



SUSTAINABILITY REPORT

2025

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0.1



LETTER TO STAKEHOLDERS

DEAR STAKEHOLDERS,

ALUBERG IS ACTIVELY PURSUING ITS PATH TOWARDS SUSTAINABLE TRANSFORMATION, CHARACTERIZED BY A HIGH SENSE OF RESPONSIBILITY, STRATEGIC AMBITION, AND OPERATIONAL TRANSPARENCY.

Anchored in the direction set by our Strategic Sustainability Plan, we have advanced with purpose and clarity. From 2024, the electricity needed to power all our operations has come exclusively from renewable energy sources: a milestone that reflects both our environmental responsibility and our forward-looking vision. We have formally joined the United Nations Global Compact, reinforcing our alignment with universally recognized sustainability principles. In parallel, the improvement of our EcoVadis sustainability rating stands as a testament to our progress in integrating environmental, social, and governance criteria across our business. We also officially committed a near-term reduction target to the Science Based Targets initiative (SBTi), through which we will adopt science-driven climate targets that align with the global decarbonization agenda.

Our sustainability strategy extends well beyond environmental performance alone. Increasingly, we are focusing on the ESG integrity of our supply chain. This has prompted the launch of a structured review of our procurement policies, aimed at embedding formal sustainability criteria into supplier selection and qualification processes.

We recognize that sustainable progress emerges through collaboration, continuous learning, and mutual trust. The report we are pleased to present is not only a reflection of the milestones we have reached—it is also a forward-looking commitment to the path we are forging.

Thank you for being part of this evolving journey.

Warm regards,

Riccardo Spolaor CEO,

Aluberg S.p.A.



0.2 HIGHLIGHTS



SUSTAINABILITY highlights

13

Material topics identified

18

External stakeholders involved in the materiality analysis

3

Pillars of the Strategic Sustainability Plan

26

Initiatives of the Strategic Sustainability Plan

13

Initiatives already completed

126,622 VS 117,630

Total energy consumption 2025 vs 2024 (GJ)

4.06 VS 6.01

Water consumption 2025 vs 2024 (ML)

100%

Percentage of electricity purchased from certified renewable sources

1,978.1 VS 1,727.57

Waste generated 2025 vs 2024 (tons)

1,730.2 VS 1,502.81

Non-hazardous waste 2025 vs 2024 (tons)

178,475.89

VS 157,069.39

Scope 1, 2, 3 emissions 2025 vs 2024 (tCO₂eq)

1,525 VS 1,510

Emission intensity 2025 vs 2024 (tCO₂eq /M€)

100%

% of employees covered by the applicable National Collective Labour Agreement (CCNL)

100%

% of employees and non-employees covered by the Occupational Health and Safety Management System

158 VS 153

Number of employees in 2025 vs 2024

13

Number of new employees

5% VS 8%

Turnover rate in 2025 vs 2024

9.7

Average training hours per employee in 2025

0

Recordable work-related injury rate in 2025

100%

% of suppliers that must acknowledge the Company's Supplier Code of Conduct

0

Number of cases of non-compliance with laws and regulations in 2025

29

Number of suppliers assessed based on ESG criteria in 2025

117,114,685 €

VS 104,563,338 €

Economic value generated in 2025 vs 2024 (+12%)

90.6%

VS 83.2%

% of economic value distributed relative over generated value in 2025 vs 2024



SOCIAL highlights



ENVIRONMENTAL highlights



GOVERNANCE highlights

0.3

METHODOLOGICAL NOTE



A dedicated point of contact is available for any enquiries or clarifications about this Sustainability Report at the following email address: **paolo.ronzoni@aluberg.it**.

THIS SUSTAINABILITY REPORT PRESENTS THE ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) PERFORMANCE OF **ALUBERG S.P.A.** (HEREINAFTER "ALUBERG" OR "THE COMPANY"). THE SCOPE OF THE REPORT DOES NOT INCLUDE THE PARENT COMPANY FIBAUME S.R.L.

The reporting perimeter refers exclusively to Aluberg S.p.A. and its operational headquarters located at Via Rebecchi 1/2/3, 24060 Bagnatica (BG), Italy, and covers the fiscal period **1 January 2025 - 31 December 2025**.

Aluberg drafts and publishes this Sustainability Report voluntarily, as it is not subject to mandatory non-financial reporting requirements. This decision reflects the Company's proactive commitment to transparency, accountability, and continuous improvement in its environmental and social performance, as well as its intention to strengthen dialogue with stakeholders.

This Sustainability Report has been prepared based on the **Global Reporting Initiative (GRI) Standards**, updated as of 1 January 2023, and follows the *with reference to* option.

The selection of the information disclosed is based on the results of the materiality assessment conducted by the Company in accordance with the methodology and principles set out in GRI 3 - Material Topics. Topics included in the Report reflect those deemed most significant for the Company and its stakeholders.

Wherever possible, data are presented using measured values rather than estimates and are collected to ensure accuracy, reliability and comparability with previous reporting periods.

Where applicable, restatements of previously reported information are identified with a specific notation adjacent to the restated figures, together with an explanation of the reasons for the restatement.

This Sustainability Report has not been subjected to external assurance.

The document has been officially approved by the Board of Directors on 29/05/2026.



1.1

Origins and development

1.2

Value chain: from raw materials to final products

1.3

Product portfolio

1.4

The sustainable evolution of our offer

1.5

Associations for compliance and development

A HISTORY OF
CONSTANT
INNOVATION

1.1



40
YEARS
of history

Through its international presence, Aluberg combines local sensitivity with international reach, enabling customised primary-packaging solutions backed by rigorous in-house testing and quality control.

ORIGINS AND DEVELOPMENT

SINCE ITS FOUNDATION IN 1985, ALUBERG S.P.A. HAS SPECIALISED IN THE PRODUCTION OF **HIGH-TECHNOLOGY PACKAGING MATERIALS** INCLUDING ALUMINIUM FOIL, PLASTIC FILM AND FLEXIBLE LAMINATES DELIVERED TO A DIVERSE RANGE OF END-MARKETS.

Over more than four decades, the Company has maintained a primary focus on research and development, continuous process innovation, and the deployment of advanced manufacturing equipment, thereby ensuring **high levels of efficiency, productivity and product quality**.

Today, Aluberg is particularly focused on the **pharmaceutical sector**, supplying high-quality packaging solutions to major international and Italian pharmaceutical companies.



ecovadis

Ecovadis Bronze Medal (January 2025) and Ecovadis Silver Medal (February 2026).

United Nations Global Compact

Alignment to the **UN Global Compact principles**.

Achievement of the **UNI PdR 125 Certification** for corporate commitment to gender equality.

cdp

Recognition of a **B score** by CDP.

Update of the **Procurement Procedure with the introduction of ESG criteria** for the evaluation of suppliers.

Submission of the carbon emission reduction strategy to the **Science Based Targets Initiative (SBTi)**.

Publication of the second **Sustainability Report** on ESG performance of FY 2024.

1.2

VALUE CHAIN:
FROM RAW
MATERIALS TO
FINAL PRODUCTS



78.6%

OF SERVED
MARKETS:
pharmaceutical

Aluberg combines *technical excellence, flexibility and strict quality control* to meet the needs of different industries, while ensuring compliance with regulatory and market standards.

FROM MATERIAL SELECTION TO FINAL DELIVERY, EACH STEP IS DESIGNED TO MINIMISE RISKS, GUARANTEE PRODUCT INTEGRITY AND SUPPORT SAFE AND RESPONSIBLE PACKAGING SOLUTIONS.



1. UPSTREAM

RAW MATERIALS AND PROCUREMENT

Aluberg’s production activities rely on a set of **key raw materials** essential for manufacturing high-performance packaging solutions, such as aluminium coils, plastic films in reel, adhesives, inks, solvents, paints and resins.

PROCUREMENT PROCESS

- Supplier qualification and ESG assessment.
- Verification of the Certificate of Analysis (CoA) and technical specifications.

2. OWN OPERATIONS

COMMERCIAL & DESIGN

- Collection of customer requirements.
- Product data sheet and offer preparation.
- Technical development and validation.

PLANNING

- Production planning.
- Purchase order management and sourcing.
- Monitoring supplier delivery performance.

PRODUCTION

- **Material integrity check**
Rigorous verification of the CoA ensures that each aluminium coil and film meets safety and performance criteria.
- **Controlled processing**
Only validated materials proceed to coating and lamination processes, carried out with technologies that reduce defects and improve barrier characteristics.
- **Precision slitting and inspection**
Tailored slitting transforms master rolls into specific formats, followed by detailed inspections of flatness, edge quality and dimensional accuracy.
- **Certified final output**
Every finished product is accompanied by a CoA confirming its compliance with regulatory standards and customer requirements.

RAW MATERIAL DELIVERY

Quality control analyzes the CoA

RAW MATERIAL IN

Quality control on Raw Material

COATING & LAMINATION

Quality control on Master Roll

SLITTING

Quality control on Slit Material

FINISHED PRODUCT PACKAGING

CERTIFICATE OF ANALYSIS

3. DOWNSTREAM

SERVED MARKETS

- Pharmaceutical - **78.6%**
- Dairy Products - **16.1%**
- Wine Capsules - **4.7%**
- Others (coffee capsules, cheese foils) - **0.6%**

CUSTOMER SUPPORT

- Technical assistance.
- Complaint management.

1.3

PRODUCT PORTFOLIO



PHARMACEUTICAL

Packaging for tablets, capsules and other dosage forms requiring high-barrier, moisture and light-resistant materials. Aluberg's aluminium foil ensures stability, sterility and extended shelf life.

The product portfolio includes lacquered aluminium for blister applications and aluminium laminates for ColdForm, as well as packaging solutions suitable for different end uses.



DAIRY PRODUCTS AND CHEESE FOIL

Packaging solutions that preserve freshness, prevent contamination and protect sensitive food products from oxygen, moisture and light, especially for milk, cheese and other dairy items.



WINE CAPSULES

Laminated films and foils used for sealing wine bottles, providing barrier and decorative properties, while ensuring compatibility with bottle necks and sealing systems.



COFFEE CAPSULES

High-barrier flexible laminates that maintain aroma, freshness and product integrity, suitable for capsule-based coffee packaging and compatible with sealing and filling requirements.



1.4

THE SUSTAINABLE EVOLUTION OF OUR OFFER



-50%
PLASTIC
content in
final product

Continuous investment in research, development and innovation represents a strategic driver for the progressive enhancement of the sustainability profile of Aluberg's products.

ALL RESEARCH AND DEVELOPMENT ACTIVITIES ARE MANAGED INTERNALLY AND GOVERNED BY DEDICATED PROCEDURES THAT ENSURE STRUCTURED CONTROL, VERIFICATION AND VALIDATION PROCESSES, GUARANTEEING TRACEABILITY AND ALIGNMENT WITH THE COMPANY'S QUALITY AND SUSTAINABILITY STANDARDS.

PVC-free Solutions

Over the years, the Company has developed innovative technical solutions aimed at eliminating the use of materials such as PVC, which is recognised as challenging to recycle. In this context, Aluberg has adopted alternative materials, including Polypropylene (PP) and Polyethylene (PE), selected for their favourable technical and physical properties as well as their improved recyclability.

These innovations have enabled a reduction of plastic content in the final product of approximately 50%, alongside a decrease in the thickness of the HSL lacquer applied, resulting in lower raw material consumption while maintaining unchanged performance standards.

In parallel, the optimisation of linear footage per reel has further contributed to reducing overall material usage, reinforcing the Company's commitment to resource efficiency and eco-design principles.



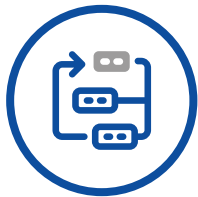
Life Cycle Impacts of conventional vs PVC-free blisters

In order to scientifically assess the environmental performance of the solutions developed, Aluberg carried out a comparative Life Cycle Assessment (LCA) study in collaboration with the Politecnico di Milano university. The analysis compared the environmental impacts associated with a conventional blister and an innovative PVC-free blister solution.

The results highlighted that the most significant environmental benefits of the innovative blister are achieved during the end-of-life phase, primarily due to its enhanced recyclability. In particular, the recycling benefits associated with the PVC-free blister are approximately 33% higher than those of the conventional solution.

The improved recycling performance, driven by a higher aluminium content, contributes to a reduction in overall environmental burdens, partially offsetting the higher negative effects observed during the production phase and confirming the effectiveness of the eco-design approach adopted by the Company.

1.5 ASSOCIATIONS FOR COMPLIANCE AND DEVELOPMENT



Aluberg actively participates in several sectoral associations to **strengthen collaboration within the industry and to remain aligned with technological, regulatory and market developments.**



A national organisation representing **Italian manufacturing companies**, supporting their competitiveness through advocacy activities and shared initiatives aimed at improving industrial performance.



The **European reference body for the aluminium foil industry**. Aluberg's participation reflects its commitment to industry best practices and its interest in contributing to European-level dialogue on market trends and innovation.



The association that brings together **over 85 manufacturers of flexible packaging across Europe**. Through FPE, the sector's interests are represented before European institutions, ensuring that regulatory frameworks reflect the needs and dynamics of the industry.



WE SUPPORT United Nations Global Compact

Aluberg formally aligned to the principles of the United Nations Global Compact in **February 2025**, confirming its commitment to responsible business conduct and internationally recognised sustainability principles.



2.1

Engaging our stakeholders

2.2

Materiality analysis

2.3

The Sustainability Strategy

2.4

Validated proof of our commitment

02

THE SUSTAINABLE
EVOLUTION OF
THE COMPANY

2.1

ENGAGING OUR STAKEHOLDERS

CATEGORIES of stakeholders



ALUBERG MAINTAINS A **STRUCTURED AND ONGOING DIALOGUE** WITH ITS KEY STAKEHOLDERS, ADOPTING TAILORED ENGAGEMENT PRACTICES THAT ENSURE TRANSPARENCY, COLLABORATION AND SHARED VALUE CREATION.

Employees are engaged through the regular sharing of Company results, training initiatives and dedicated onboarding programmes for new hires; these activities aim to promote professional development, ensure workplace wellbeing and foster a cohesive and informed organisational culture.

Moreover, **employees' trade unions** are involved through periodic meetings focused on the discussion of specific issues raised by employees.



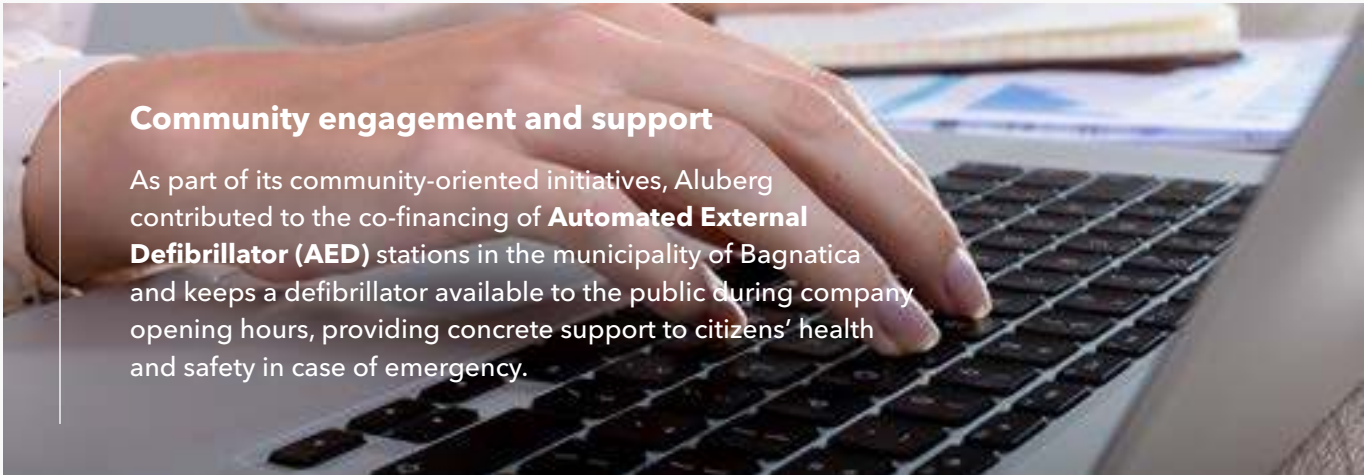
Suppliers of raw materials, services and technologies are involved through ad hoc meetings, engagement initiatives and in-person audits, with the overarching objective of ensuring the reliability, quality and sustainability of the supply chain.



Clients are supported through a dedicated customer care service, designed to guarantee high satisfaction levels, promptly address needs and strengthen long-term trust.



The **communities and territorial entities** in the areas where Aluberg operates, together with associations, are engaged via meetings and interactions with representatives of local organisations, alongside communication through social networks; these activities contribute to local development, understanding community expectations and critical issues that may arise due to the Company's industrial activity.



Community engagement and support

As part of its community-oriented initiatives, Aluberg contributed to the co-financing of **Automated External Defibrillator (AED)** stations in the municipality of Bagnatica and keeps a defibrillator available to the public during company opening hours, providing concrete support to citizens' health and safety in case of emergency.

Authorities and institutions at regional, provincial and municipal level, as well as universities, are involved through dedicated meetings, institutional partnerships and compliance-focused checks concerning safety and environmental requirements, ensuring full regulatory alignment and constructive institutional collaboration.

Certification bodies are engaged through consolidated and transparent relationships based on long-standing cooperation. Interaction with these stakeholders focuses primarily on compliance with contractual requirements, certification standards and audit protocols, supporting the effectiveness and continuous improvement of management systems.

Industry associations are engaged to ensure alignment with regulatory developments and sector dynamics. Participation in these organisations is based on responsible communication practices, respect for agreed commercial terms and a continuous focus on product and service quality.

Financial institutions are engaged through periodic financial reporting and updates published on the institutional website, with the purpose of maintaining transparent financial relations and supporting long-term business stability.

Finally, **national, international and local media** are reached through the corporate website and social media channels, with the goal of ensuring accurate, timely communication about Aluberg's activities.



