

A circular graphic on a blue background. In the center, the text '2024 ESG OVERVIEW' is written in white, bold, sans-serif font. Below it, a horizontal line separates the title from the subtitle 'SUSTAINABLE TOGETHER 2030', also in white, sans-serif font. Surrounding the central text are several white line-art illustrations of various bottle caps and closures, arranged in a circular pattern. The caps are shown in different orientations, some as individual pieces and some as sets. The overall design is clean and modern, emphasizing sustainability and corporate responsibility.

# 2024 ESG OVERVIEW

SUSTAINABLE  
TOGETHER 2030

 *Guala Closures*



WATCH THE VIDEO

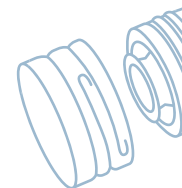
Learn what we have  
accomplished in 2024

Note:

The reporting scope considered for the preparation of the financial statements includes the parent company (Guala Closures S.p.A) and the subsidiaries consolidated on a line-by-line basis and with production sites, except for the plants of:

- Attiki and Johannesburg, which are part of Astir Vitogiannis Bros S.A, a company acquired in August 2024;
- Lagos, launched at the end of 2024.

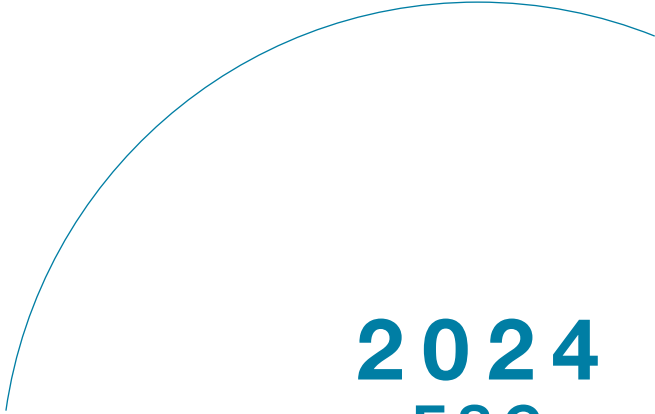
The plants included for the reporting of social and environmental data are a total of 34 and reported in the Table 45 of the 2024 Sustainability Report, while the perimeter of the economic data coincides with that of the 2024 Consolidated Financial Statements.



A circular graphic featuring several bottle caps of different sizes and shapes arranged in a ring around the center. Concentric circles are drawn in a light blue color, creating a target-like or orbital effect. The background is white.

# 2024 ESG OVERVIEW

SUSTAINABLE  
TOGETHER 2030



# **2024 ESG OVERVIEW**

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## Letter to the stakeholders

Dear stakeholders,

We are pleased to present our Sustainability Report for 2024, a document that reflects and confirms our constant commitment to a more sustainable future, attentive to the social context in which we operate.

In recent years, we have worked assiduously to integrate **virtuous practices** into every aspect of our operations and, again this year, we are pleased to share with you the results obtained.

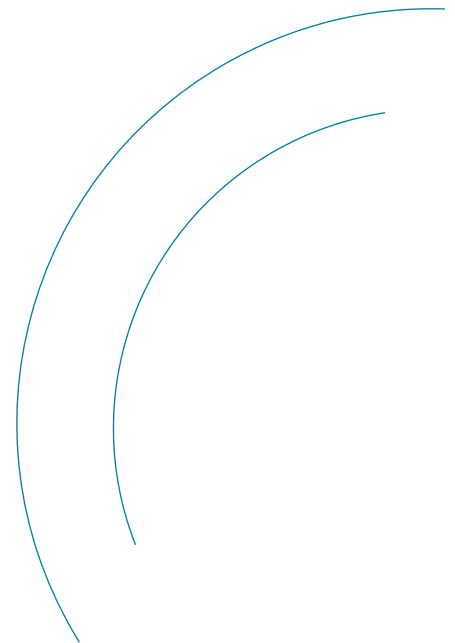
In fiscal year 2024, we recorded a significant improvement in the process of containing our Scope 1 and 2 emissions, which were reduced by 15% compared to 2023 while the share of electricity from renewable sources used in our production activities reached 62% of the total. We have also increased the percentage of recycled aluminium used to make our products from 41% in 2023 to 52% in 2024, demonstrating a concrete commitment to the development of an increasingly circular economy.

We have also made further progress in improving safety and well-being in our workplaces by achieving ISO 45001 certification in more plants (from 6 to 14). We have increased the number of hours dedicated to staff training on health and safety, so that each member of our team can contribute to building an increasingly safe and secure working environment.

Finally, we are proud to have received the “gold” qualification from EcoVadis, a prestigious recognition that attests our performance in the field of sustainability and transparency in business practices.

Our 2024 Sustainability Report is not only a dutiful account of the progress we have made on our commitments to help build a more sustainable future, but it is also evidence of the commitment and determination with which we intend to continue this path.

**Andrea Lodetti**  
*Chief Executive Officer*





# THE GROUP

With a global presence and a unified purpose, our group builds strong partnerships to protect quality, foster sustainability, and deliver lasting value.

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## IN THIS SECTION

What is Guala Closures?

What does Guala Closures do?

Where does Guala Closures operate?

What does Guala Closures believe in?



WALK OUR PATH

Milestones for the future

# Who we are

## We invent the closures of tomorrow

We are a **global leader** in the production of closures for spirits, wine, beer, edible oil, water and a wide range of other beverages.



FOUNDED IN

1954



250

NEW PRODUCT  
LAUNCHES



300+

CLOSURE MODELS



16+ BN

CLOSURES  
PER YEAR



7

R&D CENTRES



4

PRODUCT LINES



5,090

EMPLOYEES



100+

COUNTRIES SERVED



37

PRODUCTION PLANTS



€ 831 MLN

CONSOLIDATED NET  
REVENUES

# Our work

## Creating closure solutions

From concept to execution, our work is defined by **precision**, passion, and a constant drive to do better.

This is combined with a deep **technical know-how** of materials and processes, matured over many years of **experience**.

## OUR PORTFOLIO (by share of Group's Net Revenues)



Roll-on closures

highly versatile and suitable aluminium closures for many applications, such as wine and water bottles, fruit juices and other soft drinks, oils and condiments. The Group’s offer ranges from generic closures to capsules with patented systems for highlighting the first opening (tamper-evident).

Safety closures<sup>1</sup>

Closures that make use of the best safety technologies to provide their partners, especially spirits producers, with effective and tailor-made solutions to combat the counterfeiting of their products, through non-refillable valve systems.

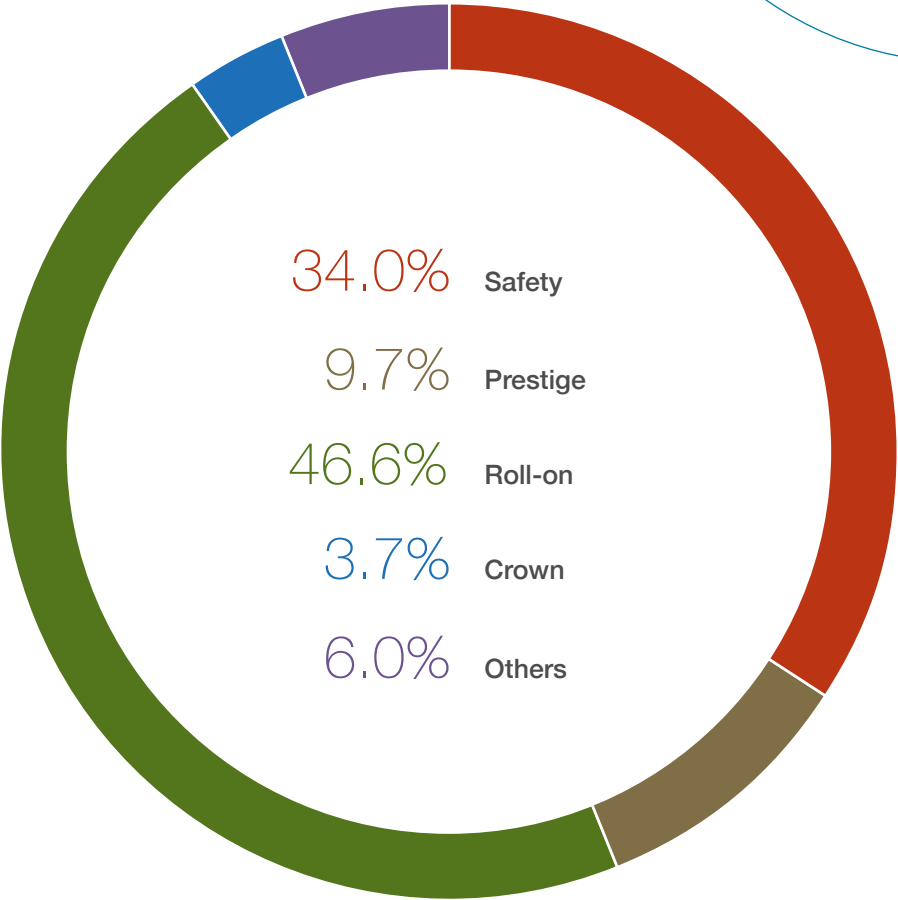
Prestige closures

Premium closures characterized by a high-quality selection of materials and excellent customizable designs and finishes. The Prestige line is mainly dedicated to spirits producers who want to enhance the prestige and exclusivity of their product.

