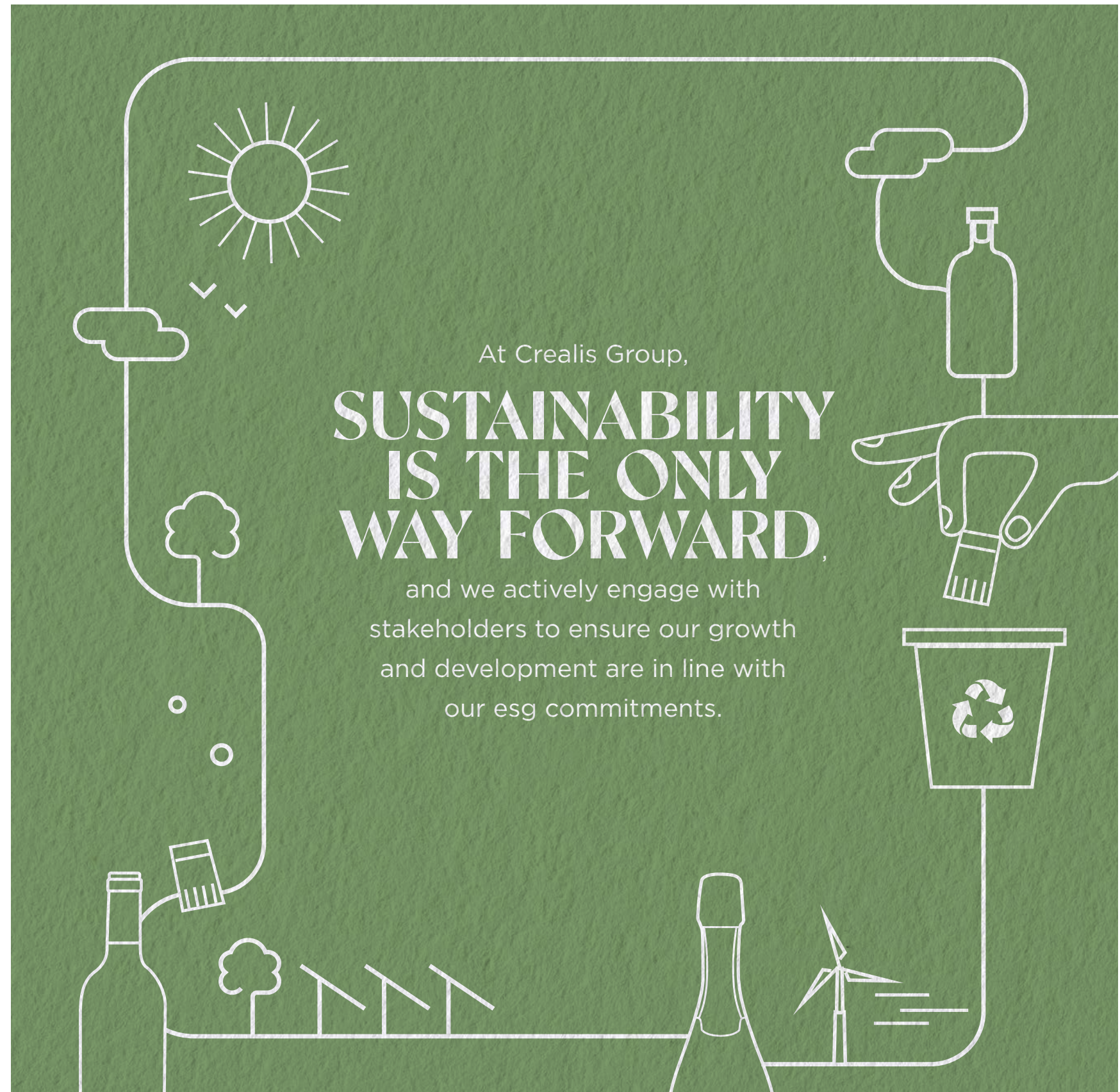
## LOCAL SOURCING AND SUSTAINABLE SUPPLY CHAIN MANAGEMENT

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

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

THROUGH THESE INITIATIVES, THE GROUP IS COMMITTED TO GUARANTEE THE ADHERENCE TO INTERNATIONALLY RECOGNIZED HUMAN RIGHTS & SOCIAL STANDARDS, ENVIRONMENTAL PROTECTION AND GOOD ENVIRONMENTAL PRACTICES THROUGHOUT THE VALUE CHAIN.





# APPENDIX



# 6.1. RECONCILIATION STATEMENT OF MATERIAL TOPICS AND IMPACTS GENERATED

The Reconciliation Statement of Material Topics and Impacts Generated outlines the process that identifies and evaluates key sustainability topics for effective reporting. This process involves understanding the organization’s context, identifying both negative & positive and actual & potential sustainability impacts, and assessing their relevance to prioritize the most significant topics.

AREA	MATERIAL TOPIC	ACTUAL AND POTENTIAL SUSTAINABILITY IMPACTS GENERATED BY CREALIS GROUP		GRI STANDARDS
		POSITIVE - ACTUAL AND POTENTIAL	NEGATIVE - ACTUAL AND POTENTIAL	
GOVERNANCE	BUSINESS CONDUCT, ETHICS & INTEGRITY	✓ PROMOTION OF ETHICAL CULTURE AND SUSTAINABLE PRACTICES WITHIN THE GROUP	✓ UNETHICAL BUSINESS CONDUCT THAT CAUSES INCIDENTS OF ANTICORRUPTION AND NON-COMPLIANCE TO LAWS AND REGULATIONS	GRI 305-3
	RESPONSIBLE & RESILIENT SUPPLY CHAIN MANAGEMENT		✓ INDIRECT NEGATIVE IMPACTS RELATED TO PROCUREMENT OF GOODS AND SERVICES FROM UNETHICAL BUSINESSES AND SUPPLIERS WHO HARM THE ENVIRONMENT AND DO NOT RESPECT HUMAN RIGHTS	