2.2

MATERIALITY ANALYSIS



13
MATERIAL
topics

In line with the requirements of GRI 3 – Material Topics, Aluberg implemented a structured, transparent and participatory process to identify and define its material topics, ensuring that the Sustainability Report accurately reflects the most significant economic, environmental and social impacts generated by the Company and along its value chain.



The objective of the materiality analysis

To identify the sustainability topics most relevant to Aluberg and its stakeholders, ensuring that the Company's strategic priorities and reporting practices reflect the issues with the greatest environmental, social and economic impact.

As part of the preparation for the 2025 fiscal year reporting, the materiality analysis was updated between December 2025 and January 2026. The process was developed through several complementary steps. The Company carried out an extensive **context analysis**, drawing on insights related to the Company's business development, a benchmark of good practices within the industry, market and regulatory evolutions. This analytical phase enabled the preparation of an initial list of **actual and potential impacts, both positive and negative**, associated with Aluberg's activities and its value chain.

This list was subsequently examined and validated during a dedicated **workshop involving the Company's top management**, who assessed each impact based on its **likelihood** of occurrence and its **severity**. Further details on the identified impacts can be found in the Annex of the present Report.

In parallel with these activities, Aluberg **shared a dedicated questionnaire with both internal and external stakeholders**, with the objective of gathering insights and perceptions on the impacts generated by Aluberg's activities, including both positive and negative effects along the value chain.

The inputs received provided additional perspectives on how the Company's operations are perceived in relation to sustainability and supported the overall understanding of actual and potential impacts identified through the materiality analysis. The questionnaire collected 37 answers in total, 18 of which came from external stakeholders.



The process resulted in the identification of **13 material topics**, which guide Aluberg's sustainability strategy and define the scope and content of this report.

- | | | |
|---|--------------------------------------|--------------------------------|
| ENERGY MANAGEMENT | TRAINING AND SKILLS DEVELOPMENT | RESPONSIBLE BUSINESS PRACTICES |
| EMISSIONS AND CLIMATE CHANGE | HEALTH AND SAFETY OF END USERS | BUSINESS ETHICS AND INTEGRITY |
| RAW MATERIALS AND CIRCULAR ECONOMY | OCCUPATIONAL HEALTH AND SAFETY | |
| POLLUTION | MANAGEMENT AND PROTECTION OF WORKERS | |
| WASTE MANAGEMENT | DIVERSITY AND INCLUSION | |
| BIODIVERSITY AND PROTECTION OF LIVING ORGANISMS | | |

2.3



26
INITIATIVES

13
INITIATIVES
already
implemented
and completed

8
STRATEGIC
areas

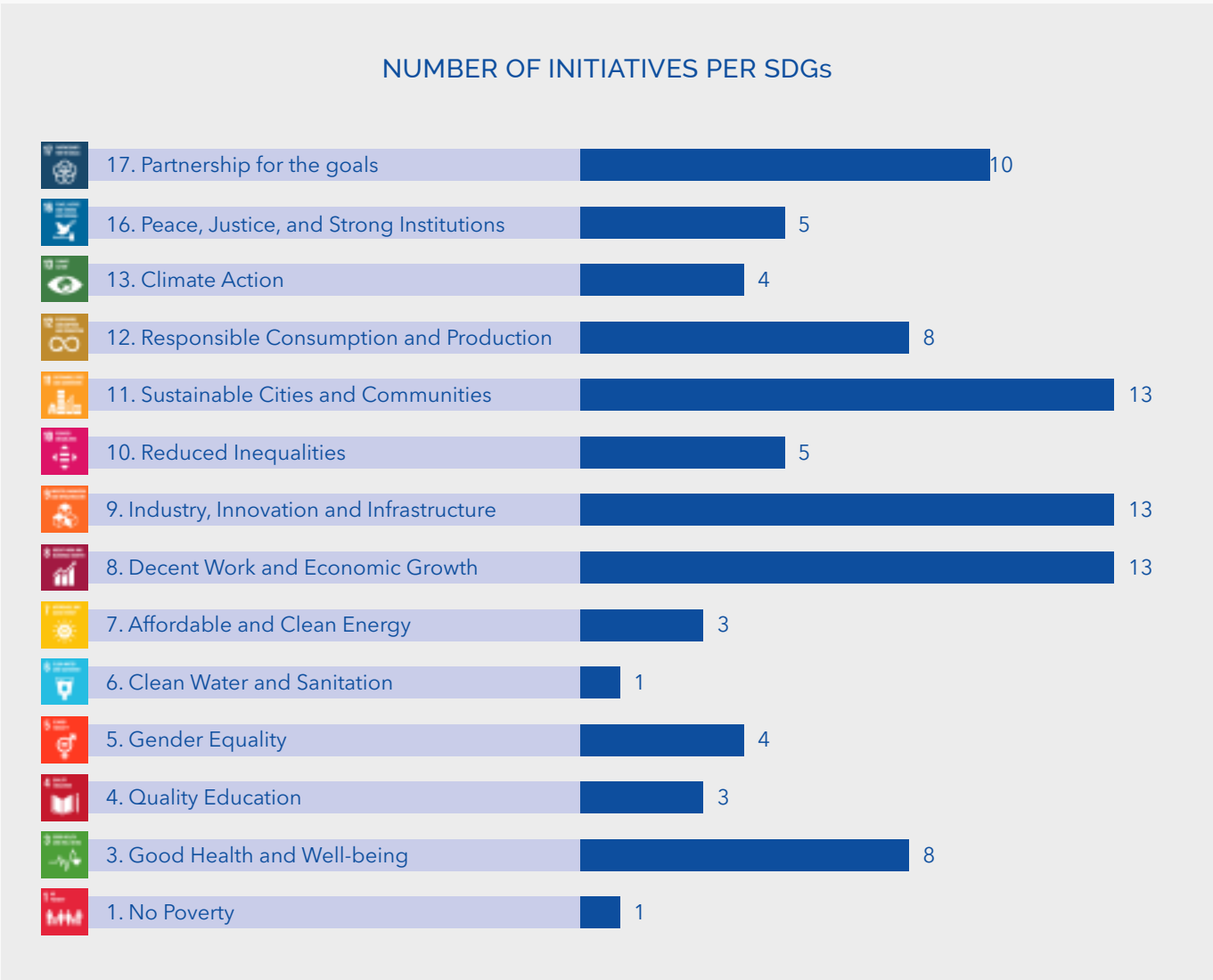
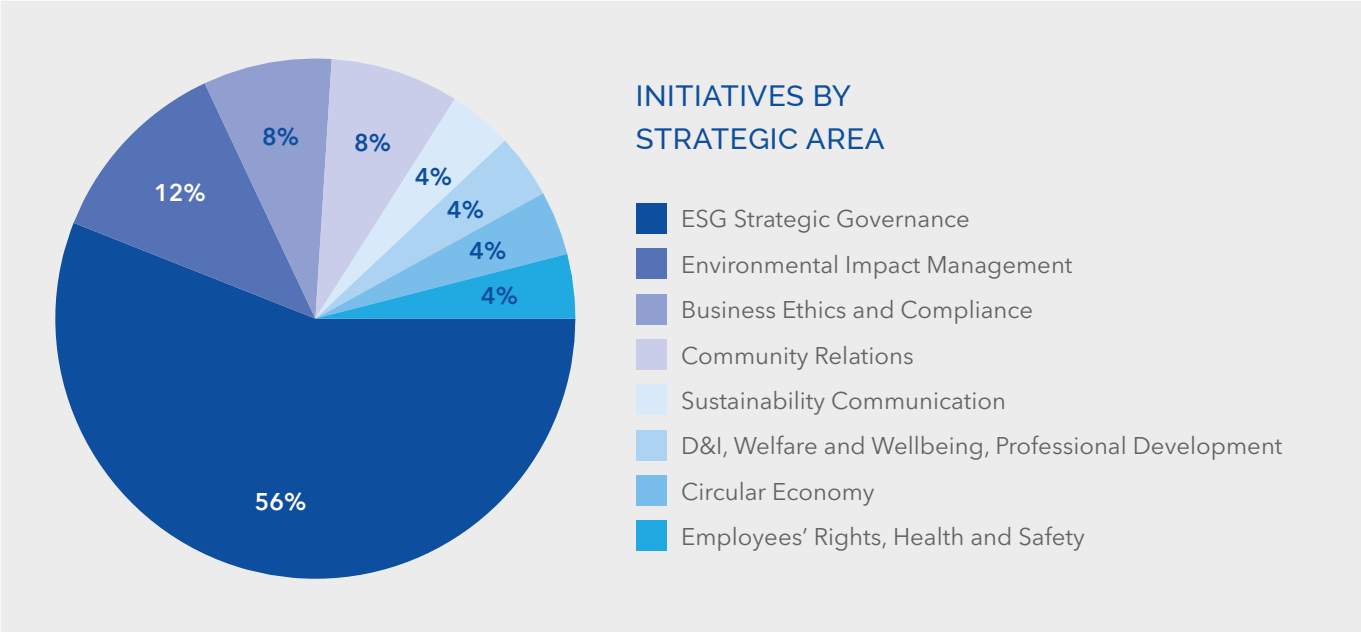
THE SUSTAINABILITY STRATEGY

ALUBERG’S COMMITMENT TO SUSTAINABLE DEVELOPMENT WAS STRENGTHENED IN 2024 WITH THE FORMAL ADOPTION OF ITS **STRATEGIC SUSTAINABILITY PLAN**, A FRAMEWORK THAT GUIDES THE COMPANY’S MEDIUM AND LONG-TERM ACTIONS ACROSS THE THREE ESG DIMENSIONS: ENVIRONMENTAL, SOCIAL AND GOVERNANCE.

Building on the material topics identified through the materiality assessment conducted as part of the 2023 sustainability reporting process, the Company developed a strategy informed by stakeholder expectations as well as by evolving regulatory requirements and market demands.

Organised into **Strategic Areas** and related **Initiatives**, the Plan translates Aluberg’s sustainability vision into a focused set of actions. Each Initiative is supported by measurable KPIs and performance targets, aligned with the material topics and the **United Nations Sustainable Development Goals (SDGs)**.

The Strategic Sustainability Plan covers the **2025-2027** period, during which Aluberg will progressively implement its sustainability priorities.





An overview of our achievements

D&I, WELFARE AND WELLBEING,
PROFESSIONAL DEVELOPMENT

- Implementation and certification of a Gender Equality and Inclusion Management System (**UNI/PdR 125**) - April 2025



ENVIRONMENTAL IMPACT MANAGEMENT

- Updating our **Carbon Footprint Scope 1, 2, 3** - June 2025
- Definition of a **Carbon Management Plan** - October 2025
- Submission of our emission reduction targets to **Science Based Targets Initiative (SBTi)** - November 2025



ESG & STRATEGIC GOVERNANCE

- Update of the materiality analysis - December 2025
- Alignment to the United Nations Global Compact principles - February 2025
- Introduction of a **Sustainability and ESG Lead** - March 2025
- Introduction of **ESG evaluation criteria within the Procurement Procedure** - October 2025
- **ESG evaluation of key suppliers** - November 2025
- CDP Submission - November 2025

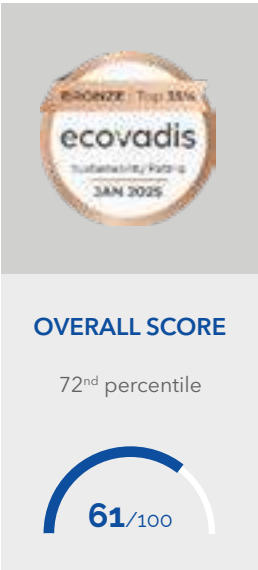


2.4

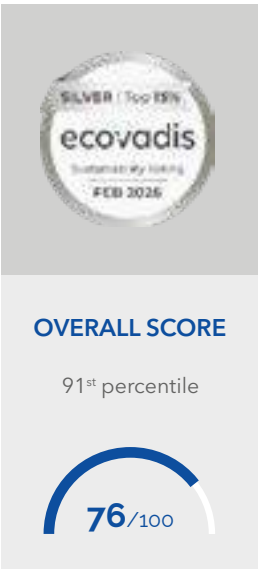
VALIDATED PROOF OF OUR COMMITMENT

Strengthening ESG Performance: EcoVadis Medals

In January 2025, Aluberg was awarded the **EcoVadis Bronze Medal**, granted by the international ESG assessment platform EcoVadis in recognition of the company's performance in environmental, social and governance practices.



In February 2026, based on the ESG performance of FY2025, Aluberg further improved its rating by obtaining the **EcoVadis Silver Medal**. This advancement reflects the Company's ongoing commitment to strengthening its ESG management system and implementing targeted improvement initiatives across the areas assessed by the EcoVadis methodology.



Carbon Disclosure Project

In 2025, Aluberg also assessed its ESG performance through the **CDP (Carbon Disclosure Project) questionnaire**, obtaining its second official rating. In December 2025, the Company got an overall **score of B** for the category of **Climate Change**.

The evaluation represents an important step in aligning Aluberg with internationally recognised climate-reporting practices and provides a robust framework for strengthening future actions on emissions management, climate risk mitigation and the integration of low-carbon strategies into corporate decision-making.

3.1

Governance model

3.2

Ethics and compliance

3.3

Integrated management system: efficiency and product safety

3.4

Responsible procurement and ESG evaluation of suppliers

3.5

Economic value generated and distributed

03

INTEGRITY,
TRANSPARENCY AND
ACCOUNTABILITY

3.1

GOVERNANCE
MODEL



2

MEMBERS
on the Board
of Directors

5

MEMBERS
on the Board
of Statutory
Auditors

THE COMPANY’S GOVERNANCE FRAMEWORK RELIES ON A WELL-DEFINED ALLOCATION OF DUTIES, TRANSPARENT DECISION-MAKING MECHANISMS AND A SYSTEM OF INTERNAL POLICIES DESIGNED TO PROMOTE **COMPLIANCE, INTEGRITY AND RESPONSIBILITY** ACROSS ALL ORGANISATIONAL LEVELS.

Within this framework, the Company applies a **traditional governance model** comprising three main governing bodies: the **Shareholders’ Meeting**, the **Board of Directors**, and the **Board of Statutory Auditors**.

The Shareholders’ Meeting appoints the members of the Board of Directors and entrusts them with guiding the organisation and setting its strategic priorities, while the Board of Statutory Auditors oversees the Company’s administrative and control activities, ensuring adherence to applicable regulations.

The **Board of Directors** is made up of **two executive members**.

- **Sergio Spolaor**, as President, represents the Company legally and chairs the Board’s work.
- **Riccardo Spolaor**, as CEO, is responsible for day-to-day management and for translating strategic guidelines into concrete actions.

Aluberg has established clear rules to prevent and manage **conflicts of interest**, requiring all individuals acting on behalf of the Company to avoid situations in which personal or family interests could compromise objectivity and independence in decision-making.

Any overlap between private interests and professional responsibilities is expressly discouraged, as it may undermine the integrity and reputation of the Company. To ensure transparency, employees and collaborators are required to promptly report any actual or potential conflict of interest to their hierarchical superior or to the competent control body.

All members of the governing bodies are fully informed of and adhere to the principles set out in the Code of Ethics. Moreover, 100% of them have been made aware of the ethical principles embedded in the Code, including integrity, anti-corruption, transparency and fairness in business conduct.



To ensure that **concerns or emerging risks** are properly brought to the attention of the Board, Aluberg has introduced an internal procedure regulating the reporting and escalation of critical issues. This procedure defines how potential or actual negative impacts on stakeholders identified through complaints or other communication channels are monitored, evaluated and addressed.

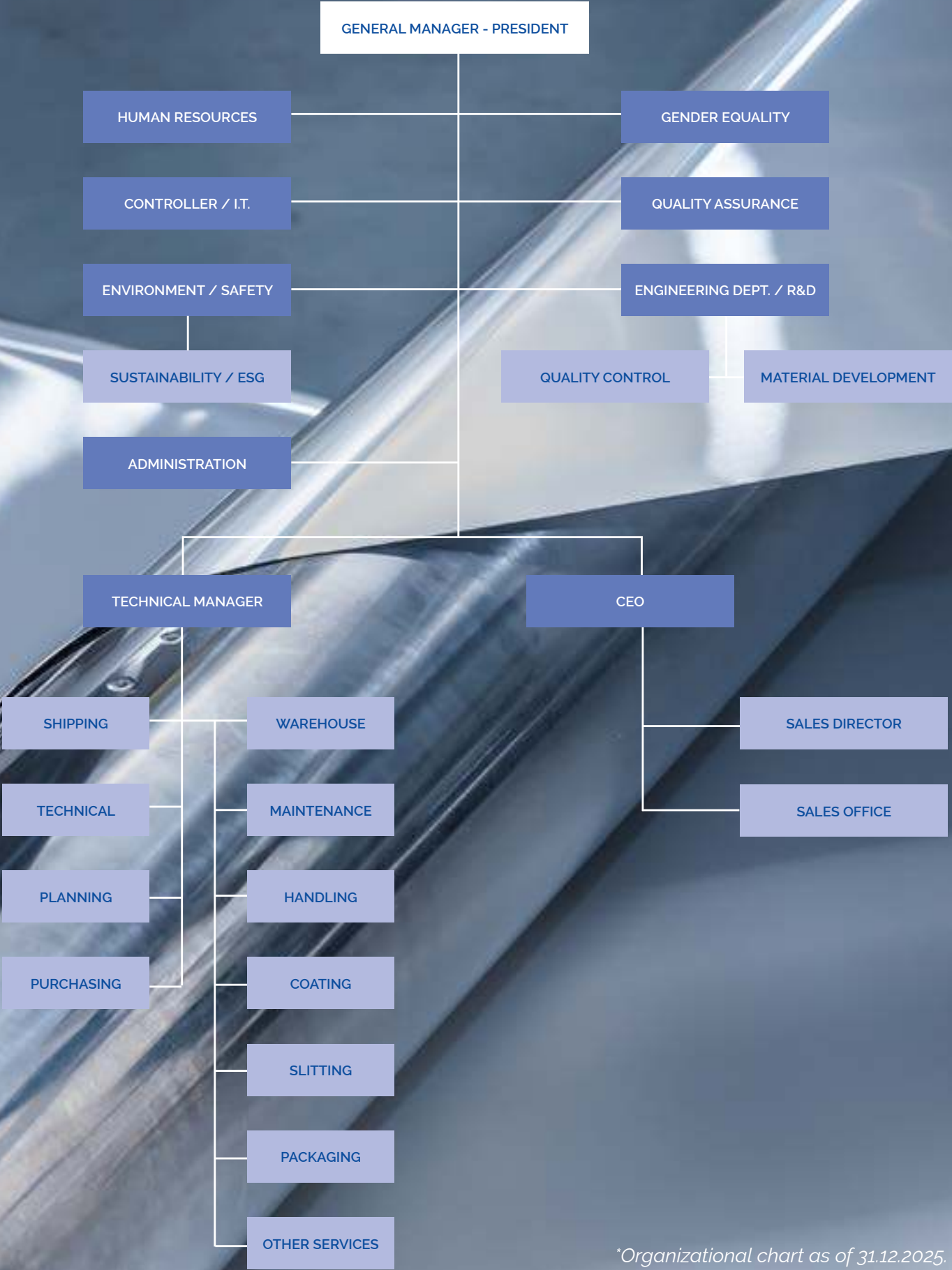
The **remuneration of members of the highest governance body** and senior executives includes both fixed and variable components. The fixed remuneration is defined in accordance with the applicable National Collective Labour Agreement (CCNL) and may be supplemented by individual allowances (superminimums) or level adjustments. In addition, a second-level collective agreement, renewed every four years, regulates supplementary economic elements, including performance-related incentives.