Crown closures

High-quality crown closures designed for glass bottles, supporting high-volume production to meet the specific demands of the beer market.

OUR TARGET MARKETS  
(by share of Group’s Net Revenues)



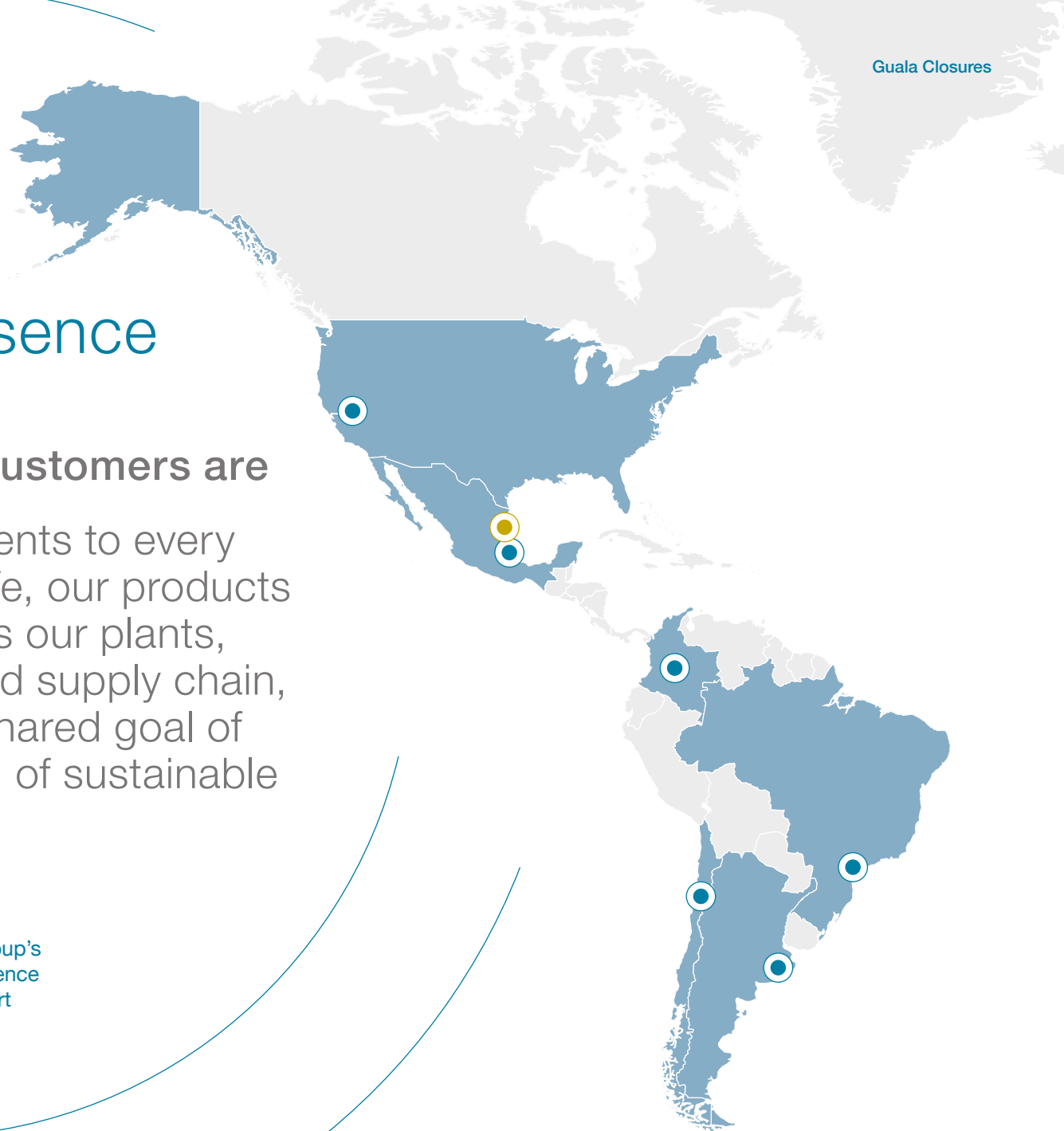
<sup>1</sup> The percentages indicated derive from the Group's turnover in 2024, where the four named product lines represent 94.3% of total revenues.

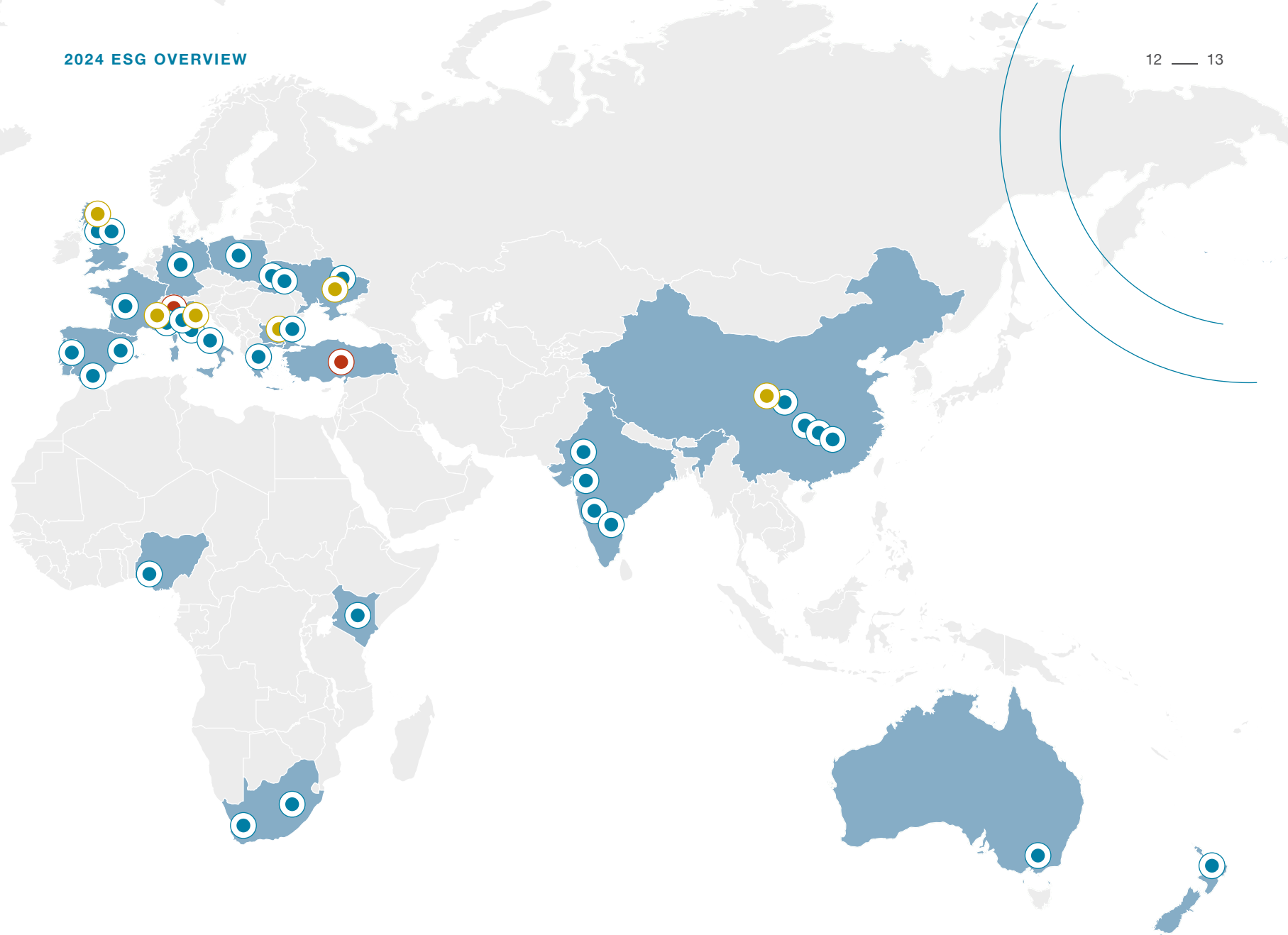
# Global presence

## Wherever our customers are

From five continents to every corner of daily life, our products are there. Across our plants, R&D centres, and supply chain, we pursue the shared goal of building a model of sustainable progress.