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



AREA	MATERIAL TOPIC	ACTUAL AND POTENTIAL SUSTAINABILITY IMPACTS GENERATED BY CREALIS GROUP		GRI STANDARDS
		POSITIVE - ACTUAL AND POTENTIAL	NEGATIVE - ACTUAL AND POTENTIAL	
SOCIAL	WORKING CONDITIONS, HEALTH, SAFETY & WELL-BEING	<ul style="list-style-type: none"> <li>✓ EMPLOYEE SATISFACTION THANKS TO AN ADEQUATE WORK-LIFE BALANCE AND WELL-BEING INITIATIVES</li> </ul>	<ul style="list-style-type: none"> <li>✓ INADEQUATE WORKING CONDITIONS AND REMUNERATIONS, MORE SPECIFICALLY NON-COMPLIANCE WITH WAGE AGREEMENTS OR WORKERS' EXPECTATIONS, IN TERMS OF INADEQUATE REMUNERATION OF EMPLOYEES AND CONTRACTORS</li> <li>✓ LACK OF ATTENTION TO HEALTH AND SAFETY AT WORK WHICH COULD CAUSE WORK-RELATED ACCIDENTS WITH NEGATIVE CONSEQUENCES FOR THE HEALTH AND SAFETY OF EMPLOYEES AND EXTERNAL WORKERS</li> </ul>	<ul style="list-style-type: none"> <li>GRI 401-1</li> <li>GRI 403-1</li> <li>GRI 403-3</li> <li>GRI 403-4</li> <li>GRI 403-6</li> <li>GRI 403-9</li> </ul>
	DIVERSITY, INCLUSION & TALENT MANAGEMENT	<ul style="list-style-type: none"> <li>✓ DEVELOPMENT OF WORKERS' SKILLS THROUGH TRAINING ACTIVITIES</li> </ul>	<ul style="list-style-type: none"> <li>✓ LACK OF DIVERSITY IN GOVERNING BODIES AMONG EMPLOYEES WITH DIRECT AND INDIRECT IMPACTS ON THE AFFIRMATION OF EQUALITY</li> <li>DISCRIMINATION IN TERMS OF INCLUSION, DIVERSITY, COMPENSATION AND CAREER ADVANCEMENT</li> </ul>	<ul style="list-style-type: none"> <li>GRI 404-1</li> <li>GRI 404-3</li> <li>GRI 405-1</li> <li>GRI 405-2</li> </ul>
	RESPECT FOR HUMAN RIGHTS		<ul style="list-style-type: none"> <li>✓ VIOLATION OF HUMAN RIGHTS ALONG THE VALUE CHAIN AND WITHIN THE GROUP, SUCH AS THE RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING, CHILD LABOR, FORCED OR COMPULSORY LABOR</li> </ul>	
	CUSTOMERS AND END-USERS	<ul style="list-style-type: none"> <li>✓ CUSTOMER SATISFACTION GENERATED BY PRODUCT QUALITY</li> <li>✓ DEVELOPMENT OF PRODUCTS THAT MEET HEALTH AND SAFETY CRITERIA FOR CUSTOMERS AND END-USERS</li> <li>✓ CONTRIBUTION TO THE FIGHT AGAINST COUNTERFEITING OF WINES AND SPIRITS, BY DEVELOPING INNOVATIVE AND SAFE SOLUTIONS AND THROUGH COLLABORATIONS WITH CUSTOMERS AND SUPPLIERS</li> </ul>	<ul style="list-style-type: none"> <li>✓ VIOLATION OF PRIVACY AND LOSS OF CUSTOMER DATA</li> <li>✓ NON-TRANSPARENT AND INEFFECTIVE CORPORATE COMMUNICATION TO CUSTOMERS REGARDING THE ORGANIZATION'S VALUES, ACTIONS, PRODUCTS AND SERVICES</li> </ul>	
	COMMUNITY RELATIONSHIP & IMPACT	<ul style="list-style-type: none"> <li>✓ COMMITMENT TO LOCAL DEVELOPMENT AND COMMUNITY RELATIONS</li> </ul>	<ul style="list-style-type: none"> <li>✓ SOCIAL AND ENVIRONMENTAL NEGATIVE IMPACTS ON COMMUNITIES LIVING OR WORKING CLOSE TO THE GROUP'S OPERATING SITES, FACTORIES, FACILITIES OR OTHER PHYSICAL OPERATIONS</li> </ul>	



# 6.2. PERFORMANCE INDICATORS

## GOVERNANCE

### GRI 2-27: COMPLIANCE WITH LAWS AND REGULATIONS

CASES OF NON-COMPLIANCE	UOM	2022	2023
<b>NUMBER OF SIGNIFICANT INSTANCES OF NON-COMPLIANCE WITH LAWS AND REGULATIONS DURING THE REPORTING PERIOD</b>			
INSTANCES FOR WHICH NON-MONETARY SANCTIONS WERE INCURRED DURING THE REPORTING PERIOD	n.	0	2 <sup>10</sup>
INSTANCES FOR WHICH FINES WERE INCURRED DURING THE REPORTING PERIOD	n.	1	8 <sup>10</sup>
<b>NUMBER AND THE MONETARY VALUE OF FINES FOR INSTANCES OF NON-COMPLIANCE WITH LAWS AND REGULATIONS THAT WERE PAID DURING THE REPORTING PERIOD</b>			
NUMBER OF FINES FOR INSTANCES OF NONCOMPLIANCE WITH LAWS AND REGULATIONS THAT OCCURRED IN THE CURRENT REPORTING PERIOD	n.	1	4 <sup>10</sup>
NUMBER OF FINES FOR INSTANCES OF NONCOMPLIANCE WITH LAWS AND REGULATIONS THAT OCCURRED IN PREVIOUS REPORTING PERIODS	n.	3	2
MONETARY VALUE OF FINES FOR INSTANCES OF NONCOMPLIANCE WITH LAWS AND REGULATIONS THAT OCCURRED IN THE CURRENT REPORTING PERIOD	€	1,032	24,480 <sup>10</sup>
MONETARY VALUE OF FINES FOR INSTANCES OF NONCOMPLIANCE WITH LAWS AND REGULATIONS THAT OCCURRED IN PREVIOUS REPORTING PERIODS	€	75,000	881,791 <sup>10</sup>

<sup>10</sup> In 2023, fines increased mainly due to a €752,204 fine related to a fiscal review of Sparflex SA for 2013-2014, paid by the previous owners under the terms of the acquisition. Additional fines arose from compliance audits across subsidiaries, including reporting requirements linked to Maverick's merger and enhanced labor, safety, and reporting standards. The Crealis Group is proactively strengthening compliance protocols and internal controls to support continuous improvement and alignment with regulatory expectations.