ESG and Sustainability Governance

Each member of the Board plays an active role in managing the Company and may be assigned specific internal delegations, including those relating to ESG matters.

Starting from March 2025, Aluberg appointed a dedicated **ESG and Sustainability Lead**, entrusted with overseeing the implementation of the Sustainability Strategy, responding to stakeholder requests on ESG issues, and coordinating the full range of activities and initiatives aimed at embedding sustainability within the business.

In 2025, a **Committee for Gender Equality** was formally established as part of the Gender Equality Certification (UNI/PdR 125) process. The Committee is responsible for providing strategic guidance and systematically monitoring key parameters related to gender equality and inclusion.



*Organizational chart as of 31.12.2025.

GRI 2-9 STRUCTURE AND COMPOSITION OF THE BOARD OF DIRECTORS	AGE	GENDER	ROLE	EXECUTIVE	INDEPENDENT	TERM OF OFFICE	COMPETENCES
Sergio Spolaor	82	M	President of the Board General Manager	Yes	Yes	Until approval of the Financial Statement as of 31 December 2027	Graduated in accounting
Riccardo Spolaor	54	M	CEO Board Member	Yes	Yes	Until approval of the Financial Statement as of 31 December 2027	Degree in Political Science

GRI 2-9 STRUCTURE AND COMPOSITION OF THE BOARD OF STATUTORY AUDITORS	AGE	GENDER	ROLE	TERM OF OFFICE
Andrea Giorgio Tartufoli	50	M	President of the Board	Until approval of the Financial Statement as of 31 December 2027
Simonetta Marchesi	63	F	Statutory Auditor	Until approval of the Financial Statement as of 31 December 2027
Alberto Bondesan	58	M	Statutory Auditor	Until approval of the Financial Statement as of 31 December 2027
Andrea Nespoli	52	M	Alternate Statutory Auditor	Until approval of the Financial Statement as of 31 December 2027
Oscar Carlo Luigi Rullo	55	M	Alternate Statutory Auditor	Until approval of the Financial Statement as of 31 December 2027

3.2



100%
OF SUPPLIERS
must
acknowledge
the Company's
Supplier Code
of Conduct

To ensure that its operations are conducted with integrity, transparency and responsibility, Aluberg has adopted a set of governance tools that define the principles and behavioural standards expected across the organisation.

ETHICS AND COMPLIANCE

The Code of Ethics

The Code of Ethics outlines the **principles and standards of conduct** that guide Aluberg's operations, ensuring that all activities are carried out with integrity, transparency and respect for the law. Its purpose is to promote **responsible behaviour, prevent unethical practices and strengthen a corporate culture** based on trust, fairness and accountability.

The Code applies to all individuals who act in the name of or on behalf of the Company, including members of the Board of Directors, managers, employees, consultants, suppliers and external partners, who are required to **align their decisions and daily actions with the values and commitments set out in the document**.

The Code includes the Company's guidelines for the management of issues such as intellectual property rights, privacy, the prevention of money laundering and corruption, conflict of interests.

In 2025, no significant cases of non-compliance with applicable law and regulations were recorded during the reporting period.
In 2025, no cases of corruption were identified or reported.
In 2025, no legal proceedings, either pending or concluded, related to anti-competitive conduct, anti-trust violations, or monopoly practices were recorded in which the organization was identified as a party involved.

The Suppliers' Code of Conduct

Aluberg has adopted a Supplier Code of Conduct to ensure that **all partners involved in its supply chain operate according to principles of integrity, responsibility and respect for the law**. The document defines the ethical, social, environmental and quality standards that suppliers are expected to uphold, reflecting the Company's commitment to transparent and sustainable business practices.

The Code applies to all suppliers, contractors and external partners who provide goods or services to Aluberg, and is an integral part of supplier selection, assessment and ongoing collaboration. Specifically, **every supplier is called to formally acknowledge the Code when accepting the purchase order**.

By adhering to these standards, suppliers contribute to **safeguarding ethical conduct, protecting workers' rights, ensuring product quality and minimising environmental impacts throughout the value chain**.

The values of the Code of Ethics



IMPARTIALITY

Act without discrimination of any kind, ensuring fairness in all interactions.



LEGALITY

Operate in full awareness of, and compliance with, all applicable laws and regulations.



INTEGRITY

Pursue corporate objectives honestly and responsibly, avoiding conduct that violates rules or ethical standards.



RESPECT FOR THE RULES, ETHICS AND MORALS

Uphold ethical norms and legal requirements, ensuring actions never conflict with the law.



TRANSPARENCY

Communicate clearly and accurately, enabling stakeholders to make informed decisions.



CONFIDENTIALITY

Protect sensitive information, using it only for legitimate professional purposes.

The values of the Code of Ethics



ENHANCEMENT OF HUMAN RESOURCES

Value people as key assets, promoting growth, inclusion and respectful working conditions.



FAIRNESS

Act with respect for individual rights and ensure correct, ethical behaviour in all professional contexts.



EFFICIENCY

Use company resources responsibly, avoiding waste and pursuing effective performance.



FAIR COMPETITION

Compete in the market with honesty and transparency, without damaging competitors' reputations.



PROTECTION OF THE ENVIRONMENT

Commit to environmentally responsible practices and continuous improvement of environmental performance.

The Whistleblowing System

Aluberg has established a whistleblowing system in compliance with Legislative Decree 24/2023, which implements Directive (EU) 2019/1937, ensuring a **secure and transparent framework for reporting unlawful conduct or violations of company policies**. Employees, collaborators and external stakeholders may submit reports **anonymously** through the dedicated internal channel available on the Company's website.

The system guarantees strong protections for whistleblowers and all individuals involved, shielding them from any form of retaliation and ensuring full confidentiality and proper handling of personal data.

Reports are assessed by the Whistleblowing Committee with the support of qualified experts. When legally permitted, external channels, such as those offered by the National Anti-Corruption Authority, and, in exceptional circumstances, public disclosure may also be used.

For further information, the Company's dedicated contact point for whistleblowing matters is: **whistleblowing@aluberg.it**.

Privacy Policy

Fully aware of the importance of safeguarding personal information, Aluberg manages data in strict accordance with the General Data Protection Regulation (EU Regulation 2016/679 - GDPR). To ensure that protection measures are appropriate to the different types of relationships the Company maintains, Aluberg has chosen to develop **two separate and specific privacy policies**: one dedicated to **customers** and one designed specifically for **suppliers**.

This dual approach strengthens the level of clarity and oversight applied to each data-processing context. Both policies are available on the Company's website.

In addition to preventive data protection measures, **in 2025 Aluberg has established a structured Data Breach Management Procedure** that defines roles, responsibilities and operational steps to be followed in the event of a personal data breach.

The procedure ensures timely identification, containment and assessment of potential incidents, as well as, where required, prompt notification to the competent supervisory authority and communication to affected data subjects, in full compliance with GDPR requirements. All incidents are duly documented and monitored, reinforcing accountability, traceability and continuous improvement in the Company's data protection framework.



WHISTLEBLOWING SYSTEM

*During 2025, the Company's **whistleblowing system** did not receive any reports or notifications.*



PRIVACY POLICY

*During the reporting period, no substantiated complaints related to breaches of **customer privacy** or losses of customer data were identified or reported.*

3.3

THE FIVE PILLARS
OF ALUBERG'S
INTEGRATED
QUALITY
MANAGEMENT
SYSTEM



INTEGRATED MANAGEMENT SYSTEM: EFFICIENCY AND PRODUCT SAFETY

ALUBERG MANAGES ITS ACTIVITIES WITH A STRONG COMMITMENT TO ENVIRONMENTAL STEWARDSHIP AND THE PROTECTION OF WORKER HEALTH AND SAFETY. THIS COMMITMENT IS EMBEDDED IN AN **INTEGRATED MANAGEMENT SYSTEM** THAT ALIGNS WITH THE REQUIREMENTS OF **ISO 9001, ISO 14001, ISO 45001 AND ISO 15378**, FOR WHICH ALUBERG HOLDS THIRD-PARTY AUDITED CERTIFICATIONS.

The system is built around three main principles:

- **Prevention and risk elimination**, through technical, organizational and procedural measures aimed at reducing environmental impacts.
- **Protection of workers**, by limiting exposure to environmental and operational hazards.
- **Safe and resilient operations**, through the prevention of accidents, injuries and emergency situations.

Moreover, a robust system of internal and external reporting channels supports timely **detection of non-conformities and potential negative impacts**. These include:

- A structured **customer complaint management procedure**, ensuring prompt analysis and resolution.
- An internal **safety reporting channel**, accessible to all employees, enabling rapid escalation of concerns or incidents.

In line with its commitment to transparency, Aluberg ensures that all policies, procedures and operating guidelines are clearly communicated to employees and made available on the company website.

Product safety: monitoring towards continuous improvement

Within the Integrated Quality Management System, **product safety** plays a central role and is managed through targeted **risk assessments and systematic controls**. Among these, Aluberg periodically evaluates the potential presence of **nitrosamines** in its packaging materials, to protect consumer health and ensure full compliance with stringent international safety requirements.

Products are developed in conformity with international regulations applicable to the United States, China and Europe, supported by declarations of compliance with **US FDA DMF, CFDA and CE** and by the achievement of the **ISO 15378 certification**, which guarantees the quality and integrity of primary packaging materials throughout their entire lifecycle.



Risk assessment on nitrosamines presence

In compliance with applicable regulations and safety limits for final users, Aluberg conducts **dedicated risk assessments and analytical investigations to verify the potential presence of nitrosamines and nitrosatable substances in its products**.

These assessments are carried out in line with recognised standards and are supported, where required, by analytical testing performed by accredited external laboratories. **Specific tests** are periodically conducted as a precautionary measure, particularly for products containing nitrocellulose or pigments.

Proactive management of non-conformities

In 2025, Aluberg strengthened its approach to the monitoring and management of product safety and operational anomalies, enhancing the systematic recording and analysis of non-conformities and incidents.

During the reporting year, a total of **19 cases of non-compliance with internal voluntary standards** were identified, while **no cases of non-compliance with applicable regulations resulting in fines or formal warnings were recorded**, confirming full regulatory compliance.

The increase in recorded cases is attributable to **improved internal controls and greater attention to anomaly detection** rather than a deterioration in performance.

The Company managed **6 near-miss events**, which were treated as valuable opportunities to implement corrective actions and prevent potential injuries. In addition, **2 environmental incidents** were recorded, including a lacquer spill in the colour kitchen department and a fire affecting piping in the flame testing area, both promptly addressed. A further **8 incidents** were managed without any impact on employee health, as they involved only damage to materials or infrastructure.

Specific operational issues were also identified, including one non-conformity related to the improper storage of solvent containers and two anomalies concerning the handling of chemical substances and the condition of pallets in operational areas. **These events were promptly analysed and addressed through corrective measures, contributing to the continuous improvement of safety practices and risk prevention across the organisation.**

Ensuring transparency and safety information

Each product is accompanied by **detailed technical documentation** describing material characteristics, safety aspects such as the absence of Bisphenol-A and nitrosamines, and guidance on proper storage and shelf-life conditions.

Technical data sheets for the main pharmaceutical products are **publicly available** on the company website, and shared technical specifications are developed with strategic partners to ensure clarity and alignment.

The accuracy of specific product information is ensured by the **“Customer Order Review” process** as integral part of the certified Quality Management System which guarantees coherence between customer requirements, the product offered and the final delivery.

During 2025, no incidents of non-compliance concerning product information, labelling nor marketing communications were registered.

Product Technical data sheets

The Technical Data Sheets describe the **product structure and material composition**, including layer stratigraphy, thickness and weight, as well as key technical and performance properties such as mechanical resistance, barrier performance to oxygen and water vapour, residual solvent limits and adhesion values.

Technical data sheets also include information on **regulatory compliance and product safety**, covering conformity with applicable European and international standards, food and pharmaceutical contact requirements and declarations regarding the absence of substances of concern, such as Bisphenol A and nitrosamines, supported by supplier declarations and periodic analytical testing.

3.4 RESPONSIBLE PROCUREMENT AND ESG EVALUATION OF SUPPLIERS



ALUBERG MANAGES ITS SUPPLY CHAIN WITH A STRONG COMMITMENT TO INTEGRITY, TRANSPARENCY AND COMPLIANCE, IN LINE WITH THE VALUES EXPRESSED IN ITS **SUPPLIER CODE OF CONDUCT**.

*The Company builds **long-term and collaborative relationships** with its suppliers, ensuring fair contractual conditions and equal opportunities throughout the procurement process.*

The Purchasing Procedure

1. SELECTION

List of materials and figures responsible for supplier selection.

2. QUALIFICATION

Selection and entry into the IT system with a level 2 qualification score. Level 1 can be achieved with the evaluation of the first deliveries by the Quality Assurance office. This phase includes the ESG evaluation of the supplier.

3. INSPECTION CHECKS

Inspections of strategic suppliers as foreseen by the annual management review plan.

4. PURCHASE REQUEST

Management of procurement by the Purchasing Office based on requests from the Planning Office.

5. ORDER

Insertion of the order into the computer system with the specification of the technical and commercial data.

6. DELIVERY

Checking delivered orders and updating stock levels in the IT system.

7. CONTROL AND ACCEPTANCE (RAW MATERIALS)

Document verification and communication to quality control.

*Supply chain governance is supported by **structured policies and procedures** that oversee supplier selection, qualification and performance monitoring with the end goal of assuring robust quality and efficiency.*



29
RAW
MATERIAL
SUPPLIERS
assessed in
2025

Where evaluation thresholds were not fully met, direct follow-up contacts were undertaken to clarify supplier performance in the relevant areas and encourage improvement actions.

The evaluation of suppliers’ performance on ESG issues

In 2025, as part of its commitment to responsible sourcing, Aluberg further structured its **ESG evaluation framework for suppliers of key raw and auxiliary materials**, which is activated in parallel with the supplier qualification process and coordinated by the Sustainability function. The assessment focuses on suppliers considered strategically relevant based on purchasing volumes and operational criticality.

The evaluation covers four thematic areas – **Environment, Human Rights and Labour, Ethics, and Sustainable Procurement** – each associated with defined minimum performance thresholds aimed at verifying suppliers’ alignment with Aluberg’s sustainability requirements.

Aluberg recognises **existing and up-to-date EcoVadis ratings** as valid evidence of supplier sustainability performance. When such ratings are available, valid and above the required thresholds, they are directly adopted as the outcome of the supplier’s ESG assessment.

In the absence of a valid external rating, the Company carries out a dedicated evaluation based on **publicly available information**, such as sustainability reports, corporate policies or other documented disclosures. Where this documentation is deemed sufficient, the assessment may be completed without requesting further input from suppliers. When necessary, the evaluation is complemented by a **dedicated ESG questionnaire** and, where applicable, supported by recognised certifications.

If information gaps or non-conformities emerge, Aluberg engages directly with suppliers to obtain clarifications, integrate missing data or define corrective actions. In cases where minimum ESG thresholds are not met, suppliers may be required to implement a **time-bound Sustainability Improvement Plan**, whose progress and effectiveness are subsequently monitored.

The ESG assessment is **updated annually for all active suppliers**, ensuring continuous monitoring of performance and supporting the progressive strengthening of ESG risk management along the supply chain.



3.5



117,114,685 €
VS 104,563,338 €

Economic value
generated in
2025 vs 2024
(+12%)

90.6%
VS 83.2%

Percentage of
economic value
distributed
relative over
generated value
in 2025 vs 2024

ECONOMIC VALUE GENERATED AND DISTRIBUTED

THE ANALYSIS OF **ECONOMIC VALUE GENERATED AND DISTRIBUTED** PROVIDES A COMPREHENSIVE VIEW OF THE COMPANY'S CONTRIBUTION TO THE ECONOMIC SYSTEM IN WHICH IT OPERATES.

The **economic value generated** reflect the wealth created through Aluberg's business activities and the **economic value distributed** illustrates how such value is subsequently shared among its key stakeholders, including employees, suppliers, financial institutions, public administrations and shareholders.

The **economic value retained** represents the portion reinvested within the Company to support future growth. Aluberg aims to offer a transparent interpretation of how the organisation transforms its operational performance into shared value for the community, the territory and the broader market ecosystem.