+ DEEP INSIDE  
Learn more about the Group's  
structure and global presence  
in the Sustainability Report





 Production plant     R&D centre     Sales office



WATCH THE VIDEO

How our values  
become an advantage  
for our customers

# Our values

## High standards is our way

**Excellence** isn't a goal — it's our mindset. At Guala Closures, we channel **passion** and skill into creating smart, **sustainable solutions**, always starting from a deep understanding of our **customers' needs**.

What does it  
mean to be  
Guala Closures?

# Where we want to go



## Vision

Guala Closures produces closures that offer innovation, protection, safety, and convenience to consumers while enhancing the customer's brand

# Our beliefs system

# What we do



## Mission

The group understands and embraces clients' goals as its own, applying creativity, experience, integrity and dedication to provide world-class closures and solutions, while reducing its environmental impact on society

# How we act



## Excellence



## Innovation



## Sustainability

A circular graphic on a solid blue background. In the center, the words "OUR ROLE" are written in white, uppercase, sans-serif font. Surrounding this central text are several white line-art illustrations of various bottle caps and necks, arranged in a circular pattern. The caps are shown in different orientations, some as full caps and others as just the necks. The entire composition is framed by three concentric white circles.

# OUR ROLE

We see our role as a responsibility  
— to act today with the future  
in mind. That means driving  
innovation, creating opportunity,  
and contributing to a more  
advanced and sustainable industry.

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## IN THIS SECTION

How does Guala Closures create value?

What does sustainability mean for Guala Closures?

Who are Guala Closures' stakeholders?

What is Guala Closures' approach to sustainable  
development?

# Our business model

## Always improving

We never stop at 'good enough.' Our business model is built on **constant evolution** — combining rigorous processes with a deep sense of purpose to **deliver impact** that reaches beyond products.



Learn more  
on the 2024  
Sustainability  
Report on our  
website

## MEGA TRENDS

### Mobilized resources

#### FINANCIAL

Investments

**€ 70.2** mln

(capital expenditure, net of disposal)

#### MANUFACTURING

**37** plants

#### INNOVATION

**7** research and development centres

#### HUMAN

**5,000+** employees worldwide

**789** agency workers

#### SOCIAL AND RELATIONSHIP

constant dialogue with corporate and local stakeholders

#### NATURAL

**62%** electricity from **renewable sources**  
vs 51% in 2023

**52%** of **recycled aluminum** used vs 41%  
in 2023

### STRATEGIC AXES

TECHNOLOGICAL  
CHANGES

Production



alu

Aluminium  
transformation  
process



Plastic  
transformation  
process

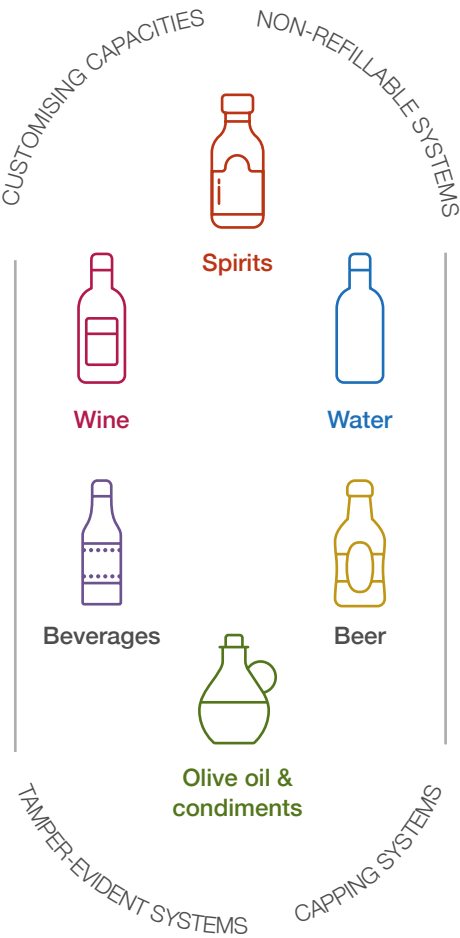


Wood & Cork

EXCELLENCE

LONG-TERM  
ENVIRONMENTAL ISSUES

Our target market



INNOVATION

HEALTH, SAFETY  
AND WELLBEING

Our created and shared values

FINANCIAL

Turnover: **€ 831** mln  
Adjusted EBITDA: **€ 186.3** mln

MANUFACTURING

**16+** bln closures produced in 2023

INNOVATION

**200+** intellectual properties registered

HUMAN

**63.504** hours/employee on health  
and safety issues

NATURAL

**-15%** in **Scope 1 and 2 emissions**  
vs 2023

**62%** electricity from **renewable  
sources** vs 51% in 2023

In 2024, we contributed to  
reforestation projects by planting  
39,195 trees in India

SUSTAINABILITY

NEW CONSUMER  
EXPECTATIONS

Contribution to  
the UN SDGs



# Sustainability governance

Our sustainability efforts are guided by a clear **governance framework** that ensures accountability, transparency, and impact. With leadership oversight and **cross-functional coordination**, we embed environmental and social responsibility into every decision we make.

Sustainable Together 2030 marries business development with sustainable growth regarding ESG areas. In order to set goals, monitor progress and define sustainability initiatives, we established the Sustainability Board. It consists of the Core Board (corporate internal committee) supported by three groups dedicated to the three programme focus areas.



## Steady focus

Since 2015, the **Sustainability function** has supported Country Managers and Business Units across the Group for the sustainable development of activities, adapting the global strategy to local realities.



Learn more about how we implement sustainable practices every day

## Guiding sustainable growth with purpose

### One direction

**Sustainable Together 2030** is our third **sustainability programme**. We were pioneers in the industry, setting environmental and social strategies and goals early on.



Learn more about our strategy

### Who charts the course

The **Sustainability Board** sets sustainability strategies and goals. It is led by a **Core Board** with expertise in the three ESG areas (Environment, Social and Governance). Then, the corporate Sustainability team monitors the strategy development and results.



Learn more about the Sustainability Board

### How we proceed

The company's progress is guided by a set of **policies** that ensure adherence to the Group's values, respect for people's rights, and environmental protection.



Learn more about our policies

+ Learn more  
about  
stakeholder  
engagement

# Stakeholder engagement and materiality analysis

**Listening closely.  
Acting responsibly.**

We engage with stakeholders to  
understand what matters most.

Their insights shape our  
**priorities**, helping us align  
strategy with **shared values**  
and real-world **impact**.

A continuous  
dialogue to  
understand  
what matters...



# Stakeholders



# Material topics



...is how  
we set  
common  
goals  
together

**Institutional stakeholders**

- Certification and control bodies
- Public authorities
- Trade unions
- Trade associations

**Internal stakeholders**

- Board of directors
- Employees and collaborators
- Trade union reps
- Shareholders

**Customers and the market**

- Suppliers
- Customers
- Competitors
- Financial market players

**Local communities and area**

- NGOs
- Beneficiaries of local projects
- Media

**Context social**

- Occupation safety
- Diversity and inclusion
- Human rights
- Employee training and development

**Context governance/economic**

- Customer satisfaction
- Innovation and ecodesign
- Product safety and quality
- Economic performance
- Supply chain engagement in sustainability
- Business ethics, integrity and transparency
- Data privacy and cybersecurity

**Context environmental**

- Energy transition
- Greenhouse gas emissions
- Use of recycled raw materials
- Reduction of waste
- Water resource management
- Environmental management system

Learn more about  
stakeholder  
engagement and  
materiality analysis

# Sustainability strategy

## A clear plan for lasting impact

Sustainability is central to our growth and **value creation**.