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

CONFIRMED CORRUPTION INCIDENTS AND ACTIONS TAKEN	2022	2023
<b>NUMBER OF CASES/EPISODES</b>		
TOTAL NUMBER AND NATURE OF CONFIRMED INCIDENTS OF CORRUPTION	0	0
TOTAL NUMBER OF CONFIRMED INCIDENTS IN WHICH EMPLOYEES WERE DISMISSED OR DISCIPLINED FOR CORRUPTION	0	0
TOTAL NUMBER OF CONFIRMED INCIDENTS WHEN CONTRACTS WITH BUSINESS PARTNERS WERE TERMINATED OR NOT RENEUED DUE TO VIOLATIONS RELATED TO CORRUPTION	0	0

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

<b>PERCENTAGE OF MEMBERS OF THE ORGANIZATION'S GOVERNANCE BODIES (BOARD OF DIRECTORS) BY GENDER AND AGE GROUP</b>	
<b>GENDER</b>	<b>AS OF 31<sup>ST</sup> DECEMBER 2023 (PERCENTAGE (%))</b>
MEN	85.7
WOMEN	14.3

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



# ENVIRONMENTAL

## GRI 301-1: MATERIALS USED BY WEIGHT OR VOLUME<sup>11</sup>

MATERIALS USED BY WEIGHT OR VOLUME 2023		
TYPE OF MATERIAL	UOM	TOTAL
<b>NON-RENEWABLE MATERIALS</b>		
ALUMINIUM	t	5,859.89
PLASTIC	t	4,333.60
STEEL	t	2,598.38
TIN	t	918.27
<b>TOTAL NON-RENEWABLE MATERIALS</b>		
TOTAL	t	13,710.13

<sup>11</sup> For GRI 301-1 reporting, only relevant materials used in production processes were considered.

<sup>12</sup> The source used for the calculation of energy consumption within the organisation was DEFRA 2023.

<sup>13</sup> Note that the overall purchased renewable energy derives from Maverick Enterprise Inc's agreements with suppliers.

## GRI 302-1: ENERGY CONSUMPTION WITHIN THE ORGANIZATION<sup>12</sup>

TYPES OF CONSUMPTION	2023	
	UOM	TOTAL
<b>NON-RENEWABLE FUELS</b>		
NATURAL GAS	GJ	36,595
LPG	GJ	1,448
DIESEL (FOR HEATING OR PRODUCTION PROCESSES)	GJ	2,412
DIESEL (FOR COMPANY OWNED OR LEASED/LEASED VEHICLES)	GJ	3,496
PETROL (FOR COMPANY OWNED VEHICLES OR ON LONG TERM LEASE/RENTAL)	GJ	754
TOTAL NON-RENEWABLE FUELS	GJ	44,704.816
<b>ELECTRICITY</b>		
ELECTRICITY PURCHASED	GJ	97,639
OF WHICH, FROM RENEWABLE SOURCES (CERTIFIED)	GJ	5,693.184 <sup>13</sup>
ELECTRICITY SELF-PRODUCED	GJ	3,419
OF WHICH, FROM RENEWABLE SOURCES (CERTIFIED)	GJ	3,419
<b>TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION</b>		
TOTAL ENERGY CONSUMPTION	GJ	145,763.222
RENEWABLE ENERGY	GJ	9,112.417
%	%	6%



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

DIRECT (SCOPE 1) GHG EMISSIONS AND ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS		
SCOPE	GHG EMISSIONS - tCO <sub>2</sub> e	2023
SCOPE 1 <sup>14</sup>	TOTAL SCOPE 1	2,913 <sup>15</sup>
SCOPE 2 <sup>16</sup>	LOCATION-BASED	5,166
	MARKET-BASED	8,280
TOTAL	SCOPE 1 AND SCOPE 2 (LOCATION-BASED)	8,079
	SCOPE 1 AND SCOPE 2 (MARKET-BASED)	11,193

## GRI 305-7: OTHER EMISSIONS<sup>17</sup>

OTHER EMISSIONS	U.O.M	U.O.M	2023
NO <sub>x</sub>	t	75	75
SO <sub>x</sub>	t	7	7
VOLATILE ORGANIC COMPOUNDS (VOC)	t	77	66
PARTICULATE MATTER (PM)	t	21	21
CO	t	16	16
CH <sub>4</sub>	t/h	0.06	0.10
VOC NM	t/h	3.61	1.75

## GRI 306-3: WASTE GENERATED

2023		
WASTE COMPOSITION	UOM	TOTAL
HAZARDOUS	t	435
NON-HAZARDOUS	t	5,928
TOTAL	t	6,363

<sup>14</sup> The following are the sources utilised for the calculation of Scope 1 emissions, reported as tons of CO2 equivalent:

- DEFRA 2022 (Quantity-based, Distance-based, Refrigerants).
- CEDA 2022 (Spend-based): Italy, USA, Australia, France, Spain.

<sup>15</sup> Note that a portion of the sum of Scope 1 encompasses the following refrigerants: R32 (3.11 tCO<sub>2</sub>e), R407C (102.18 tCO<sub>2</sub>e), R410A (19.42 tCO<sub>2</sub>e) – all pertaining to the Group's entity Pe.Di.