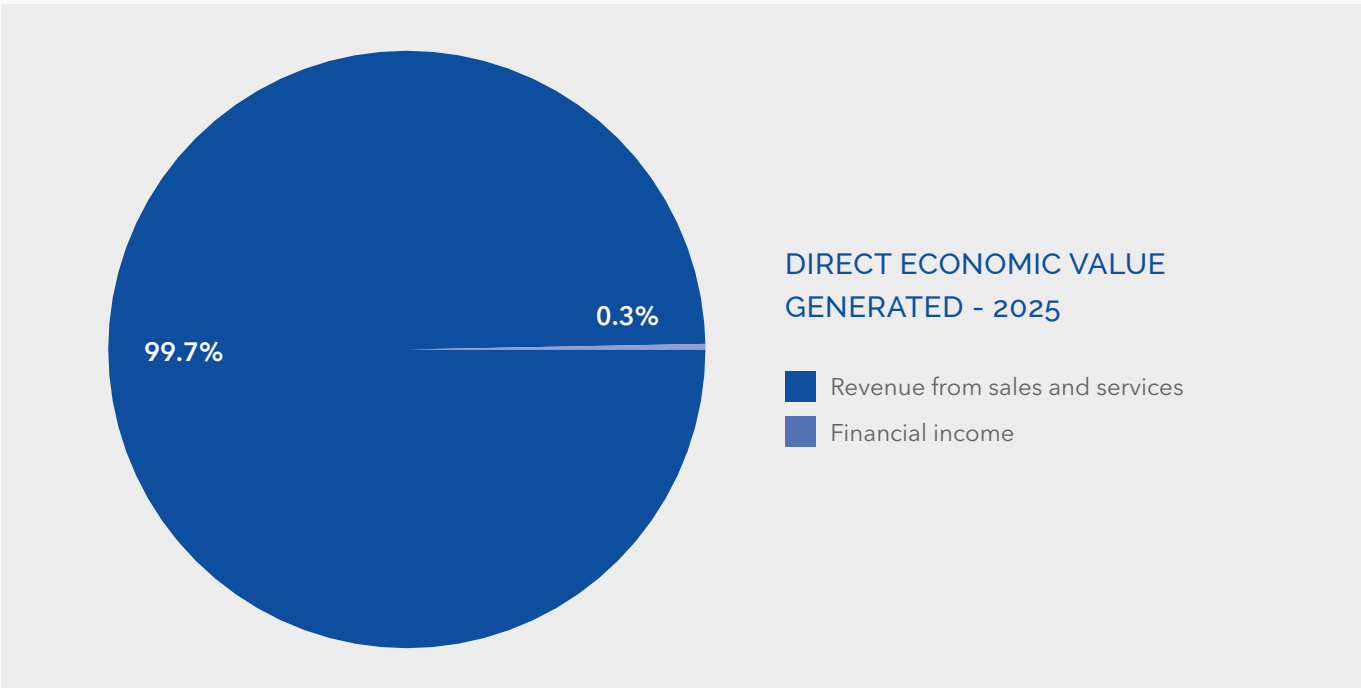
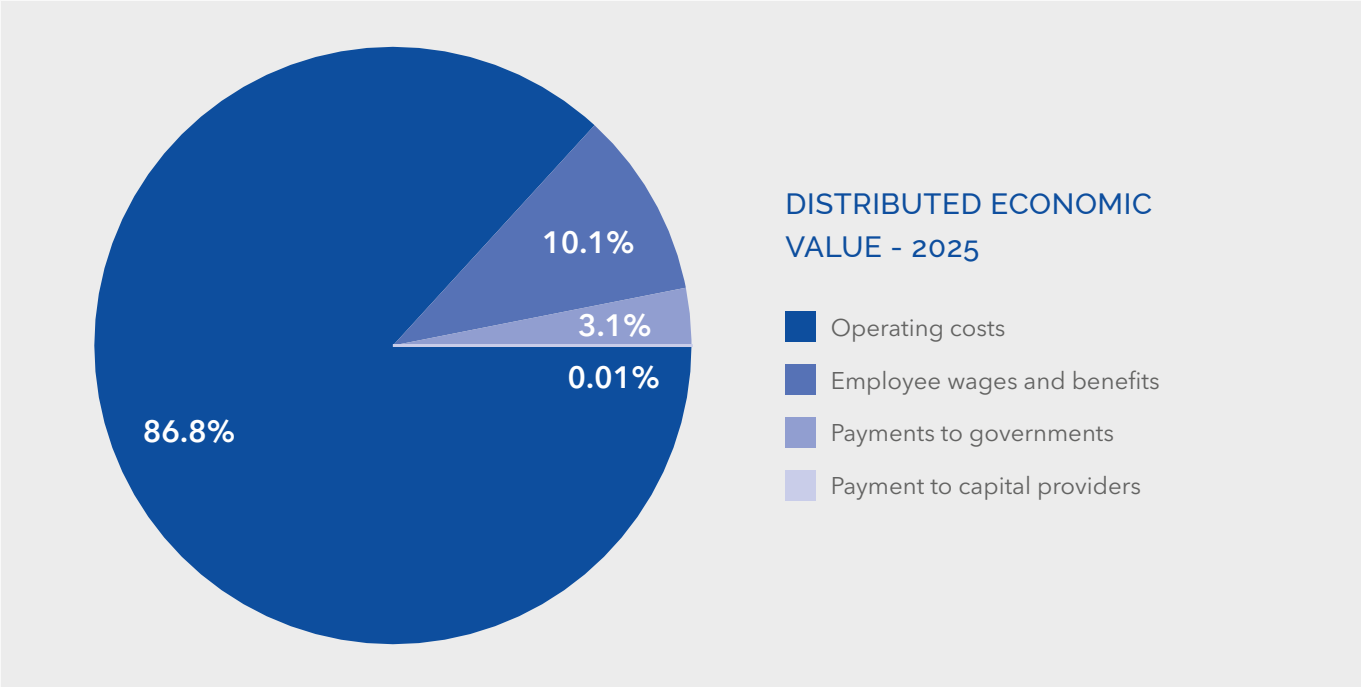
ECONOMIC VALUE GENERATED	€	117,114,685	PERCENTAGE ON TOTAL VALUE
Revenue from sales and services	€	116,803,789	99.7%
Financial income	€	310,896	0.3%

ECONOMIC VALUE DISTRIBUTED	€	106,152,871	PERCENTAGE ON TOTAL VALUE
Operating costs	€	92,167,478	86.8%
Employee wages and benefits	€	10,716,922	10.1%
Payments to capital providers	€	6,811	0.01%
Payments to governments	€	3,261,660	3.1%

In **2025**, the Company generated a direct economic value of €117,114,685, up 12.0% compared with €104,563,338 in 2024, mainly reflecting higher revenue from sales and services (+12.1%).

Economic value distributed to stakeholders increased more sharply, rising 22.1% to €106,152,871 (from €86,950,310), driven primarily by higher operating costs (+23.1%, largely raw materials and consumables) and, to a lesser extent, by employee wages and benefits (+14.5%) and payments to governments (+19.0%). As a result, the share of generated value redistributed to stakeholders rose from 83.2% to 90.6%.

Economic value retained consequently decreased to €10,961,814, down 37.8% from €17,613,028 in 2024.



4.1

Workforce
management

4.2

Safeguarding
diversity and equal
opportunities

4.3

Fair hiring process
and turnover

4.4

Professional
development and
training

4.5

A safe and
healthy working
environment

04

HUMAN CAPITAL,
INCLUSION AND
WELLBEING

4.1

WORKFORCE MANAGEMENT



158

VS 153

Number of
employees in
2025 vs 2024

13

Number
of new
employees

HUMAN RESOURCES MANAGEMENT AT ALUBERG IS GROUNDED IN THE VALUES AND PRINCIPLES ENSHRINED IN THE **COMPANY'S CODE OF ETHICS**, WHICH RECOGNISES PEOPLE AS A FUNDAMENTAL AND STRATEGIC ASSET FOR SUSTAINABLE BUSINESS DEVELOPMENT.

Internal company regulation

Aluberg has adopted an **Internal Company Regulation** that defines the principles, rules and behaviours governing **employment relationships and daily working activities**. The Regulation sets out employees' rights and duties, organisational roles and responsibilities, working hours and shift arrangements, attendance and leave management, as well as standards of conduct, workplace behaviour and use of company assets.

Specific provisions address health, safety and wellbeing in the workplace, including rules on breaks, smoking, personal protective equipment and access to company premises. The Regulation also outlines procedures for absences, holidays, paid leave and overtime, ensuring consistency with applicable collective labour agreements and national legislation.



Employee digital platform

Each employee has personal access to the Company's digital portal, which serves as a single access point for **work-related information, documentation and communication**. Through the portal, employees can consult applicable work procedures, access personal records, training and safety information, and maintain continuous communication with the Prevention and Protection Service (SPP). The platform also enables the management of key aspects of the employment relationship, including personal data, assigned roles, personal protective equipment, and occupational health surveillance.





100%
OF EMPLOYEES
hired under
permanent
contracts &
covered by
the applicable
National
Collective
Labour
Agreement
(CCNL)

100%
OF EMPLOYEES
AND NON-
EMPLOYEES

covered by the
Occupational
Health
and Safety
Management
System

Remuneration policy

Aluberg’s remuneration framework is designed to promote fairness, consistency and transparency, with the explicit objective of **guaranteeing equal pay conditions and preventing any form of gender-based disparity**.

Compensation levels are determined in accordance with the applicable National Collective Labour Agreement (CCNL), which provides a common and structured reference for base salaries across the entire workforce. Variable or additional elements of remuneration, including individual supplements and career-level advancements, are granted based on clearly defined and merit-based criteria, considering employees’ competencies, performance outcomes and professional development over time.

About **severance pay** (TFR), allocations are managed in full compliance with statutory requirements, being directed either to supplementary pension funds for employees who have opted in, or to the INPS Treasury Fund in cases where no such choice has been made.

During the reporting period, Aluberg maintained a stable workforce, reflecting continuity and consistent alignment between staffing levels and operational requirements.

Evolution of the workforce

All direct employees are employed under permanent contracts and fully covered by the applicable National Collective Labour Agreement (CCNL), ensuring employment stability, regulated working conditions, and comprehensive protection of workers’ rights. Temporary agency contracts are used as an entry pathway to extend the evaluation period and assess candidates’ competencies prior to potential direct hiring, supporting structured and responsible recruitment processes.

The lower representation of **women within the workforce** is attributable to the specific characteristics of the Company’s production activities, which are traditionally associated with a lower female participation rate in the relevant industrial sector.

GRI 2-30 PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS	2023	2024	2025
Employees covered by collective bargaining agreements	145	153	158
Total employees	145	153	158
Percentage	100%	100%	100%

GRI 2-7A EMPLOYEES BY CONTRACT TYPE	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total	132	13	145	141	12	153	142	16	158
Permanent contract	132	13	145	140	12	152	142	16	158
Fixed-term	-	-	-	1	-	1	-	-	-
Total	132	13	145	141	12	153	142	16	158
Full time	132	13	145	141	12	153	142	16	158
Part time	-	-	-	-	-	-	-	-	-

GRI 2-8 NUMBER OF NON-EMPLOYEES	2023	2024	2025
Temporary agency workers	20	10	20

4.2



SAFEGUARDING DIVERSITY AND EQUAL OPPORTUNITIES

CERTIFICATION

*In 2025, Aluberg obtained **UNI/PdR 125:2022 certification**, formally recognising the effectiveness of its Gender Equality Management System.*

THE COMPANY HAS ESTABLISHED A STRUCTURED AND MULTIDISCIPLINARY SYSTEM TO PROMOTE GENDER EQUALITY, INCLUSION AND THE PROTECTION OF WORKERS' DIGNITY, PRIMARILY FORMALIZED THROUGH THE **STRATEGIC PLAN FOR GENDER (AND UNIQUENESS) EQUALITY FOR THE 2025–2028 PERIOD** AND THE **HARASSMENT MANAGEMENT PLAN**.

Governance of these commitments is entrusted to a dedicated **Gender Equality Committee**, established in April 2025, which oversees policy implementation and includes representatives responsible for strategic direction, human resources processes and the integration of gender considerations into psychosocial risk assessments.

Operationally, Aluberg applies inclusive procedures across key employment areas, including **fair and merit-based recruitment** supported by neutral language and safeguarding clauses, transparent remuneration policies aimed at preventing gender pay gaps, structured **career development** and leadership programs, and initiatives to support parenthood, work-life balance and flexible working arrangements.

A **zero-tolerance approach to harassment** and discrimination is reinforced through risk mapping, dedicated whistleblowing channels ensuring confidentiality and anonymity, and explicit provisions within the Code of Ethics. Continuous monitoring and cultural development are supported through periodic employee surveys on inclusion and gender equality, as well as mandatory biennial training on diversity, non-violent communication and respect, contributing to the ongoing improvement of an equitable, inclusive and respectful workplace.

Employee digital platform

In 2025, Aluberg conducted an **internal survey among employees** to provide them with an opportunity to express their perceptions and experiences regarding diversity, inclusion and gender equality within the organisation. The questionnaire addressed key topics such as **equal opportunities** in recruitment and career development, **workplace culture and inclusiveness**, the presence of potential barriers or **discriminatory behaviours**, work-life balance measures, the use of inclusive language and awareness of policies and reporting channels related to discrimination and harassment. Responses were analysed to assess the current situation within the Company and to identify potential areas for improvement.



DISCRIMINATION

During the reporting period, no cases of **discrimination** were identified, resulting in no need for corrective or remedial actions.

IN THE EVENT OF HARASSMENT, ALUBERG HAS ESTABLISHED A CLEAR **RESPONSE PROTOCOL**:

- 1. **Immediate reporting:** employees are encouraged to report incidents to their supervisor using the most convenient communication method.
- 2. **Social responsibility procedure:** following internal grievance management procedures specifically related to social responsibility.
- 3. **External support:** direct access to the national anti-violence and stalking helpline.
- 4. **Victim support:** the management guarantees solidarity and support, ensuring the victim is never left isolated.

Harassment prevention and management plan

Aluberg has adopted a **dedicated plan to prevent workplace abuse and to manage any situations of harassment** that may arise, applying it consistently across all company premises and to all employees.

The framework is aligned with recognised international and national standards, including UNI EN ISO 45001 on occupational health and safety, UNI/PdR 125 on gender equality, and ILO Convention No. 190 on the elimination of violence and harassment in the workplace. Moreover, Aluberg **periodically assesses the specific risk of harassment within its activities**.

Based on the **absence of cases in previous years, the probability of occurrence is assessed as low**, while the potential severity is considered medium due to possible psychological, legal and reputational impacts.

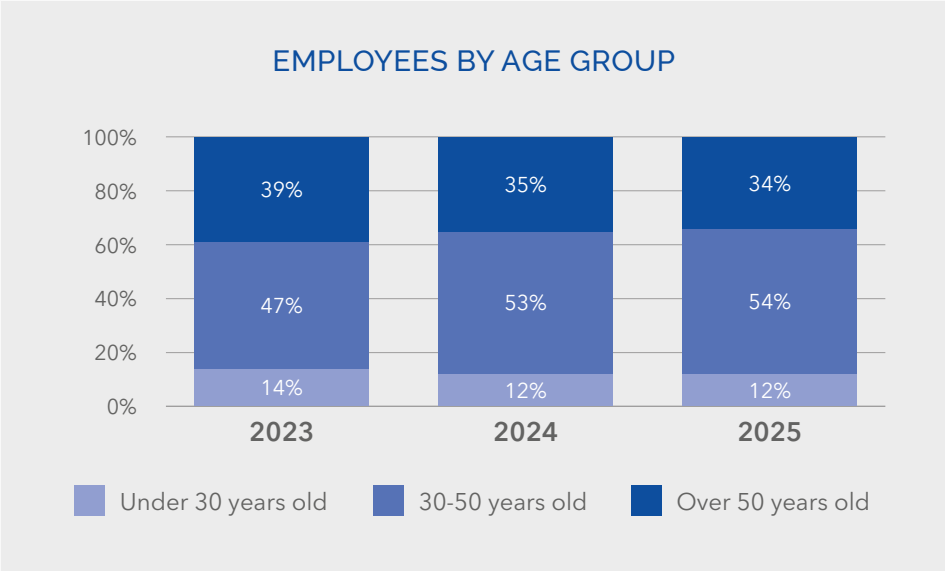
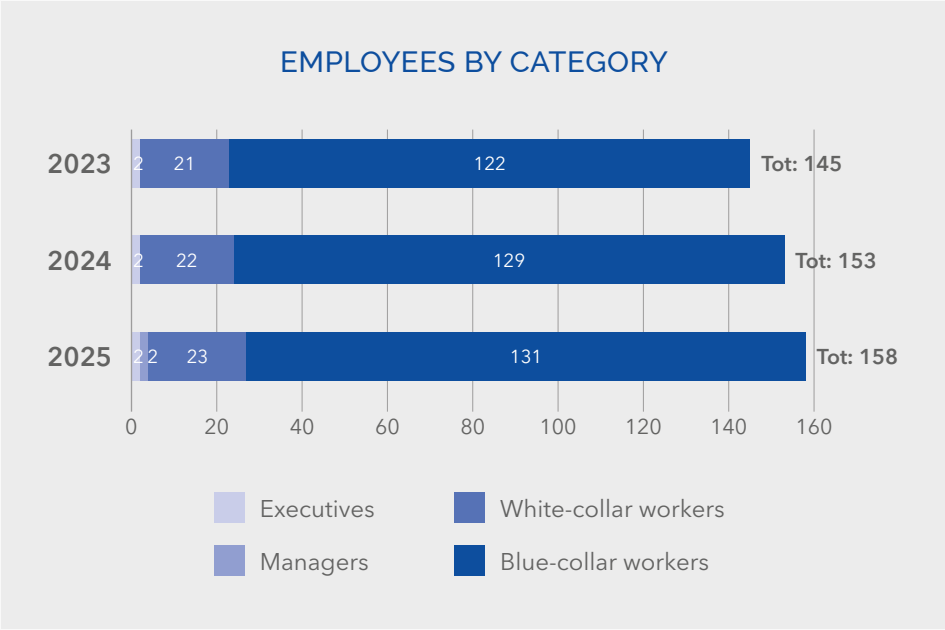
The resulting overall risk level is classified as low and managed through existing preventive measures. Prevention is primarily pursued through cultural and organisational actions, including the **explicit communication of a zero-tolerance approach** during recruitment processes, training on respect, dignity and non-violent communication, and regular monitoring activities such as internal audits and employee interviews.