Our strategy sets focused Environmental, Social and Governance goals and aligns **long-term vision** with **measurable actions** to drive accountable, resilient progress.

With the Sustainable Together 2030 programme, we continue on a journey of responsible development that began in 2011. In continuity with the 2011-2015 and 2016-2022 programmes, Sustainable Together 2030 defines the goals we set to achieve regarding ESGs (Environmental, Social, and Governance) in order to preserve the environment and build a more sustainable and inclusive future.

# Sustainable Together 2030: our contribution to the future



## Environmental

### OUR CONTRIBUTION

Help to preserve our planet, reducing environmental impact and improving the use of resources

### OUR COMMITMENT

- Reduce our carbon footprint
- Preserve water resources
- Zero waste to landfill
- Energy management system

[+ Learn more](#)



## Social

Promote and develop all conditions for the wellbeing of our employees

- Health and safety first
- HSE training
- Diversity & Inclusion

[+ Learn more](#)



## Governance

Guarantee business ethics and process transparency throughout the value chain, ensuring product safety and quality

- Supply chain
- Ethics and transparency

[+ Learn more](#)

[+ WATCH THE VIDEO](#)  
Learn what Sustainability means for us

A circular graphic on a solid blue background. In the center, the words "OUR IMPACT" are written in white, uppercase, sans-serif font. Surrounding this central text are several white line-art illustrations of bottle caps and necks, arranged in a circular pattern. The caps are shown in various orientations, some as full caps and others as just the necks. The entire composition is framed by three concentric white circles.

# OUR IMPACT

We rise to make a difference.  
Our work reflects more than  
results—it reflects responsibility.  
From local communities to global  
goals, we measure success by  
the difference we make.

---

#### IN THIS SECTION

- What's Guala Closures' Environmental approach?
- What's Guala Closures' approach to Social matters?
- How does Guala Closures' Governance impact sustainability progress?

# Environmental



We actively reduce our environmental footprint by innovating **smarter solutions** and processes.

From **cutting emissions** to managing resources efficiently, we are shaping a more sustainable world for tomorrow.

## OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT:



## OUR COMMITMENTS

- Greenhouse gas emissions
- Water management
- Energy transition
- Air pollution
- Use of recycled raw materials
- Waste reduction
- Environmental management systems

# Our journey to a more sustainable tomorrow

| Area                       | Objective                                                          | Units of measurement             | Baseline |         | Target program |               | Annual target | Progress 2024-2022 perimeter     | Progress 2024-2024 perimeter        |
|----------------------------|--------------------------------------------------------------------|----------------------------------|----------|---------|----------------|---------------|---------------|----------------------------------|-------------------------------------|
|                            |                                                                    |                                  | Year     | Value   | Year           | Value         | 2024          | Result with 2022 perimeter       | Result with 2024 perimeter          |
| Carbon footprint reduction | -44% CO <sub>2</sub> emissions in Scope 1 and Scope 2              | tCO <sub>2</sub> e               | 2020     | 156,191 | 2030           | 87,446        | 128,701       | 68,357<br>Annual target achieved | 70,153<br>Annual target achieved    |
|                            | -25% in intensity of indirect CO <sub>2</sub> emissions in Scope 3 | tCO <sub>2</sub> e/mln closures  | 2020     | 27.2    | 2030           | 20.4          | 24.48         | 22.73<br>Annual target achieved  | 23.33<br>Annual target achieved     |
| Preserving water resources | -15% water withdrawal                                              | m <sup>3</sup> /mln closures     | 2022     | 13.43   | 2030           | 11.41         | 12.93         | 12.29<br>Annual target achieved  | 14.51<br>Annual target not achieved |
|                            | -25% water withdrawal in areas of high water stress                | m <sup>3</sup> /mln closures     | 2022     | 13.65   | 2026           | 10.24         | 11.94         | 6.58<br>Annual target achieved   | 9.98<br>Annual target achieved      |
| Zero waste                 | Zero waste to landfill                                             | %                                | 2022     | 4.3     | 2030           | 0             | 3.79%         | 3.75%<br>Annual target achieved  | 3.70%<br>Annual target achieved     |
|                            | Less than 5% hazardous waste                                       | %                                | 2022     | 7.5     | 2030           | <5            | 7.16%         | 6.55%<br>Annual target achieved  | 6.80%<br>Annual target achieved     |
| Energy Management System   | 100% of ISO 50001 certified factories                              | % of certified production plants | 2022     | 0/4     | 2024           | 100% (Italy)  | 4/4           | 4/4<br>Target achieved           | 4/4<br>Target achieved              |
|                            |                                                                    |                                  |          | 1/14    | 2026           | 100% (Europe) | N.A.          | 5/14                             | 5/16                                |
|                            |                                                                    |                                  |          | 1/28    | 2030           | 100% (Group)  | N.A.          | 5/28                             | 5/34                                |



Our 2024:  
Results  
and actions

+ Learn more  
about our  
Environmental  
approach



ENERGY CONSUMPTION

62%

ELECTRICITY FROM  
**RENEWABLE SOURCES**  
VS 51% IN 2023



ENERGY CONSUMPTION

21

PLANTS USE ELECTRICITY  
FROM **RENEWABLE  
SOURCES**



GREENHOUSE GAS EMISSIONS

-15%

IN **SCOPE 1 AND 2  
EMISSIONS** VS 2023



CERTIFICATION

GOLD RATE

IN THE ECOVADIS  
QUESTIONNAIRE



RAW MATERIAL

52%

OF **RECYCLED ALUMINIUM**  
USED VS 41% IN 2023



CERTIFICATION

GUALA CLOSURES GHG  
EMISSIONS VERIFIED BY A  
THIRD PARTY BUREAU VERITAS,  
FOLLOWING THE **ISO 14064-3**



REFORESTATION PROGRAMMES

39,195

TREES PLANTED IN INDIA

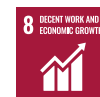
# Social



We face **global challenges** by building **relationships**, welcoming diverse perspectives and transforming **dialogue into action**.

We are committed to safe workplaces, continuous learning, social equity and enhanced **wellbeing**.

## OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT:



## OUR COMMITMENTS

Health and Safety in the workplace

Diversity & Inclusion

Employee development and training

Human Rights

# Our journey to a more sustainable tomorrow

| Area                    | Description                                                                                 | Objective                                          | Units of measurement                    | Baseline |       | Target |                           | 2024 Result                                   |
|-------------------------|---------------------------------------------------------------------------------------------|----------------------------------------------------|-----------------------------------------|----------|-------|--------|---------------------------|-----------------------------------------------|
|                         |                                                                                             |                                                    |                                         | Year     | Value | Year   | Value                     | Value                                         |
| Health and safety first | Spread the “zero incident culture” by implementing tools to reduce or avoid potential risks | Year by year reduction in accident frequency index | (Nr of accident *1000000)/ worked hours | 2022     | 6.54  | 2030   | Reduction year after year | 7.70 <sup>1</sup>                             |
|                         |                                                                                             | 100% of factories ISO 45001 certified              | %                                       | 2022     | 2/14  | 2026   | 100% (Europe)             | 9/16                                          |
|                         |                                                                                             |                                                    |                                         |          | 2/28  | 2030   | 100% (Group)              | 14/34                                         |
| HSE training            | Increase employee awareness of environmental, health, and safety issues                     | +30% HSE training                                  | Hours/person                            | 2022     | 6.31  | 2030   | 8.2                       | Target completed 12.5 (GCG only) <sup>2</sup> |

<sup>1</sup> This indicator is calculated by considering the number of hours of training related solely to health and safety issues.