<sup>16</sup> In 2023 the emission factors used for the calculation of Scope 2 "Location Based" and "Market Based" were the following:

- AIB (2023): Italy, Spain, France.
- Australian Government: Australia, state specific factors are sourced from publicly available emissions factors published by the Australian Government to support annual GHG emissions.
- US Env Protection Agency (EPA) eGrid: United States.

<sup>17</sup> Note that the data provided for "Other Emissions" does not include entities Supercap S.r.l., and Maverick Enterprise Inc., as they did not register any emissions.



### GRI 306-4: WASTE DIVERTED FROM DISPOSAL<sup>18</sup>

TOTAL WEIGHT OF WASTE NOT SENT FOR DISPOSAL BY RECOVERY METHODOLOGY <sup>19</sup>				
RECOVERY	ON-SITE	AT AN EXTERNAL SITE	TOTAL	%
<b>HAZARDOUS WASTE</b>				
HAZARDOUS WASTE	-	102	102	3%
NON-HAZARDOUS WASTE	-	3,848	3,848	97%
TOTAL	-	3,950	3,950	100%

### GRI 306-5: WASTE DIRECTED TO DISPOSAL

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

<sup>18</sup> The total waste presented in the GRI Standard 306-3 table does not correspond to the sum of the totals in the GRI Standard 306-4 and GRI Standard 306-5 tables. The difference of 262,882 tons of waste was not allocated in GRI 306-4/306-5 due to the "Specific disposal method not known".

<sup>19</sup> Requirements of disclosure 306-4b and 306-4c are omitted. Currently, information and data related to subdivision between different recovery operations are not available.



# SOCIAL

## GRI 2-7: EMPLOYEES

TOTAL NUMBER OF EMPLOYEES BY GENDER AND BY REGION						
REGION	AS OF 31 <sup>ST</sup> DECEMBER 2022			AS OF 31 <sup>ST</sup> DECEMBER 2023		
	MEN	WOMAN	TOTAL	MEN	WOMAN	TOTAL
ITALY	389	126	515	359	112	471
FRANCE	158	72	230	150	72	222
SPAIN	153	50	203	155	52	207
AUSTRALIA	32	2	34	26	4	30
US	100	39	139	100	38	138
<b>TOTAL</b>	<b>832</b>	<b>289</b>	<b>1,121</b>	<b>790</b>	<b>278</b>	<b>1,068</b>

TOTAL NUMBER OF EMPLOYEES BROKEN DOWN BY FULL-TIME/PART-TIME, GENDER AND REGION								
REGION	AS OF 31 <sup>ST</sup> DECEMBER 2022				AS OF 31 <sup>ST</sup> DECEMBER 2023			
	FULL TIME/ PART TIME	MEN	WOMAN	TOTAL	FULL TIME/ PART TIME	MEN	WOMAN	TOTAL
ITALY	FULL-TIME	387	121	508	FULL-TIME	357	105	462
	PART-TIME	2	5	7	PART-TIME	2	7	9
FRANCE	FULL-TIME	154	69	223	FULL-TIME	146	70	216
	PART-TIME	4	3	7	PART-TIME	4	2	6
SPAIN	FULL-TIME	149	50	199	FULL-TIME	150	51	201
	PART-TIME	4	0	4	PART-TIME	5	1	6
AUSTRALIA	FULL-TIME	25	1	26	FULL-TIME	21	1	22
	PART-TIME	1	0	1	PART-TIME	1	0	1
US	FULL-TIME	100	39	139	FULL-TIME	100	38	138
	PART-TIME	0	0	0	PART-TIME	0	0	0
<b>TOTAL</b>	<b>FULL-TIME</b>	<b>815</b>	<b>280</b>	<b>1,095</b>	<b>FULL-TIME</b>	<b>774</b>	<b>265</b>	<b>1,039</b>
	<b>PART-TIME</b>	<b>11</b>	<b>8</b>	<b>19</b>	<b>PART-TIME</b>	<b>12</b>	<b>10</b>	<b>22</b>

TOTAL NUMBER OF EMPLOYEES BY TYPE OF CONTRACT, GENDER AND REGION								
REGION	AS OF 31 <sup>ST</sup> DECEMBER 2022				AS OF 31 <sup>ST</sup> DECEMBER 2023			
	TYPE OF CONTRACT	MEN	WOMAN	TOTAL	TYPE OF CONTRACT	MEN	WOMAN	TOTAL
ITALY	PERMANENT	329	93	422	PERMANENT	353	106	459
	FIXED-TERM CONTRACT	60	33	93	FIXED-TERM CONTRACT	6	6	2
FRANCE	PERMANENT	145	67	212	PERMANENT	145	69	214
	FIXED-TERM CONTRACT	13	5	18	FIXED-TERM CONTRACT	5	3	206
SPAIN	PERMANENT	151	50	201	PERMANENT	154	52	8
	FIXED-TERM CONTRACT	2	0	2	FIXED-TERM CONTRACT	1	0	1
AUSTRALIA	PERMANENT	26	1	27	PERMANENT	22	1	23
	FIXED-TERM CONTRACT	6	1	7	FIXED-TERM CONTRACT	4	3	7
US	PERMANENT	100	38	138	PERMANENT	96	38	134
	FIXED-TERM CONTRACT	0	1	1	FIXED-TERM CONTRACT	4	0	4
<b>TOTAL</b>	<b>PERMANENT</b>	<b>751</b>	<b>249</b>	<b>1,000</b>	<b>PERMANENT</b>	<b>770</b>	<b>266</b>	<b>1,036</b>
	<b>FIXED-TERM CONTRACT</b>	<b>81</b>	<b>40</b>	<b>121</b>	<b>FIXED-TERM CONTRACT</b>	<b>20</b>	<b>12</b>	<b>32</b>

NUMBER OF NON-GUARANTEED HOURS EMPLOYEES, BROKEN DOWN BY GENDER AND REGION						
REGION	AS OF 31 <sup>ST</sup> DECEMBER 2022			AS OF 31 <sup>ST</sup> DECEMBER 2023		
	MEN	WOMAN	TOTAL	MEN	WOMAN	TOTAL
AUSTRALIA	6	1	7	4	3	7