Diversity metrics

White-collar positions show comparatively higher female representation, while managerial and executive roles show a marginal increase in female presence recorded in the most recent year. From an **age perspective**, the workforce is mainly concentrated in the 30-50 and over 50 age brackets, indicating a mature employee base with consolidated professional experience, alongside a substantially stable number of younger employees.

Within this context, Aluberg remains committed to fostering equal opportunities and inclusion across all professional categories. The Company also ensures **full compliance with Italian Law 68/1999** regarding mandatory employment quotas for persons with disabilities and other designated groups.



43
YEARS OLD

Average
employee
age

12
YEARS

Average
length of
service



GRI 405-1 GOVERNANCE BODIES DIVIDED BY AGE AND GENDER	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Over 50 years old	2	1	3	2	1	3	2	-	2
Total	2	1	3	2	1	3	2	0	2

GRI 405-1 PERCENTAGE OF GOVERNANCE BODIES' MEMBERS BY AGE AND GENDER	2023		2024		2025	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Over 50 years old	67%	33%	67%	33%	100%	-

GRI 405-1 EMPLOYEES DIVIDED BY AGE, CATEGORY AND GENDER	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Executives	2	0	2	2	0	2	2	0	2
Over 50 years old	2	-	2	2	-	2	2	-	2
Managers	-	-	-	-	-	-	1	1	2
Over 50 years old	-	-	-	-	-	-	1	1	2
White-collars	8	13	21	10	12	22	8	15	23
Under 30 years old	-	1	1	3	2	5	3	5	8
Between 30 and 50 years old	3	8	11	3	3	6	3	4	7
Over 50 years old	5	4	9	4	7	11	2	6	8
Blue-collars	122	0	122	129	0	129	131	0	131
Under 30 years old	20	-	20	14	-	14	11	-	11
Between 30 and 50 years old	57	-	57	75	-	75	79	-	79
Over 50 years old	45	-	45	40	-	40	41	-	41
Total employees	132	13	145	141	12	153	142	16	158
Under 30 years old	20	1	21	17	2	19	14	5	19
Between 30 and 50 years old	60	8	68	78	3	81	82	4	86
Over 50 years old	52	4	56	46	7	53	46	7	53

GRI 405-1 PERCENTAGE OF EMPLOYEES DIVIDED BY AGE, CATEGORY AND GENDER	2023		2024		2025	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Employees by age group, category and gender						
Executives	2%	0%	1%	0%	1%	0%
Over 50 years old	100%	-	100%	-	100%	-
Managers	0%	0%	0%	0%	1%	6%
Over 50 years old	-	-	-	-	100%	100%
White-collars	6%	100%	7%	100%	6%	94%
Under 30 years old	0%	8%	30%	17%	38%	33%
Between 30 and 50 years old	38%	62%	30%	25%	38%	27%
Over 50 years old	63%	31%	40%	58%	25%	40%
Blue-collars	92%	0%	91%	0%	92%	0%
Under 30 years old	16%	-	11%	-	8%	-
Between 30 and 50 years old	47%	-	58%	-	60%	-
Over 50 years old	37%	-	31%	-	31%	-
Employees by age group and gender						
Under 30 years old	15%	8%	12%	17%	10%	31%
Between 30 and 50 years old	45%	62%	55%	25%	58%	25%
Over 50 years old	39%	31%	33%	58%	32%	44%

GRI 405-1 EMPLOYEES WITH LEGALLY PROTECTED STATUS DIVIDED BY CATEGORY AND GENDER	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
White-collars	-	2	2	1	2	3	1	2	3
Blue-collars	6	-	6	6	-	6	6	-	6
Total	6	2	8	7	2	9	7	2	9

GRI 405-1 PERCENTAGE OF EMPLOYEES WITH LEGALLY PROTECTED STATUS DIVIDED BY CATEGORY AND GENDER	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
White-collars	-	15%	10%	10%	17%	14%	13%	13%	13%
Blue-collars	5%	-	5%	5%	-	5%	5%	-	5%
Percentage of employees with legally protected status out of total workforce	5%	15%	6%	5%	17%	6%	5%	13%	6%

The data shows an increase in **parental leave entitlement and uptake** in 2025 compared to the previous year, particularly among male employees. While in 2024 parental leave primarily involved female employees, in 2025 a significant rise in eligible and participating men was recorded, reflecting broader utilization across the workforce. Return-to-work data indicates full retention of employees who took parental leave, with all individuals remaining employed 12 months after their return in both reporting years.

GRI 401-3 PARENTAL LEAVE	2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Number of employees entitled to parental leave following the birth of a child	2	1	3	10	1	11
Number of employees who took parental leave during the reporting year	0	1	1	7	1	8
Number of employees who returned to work after parental leave and were still employed 12 months later	0	1	1	7	1	8

4.3



+13

NEW HIRES
in 2025

5%

EMPLOYEES
TURNOVER
RATE IN 2025
vs 8% in
2024

FAIR HIRING PROCESS AND TURNOVER

THE COMPANY HAS DEFINED STRUCTURED, TRANSPARENT AND ETHICALLY GROUNDED RECRUITMENT AND ONBOARDING PROCESSES, INSPIRED BY ITS **CODE OF CONDUCT FOR RECRUITMENT INTERVIEWS**, WHICH ESTABLISHES PROFESSIONAL, INCLUSIVE AND NON-DISCRIMINATORY PRINCIPLES GOVERNING CANDIDATE SELECTION.

Recruitment activities are based exclusively on objective, merit-based and role-related criteria, ensuring impartiality, neutrality and equal opportunities. Job postings are drafted using gender-neutral language, while interview processes are conducted by multiple evaluators using standardised assessment tools, respectful and inclusive communication, and appropriate settings. Questions unrelated to professional qualifications or potentially discriminatory in nature are explicitly prohibited, and data protection and confidentiality are ensured in compliance with applicable privacy regulations. The Company's **zero-tolerance policy towards harassment is also clearly communicated during the recruitment phase**, reinforcing a culture of respect from the earliest stages of the employment relationship.

To support effective integration and reduce risks associated with turnover and limited experience, Aluberg has implemented a structured **onboarding process** for new hires and temporary workers, including agency staff and interns. Upon entry, employees receive appropriate initial information and training, supported by the delivery of dedicated information booklets covering both general and job-specific aspects. Each new hire is formally assigned to a supervisor or line manager for mandatory on-the-job mentoring, which continues until full operational autonomy and adequate knowledge of safety procedures are achieved.

Recruitment in 2025 has been primarily concentrated in the **under 30 age group**, indicating a partial generational renewal. The rate of new hires confirms this dynamic, with a marked incidence among younger employees in the most recent year. Employee exits remained stable in 2023 and 2024, and declined in 2025, suggesting improved workforce retention. **Turnover rates show a gradual reduction at overall level**, decreasing to 5% in 2025. Exits are mainly concentrated in the over 50 age group.

GRI 401-1 NUMBER OF NEW EMPLOYEE HIRES BY AGE GROUP AND GENDER	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total new hires	12	3	15	19	2	21	8	5	13
Under 30 years old	5	1	6	5	1	6	4	4	8
Between 30 and 50 years old	7	2	9	12	1	13	4	1	5
Over 50 years old	0	0	0	2	0	2	0	0	0

GRI 401-1 RATE OF NEW EMPLOYEE HIRES BY AGE GROUP AND GENDER	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Rate of new employee hires	9%	23%	10%	13%	17%	14%	6%	31%	8%
Under 30 years old	25%	100%	29%	29%	50%	32%	29%	80%	42%
Between 30 and 50 years old	12%	25%	13%	15%	33%	16%	5%	25%	6%
Over 50 years old	0%	0%	0%	4%	0%	4%	0%	0%	0%

GRI 401-1 EMPLOYEES WHO HAVE INTERRUPTED OR TERMINATED THEIR EMPLOYMENT RELATIONSHIP BY AGE GROUP AND GENDER	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total employee leaves	11	2	13	10	3	13	7	1	8
Under 30 years old	1	0	1	1	1	2	0	1	1
Between 30 and 50 years old	2	2	4	4	1	5	3	0	3
Over 50 years old	8	0	8	5	1	6	4	0	4

GRI 401-1 EMPLOYEE TURNOVER RATE BY AGE GROUP AND GENDER	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Employee turnover rate	8%	15%	9%	7%	25%	8%	5%	6%	5%
Under 30 years old	5%	0%	5%	6%	50%	11%	0%	20%	5%
Between 30 and 50 years old	3%	25%	6%	5%	33%	6%	4%	0%	3%
Over 50 years old	15%	0%	14%	11%	14%	11%	9%	0%	8%

4.4



9.7

AVERAGE
TRAINING
HOURS
per
employee
in 2025

PROFESSIONAL DEVELOPMENT AND TRAINING

EMPLOYEE TRAINING AT ALUBERG IS CONCEIVED AS A CORE PREVENTIVE MEASURE WITHIN THE HEALTH AND SAFETY MANAGEMENT SYSTEM AND IS DESIGNED TO SUPPORT THE CONTINUOUS DEVELOPMENT OF **TECHNICAL SKILLS, REGULATORY COMPLIANCE AND RISK AWARENESS.**

Training activities are organised within a structured framework defined by the **Prevention and Protection Service** and aligned with applicable legislation, operational needs and the outcomes of the Risk Assessment Document (DVR). The training programme is activated at **key stages of the employment relationship**, including onboarding, changes in roles or duties, the introduction of new procedures or equipment, and through periodic refresher sessions, ensuring that all employees maintain the competencies required to operate safely and responsibly.

Specific training paths are provided for designated roles and emergency teams. Fire prevention officers and first aid responders are formally appointed by the Employer and receive dedicated training, information and practical instruction in accordance with regulatory requirements, including specific training for the use of automated external defibrillators.

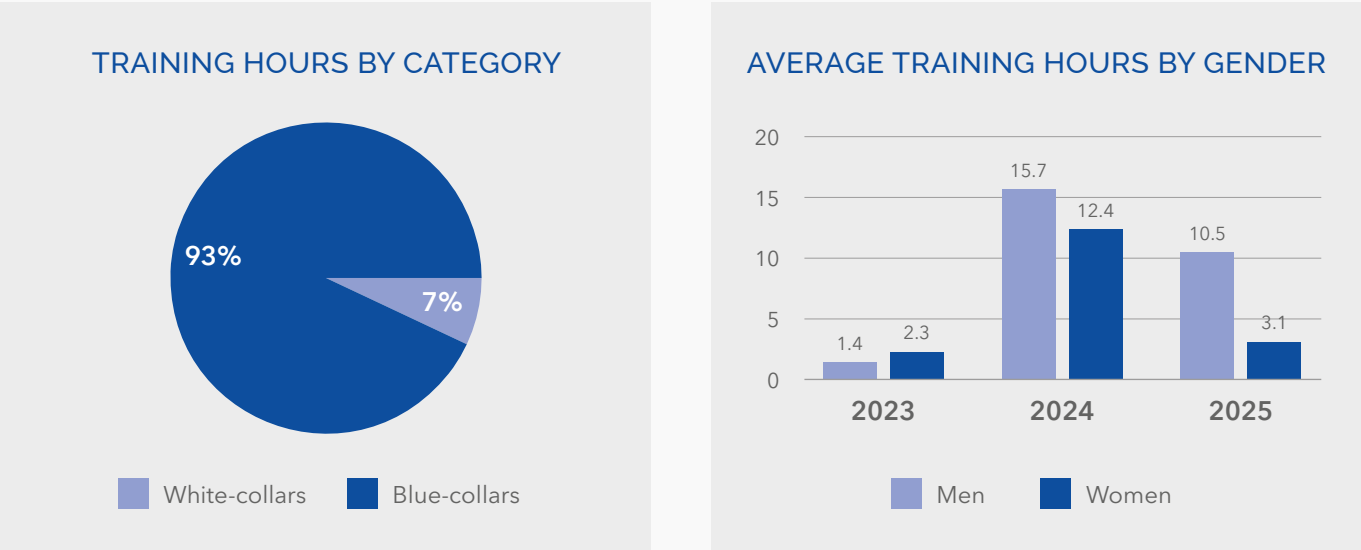
New hires, temporary workers and agency staff receive general and job-specific safety training at the time of recruitment, supported by mandatory on-the-job supervision by a qualified supervisor until full operational autonomy is achieved. Attention is also given to workers belonging to **protected categories and young workers** involved in traineeships, who receive enhanced training under constant supervision.

Targeted training is also provided for activities associated with **specific risks or the use of specialised equipment.** This includes certified training for operators of lifting equipment, forklifts, work-at-height platforms and third-category personal protective equipment. Training programmes further address **exposure to physical risks**, such as electromagnetic fields and solar radiation, and ensure the correct and practical use of personal protective equipment.

For each operational procedure or work instruction adopted by the Company, **specific training or information sessions are delivered** to the personnel involved, with all activities tracked within the integrated management system through a dedicated improvement and training programme. Training also includes familiarisation with **emergency layouts, evacuation plans and alarm systems**, reinforcing preparedness and situational awareness.

Within the framework of the Gender Equality Management System, Aluberg also conducted specific **training initiatives on diversity and inclusion** in 2025 and is committed to delivering such training on a regular basis, with the objective of strengthening awareness, promoting inclusive behaviours and supporting the continuous development of an equitable and respectful workplace.

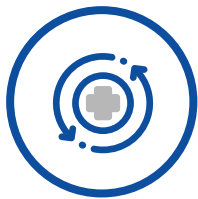
Training hours show fluctuations over the three-year period, with a peak in 2024 followed by a decrease in 2025. This trend is primarily linked to cyclical mandatory training requirements under applicable legislation, particularly in occupational health and safety, which periodically generate higher training volumes.



GRI 404-1 TRAINING HOURS BY CATEGORY AND GENDER	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total	182	30	212	2,216	149	2,365	1,489	50	1,539
White-collars	182	30	212	169	149	318	57	50	107
Blue-collars	-	-	0	2,047	-	2,047	1,432	-	1,432

GRI 404-1 AVERAGE TRAINING HOURS BY CATEGORY AND GENDER	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total	1.4	2.3	1.5	15.7	12.4	15.5	10.5	3.1	9.7
White-collars	22.8	2.3	10.1	16.9	12.4	14.5	7.1	3.3	4.7
Blue-collars	-	-	0	15.9	-	15.9	10.9	-	10.9

4.5



0

RECORDABLE
WORK-
RELATED
INJURY RATE
in 2025

A SAFE AND HEALTHY WORKING ENVIRONMENT

OPERATING IN AN INDUSTRIAL CONTEXT CHARACTERISED BY ADVANCED MACHINERIES AND THE USE OF CHEMICAL SUBSTANCES, ALUBERG CONSIDERS THE PROTECTION OF WORKERS' HEALTH AND SAFETY A CORE ORGANISATIONAL RESPONSIBILITY. THIS COMMITMENT IS FORMALISED THROUGH THE VOLUNTARY ADOPTION OF AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM CERTIFIED IN ACCORDANCE WITH **UNI EN ISO 45001:2023**.

The Company's approach is further guided by its **Health, Safety and Environment Policy**, which defines principles, objectives and responsibilities aimed at preventing occupational risks, ensuring regulatory compliance and promoting continuous improvement in health, safety and environmental performance.

The management of health and safety relies on an integrated governance framework that combines accountability, coordination and oversight. Responsibilities are allocated across key organisational roles, including the **Employer**, the **Head of the Prevention and Protection Service (RSPP)**, the **Competent Doctor** and the **Workers' Safety Representative (RLS)**, whose interaction is regulated through formal procedures and continuous information flows. This organisational set-up enables informed and shared decision-making, supports consistent compliance with regulatory requirements and ensures the effective application of preventive and protective measures.

Risk identification and assessment are carried out through the Risk Assessment Document (DVR), which systematically analyses ordinary activities, extraordinary maintenance operations and emergency scenarios. The assessment covers, among others, risks related to the handling of hazardous substances, exposure to chemical agents, operation and maintenance of production equipment, potential accidental releases, fire hazards and abnormal operating conditions. For each identified hazard, the DVR evaluates probability and severity, defining the residual risk level and the corresponding prevention and protection measures.

Operational controls derived from the DVR include the use of closed and segregated systems for hazardous substances, dedicated containment and ventilation solutions, clearly defined storage and labelling requirements, controlled access to risk areas and the mandatory use of appropriate personal protective equipment. **Specific operating instructions** are adopted for activities associated with higher residual risks, such as maintenance interventions and non-routine operations, while preventive maintenance programmes and periodic inspections are implemented to reduce the likelihood of equipment malfunction and unsafe conditions.

The management system also provides for the **systematic analysis of accidents, near misses and unsafe situations**. Each event triggers a structured review process aimed at identifying root causes and implementing corrective actions, which may include the revision of procedures, reinforcement of training activities, technical improvements or additional protective measures. This process feeds into a continuous improvement cycle supported by internal audits and periodic management reviews.

Prevention is further strengthened through digital tools that support real-time document management, automated monitoring of deadlines and regulatory updates, and traceable version control of the DVR. **Targeted medical check-ups** based on individual risk profiles, the systematic updating of health records and access to additional medical examinations when required are key elements through which occupational health surveillance complements the overall health and safety framework. Awareness and shared responsibility across the workforce are fostered through **continuous training programmes**, with dedicated modules on chemical risk management, use of specific machineries and emergency medical response.