<sup>2</sup> This indicator is calculated by considering the number of hours of training related solely to health and safety issues.

| Area                  | Description                                                                                                                              | Objective                 | Units of measurement                          | Baseline |       | Target |                                                                        | 2024 Result |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|-----------------------------------------------|----------|-------|--------|------------------------------------------------------------------------|-------------|
|                       |                                                                                                                                          |                           |                                               | Year     | Value | Year   | Value                                                                  | Value       |
| Diversity & inclusion | Ensure the integration and professional development of employees in a fair work environment, where everyone is valued in their diversity | Promoting gender equality | Training for women's professional development | 2022     | NA    | 2024   | % of women participating in training above the % of women in the group | 51.6%       |

| Area                  | Description                                                                                                                              | Objective                                     | Units of measurement                              | Baseline |       | Target |                                | 2024 Result                              |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|---------------------------------------------------|----------|-------|--------|--------------------------------|------------------------------------------|
|                       |                                                                                                                                          |                                               |                                                   | Year     | Value | Year   | Value                          | Value                                    |
| Diversity & inclusion | Ensure the integration and professional development of employees in a fair work environment, where everyone is valued in their diversity | Strengthening interaction between generations | Number of projects and measure of effectiveness   | 2022     | NA    | 2025   | At least one project per BU    | Target for 2025, not applicable for 2024 |
|                       |                                                                                                                                          | Inclusion of people with disabilities         | Number of traineeships for people with disability | 2022     | NA    | 2025   | At least one internship per BU | Target for 2025, not applicable for 2024 |



Our 2024:  
Results  
and actions



Learn more  
about how  
we empower  
people and our  
social initiatives



PEOPLE

5,090

EMPLOYEES



TRAINING AND DEVELOPMENT

246,050

HOURS OF TRAINING



TRAINING AND DEVELOPMENT

+4%

HOURS OF TRAINING VS 2023



D&I

INCLUSION INITIATIVES

IN OVER 15 PLANTS, INCLUDING  
AWARENESS SESSIONS,  
THEMED WEEKS, AND LOCAL  
ENGAGEMENT WORKSHOPS



LOCAL COMMUNITIES

40,000+

TREES PLANTED WITH OUR  
REFORESTATION PROJECT IN  
GUJARAT (INDIA)



HEALTH AND SAFETY

63,504

HEALTH AND SAFETY  
TRAINING HOURS

# Governance



We act with **reliability**, grow through innovation, and lead with **responsibility**. Every process – from **product design** to **supplier relations** – reflects our commitment to **quality** and **sustainability**.

Being a key player means turning **ethical principles** into everyday decisions.

## OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT:



## OUR COMMITMENTS

Supply chain engagement and sustainability

Innovation and ecodesign

Customer satisfaction

Product quality and safety

Data privacy and cybersecurity

Ethics, integrity and transparency

Economic performance

# Our journey to a more sustainable tomorrow

| Objective                                                                          | Baseline |       | Target    |                                         | Target Progress (Year 2024)                                                                                                            |
|------------------------------------------------------------------------------------|----------|-------|-----------|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                    | Year     | Value | Year      | Value                                   |                                                                                                                                        |
| Earning and maintaining the EcoVadis gold rating                                   | 2022     | NA    | 2023-2030 | Achieve gold rating and maintain status | In 2024, the EcoVadis questionnaire was completed for the second time at Group level and was rated “Gold”                              |
| 100% of employees trained on the Code of ethics and Conduct                        | 2022     | 48%   | 2023      | 100% (Italy)                            | 100%                                                                                                                                   |
|                                                                                    |          | 0     | 2024      | 100% (Group)                            | 16% <sup>3</sup>                                                                                                                       |
| 100% of strategic suppliers monitored on sustainability performance                | 2022     | 46%   | 2023      | 100%                                    | Achieved in 2023 (26/26)<br>In 2024, 90.24% (28/31) of strategic suppliers were assessed through the EcoVadis and/or Synesgy platforms |
| 100% of strategic signatories signed the Guala Closures Code of ethics and Conduct | 2022     | 0%    | 2023      | 100%                                    | Achieved (keep)<br>100% (31/31) of strategic suppliers have signed the Code of Ethics                                                  |

<sup>3</sup> Following the revision of the Code of Ethics in 2024, training for the Group’s Business Units has been postponed to reflect the changes. An online training platform was launched in early 2025. The figure in the table therefore shows the percentage of employees who have already followed the course by February 2025.



# Our 2024: Results and actions

+ Learn more  
about our  
business  
approach



ETHICS

100%

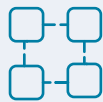
EMPLOYEES TRAINED ON  
THE CODE OF ETHICS  
AND CONDUCT IN ITALY



ECOVADIS RATING

GOLD MEDAL

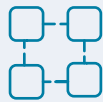
RATING OF ECOVADIS  
OBTAINED



SUPPLY CHAIN

16%

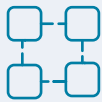
NEW SUPPLIERS ASSESSED  
USING ETHICAL-SOCIAL  
CRITERIA



SUPPLY CHAIN

21%

NEW SUPPLIERS ASSESSED  
USING ENVIRONMENTAL  
CRITERIA



SUPPLY CHAIN

100%

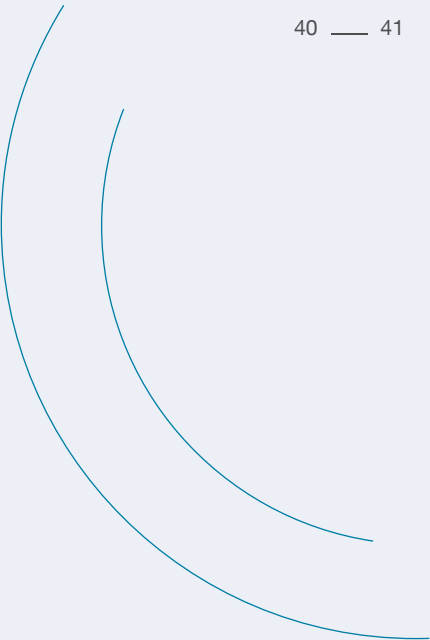
STRATEGIC SUPPLIERS  
SIGNED THE CODE OF ETHICS  
AND CONDUCT



CUSTOMER SATISFACTION

92.3%

PRODUCTS DELIVERED  
IN THE QUANTITIES  
AND ON TIME





A LOCAL  
MULTINATIONAL

We are local at heart  
and global by nature.  
We grow by listening  
and thrive by belonging.

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## IN THIS SECTION

Where does Guala Closures operate in Europe?

Where does Guala Closures operate in the Americas?

Where does Guala Closures operate in Asia?

Where does Guala Closures operate in Oceania?

Where does Guala Closures operate in Africa?

Europe



16

FACILITIES



5

R&D CENTRES



2,928

EMPLOYEES

## Wherever our customers are



**Production plant**



**R&D centre**



**Safety Closures**



**Roll-on Closures**



**Luxury Closures**



**Crown closures**

### Our sustainable closures

#### **UK**

Closures made with both conventional polymers and recycled polymers such as ABS and PP. Closures with natural fillers to decrease the plastic content and reduce CO<sub>2</sub> emissions.

#### **Italy**

Closures made with biobased plastic (natural raw materials such as sugar cane).

#### **Bulgaria**

Closures made with recycled polipropilene Oceanworks.

#### **Ukraine**

Closures made with aluminium inserts (instead of plastic) and paper liners, therefore "plastic free".



|                          |                                   |                                               |                                     |                                                                 |                         |                         |                            |                                               |                             |
|--------------------------|-----------------------------------|-----------------------------------------------|-------------------------------------|-----------------------------------------------------------------|-------------------------|-------------------------|----------------------------|-----------------------------------------------|-----------------------------|
| <b>Portugal</b><br>Lobão | <b>Spain</b><br>Jerez<br>Olerdola | <b>UK</b><br>Bridge Of Allan<br>Kirkintilloch | <b>France</b><br>Chambray Les Tours | <b>Italy</b><br>Magenta<br>Spinetta M.go<br>Termoli<br>Breganze | <b>Greece</b><br>Attiki | <b>Germany</b><br>Worms | <b>Poland</b><br>Wloclawek | <b>Ukraine</b><br>Nemiriv<br>Sumy<br>Ternopil | <b>Bulgaria</b><br>Kazanlak |
|--------------------------|-----------------------------------|-----------------------------------------------|-------------------------------------|-----------------------------------------------------------------|-------------------------|-------------------------|----------------------------|-----------------------------------------------|-----------------------------|

Americas



6

FACILITIES



1

R&D CENTRE



923

EMPLOYEES

# Wherever our customers are

-  Production plant
-  R&D centre
-  Safety Closures
-  Roll-on Closures
-  Luxury Closures
-  Crown closures

## Our sustainable closures

### Mexico

Closures made with raw materials containing a significant percentage of natural fillers (like agave fiber, a by-product of Tequila production).

### Brazil

Easy-to-recycle Wave - Monomaterial plastic closures.