## GRI 2-8: WORKERS WHO ARE NOT EMPLOYEES

OCCUPATIONAL CATEGORY	NUMBER OF EXTERNAL WORKFORCE (HC) BY OCCUPATIONAL CATEGORY AND GENDER					
	AS OF 31 <sup>ST</sup> DECEMBER 2022			AS OF 31 <sup>ST</sup> DECEMBER 2023		
	MEN	WOMAN	TOTAL	MEN	WOMAN	TOTAL
INTERNS	9	5	14	7	8	15
SELF-EMPLOYED WORKERS	1	1	2	1	1	2
TEMPORARY WORKERS	97	58	155	29	28	57
<b>TOTAL</b>	<b>107</b>	<b>64</b>	<b>171</b>	<b>37</b>	<b>37</b>	<b>74</b>

## GRI 2-21: ANNUAL TOTAL COMPENSATION RATIO

COMPANY	ANNUAL TOTAL COMPENSATION RATIO			
	RATIO OF THE ANNUAL TOTAL COMPENSATION FOR THE ORGANIZATION'S HIGHEST-PAID INDIVIDUAL TO THE MEDIAN ANNUAL TOTAL COMPENSATION FOR ALL EMPLOYEES (EXCLUDING THE AFOREMENTIONED PERSON)		RATIO OF THE PERCENTAGE INCREASE IN TOTAL ANNUAL REMUNERATION OF THE HIGHEST PAID PERSON AND THE AVERAGE PERCENTAGE INCREASE IN TOTAL ANNUAL REMUNERATION OF ALL EMPLOYEES (EXCLUDING THE AFOREMENTIONED PERSON)	
	2022	2023	2022-2023 <sup>20</sup>	
CREALIS S.P.A.	11.13	10.28	-0.02	
PE.DI S.R.L.	2.42	4.60	3.75	
SUPERCAP S.R.L.	3.79	3.58	0.50	
FRENCH ENTITIES <sup>21</sup>	2.15	2.40	-6.85	
RIVERCAP SA	5.15	5.31	-0.47	
ENOPLASTIC AUS	2.93	3.01	1.26	
MAVERICK ENTERPRISE	3.38	5.17	11.24	

## GRI 2-30: COLLECTIVE BARGAINING AGREEMENTS

	PERCENTAGE OF THE TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS	
	2022	2022
TOTAL NUMBER OF EMPLOYEES	1,121	1,068
NUMBER OF EMPLOYEES WITH COLLECTIVE BARGING AGREEMENTS	648	900
TOTAL (%)	84.6%	84.3%

<sup>20</sup> The ratio of the percentage increase in total annual remuneration of the highest paid person and the average increase for all other employees (2021-2022) is not provided due to the lack of available data for 2021.

<sup>21</sup> French entities: Rivercap France, Le Muselet Valentin, Sparflex S.A..



## GRI 401-1: NEW HIRES

TOTAL NUMBER AND RATE OF NEW EMPLOYEE HIRES BY AGE GROUP, GENDER AND REGION											
REGION	GENDER / AGE GROUP	AS OF 31 <sup>ST</sup> DECEMBER 2022					AS OF 31 <sup>ST</sup> DECEMBER 2023				
		<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	RATE BY GENDER	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	RATE BY GENDER
ITALY	MEN	38	68	11	117	30%	19	23	3	45	13%
	WOMAN	14	43	2	59	47%	4	10	2	16	14%
	TOTAL	52	111	13	176	34%	23	33	5	61	13%
	RATE BY AGE GROUP	55%	38%	10%	34%	-	28%	13%	4%	13%	-
FRANCE	MEN	19	13	14	46	29%	13	14	7	34	23%
	WOMAN	6	12	11	29	40%	4	6	6	16	22%
	TOTAL	25	25	25	75	33%	17	20	13	50	23%
	RATE BY AGE GROUP	86%	22%	29%	33%	-	61%	19%	15%	23%	-
SPAIN	MEN	3	8	0	11	7%	3	6	2	11	7%
	WOMAN	0	4	0	4	8%	1	3	0	4	8%
	TOTAL	3	12	0	15	7%	4	9	2	15	7%
	RATE BY AGE GROUP	30%	10%	0%	7%	-	33%	7%	3%	7%	-

TOTAL NUMBER AND RATE OF NEW EMPLOYEE HIRES BY AGE GROUP, GENDER AND REGION											
REGION	GENDER / AGE GROUP	AS OF 31 <sup>ST</sup> DECEMBER 2022					AS OF 31 <sup>ST</sup> DECEMBER 2023				
		<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	RATE BY GENDER	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	RATE BY GENDER
AUSTRALIA	MEN	6	7	1	14	44%	2	2	3	7	27%
	WOMAN	1	0	0	1	50%	3	0	0	3	75%
	TOTAL	7	7	1	15	44%	5	2	3	10	33%
	RATE BY AGE GROUP	100%	41%	10%	44%	-	83%	17%	25%	33%	-
US	MEN	1	2	0	3	3%	3	4	0	7	7%
	WOMAN	0	0	0	0	0%	0	1	0	1	3%
	TOTAL	1	2	0	3	2%	3	5	0	8	6%
	RATE BY AGE GROUP	2%	3%	0%	2%	-	7%	7%	0%	6%	-
TOTAL	MEN	67	98	26	191	23%	40	49	15	104	13%
	WOMAN	21	59	13	93	32%	12	20	8	40	14%
	TOTAL	88	157	39	284	25%	52	69	23	144	13%
	RATE BY AGE GROUP	48%	25%	12%	25%	-	31%	12%	7%	13%	-