Structured reporting channels, aligned with the Company's whistleblowing policy, allow employees to confidentially report any concerns about observed risks or episodes, reinforcing the preventive role of active participation and transparency.



Emergency Management Plan

Aluberg has adopted a formal Emergency Management Plan that defines **procedures, roles and responsibilities** for the effective management of emergency situations within its facilities. The Plan identifies **potential emergency scenarios**, including fire, chemical releases and other critical events, and sets out clear response protocols, evacuation routes, assembly points and communication flows. **Dedicated emergency teams** are appointed and regularly **trained**, while periodic drills are conducted to test preparedness and ensure the effectiveness of response measures. The Plan **strengthens the Company's ability to protect people, assets and the environment, ensuring timely and coordinated action in emergency situations.**

GRI 403-8 EMPLOYEES AND NON-EMPLOYEES COVERED BY A HEALTH AND SAFETY MANAGEMENT SYSTEM AT WORK	U.M.	2023	2024	2025
Total number of employees and non-employees covered	n	165	163	178
Total number of employees and non-employees	n	165	163	178
Percentage	%	100%	100%	100%

GRI 403-8 EMPLOYEES AND NON-EMPLOYEES COVERED BY AN INTERNALLY AUDITED OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	U.M.	2023	2024	2025
Total number of employees and non-employees covered	n	165	163	178
Total number of employees and non-employees	n	165	163	178
Percentage	%	100%	100%	100%

No recordable work-related injuries were reported in 2025, confirming a positive improvement trend over the three-year period. The progressive reduction in injury rates from 2023 to 2024, followed by the absence of injuries in 2025, reflects the effectiveness of the Company's health and safety management system, as well as the continuous strengthening of prevention, training and risk control measures across all operations. As a result, **no lost days due to work-related injuries were recorded during the reporting year**, and no cases of work-related ill health were registered over the 2023-2025 period.

GRI 403-9 NUMBER OF INJURIES INVOLVING EMPLOYED AND NON-EMPLOYED WORKERS	U.M.	2023	2024	2025
Total number of recordable injuries	n	2	1	-
- of which occurred to employees	n	2	1	-

GRI 403-9 HOURS WORKED (REGULAR HOURS + OVERTIME HOURS + HOURS IN BANK HOURS)	U.M.	2023	2024	2025
Total number of worked hours	n	278,555	258,390	269,904

GRI 403-9 RECORDABLE WORK-RELATED INJURIES RATE	U.M.	2023	2024	2025
Recordable work-related injury rate ¹	-	7.18	3.87	-

¹ The incident rate is calculated as follows: (Total number of recordable injuries / Total number of hours worked) * 1,000,000.



5.1

Policy and
governance for
environmental
management

5.2

Energy use and
efficiency

5.3

GHG emissions:
reporting and
reducing

5.4

Water monitoring
and consumption

5.5

Responsible use of
raw materials

5.6

Waste management

05

ENVIRONMENTAL
RESPONSIBILITY

5.1



POLICY

*Aluberg's environmental strategy is formally defined and guided by its **Health, Safety and Environment Policy**, which sets out the principles, objectives and commitments adopted by the Company to safeguard the environment, prevent pollution and ensure responsible and compliant management of its industrial activities.*

POLICY AND GOVERNANCE FOR ENVIRONMENTAL MANAGEMENT

THE HEALTH, SAFETY AND ENVIRONMENT POLICY UNDERPINS THE INTEGRATED MANAGEMENT SYSTEM, CERTIFIED IN ACCORDANCE WITH **ISO 14001**, AND PROVIDES A STRUCTURED FRAMEWORK FOR IDENTIFYING, MONITORING AND REDUCING THE ENVIRONMENTAL IMPACTS ASSOCIATED WITH PRODUCTION PROCESSES THROUGH **PREVENTIVE MEASURES, OPERATIONAL CONTROLS AND THE ADOPTION OF BEST AVAILABLE TECHNOLOGIES**.

Environmental responsibilities are clearly assigned across the organization and supported by **training** initiatives, ensuring the effective implementation of the defined commitments and systematic compliance with applicable legislation.

Within this framework, Aluberg has implemented a structured governance system for the **identification, assessment and management of environmental risks and impacts**, fully integrated into operational and decision-making processes.

Environmental aspects are periodically analyzed through formal assessment tools, including the **Risk Assessment Document (DVR)** which provides an updated and comprehensive evaluation of potential impacts related to the Company's activities.

This approach is further strengthened by targeted environmental monitoring based on specific performance indicators, supported by measurements and analyses carried out in collaboration with qualified external laboratories.

The outcomes of these assessments are used to inform operational controls, preventive actions and improvement measures, while **top management ensures oversight through audits and periodic reviews**.



5.2

ENERGY USE
AND EFFICIENCY



126,622
VS 117,630

Total energy
consumption
2025 VS 2024
(GJ)

The presence of a structured environmental management framework enables the Company to systematically monitor energy consumption, to analyze energy flows across production processes and to improve the overall energy efficiency.

ENERGY CONSUMPTION INFORMATION IS SYSTEMATICALLY COLLECTED, PROVIDING A ROBUST BASIS FOR TREND ANALYSIS. PARTICIPATION IN AN **ENERGY CONSORTIUM** FURTHER STRENGTHENS PLANNING CAPABILITIES, ENABLING THE COMPANY TO INTEGRATE CONSUMPTION FORECASTS WITH PRODUCTION VOLUMES AND TO REFINE ENERGY-SAVING STRATEGIES ACCORDINGLY.

Targeted **technical interventions** have been introduced throughout the years to align energy demand with actual production requirements, including the optimization of machinery performance through the **installation of inverters** and the ongoing **monitoring of combustion systems** to ensure efficiency over time.

Within its process optimisation strategy, Aluberg has integrated a **heat recovery solution** that transforms residual thermal energy from coating operations into a functional input for subsequent production phases. Instead of being dissipated, the heat generated during solvent combustion is captured and conveyed to an air-oil heat exchanger, where it is used to heat the diathermic oil.

This thermal carrier is then reintroduced into the system to support the preheating of drying ovens, reducing the reliance on primary energy sources. As a result, the intervention has led to a **decrease in methane consumption** and an increase in overall energy optimization.

In parallel, building on a strategic decision taken in 2024, Aluberg confirmed in 2025 the **exclusive procurement of electricity from renewable sources, certified through Guarantees of Origin**.

Compared to the previous year, 2025 shows an increase in total energy consumption of just over 7%. This growth is mainly driven by the increases observed in the two primary energy carriers used by Aluberg, namely electricity and natural gas.

These two sources alone account for almost all the company's energy consumption (confirming the percentage share observed in previous years) and show increases of nearly 10% and 7%, respectively. Although the observed values are moving closer to the 2023 estimates, they still remain approximately 3% lower.



GRI 302-1 ENERGY CONSUMED WITHIN THE ORGANIZATION		U.M.	2023	2024	2025
Electricity	Total electricity purchased and consumed	GJ	37,066	33,730	36,997
	of which purchased from renewable sources certified with Guarantee of Origin	GJ	-	33,730	36,997
Methane	Natural gas for production process ²	GJ	93,203	83,403	89,119
Company car fleet ³	Diesel	GJ	443	397	336
	Petrol	GJ	99	99	170
Total energy consumption		GJ	130,810	117,630	126,622

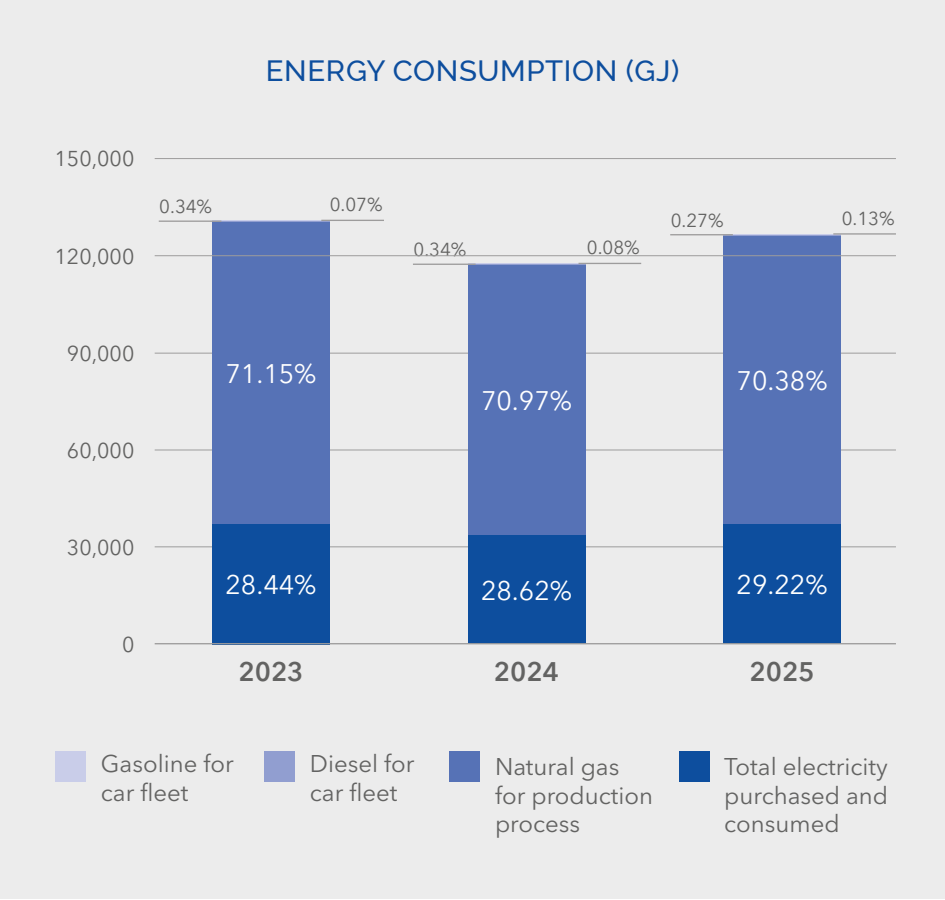
² The 2023 and 2024 natural gas values were corrected using the Lower Heating Value (LHV) instead of the Higher Heating Value (HHV) previously applied. The data source is UK Government DEFRA 2023 and 2024. This change was made to align the methodology with international best practices, which favor the use of LHV, as it excludes latent heat and therefore better represents the energy effectively available.

³ Estimated data. The available values refer only to the monetary value of fuels. Volumes in liters have been estimated based on the average price for the reference year (data source: MASE).



100%
OF ELECTRICITY
purchased
from
certified
renewable
sources

1,082
ENERGY
INTENSITY
of internal
consumption
(GJ/M€)



Energy intensity is an indicator that measures the amount of energy consumed in relation to a specific output, such as production volume or revenues. It is used to assess how efficiently energy is converted into operational results. By normalising energy consumption against a consistent reference, energy intensity allows the Company to analyse **performance over time independently of fluctuations in production levels**.

GRI 302-3 ENERGY INTENSITY OF INTERNAL CONSUMPTION	U.M.	2023	2024	2025
Total energy consumption	GJ	130,810	117,630	126,622
Revenues from sales and services	M€	125	104	117
Energy intensity (Total energy consumption / Revenues from sales and services)	GJ/M€ turnover	1,046	1,131	1,082



5.3



In line with its commitment to the SBTi, Aluberg continues to monitor and manage its emissions with the aim of ensuring greater reporting accuracy and providing a more robust information base to support strategic decision-making in the context of decarbonization.



GHG EMISSIONS: REPORTING AND REDUCING

IN 2025, ALUBERG FURTHER STRENGTHENED ITS COMMITMENT TO EMISSIONS MANAGEMENT AND CLIMATE CHANGE MITIGATION BY FORMALIZING AND VALIDATING ITS COMMITMENT TO THE **SCIENCE BASED TARGETS INITIATIVE (SBTi)**.

This commitment represents a significant step in its **decarbonization journey**, as it entails aligning emission reduction targets with scientifically recognized criteria consistent with the most ambitious climate scenarios outlined in the Paris Agreement.

**Pathways for Sustainable Growth:
Science Based Target Initiative**

In line with the strategic objectives defined in 2024, Aluberg committed to set a near term target in line with climate science with the **Science Based Targets initiative (SBTi)** which has been validated in 2026.

Specifically: Aluberg S.p.A. commits to reduce absolute scope 1 GHG emissions 42.0% by 2030 from a 2024 base year. Aluberg S.p.A. also commits to continue active annual sourcing of 100% renewable electricity through 2030. Aluberg S.p.A. further commits that 78.0% of its suppliers by emissions covering purchased goods and services, will have science-based targets by 2030.⁴

This step represents a tangible demonstration of the company's dedication to climate action and its alignment with the global framework for reducing greenhouse gas emissions, as set out in its long-term sustainability strategy.

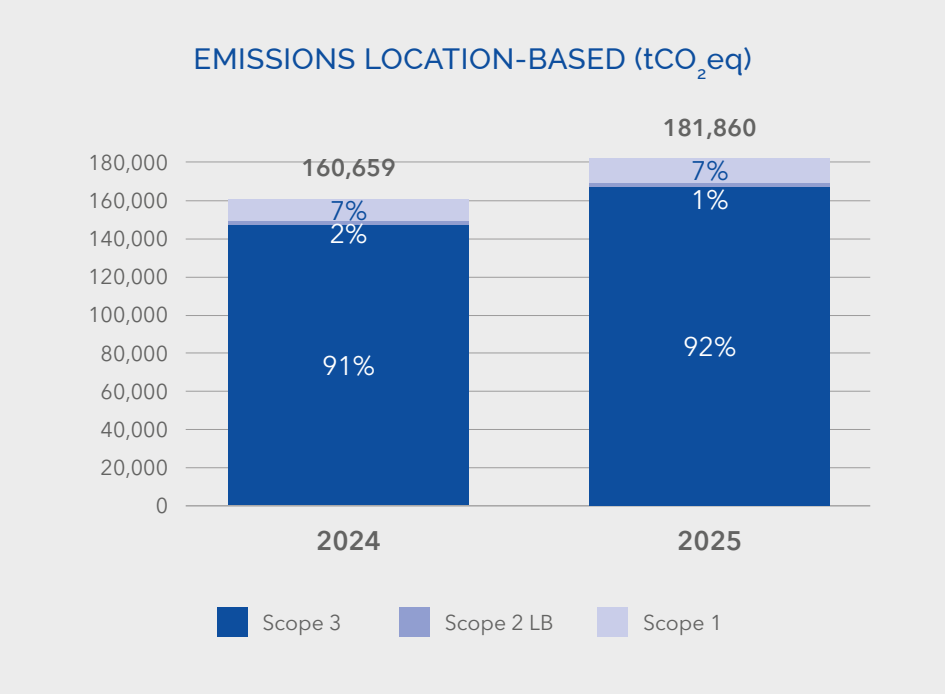
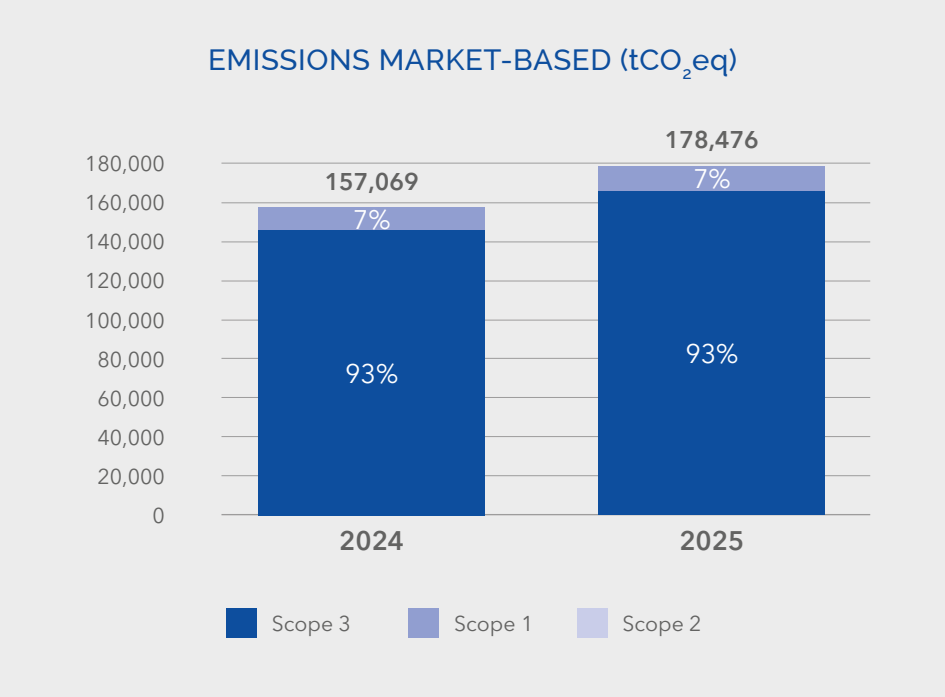
⁴ For further information please refer to the SBTi dashboard available at <https://sciencebasedtargets.org/target-dashboard>





178,475.89
VS 157,069.39
Scope 1, 2,
3 emissions
2025 VS 2024
(tCO₂eq)

The tables below present emissions results according to the categories defined by the **Greenhouse Gas Protocol** (GHG Protocol), the internationally recognized standard for greenhouse gas accounting and reporting. This methodological choice is consistent with the Science Based Targets approach, which requires the use of the GHG Protocol as the reference framework for defining, monitoring, and reporting emission reduction targets. The values are reported starting from 2024, which has been selected as the base year for the definition of the approved SBTi target.



In 2025, emissions recorded an increase of approximately +13%. **The overall emissions structure remains substantially unchanged compared to the previous year:** Scope 3 represents by far the largest share, accounting for approximately 92% of total emissions (around 146 thousand tCO₂e in 2024 and 166 thousand tCO₂e in 2025), while Scope 1 accounts for about 7% (approximately 11 thousand tCO₂e in 2024 and 12.7 thousand tCO₂e in 2025).