Asia



8

FACILITIES



1

R&D CENTRE



966

EMPLOYEES

# Wherever our customers are

-  Production plant
-  R&D centre
-  Safety Closures
-  Roll-on Closures
-  Luxury Closures
-  Crown closures

## Our sustainable closures

**India**  
Easy-to-recycle Nip – Cap Monomaterial plastic closures.

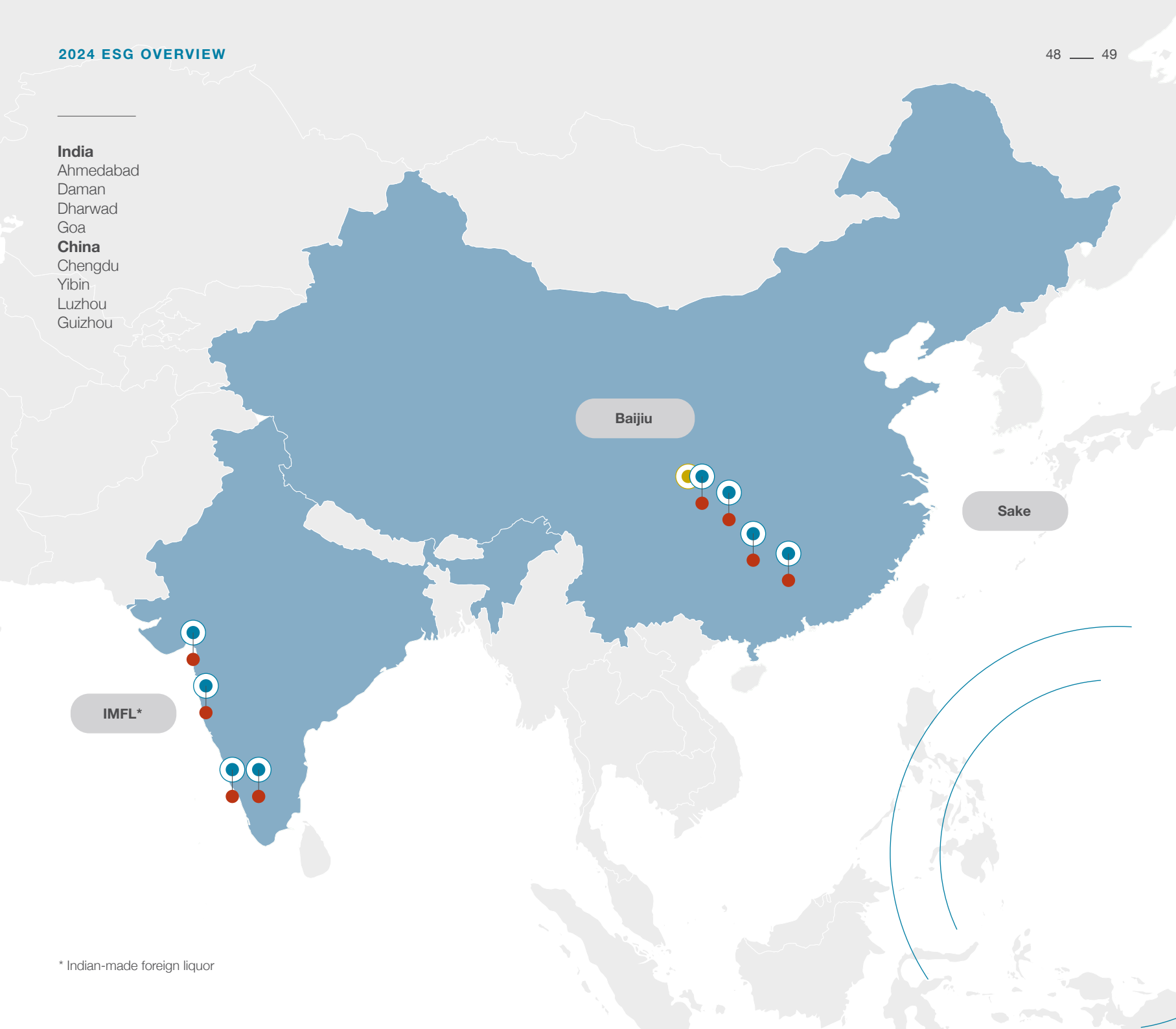
**India**  
Ahmedabad  
Daman  
Dharwad  
Goa  
**China**  
Chengdu  
Yibin  
Luzhou  
Guizhou

IMFL\*

Baijiu

Sake

\* Indian-made foreign liquor



Oceania



2

FACILITIES



126

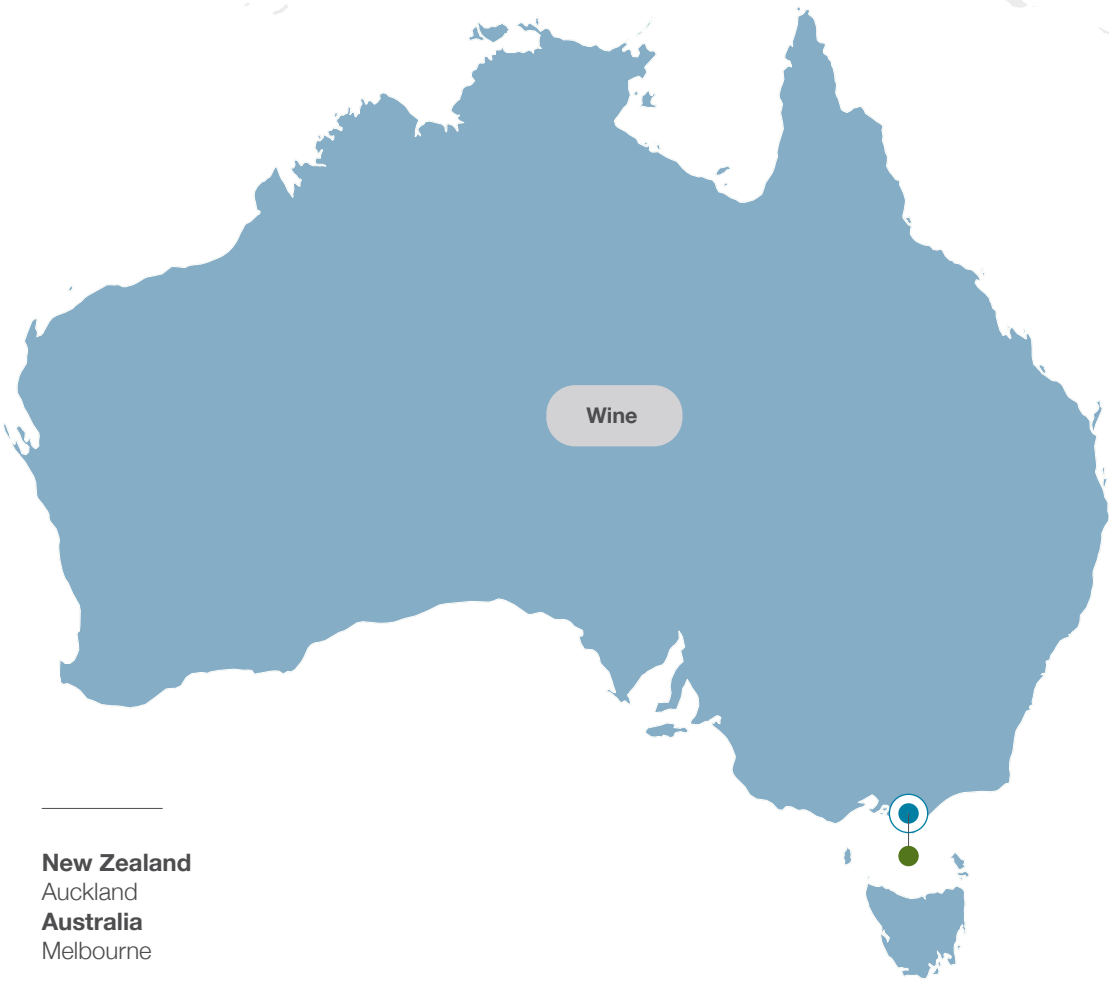
EMPLOYEES

Wherever our customers are

- Production plant
- Safety Closures
- Roll-on Closures
- Luxury Closures
- Crown closures

Our sustainable closures

**Australia**  
Savin Closure made with aluminium insert.



**New Zealand**  
Auckland  
**Australia**  
Melbourne

Wine

Wine

Africa



4

FACILITIES



147

EMPLOYEES

# Wherever our customers are

- Production plant
- Safety Closures
- Roll-on Closures
- Luxury Closures
- Crown closures

## Our sustainable closures

### South Africa

Savin Closure made with aluminium insert.