## GRI 401-1: EMPLOYEE TURNOVER

TOTAL NUMBER AND RATE OF EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION											
REGION	GENDER / AGE GROUP	AS OF 31 <sup>ST</sup> DECEMBER 2022					AS OF 31 <sup>ST</sup> DECEMBER 2023				
		<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	RATE BY GENDER	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	RATE BY GENDER
ITALY	MEN	36	39	9	84	22%	28	38	9	75	21%
	WOMAN	13	19	4	36	29%	7	16	7	30	27%
	TOTAL	49	58	13	120	23%	35	54	16	105	22%
	RATE BY AGE GROUP	52%	20%	10%	23%	-	43%	21%	12%	22%	-
FRANCE	MEN	7	11	14	32	20%	14	18	10	42	28%
	WOMAN	1	8	7	16	22%	5	6	6	17	24%
	TOTAL	8	19	21	48	21%	19	24	16	59	27%
	RATE BY AGE GROUP	28%	17%	24%	21%	-	68%	22%	19%	27%	-
SPAIN	MEN	3	8	2	13	8%	2	3	4	9	6%
	WOMAN	0	3	3	6	12%	0	1	1	0	0%
	TOTAL	3	11	5	19	9%	2	4	5	11	5%
	RATE BY AGE GROUP	30%	9%	7%	9%	-	17%	3%	8%	5%	-

TOTAL NUMBER AND RATE OF EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION											
REGION	GENDER / AGE GROUP	AS OF 31 <sup>ST</sup> DECEMBER 2022					AS OF 31 <sup>ST</sup> DECEMBER 2023				
		<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	RATE BY GENDER	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	RATE BY GENDER
AUSTRALIA	MEN	7	7	2	16	50%	5	7	1	13	50%
	WOMAN	1	2	0	3	150%	1	0	0	1	25%
	TOTAL	8	9	2	19	56%	6	7	1	14	47%
	RATE BY AGE GROUP	114%*	53%	20%	56%	-	100%*	58%	8%	47%	-
US	MEN	1	2	0	3	3%	3	4	0	7	7%
	WOMAN	0	0	0	0	0%	0	2	0	2	5%
	TOTAL	1	2	0	3	2%	3	6	0	9	7%
	RATE BY AGE GROUP	2%	3%	0%	2%	-	7%	8%	0%	7%	-
TOTAL	MEN	54	67	27	148	18%	52	70	24	146	18%
	WOMAN	15	32	14	61	21%	13	25	14	50	18%
	TOTAL	69	99	41	209	19%	65	95	38	196	18%
	RATE BY AGE GROUP	38%	16%	13%	19%	-	39%	16%	12%	18%	-

\*The turnover rate of 100% or more is due to the reliance on casual workers, who are hired to meet fluctuating business needs. This flexible arrangement results in higher turnover, as workers are often employed on a short-term or seasonal basis



## GRI 403-9: WORK-RELATED INJURIES

WORK-RELATED INJURIES - EMPLOYEES				
NUMBER OF INCIDENTS	2022	RATE	2023	RATE <sup>22</sup>
TOTAL NUMBER OF FATALITIES AS A RESULT OF WORK-RELATED INJURY	0	0	0	0
TOTAL NUMBER OF HIGH-CONSEQUENCE WORK-RELATED INJURIES (EXCLUDING FATALITIES) <sup>23</sup>	0	0	1	0.6
TOTAL NUMBER OF RECORDABLE WORK-RELATED INJURIES	47	27.6	57	33.3

WORK-RELATED INJURIES - EXTERNAL WORKERS				
NUMBER OF INCIDENTS	2022	RATE	2023	RATE <sup>24</sup>
TOTAL NUMBER OF FATALITIES AS A RESULT OF WORK-RELATED INJURY	0	0	0	0
TOTAL NUMBER OF HIGH-CONSEQUENCE WORK-RELATED INJURIES (EXCLUDING FATALITIES) <sup>25</sup>	0	0	0	0
TOTAL NUMBER OF RECORDABLE WORK-RELATED INJURIES	7	7.5	12	14.9

TIME DATA - EMPLOYEES		
HOURS	2022	2023
HOURS WORKED	1,700,285.4	1,710,581.6
MULTIPLIER FOR CALCULATION	1,000,000	1,000,000

TIME DATA - EXTERNAL WORKERS		
HOURS	2022	2023
HOURS WORKED	187,668.7	160,963.7
MULTIPLIER FOR CALCULATION	200,000	200,000

<sup>22</sup> The injury rate was calculated as the ratio of the total number of injuries to the total number of hours worked, using a multiplication factor of 1,000,000. Data also include injuries on the commute only in cases where the transport was managed by the organization.

<sup>23</sup> Occupational injuries leading to damages from which the employee cannot recover, does not recover or it is unrealistic to expect to make a full recovery to the state of health prior to the injury within 6 months.

<sup>24</sup> The injury rate was calculated as the ratio of the total number of injuries to the total number of hours worked, using a multiplication factor of 200,000. Data also include injuries on the commute only in cases where the transport was managed by the organization.

<sup>25</sup> Occupational injuries leading to damages from which the employee cannot recover, does not recover or it is unrealistic to expect to make a full recovery to the state of health prior to the injury within 6 months.

## GRI 404-1: AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE<sup>26</sup>

HOURS OF TRAINING BY EMPLOYEE CATEGORY <sup>27</sup>		
EMPLOYEE CATEGORY	AS OF 31 <sup>ST</sup> DECEMBER 2022	AS OF 31 <sup>ST</sup> DECEMBER 2023
EXECUTIVES	231.0	70.0
MANAGERS	1,295.0	926.5
WHITE COLLARS	3,388.0	3,325.5
BLUE COLLARS	5,489.0	3,405.0
<b>TOTAL</b>	<b>10,403.0</b>	<b>7,727.0</b>

AVERAGE HOURS OF TRAINING BY EMPLOYEE CATEGORY <sup>28</sup>		
EMPLOYEE CATEGORY	AS OF 31 <sup>ST</sup> DECEMBER 2022	AS OF 31 <sup>ST</sup> DECEMBER 2023
EXECUTIVES	33.0	10.0
MANAGERS	25.9	18.5
WHITE COLLARS	18.6	19.1
BLUE COLLARS	11.0	7.3
<b>TOTAL</b>	<b>14.1</b>	<b>11.1</b>