GRI 305 EMISSIONS	U.M.	2024 ⁵	2025
GRI 305-1 Direct GHG emissions (Scope 1)			
Direct emissions from stationary combustion	tCO ₂ eq	11,206.19	12,595.55
Direct emissions from mobile combustion	tCO ₂ eq	34.43	35.18
Direct emissions from fugitive emissions	tCO ₂ eq	119.91	100.38
Total Scope 1	tCO ₂ eq	11,360.53	12,731.12
GRI 305-2 Indirect GHG emissions from energy (Scope 2)			
From purchased electricity - Market based	tCO ₂ eq	0	0
From purchased electricity - Location based	tCO ₂ eq	2,563.77	2,417.55
GRI 305-3 Other indirect GHG emissions (Scope 3)			
Purchased goods and services	tCO ₂ eq	130,131.04	148,663.60
Capital goods	tCO ₂ eq	713.58	960.64
Fuel and energy-related activities emission sources ⁶	tCO ₂ eq	781.6	828.52
Upstream transport and distribution	tCO ₂ eq	2,828.78	3,387.33
Waste disposal ⁷	tCO ₂ eq	906.03	1,253.47
Business travel ⁸	tCO ₂ eq	28.72	99.89
Employee commuting	tCO ₂ eq	263.88	220.92
Downstream transport and distribution	tCO ₂ eq	185.52	202.65
End of life of products	tCO ₂ eq	9,869.71	10,127.74
Total Scope 3	tCO ₂ eq	145,708.86	165,744.77

⁵ The 2024 data have been updated following the availability of more accurate activity data (fugitive emissions) and the corrections applied during the SBTi submission and validation process.

⁶ According to market-based approach the generation, transport and distribution emissions of purchased electricity are also equal to zero. According to the location-based approach the total amount instead is equal to 1,807.08 tCO₂ eq in 2024 and 1,795.54 tCO₂ eq in 2025.

⁷ Both for 2024 and 2025, from the category total, contributions considered out of boundary according to the GHG Protocol (waste transport equal to 11.47 t CO₂eq) are excluded, as reported in the submission and validation of the target to SBTi.

⁸ From the category total, contributions considered out of boundary according to the GHG Protocol (hotel stays equal to 0.24 tCO₂eq) are excluded, as reported in the submission and validation of the target to SBTi.



1,525
VS 1,510
Emission intensity
2025 VS 2024
(tCO₂eq/M€)

Within Scope 1 emissions, stationary sources represent the most significant contribution. In addition to the relevant share of natural gas used for heating and production processes, a key role is played by emissions from the post-combustion unit used for the abatement of solvents downstream of the drying processes.

Scope 2 emissions, **which were equal to zero under a market-based approach**, show a decrease under a location-based approach, despite a slight increase of approximately 10% in electricity consumption. This trend is attributable to an improvement in emission factors for the Italian electricity market, which show a decrease of just over 14% in emissions produced per kWh ⁹.

Scope 3 emissions are mainly driven by impacts related to purchased raw materials, primarily aluminium. The volumes of the main raw material increased by more than 26%, resulting in a significant variation in the associated emissions contribution (+11%). **For many of the purchased alloys, Aluberg has collected primary emission factors through collaboration with its key suppliers**, enabling a more accurate estimation of the impact for most of the alloys used. Despite improvements in some of these factors, a deterioration is observed in the emission factors derived from secondary databases used to model alloys for which primary data are not available ¹⁰.

These data clearly show that emissions are heavily concentrated along the value chain (Scope 3), while direct emissions (Scope 1), although relatively limited in share, are still increasing in absolute terms. Considering the SBTi target – which explicitly includes Scope 3 among its areas of action – Aluberg plans to strengthen the engagement of its suppliers in order to improve the measurement of indirect emissions. These emissions are often less directly controllable but play a crucial role in the company's overall carbon footprint.

GRI 305-4 EMISSION INTENSITY	U.M.	2024	2025
Total Scope 1, Scope 2 and Scope 3 emissions (Market based)	tCO ₂ eq	157,069.39	178,475.89
Revenues from sales and services	M€	104	117
Emission intensity (Total emissions / Revenues from sales and services)	tCO ₂ eq/M€	1,510	1,525

Emissions intensity measures the amount of greenhouse gas emissions generated per unit of output. By relating emissions to production levels, it allows trends to be analysed independently of changes in activity volumes, supporting the assessment of emission efficiency and the effectiveness of mitigation actions over time.

⁹ Association of Issuing Bodies y2025 .

¹⁰ Ecoinvent 3.12.

Assessment and control of air pollutants

The management of air pollutant emissions is based on the application of Best Available Techniques (BAT) and on the continuous alignment of the Integrated Environmental Authorisation (AIA), including the periodic revision of the compliance to emission limits. Emissions generated by production processes are fully captured to be treated through dedicated **abatement systems** and **continuously monitored** by means of advanced technologies that control key parameters such as Total Organic Carbon (TOC), nitrogen oxides (NOx) and carbon monoxide (CO).

The identification and **evaluation of risks associated with atmospheric emissions** are formally addressed through a dedicated environmental impact assessment integrated into the Risk Assessment Document, which analyses the nature of **potential pollutants, exposure conditions and risk levels** according to a structured methodology based on probability and severity criteria. The assessment confirms that emissions are adequately controlled, external to ordinary workstations and associated with a **low and acceptable residual risk**. Preventive and protective measures include defined operational procedures, programmed maintenance, monitoring of plant performance, anomaly and emergency management, and targeted training for personnel involved in plant operation and maintenance. Environmental performance is further supported by **periodic analytical measurements and monitoring activities carried out in collaboration with qualified external laboratories**.

In 2023, the introduction of a new BAT led to the reduction of the COT emission limit at the stack from 40 mg/Nm³ to 20 mg/Nm³, improving the containment of air pollutant emissions.

5.4



WATER MONITORING AND CONSUMPTION

WATER IS EMPLOYED BY THE COMPANY FOR **SERVICE-RELATED PURPOSES**, INCLUDING CLEANING ACTIVITIES, SANITARY FACILITIES, CHANGING ROOMS AND THE IRRIGATION OF GREEN AREAS; FOR **PRODUCTION-RELATED USES**, SUCH AS MAINTAINING HUMIDITY LEVELS IN DEPARTMENTS, FEEDING COOLING SYSTEMS, COOLING MACHINERY AND SUPPORTING INTERNAL CLEANING OPERATIONS; AND FOR **EMERGENCY PURPOSES**, IN PARTICULAR TO ENSURE FIRE PREVENTION AND INDUSTRIAL SAFETY MEASURES.

To strengthen the resilience of its water supply and reduce dependence on the municipal network, the Company activated a **private well** and progressively increased self-sourced withdrawals, thereby contributing to the alleviation of pressure on local water resources.

In parallel, Aluberg is equipped with **rainwater collection tanks**, designed to collect, filter and reuse rainwater, supporting a more efficient management of water flows and the partial substitution of potable water for compatible uses.

Water flows are monitored throughout the entire cycle, including withdrawals from the aqueduct and the well, as well as discharges. Wastewater management distinguishes between **rainwater** conveyed to the municipal stormwater system and **civil and technical wastewater** discharged into the sewer network, with all discharges subject to regular compliance checks.

The installation of high-precision meters in 2024 has significantly improved data accuracy and traceability, replacing previous estimates for the 2023 reporting year and enabling more effective monitoring of consumption and discharges, while supporting the continuous optimization of water use.

The organization's water withdrawals in 2025 show a slight reduction compared with the previous year and remain well below the withdrawals recorded during 2023, with a decrease of around 7%.

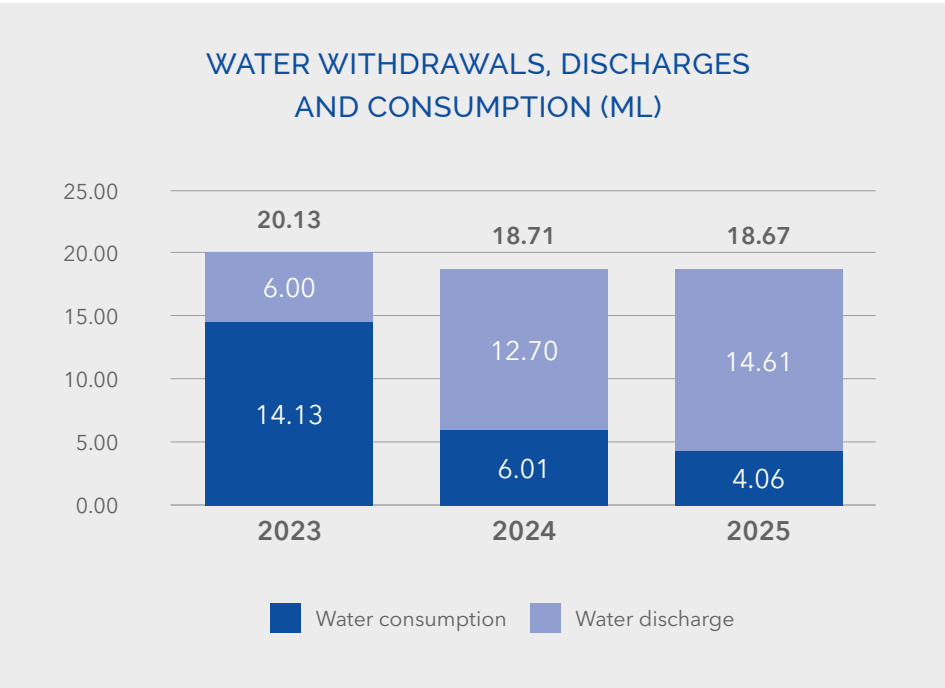
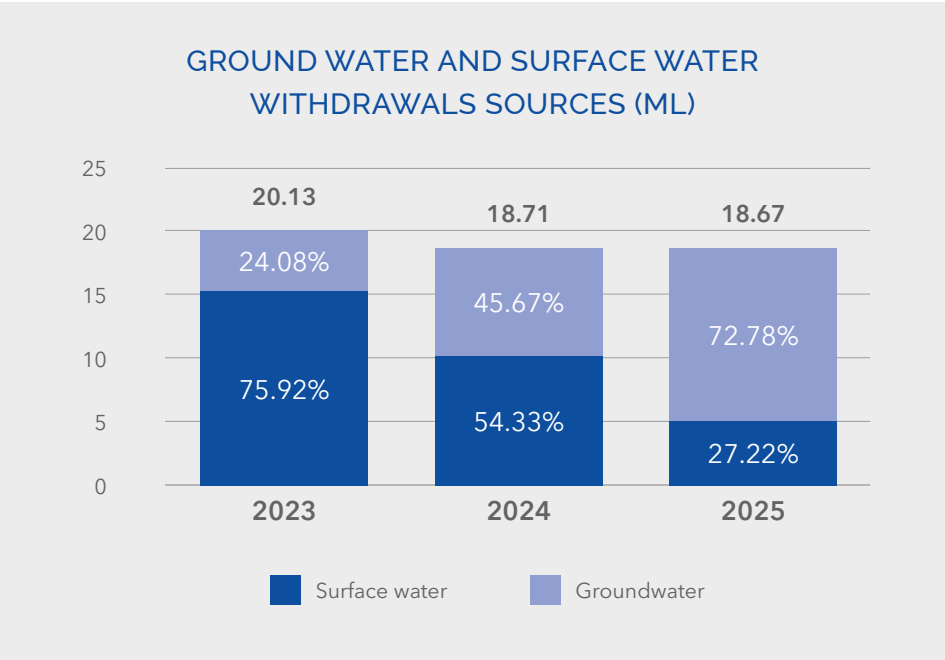




4.06
VS 6.01
Water
consumption
2025 VS 2024
(ML)

During the reporting period, a progressive reduction in water withdrawals from the public water supply network was observed compared to previous years, alongside an increase in the share of water sourced from the company-owned well. This trend is attributable to the difficulties communicated by the public water utility in ensuring a water supply with constant pressure and sufficient capacity to support the operation of Aluberg’s production facilities.

In order to guarantee the continuity and reliability of industrial processes, Aluberg therefore increased its use of water sourced from the company well, in compliance with the relevant authorizations and applicable regulations.



GRI 303-3 WATER WITHDRAWALS	U.M.	2023	2024	2025
Total - groundwater	ML	4.84	8.54	13.58
of which fresh water (≤1000 mg/l total dissolved solids)	ML	4.84	8.54	13.58
of which other types of water (>1,000 mg/l total dissolved solids)	ML	-	-	-
Total - surface water	ML	15.28	10.16	5.08
of which fresh water (≤1000 mg/l total dissolved solids)	ML	15.28	10.16	5.08
of which other types of water (>1,000 mg/l total dissolved solids)	ML	-	-	-
Total water withdrawal	ML	20.13	18.71	18.67

GRI 303-4 WATER DISCHARGE	U.M.	2023	2024	2025
Total - groundwater	ML	-	-	-
of which fresh water (≤1000 mg/l total dissolved solids)	ML	-	-	-
of which other types of water (>1,000 mg/l total dissolved solids)	ML	-	-	-
Total - surface water	ML	-	-	-
of which fresh water (≤1000 mg/l total dissolved solids)	ML	-	-	-
of which other types of water (>1,000 mg/l total dissolved solids)	ML	-	-	-
Total - Third party	ML	6.0	12.69	14.61
of which fresh water (≤1000 mg/l total dissolved solids)	ML	6.0	12.69	14.61
of which other types of water (>1,000 mg/l total dissolved solids)	ML	-	-	-
Total water discharge	ML	6.0	12.69	14.61

GRI 303-5 WATER CONSUMPTION	U.M.	2023	2024	2025
Total	ML	14.13	6.01	4.06

5.5



Raw materials are managed through **structured operational controls** designed to ensure **safe, efficient and responsible handling** throughout all phases of storage and use. Defined procedures regulate labelling, segregation by compatibility, traceability and storage conditions, in line with regulatory requirements and internal standards.

RESPONSIBLE USE OF RAW MATERIALS

WITHIN THE COMPANY'S PREVENTION FRAMEWORK, RISK ASSESSMENTS SUPPORT THE IDENTIFICATION AND MITIGATION OF POTENTIAL ENVIRONMENTAL AND SAFETY RISKS RELATED TO MATERIAL HANDLING, ENABLING THE ADOPTION OF **PREVENTIVE AND PROTECTIVE MEASURES**.

THESE PROCEDURES CONTRIBUTE TO PREVENTING ACCIDENTAL RELEASES, CROSS-CONTAMINATION AND INEFFICIENT RESOURCE USE, WHILE **ENSURING COMPLIANCE AND OPERATIONAL RELIABILITY**.

The environmental impacts associated with raw materials are predominantly generated upstream in the value chain, mainly during extraction and mining activities. To address these impacts, the Company adopts **responsible procurement practices** that integrate environmental and social criteria, supported by an ESG-based supplier evaluation process aimed at assessing suppliers' compliance with sustainability standards.

Regarding Aluberg's own operations, raw material use is especially significant in the **coating and colour kitchen departments**, where the highest consumption of both primary and auxiliary materials, including hazardous substances, is recorded, as highlighted by the Context Analysis updated in 2025.

The Company promotes material recovery and recycling and prioritizes the increased use of lower-impact alternatives to reduce dependence on virgin resources.

This commitment is reflected in the offer of products incorporating **aluminum derived from bauxite processed using electricity from renewable sources**, as well as in the development of **PVC-free solutions** based on alternative materials such as polypropylene (PP) and polyethylene (PE), which combine high technical performance with improved environmental profiles.



At the same time, Aluberg operates within **technical and market constraints** that limit its ability to independently select alternative raw materials. The Company is required to comply with stringent quality and performance specifications defined by customers, including the use of aluminum with a purity of 99.9% and solvent-based coatings able to ensure the highest performance levels.

While water-based coatings are not yet able to fully replace solvent-based solutions due to performance limitations and the high research and development investments required by the coatings industry, Aluberg adopts **water-based products** whenever technically and commercially feasible, continuing to monitor technological developments and market trends in support of future improvements.

5.6



1,978.1
VS 1,727.57

Waste generated
2025 VS 2024
(tons)

Waste streams are constantly monitored across Aluberg's production process to ensure full compliance with applicable environmental legislation and to limit potential environmental impacts.

WASTE MANAGEMENT

GIVEN THE DIVERSITY OF WASTE GENERATED BY DIFFERENT PRODUCTION DEPARTMENTS, **DEDICATED OPERATIONAL PROCEDURES HAVE BEEN DEFINED FOR EACH AREA**, PROVIDING CLEAR GUIDANCE ON THE HANDLING, SEGREGATION AND TEMPORARY STORAGE OF WASTE, INCLUDING HAZARDOUS SUBSTANCES, PRIOR TO COLLECTION AND TREATMENT BY QUALIFIED EXTERNAL OPERATORS.

ALL RECYCLING AND DISPOSAL ACTIVITIES ARE ENTRUSTED TO **CERTIFIED THIRD-PARTY PARTNERS**, WHOSE COMPLIANCE WITH LEGAL AND REGULATORY REQUIREMENTS IS SUBJECT TO PERIODIC ASSESSMENT BY THE COMPANY.

As most environmental impacts associated with waste arise during the **downstream phase of the product life cycle**, Aluberg has complemented internal operational controls with an **eco-design approach**, developing innovative solutions, such as the already cited PVC-free blister packaging, aimed at improving end-of-life recyclability and reducing overall environmental burdens.

Over the period analysed, total **waste generation shows an overall stable trend**, with a decrease in 2024 (1,727.57 tonnes) compared to 2023 (1,969.10 tonnes), followed by a new increase in 2025 (1,978.10 tonnes), in line with initial levels.

Non-hazardous waste represents the predominant component in all the years considered, accounting for between 87% and 88% of the total. This confirms a waste stream composition mainly attributable to materials with a lower environmental impact and greater opportunities for recovery and valorisation. The share of hazardous waste, on the other hand, remains limited and relatively stable.