### East Africa

Easy-to-recycle Nip – Cap Monomaterial plastic closures.

**Kenya**  
Nairobi  
**South Africa**  
Cape Town  
Johannesburg  
**Nigeria**  
Lagos



# News on social impact from around the world

We continue to stand by our **people and communities**, offering concrete support tailored to the **real needs** of each local context. Every initiative starts from **listening**, and turns into **action**.

Here are a few examples.

## Mexico

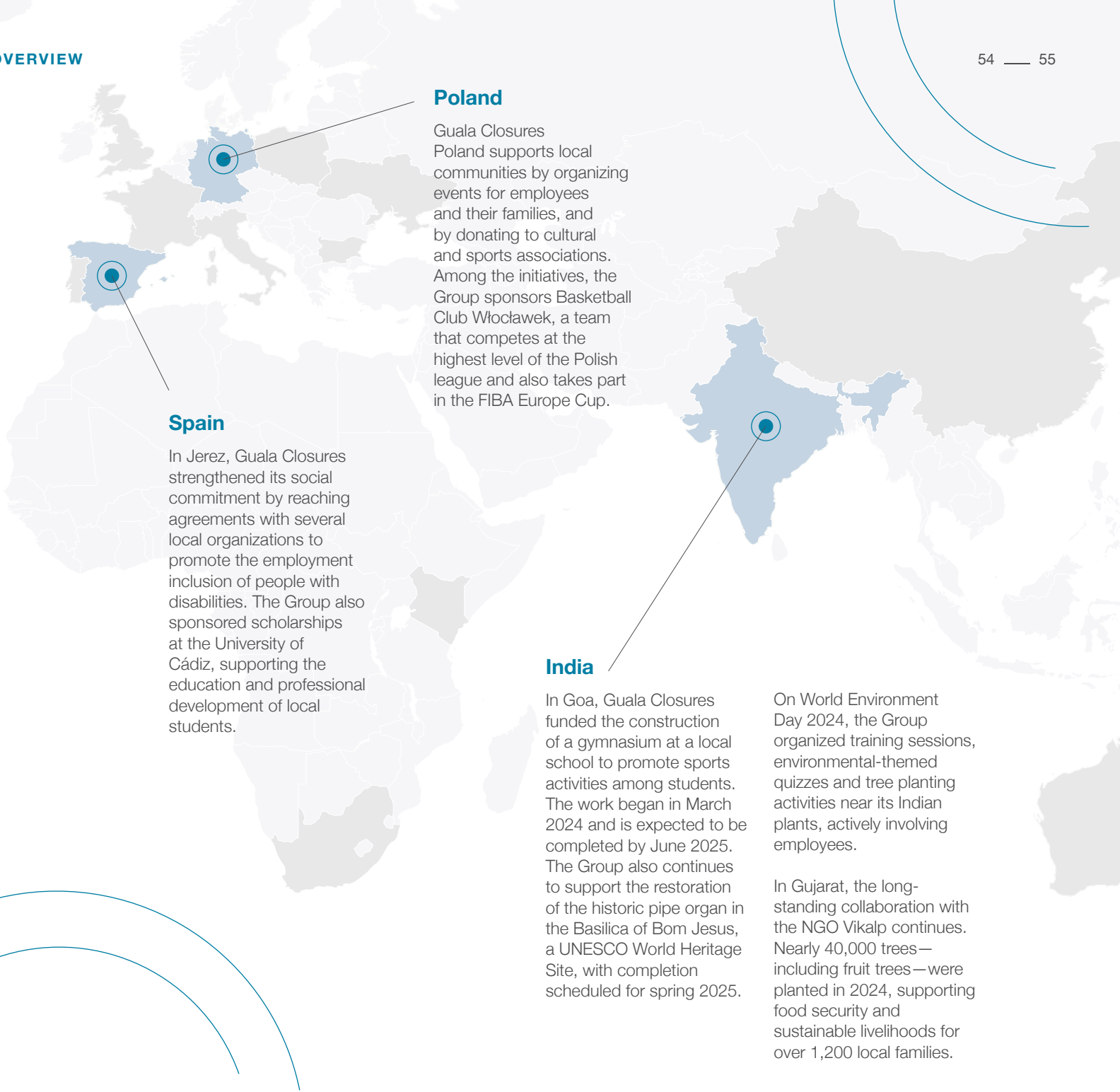
In Mexico, Guala Closures has implemented a series of initiatives to foster a sense of community among employees and promote environmental awareness. Through training sessions and the creation of an “environmental calendar,” the Group encouraged staff participation in sustainability actions tied to key international dates.

On International Recycling Day, over 370 kg of plastic, batteries and electronic waste were collected through a dedicated campaign. For World Tree Day, Guala Closures donated 235 native trees to the city of San José Iturbide, accompanied by educational materials distributed within the plant.

On World No Plastic Bags Day, each employee received a reusable bag to encourage more conscious consumption habits. Lastly, on World Ranger Day, the team joined the local ecology department in reforestation activities, reinforcing their commitment to environmental stewardship.

## Colombia

Trees plantation project with employees' children participation.



**Poland**

Guala Closures  
Poland supports local communities by organizing events for employees and their families, and by donating to cultural and sports associations. Among the initiatives, the Group sponsors Basketball Club Włocławek, a team that competes at the highest level of the Polish league and also takes part in the FIBA Europe Cup.

**Spain**

In Jerez, Guala Closures strengthened its social commitment by reaching agreements with several local organizations to promote the employment inclusion of people with disabilities. The Group also sponsored scholarships at the University of Cádiz, supporting the education and professional development of local students.

**India**

In Goa, Guala Closures funded the construction of a gymnasium at a local school to promote sports activities among students. The work began in March 2024 and is expected to be completed by June 2025. The Group also continues to support the restoration of the historic pipe organ in the Basilica of Bom Jesus, a UNESCO World Heritage Site, with completion scheduled for spring 2025.

On World Environment Day 2024, the Group organized training sessions, environmental-themed quizzes and tree planting activities near its Indian plants, actively involving employees.

In Gujarat, the long-standing collaboration with the NGO Vikalp continues. Nearly 40,000 trees—including fruit trees—were planted in 2024, supporting food security and sustainable livelihoods for over 1,200 local families.

A LOCAL MULTINATIONAL

Guala Closures

Electricity from  
renewable sources

# News on environmental impact from around the world

We believe in a **future that lasts**, shaped with the **communities we serve**.

That's why we act to **protect** and **value** our **environmental resources**.

Here are a few examples.