HOURS OF TRAINING BY GENDER		
GENDER	AS OF 31 <sup>ST</sup> DECEMBER 2022	AS OF 31 <sup>ST</sup> DECEMBER 2023
MEN	15,382.0	8,482.5
WOMEN	5,001.0	3,864.0
<b>TOTAL</b>	<b>20,383.0</b>	<b>12,346.5</b>

AVERAGE HOURS OF TRAINING BY GENDER		
GENDER	AS OF 31 <sup>ST</sup> DECEMBER 2022	AS OF 31 <sup>ST</sup> DECEMBER 2023
MEN	19.2	11.1
WOMEN	17.4	14.1
<b>TOTAL</b>	<b>18.8</b>	<b>11.9</b>

<sup>26</sup> Note that data on training hours does not include Enoplastic Aus as the company has not been tracking training hours so far. Moreover,

<sup>27</sup> Note that the breakdown of training hours by professional category is not available for Crealis S.p.A., thus the total hours reported in table "Hours of training by employee category" are not the same as total hours reported in table "Hours of training by gender".

<sup>28</sup> Note that the breakdown of training hours by professional category is not available for Crealis S.p.A., thus the total average hours reported in table "Average hours of training by employee category" are not the same as the total average hours reported in table "Average hours of training by gender".



## CYBERSECURITY TRAINING<sup>29</sup>

PERCENTAGE OF EMPLOYEES THAT FOLLOWED CYBERSECURITY TRAINING BY REGION	
REGION	2023
ITALY	71.2%
FRANCE	72.5%
SPAIN	91.4%
US	73.7%
AUSTRALIA	37.5%

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

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS BY GENDER AND BY EMPLOYEE CATEGORY						
EMPLOYEE CATEGORY	AS OF 31 <sup>ST</sup> DECEMBER 2022			AS OF 31 <sup>ST</sup> DECEMBER 2023		
	MEN	WOMAN	TOTAL	MEN	WOMAN	TOTAL
EXECUTIVES	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
MANAGERS	81.6%	95.7%	86.1%	90.7%	95.0%	91.9%
WHITE COLLARS	38.5%	52.3%	44.6%	39.5%	51.4%	45.0%
BLUE COLLARS	30.9%	38.1%	32.3%	31.3%	42.7%	33.5%
TOTAL	36.2%	48.8%	39.4%	37.7%	50.7%	41.1%

<sup>29</sup> Note that data for 2022 is not available, as no security awareness campaigns were conducted across the Group during that year.

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

PERCENTAGE OF EMPLOYEES BY EMPLOYEE CATEGORY AND GENDER						
EMPLOYEE CATEGORY	AS OF 31 <sup>ST</sup> DECEMBER 2022			AS OF 31 <sup>ST</sup> DECEMBER 2023		
	MEN	WOMAN	TOTAL	MEN	WOMAN	TOTAL
EXECUTIVES	76%	24%	2%	75%	25%	1%
MANAGERS	68%	32%	6%	73%	27%	7%
WHITE COLLARS	56%	44%	22%	54%	46%	23%
BLUE COLLARS	80%	20%	70%	81%	19%	69%
TOTAL	74%	26%	-	74%	26%	-

PERCENTAGE OF EMPLOYEES BY EMPLOYEE CATEGORY AND AGE GROUP								
REGION	AS OF 31 <sup>ST</sup> DECEMBER 2022				AS OF 31 <sup>ST</sup> DECEMBER 2023			
	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL
EXECUTIVES	6%	47%	47%	2%	0%	0%	69%	1%
MANAGERS	3%	71%	26%	6%	3%	3%	30%	7%
WHITE COLLARS	12%	60%	28%	22%	12%	12%	27%	23%
BLUE COLLARS	19%	53%	28%	70%	18%	18%	31%	69%
TOTAL	16%	56%	28%	-	16%	54%	30%	-

### TOTAL NUMBER OF PROTECTED CATEGORIES BY EMPLOYEE CATEGORY AND GENDER

EMPLOYEE CATEGORY	AS OF 31 <sup>ST</sup> DECEMBER 2022			AS OF 31 <sup>ST</sup> DECEMBER 2023		
	MEN	WOMAN	TOTAL	MEN	WOMAN	TOTAL
EXECUTIVES	-	-	-	-	-	-
MANAGERS	1	1	2	2	-	2
WHITE COLLARS	2	1	3	3	1	4
BLUE COLLARS	20	8	28	24	9	33
<b>TOTAL</b>	<b>23</b>	<b>10</b>	<b>33</b>	<b>29</b>	<b>10</b>	<b>39</b>

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

EMPLOYEE CATEGORY	AS OF 31 <sup>ST</sup> DECEMBER 2022			AS OF 31 <sup>ST</sup> DECEMBER 2023		
	MEN	WOMAN	TOTAL	MEN	WOMAN	TOTAL
EXECUTIVES	0%	0%	0%	0%	0%	0%
MANAGERS	2%	4%	3%	4%	0%	3%
WHITE COLLARS	1%	1%	1%	2%	1%	2%
BLUE COLLARS	3%	5%	4%	4%	6%	4%
<b>TOTAL</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>4%</b>	<b>4%</b>	<b>4%</b>

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

EMPLOYEE CATEGORY	RATIO OF BASIC SALARY OF WOMEN TO MEN			
	2022		2023	
	BASIC SALARY	REMUNERATION	BASIC SALARY	REMUNERATION
EXECUTIVES	0.69	0.48	0.66	0.59
MANAGERS	0.97	0.98	1.00	0.98
WHITE COLLARS	0.91	0.90	0.83	0.82
BLUE COLLARS	0.91	0.89	0.96	0.94
<b>TOTAL</b>	<b>0.96</b>	<b>0.93</b>	<b>0.95</b>	<b>0.92</b>

### ABSENTEEISM RATE

COMPANY	RATE OF EMPLOYEE ABSENTEEISM DURING THE REPORTING PERIOD	
	2022	2023
CREALIS S.P.A.	8.55%	6.66%
PE.DI S.R.L.	4.41%	1.67%
SUPERCAP S.R.L.	5.17%	3.26%
LE MUSELET VALENTIN	7.57%	5.23%
RIVERCAP FRANCE	4.09%	4.71%
SPARFLEX S.A.	8.42%	8.44%
RIVERCAP SA	6.55%	6.78%
ENOPLASTIC AUS	1.77%	1.59%
MAVERICK ENTERPRISE	6.15%	4.23%