Regarding **waste destination** over the 2023-2025 period, a clear prevalence of waste streams not intended for disposal is observed. During the period analysed, most of the waste generated is in fact sent to recovery operations. These amounts account for more than 90% of the total waste produced in each reporting year, confirming a management approach focused on material valorisation.



Operational control of waste storage areas

Aluberg has implemented a **dedicated operational control procedure** to ensure the correct and compliant management of waste storage areas within its facilities. The procedure defines **roles, responsibilities and inspection methods** for the periodic surveillance of temporary waste storage, covering both hazardous and non-hazardous waste. Controls are carried out through structured inspections and documented checklists, aimed at verifying compliance with legal requirements, internal procedures and safety standards. The process supports the **early identification of non-conformities, potential risks and improvement opportunities**.

The main component of **recovered waste** streams in all the years analysed consists of non-hazardous waste (approximately 95%). At the same time, the share of hazardous waste not destined for disposal shows variability over the three-year period, attributable to changes in the composition of the waste generated and to the specific authorised treatment routes available.

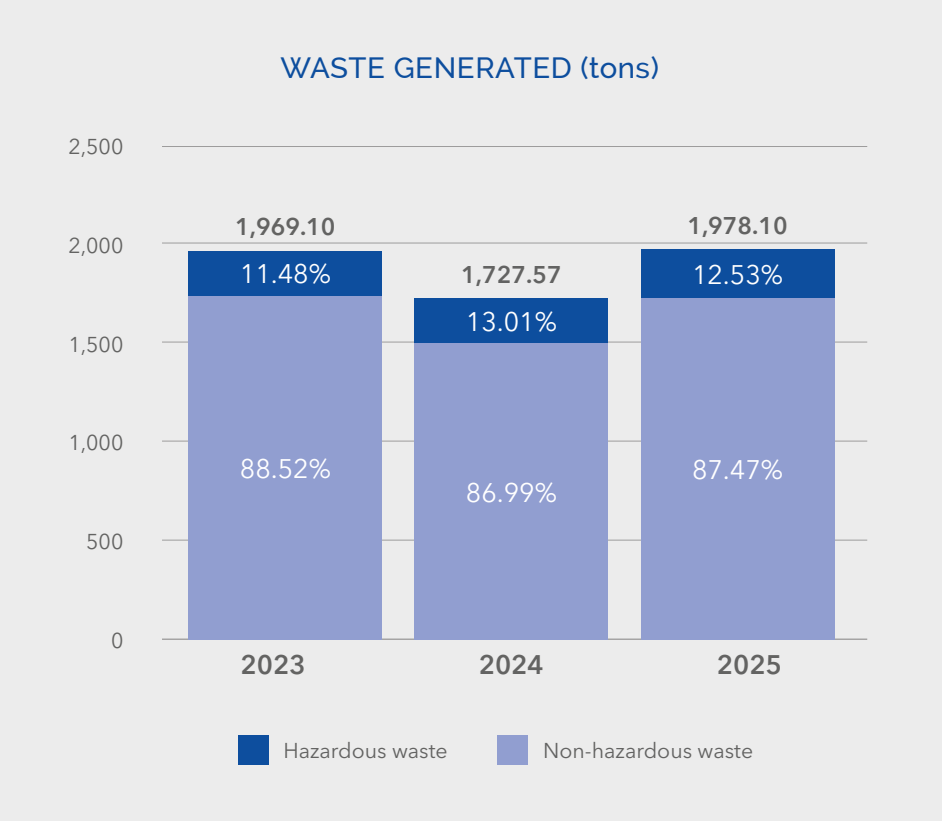
Waste destined for disposal remains at limited levels compared to the total waste produced. Disposal almost exclusively concerns hazardous waste, which requires specific final treatments to ensure the protection of the environment and human health.



1,730.2

VS 1,502.81

Non-hazardous waste 2025 vs 2024 (tons)



GRI 306-3 WASTE BY COMPOSITION	U.M.	2023	2024	2025
Hazardous waste	tons	226.09	224.76	247.9
Non-hazardous waste	tons	1,743.01	1,502.81	1,730.2
Total	tons	1,969.10	1,727.57	1,978.1

GRI 306-4 WASTE DIVERTED FROM DISPOSAL	U.M.	2023	2024	2025
Hazardous waste	tons	100.98	61.64	89.14
Non-hazardous waste	tons	1,738.25	1,502.71	1,723.53
Total	tons	1,839.22	1,564.35	1,812.67

GRI 306-5 WASTE DIRECTED TO DISPOSAL	U.M.	2023	2024	2025
Hazardous waste	tons	125.11	163.12	158.80
Non-hazardous waste	tons	4.76	0.09	6.67
Total	tons	129.87	163.21	165.47

Packaging labelling for end-of-life management

Aluberg provides **clear and transparent labelling of product packaging components in accordance with applicable classification standards**, indicating material composition and disposal instructions.

Each marketed product is identified through specific codes and recycling streams, supporting customers and downstream operators in the correct separation, recovery and recycling of materials at end of life. This approach facilitates compliance with local waste management requirements and contributes to the effective valorisation of materials.

The documents detailing packaging labelling and disposal instructions are publicly available on the Company's website.

ANNEX

LIST OF MATERIAL IMPACTS

The table below outlines the material impacts, distinguishing between actual and potential effects, and considering their nature, scope and time horizon. The assessment reflects the Company's industrial profile and operating context, highlighting both adverse and positive contributions associated with its business model.

MATERIAL TOPIC	IMPACT	POSITIVE/NEGATIVE ACTUAL/POTENTIAL	TIME HORIZON	VALUE CHAIN STAGE
EMISSIONS AND CLIMATE CHANGE	Contribution to climate change through the generation of direct and indirect GHG emissions associated with company activities (e.g. energy consumption for heating and cooling, production processes) across corporate sites.	NEGATIVE ACTUAL	Long-term	Own operations
	Contribution to climate change along the value chain through indirect greenhouse gas emissions generated upstream and downstream of operations.	NEGATIVE ACTUAL	Long-term	Value chain
POLLUTION	Deterioration of air quality resulting from non-GHG atmospheric emissions generated during routine business activities.	NEGATIVE ACTUAL	Short-term / Long-term	Own operations
	Emission of volatile organic compounds (VOCs) arising from specific production processes, potentially contributing to ground-level ozone formation and generating adverse impacts on air quality and public health.	NEGATIVE ACTUAL	Short-term / Long-term	Own operations
ENERGY MANAGEMENT	Contribution to national energy demand due to energy consumption associated with operational activities.	NEGATIVE ACTUAL	Short-term	Own operations
RAW MATERIALS AND CIRCULAR ECONOMY	Increased pressure on natural resources linked to the use of virgin raw materials, including non-recycled aluminium and plastics, with consequent higher resource consumption.	NEGATIVE ACTUAL	Long-term	Upstream value chain
	Growing demand for chemical raw materials , such as paints and solvents, whose production involves energy-intensive extraction and synthesis processes, potential emissions of hazardous substances, increased pressure on supply chains, use of non-renewable inputs and generation of material flows that are difficult to recover.	NEGATIVE ACTUAL	Long-term	Upstream value chain
	Increased demand for paper, cardboard and wood , contributing to pressure on forest ecosystems and potential deforestation risks.	NEGATIVE ACTUAL	Long-term	Upstream value chain

MATERIAL TOPIC	IMPACT	POSITIVE/NEGATIVE ACTUAL/POTENTIAL	TIME HORIZON	VALUE CHAIN STAGE
WASTE MANAGEMENT	Pressure on ecosystems and waste management systems due to the generation of waste along the value chain, including multi-layer packaging that is non-reusable or difficult to recycle.	NEGATIVE ACTUAL	Short-term / Long-term	Downstream value chain
	Pressure on ecosystems and waste treatment infrastructure resulting from the generation of hazardous and non-hazardous waste within company operations (e.g. production scraps, office materials, obsolete equipment, WEEE).	NEGATIVE ACTUAL	Short-term / Long-term	Own operations
BIODIVERSITY AND PROTECTION OF LIVING ORGANISMS	Impacts on biodiversity associated with upstream raw material extraction processes (e.g. deforestation, mining activities) within the value chain.	NEGATIVE ACTUAL	Long-term	Upstream value chain
OCCUPATIONAL HEALTH AND SAFETY	Enhanced protection of workers' health and safety through the implementation of a certified Occupational Health and Safety Management System (ISO 45001).	POSITIVE ACTUAL	Short-term	Own operations
HEALTH AND SAFETY OF END USERS	Assurance of high quality and safety standards for end users , ensuring product reliability and compliance.	POSITIVE ACTUAL	Short-term	Downstream value chain
TRAINING AND SKILLS DEVELOPMENT	Improved employee motivation and workplace well-being , supported by professional development and continuous training initiatives.	POSITIVE ACTUAL	Short-term	Own operations
MANAGEMENT AND PROTECTION OF WORKERS	Employment stability , fostered by the predominant use of employment contracts aligned with the applicable National Collective Labour Agreement (CCNL).	POSITIVE ACTUAL	Short-term / Long-term	Own operations
DIVERSITY AND INCLUSION	Enhanced employee well-being and organizational climate , supported by structured processes implemented to achieve gender equality certification (UNI/PdR 125).	POSITIVE POTENTIAL	Long term	Own operations
BUSINESS ETHICS AND INTEGRITY	Strengthened relationships with suppliers and stakeholders , enabled by transparent communication and informed engagement.	POSITIVE ACTUAL	Short-term / Long-term	Value chain
RESPONSIBLE BUSINESS PRACTICES	Promotion of a more responsible supply chain , through the integration of ESG assessment criteria within procurement processes, encouraging suppliers to adopt environmental, social and governance practices aligned with international standards, generating positive indirect impacts for the environment, people and communities.	POSITIVE ACTUAL	Short-term / Long-term	Upstream value chain

ANNEX

GRI TABLE OF CONTENTS

Aluberg has reported the information cited in this GRI Content Index for the period from 1 January to 31 December 2025, with reference to the GRI Standards 2021.

GRI	INDICATOR	PARAGRAPH	NOTES
GRI 2 - GENERAL DISCLOSURE			
2-1	Organization Details	Methodological note	
2-2	Entities included in the organization's sustainability report	Methodological note	
2-3	Reporting Period, Frequency and Contacts	Methodological note	
2-4	Re-determination of information	Methodological note	GRI 302-1 GRI 305-1
2-5	External Assurance	Methodological note	
2-6	Activities, value chain and other business relationships	1.2 Value chain: from raw materials to final products 1.3 Product portfolio	
2-7	Employees	4.1 Workforce management	
2-8	Non-employee workers	4.1 Workforce management	
2-9	Structure and composition of governance	3.1 Governance model	
2-10	Appointment and selection of the highest governing body	3.1 Governance model	
2-11	Chairman of the highest governing body	3.1 Governance model	
2-12	Role of the highest governing body in overseeing impact management	3.1 Governance model	
2-13	Delegation of responsibility for impact management	3.1 Governance model	
2-14	Role of the highest governance body in sustainability reporting	3.1 Governance model	
2-15	Conflicts of interest	3.1 Governance model	
2-16	Communicating critical concerns	3.1 Governance model	
2-19	Remuneration policies	3.1 Governance model	
2-20	Process to determine remuneration	4.1 Workforce management	
2-22	Declaration on the Sustainable Development Strategy	2 The sustainable evolution of the Company	

GRI	INDICATOR	PARAGRAPH	NOTES
2-23	Policy commitments	2 The sustainable evolution of the Company 3.2 Ethics and compliance 5.1 Policy and governance for environmental management 4 Human capital, inclusion and wellbeing	
2-25	Processes to remediate negative impacts	5.1 Policy and governance for environmental management 4.2 Safeguarding diversity and equal opportunities	
2-26	Mechanisms for seeking advice and raising concerns	3.2 Ethics and compliance	
2-27	Compliance with laws and regulations	3.2 Ethics and compliance	
2-28	Membership in associations	1.5 Associations for compliance and development	
2-29	Approach to stakeholder engagement	2.1 Engaging our stakeholders	
2-30	Collective Bargaining Agreements	4.1 Workforce management	
GRI 3 - MATERIAL TOPICS			
3-1	Process for determining material topics	2.2 Materiality analysis	
3-2	List of material topics	2.2 Materiality analysis	
3-3	Management of material topics	2.2 Materiality analysis	
ECONOMIC PERFORMANCE			
GRI 201 - ECONOMIC PERFORMANCE (2021)			
201-1	Economic value directly generated and distributed	3.5 Economic value generated and distributed	
RESPONSIBLE BUSINESS PRACTICES			
3-3	Management of material topics	3.2 Ethics and compliance 3.4 Responsible procurement and ESG evaluation of suppliers	
BUSINESS ETHICS AND INTEGRITY			
3-3	Material topic management	3.2 Ethics and compliance	
GRI 205 - ANTI-CORRUPTION (2021)			
205-3	Corruption incidents confirmed and actions taken	3.2 Ethics and compliance	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	3.2 Ethics and compliance	

GRI	INDICATOR	PARAGRAPH	NOTES
RAW MATERIALS AND CIRCULAR ECONOMY			
3-3	Management of material topics	1.4 The sustainable evolution of our offer 5.5 Responsible use of raw materials	
ENERGY MANAGEMENT			
3-3	Material topic management	5.2 Energy use and efficiency	
GRI 302 - ENERGY (2021)			
302-1	Internal energy consumption within the organization	5.2 Energy use and efficiency	Restatement of information
302-3	Energy intensity	5.2 Energy use and efficiency	
302-4	Reduction of energy consumption	5.2 Energy use and efficiency	
WATER AND WATER DISCHARGES			
GRI 303 - WATER AND TRIBUTARIES (2021)			
303-1	Interactions with water as a shared resource	5.4 Water monitoring and consumption	
303-2	Management of impacts related to water discharge	5.4 Water monitoring and consumption	
303-3	Water withdrawal	5.4 Water monitoring and consumption	
303-4	Water discharge	5.4 Water monitoring and consumption	
303-5	Water consumption	5.4 Water monitoring and consumption	
EMISSIONS AND CLIMATE CHANGE, POLLUTION			
3-3	Material topic management	5.3 GHG emissions: reporting and reducing	
GRI 305 - EMISSIONS (2021)			
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	5.3 GHG emissions: reporting and reducing	Restatement of information
305-2	Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	5.3 GHG emissions: reporting and reducing	
305-3	Other indirect (Scope 3) GHG Emissions	5.3 GHG emissions: reporting and reducing	
305-4	Greenhouse gas (GHG) emission intensity	5.3 GHG emissions: reporting and reducing	
WASTE MANAGEMENT			
3-3	Material topic management	5.6 Waste management	
GRI 306 - WASTE (2020)			
306-1	Waste generation and significant waste-related impacts	5.6 Waste management	

GRI	INDICATOR	PARAGRAPH	NOTES
306-2	Management of significant waste-related impacts	5.6 Waste management	
306-3	Waste generated	5.6 Waste management	
306-4	Waste diverted from disposal	5.6 Waste management	
306-5	Waste directed to disposal	5.6 Waste management	
MANAGEMENT AND PROTECTION OF WORKERS			
3-3	Material topic management	4 Human capital, inclusion and wellbeing	
GRI 401 - EMPLOYMENT (2021)			
401-1	Hiring new employees and employee turnover	4.3 Fair hiring process and turnover	
401-3	Parental leave	4.2 Safeguarding diversity and equal opportunities	
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3-3	Material topic management	4.5 A safe and healthy working environment	
GRI 403 - HEALTH AND SAFETY AT WORK (2021)			
403-1	Occupational health and safety management system	4.5 A safe and healthy working environment	
403-2	Hazard identification, risk assessment and incident investigation	4.5 A safe and healthy working environment	
403-3	Occupational health services	4.5 A safe and healthy working environment	
403-4	Participation and consultation of workers on occupational health and safety programmes and related communication	4.5 A safe and healthy working environment	
403-5	Worker training on health and safety at work	4.5 A safe and healthy working environment	
403-6	Promoting workers' health	4.5 A safe and healthy working environment	
403-7	Prevention and mitigation of health and safety impacts at work directly linked to business relationships	4.5 A safe and healthy working environment	
403-8	Workers covered by an occupational health and safety management system	4.5 A safe and healthy working environment	
403-9	Accidents at work	4.5 A safe and healthy working environment	
403-10	Occupational disease	4.5 A safe and healthy working environment	

GRI	INDICATOR	PARAGRAPH	NOTES
TRAINING AND SKILLS DEVELOPMENT			
3-3	Material topic management	4.4 Professional development and training	
GRI 404 - TRAINING AND EDUCATION (2021)			
404-1	Average number of training hours per year per employee	4.4 Professional development and training	
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3-3	Material topic management	4.2 Safeguarding diversity and equal opportunities	
GRI 405 - DIVERSITY AND EQUAL OPPORTUNITY (2021)			
405-1	Diversity in governance bodies and among employees	4.2 Safeguarding diversity and equal opportunities	
GRI 406 - NON-DISCRIMINATION			
406-1	Incidents of discrimination and corrective actions taken	4.2 Safeguarding diversity and equal opportunities	
HEALTH AND SAFETY OF END USERS			
3-3	Material topic management	3.3 Integrated management system: efficiency and product safety	
GRI 416 - CUSTOMER HEALTH AND SAFETY (2021)			
416-1	Assessment of health and safety impacts of product and service categories	3.3 Integrated management system: efficiency and product safety	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.3 Integrated management system: efficiency and product safety	
GRI 417 - MARKETING AND LABELLING (2021)			
417-1	Labelling and information requirements for products and services	3.3 Integrated management system: efficiency and product safety	
417-2	Incidents of non-compliance concerning product and service information and labeling	3.3 Integrated management system: efficiency and product safety	
417-3	Incidents of non-compliance concerning marketing communications	3.3 Integrated management system: efficiency and product safety	
CUSTOMER PRIVACY PROTECTION			
GRI 418 - CUSTOMER PRIVACY (2021)			
418-1	Substantiated complaints regarding breaches of customer privacy and loss of customer data	3.2 Ethics and compliance	

Aluberg