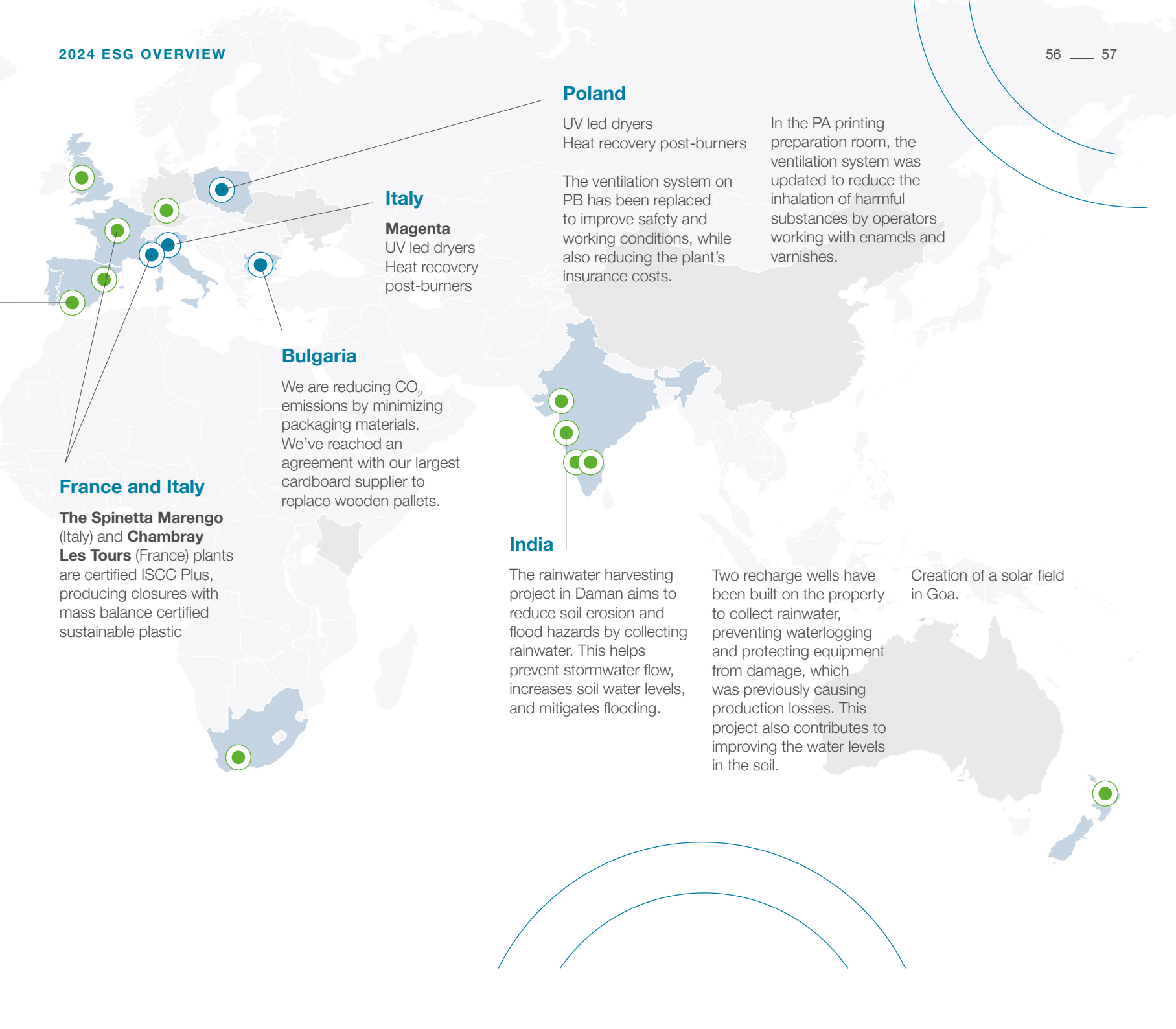
## Spain

The asbestos roofing has been removed in Jerez.

## Brazil

The asbestos roofing has been removed in São Paulo.





France and Italy

The **Spinetta Marengo** (Italy) and **Chambray Les Tours** (France) plants are certified ISCC Plus, producing closures with mass balance certified sustainable plastic

Bulgaria

We are reducing CO<sub>2</sub> emissions by minimizing packaging materials. We've reached an agreement with our largest cardboard supplier to replace wooden pallets.

Italy

**Magenta**  
UV led dryers  
Heat recovery post-burners

Poland

UV led dryers  
Heat recovery post-burners

The ventilation system on PB has been replaced to improve safety and working conditions, while also reducing the plant's insurance costs.

In the PA printing preparation room, the ventilation system was updated to reduce the inhalation of harmful substances by operators working with enamels and varnishes.

India

The rainwater harvesting project in Daman aims to reduce soil erosion and flood hazards by collecting rainwater. This helps prevent stormwater flow, increases soil water levels, and mitigates flooding.

Two recharge wells have been built on the property to collect rainwater, preventing waterlogging and protecting equipment from damage, which was previously causing production losses. This project also contributes to improving the water levels in the soil.

Creation of a solar field in Goa.

# Certifications



## ISO 9001

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This certification refers to Quality Management Systems. It is issued to companies that demonstrate an effective quality management system and meet certain regulatory requirements. It is used to ensure that companies' products and services meet customer expectations and that there is continuous improvement.

We have  
obtained  
it here



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**Argentina** - Chivilcoy  
**Australia** - Melbourne  
**Brazil** - São Paulo  
**Bulgaria** - Kazanlak  
**Chile** - Santiago de Chile  
**China** - Chengdu, Yibin, Luzhou, Guizhou  
**Colombia** - Bogota  
**France** - Chambray Les Tours  
**Germany** - Worms  
**India** - Ahmedabad, Daman, Dharwad, Goa  
**Italy** - Magenta, Spinetta M.go, Termoli, Breganze  
**Kenya** - Nairobi  
**Mexico** - S.J.Iturbide  
**New Zealand** - Auckland  
**Poland** - Wloclawek  
**South Africa** - Cape Town  
**Spain** - Jerez, Olerdola  
**Ukraine** - Sumy  
**UK** - Bridge of Allan, Kirkintilloch  
**USA** - Fairfield



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Our goal is to obtain this certification also in Lobão (Portugal) by 2025.



This certification is the newly revised International Food Safety standard, designed to harmonize on a global scale the requirements for food safety management for businesses within the food chain. The standard requires meeting any applicable food safety related statutory and regulatory criteria into its food safety system.

We have obtained it here



- Argentina** - Chivilcoy\*
- Australia** - Melbourne\*
- Brazil** - São Paulo
- Bulgaria** - Kazanlak
- Chile** - Santiago de Chile\*
- China** - Chengdu, Yibin, Luzhou, Guizhou
- Colombia** - Bogota
- France** - Chambray Les Tours\*
- Germany** - Worms\*
- India** - Ahmedabad, Daman, Dharwad, Goa
- Italy** - Magenta, Spinetta M.go\*, Termoli\*
- Kenya** - Nairobi
- Mexico** - S.J.Iturbide
- New Zealand** - Auckland
- Poland** - Wloclawek
- South Africa** - Cape Town\*
- Spain** - Jerez, Olerdola\*
- Ukraine** - umy, Ternopyl
- UK** - Bridge of Allan, Kirkintilloch\*
- USA** - Fairfield



Our goal is to obtain this certification also in Lobão (Portugal) by 2026.

<sup>1</sup> Or other equivalent standard (e.g. FSSC – 22000 and BRCGS)

\* equivalent standard



## ISO 14001

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This certification is the internationally recognized standard for environmental management systems (EMS). It provides a framework for organizations to design and implement an EMS, and continually improve their environmental performance. By adhering to this standard, organizations can ensure they are taking proactive measures to minimize their environmental footprint, comply with relevant legal requirements, and achieve their environmental objectives.

## We have obtained it here



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**Argentina** - Chivilcoy  
**Australia** - Melbourne  
**Brazil** - São Paulo  
**Bulgaria** - Kazanlak  
**Chile** - Santiago de Chile  
**China** - Chengdu, Yibin, Luzhou, Guizhou  
**Colombia** - Bogota  
**France** - Chambray Les Tours  
**Germany** - Worms  
**India** - Ahmedabad, Daman, Dharwad, Goa  
**Italy** - Magenta, Spinetta M.go, Termoli  
**Kenya** - Nairobi  
**Mexico** - S.J.Iturbide  
**New Zealand** - Auckland  
**Poland** - Wloclawek  
**South Africa** - Cape Town  
**Spain** - Jerez, Olerdola  
**Ukraine** - Sumy  
**UK** - Bridge of Allan, Kirkintilloch  
**USA** - Fairfield



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Our goal is to obtain this certification also in Lobão (Portugal) by 2027.



ISO 45001

This certification is an international standard that specifies requirements for an occupational health and safety (OH&S) management system. It provides a framework for organizations to manage risks and improve OH&S performance. The standard establishes criteria for an OH&S policy, objectives, planning, implementation, operation, auditing and review.

We have obtained it here



- Bulgaria** - Kazaniak
- China** - Chengdu, Yibin, Luzhou, Guizhou
- France** - Chambray
- Germany** - Worms
- Italy** - Magenta, Spinetta M.go, Termoli, Berganze
- Mexico** - S.J. Iturbide
- Poland** - Wloclawek
- UK** - Bridge of Allan



Our goal is to obtain ISO 45001 certification by 2025 in the following sites: São Paulo (Brazil), Bogotá (Colombia), Ahmedabad (India), Jerez and Olerdola (Spain), and Fairfield (USA).By 2026, we plan to extend certification to Chivilcoy (Argentina), Melbourne (Australia), Kazanlak (Bulgaria), Chambray-lès-Tours (France), Daman, Dharwad and Goa (India), Nairobi (Kenya), Auckland (New Zealand), Cape Town (South Africa), and both Bridge of Allan and Kirkintilloch (UK).In 2027, we expect to complete the process in Santiago de Chile (Chile), Lobão (Portugal), and Sumy (Ukraine).By 2030, our aim is to cover the remaining sites of the Group with ISO 45001 certification.

[gualaclosures.com](https://gualaclosures.com)



WATCH THE VIDEO  
Learn what we have  
accomplished in 2024