# 6.3. GRI CONTENT INDEX

GRI CONTENT INDEX	
<b>STATEMENT OF USE</b>	Crealis S.p.A. has reported the information cited in this GRI Content Index for the period January 1st 2023 - December 31st 2023 with reference to the GRI Standards.
<b>GRI 1 USED</b>	GRI 1: Foundation 2021

GRI STANDARDS	DISCLOSURE	LOCATION
<b>GENERAL DISCLOSURES</b>		
<b>GRI 2: GENERAL DISCLOSURES (2021)</b>	2-1 Organizational details	4, 7-8
	2-2 Entities included in the organization's sustainability reporting	4
	2-3 Reporting period, frequency and contact point	4
	2-4 Restatements of information	4
	2-5 External assurance	4
	2-6 Activities, value chain and other business relationships	11-15, 19-22
	2-7 Employees	35-36, 40-41, 64

GRI STANDARDS	DISCLOSURE	LOCATION
<b>GENERAL DISCLOSURES</b>		
<b>GRI 2: GENERAL DISCLOSURES (2021)</b>	2-8 Workers who are not employees	65
	2-9 Governance structure and composition	9
	2-21 Annual total compensation ratio	65
	2-22 Statement on sustainable development strategy	3
	2-27 Compliance with laws and regulations	59
	2-28 Membership associations	21, 22
	2-29 Approach to stakeholder engagement	19 - 20
	2-30 Collective bargaining agreements	42, 65
<b>MATERIAL TOPICS</b>		
<b>GRI 3: MATERIAL TOPICS (2021)</b>	3-1 Process to determine material topics	23, 56-58
	3-2 List of material topics	23
<b>BUSINESS CONDUCT, ETHICS &amp; INTEGRITY</b>		
<b>GRI 3: MATERIAL TOPICS (2021)</b>	3-3 Management of material topics	51-52
<b>GRI 205: ANTI-CORRUPTION (2016)</b>	205-3 Confirmed incidents of corruption and actions taken	51-52, 60
<b>RESPONSIBLE &amp; RESILIENT SUPPLY CHAIN MANAGEMENT</b>		
<b>GRI 3: MATERIAL TOPICS (2021)</b>	3-3 Management of material topics	53-54



GRI STANDARDS	DISCLOSURE	LOCATION
<b>CLIMATE CHANGE &amp; ENERGY MANAGEMENT</b>		
<b>GRI 3: MATERIAL TOPICS (2021)</b>	3-3 Management of material topics	25-27
<b>GRI 302: ENERGY (2016)</b>	302-1 Energy consumption within the organization	26, 61
<b>GRI 305: EMISSIONS (2016)</b>	305-1 Direct (Scope 1) GHG emissions	27, 62
	305-2 Energy indirect (Scope 2) GHG	27, 62
<b>POLLUTION</b>		
<b>GRI 3: MATERIAL TOPICS (2021)</b>	3-3 Management of material topics	28
<b>GRI 305: EMISSIONS (2016)</b>	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	28, 62
<b>CIRCULAR ECONOMY, SUSTAINABLE DESIGN &amp; WASTE MANAGEMENT</b>		
<b>GRI 3: MATERIAL TOPICS (2021)</b>	3-3 Management of material topics	29-31
<b>GRI 301: MATERIALS (2016)</b>	301-1 Materials used by weight and volume	61
<b>GRI 306: WASTE (2020)</b>	306-3 Waste generated	31, 62
	306-4 Waste diverted from disposal	31, 63
	306-5 Waste directed to disposal	31, 63
<b>WATER STEWARDSHIP</b>		
<b>GRI 3: MATERIAL TOPICS (2021)</b>	3-3 Management of material topics	32-33

GRI STANDARDS	DISCLOSURE	LOCATION
<b>BIODIVERSITY PROTECTION</b>		
<b>GRI 3: MATERIAL TOPICS (2021)</b>	3-3 Management of material topics	32-33
<b>WORKING CONDITIONS, HEALTH, SAFETY &amp; WELL-BEING</b>		
<b>GRI 3: MATERIAL TOPICS (2021)</b>	3-3 Management of material topics	40-45
<b>GRI 401: EMPLOYMENT (2016)</b>	401-1 New employee hires and employee turnover	66-67
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2016)</b>	403-1 Occupational health and safety management system	43-45
	403-3 Occupational health services	43-45
	403-4 Worker participation, consultation, and communication on occupational health and safety	43-45
	403-6 Promotion of worker health	43-45
	403-9 Work-related injuries	45, 68
<b>DIVERSITY, INCLUSION &amp; TALENT MANAGEMENT</b>		
<b>GRI 3: MATERIAL TOPICS (2021)</b>	3-3 Management of material topics	35-39
<b>GRI 404: TRAINING AND EDUCATION (2016)</b>	404-1 Average hours of training per year per employee	38, 69
	404-3 Percentage of employees receiving regular performance and career development reviews	39, 70
<b>405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES</b>	405-1 Diversity of governance bodies and employees	35-36, 60, 70-71
<b>405-2 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN</b>	405-2 Ratio of basic salary and remuneration of women to men	37, 71



GRI STANDARDS	DISCLOSURE	LOCATION
<b>RESPECT FOR HUMAN RIGHTS</b>		
<b>GRI 3: MATERIAL TOPICS (2021)</b>	3-3 Management of material topics	41
<b>CUSTOMERS AND END-USERS</b>		
<b>GRI 3: MATERIAL TOPICS (2021)</b>	3-3 Management of material topics	46
<b>COMMUNITY RELATIONSHIP &amp; IMPACT</b>		
<b>GRI 3: MATERIAL TOPICS (2021)</b>	3-3 Management of material topics	47-49