

Sustainability
Report
2025
Executive
Summary



**Preserving
without
wasting:
where
innovation
takes shape**



FABBRIGROUP
The evolution of freshness

CEO's Message to Stakeholders

For more than seventy-five years, our mission has been rooted in a simple principle, which is more relevant today than ever: preserving without wasting.



Dear Stakeholders,

2025 was a year of transformation and acceleration.

Against a backdrop of profound regulatory, technological and market change, Fabbri Group continued to invest with a clear conviction: sustainability is a lever for innovation, competitiveness and long-term value creation.

In 2025, we celebrated our 75th anniversary with the event “People, Stories and Future”: a significant milestone that, for us, represents above all a confirmation of the path we have taken, and a new beginning towards a future full of challenges we intend to turn into opportunities.

For more than seventy-five years, our mission has been rooted in a simple principle, which is more relevant today than ever: preserving without wasting. This principle guides every choice we make. For us, packaging is an essential system for preserving the quality and safety of food, extending its shelf life, reducing waste, and using resources efficiently and responsibly.

Throughout 2025, we invested in a new generation of polyethylene-based mono-material solutions, designed to enhance recyclability and stay ahead of the evolving European regulatory framework. At the same time, we strengthened our international presence through the acquisition of

Fabbri Group Packaging Iberica S.A.U., consolidating our proximity to customers and our ability to deliver innovation and services.

The results we achieved confirm the strength of the path we have taken. We improved our environmental performance, increased material recovery, continued to reduce emissions, and invested in developing our people's skills.

We will continue to invest in combining industrial competitiveness, food safety and environmental protection, creating lasting value for all our stakeholders.

On behalf of the Board of Directors, I would like to thank everyone at Fabbri Group, as well as our customers, suppliers, partners, shareholders and institutions, for the trust, cooperation and commitment that make this journey possible every day.

Stefano Pellegatta
CEO



Who we are

For over 75 years, Fabbri Group has been contributing to the evolution of food packaging by developing solutions that combine technological innovation, quality, and sustainability.

Operating for over

75 years

109M€

Annual consolidated turnover – pro forma figure

90+

Countries served

2,500+

Customers worldwide

Today, Fabbri Group is an international group supporting more than **2,500 companies** in over **90 countries** with an integrated offering of machines, films, software, support, and services through the entire packaging cycle.

The Group's strength lies in a business model that transforms packaging into a **system** capable of **preserving quality** and **reducing food waste**.

Innovation and sustainability guide every investment we make. From material development to the evolution of production technologies, every solution is designed to **combine food safety with**

environmental responsibility, often anticipating market trends and European regulatory developments.

This vision is also built on people. **Today, the Group has more than 400 employees** and its corporate culture is built on valuing skills and fostering stable, long-term employment relationships.

In 2025, the Group **strengthened its international presence** with the acquisition of Fabbri Group Packaging Iberica, expanding its ability to support customers and partners across key European markets.

Vision and Values

“Preserving without wasting” is not just our claim – it is the principle that guides every choice we make.

More than

30,000

Machines installed worldwide

27

Extrusion plants for the production of food films (recyclable, compostable, biobased, and conventional)

90%

Waste sent for recycling

In line with the

**UN's
SDGs**

Since our foundation, “preserving without wasting” has been the vision guiding the Group’s growth path, with the goal of creating value for customers, partners, communities, and the environment, helping to build an increasingly efficient and sustainable food system.

For Fabbri Group, **packaging is a strategic element of the food supply chain.** “Sustainability” does not mean choosing between protecting the environment and preserving food – it means innovating to achieve both. This is the vision that guides the development of solutions and services capable of combining efficiency, food safety, and respect for the ecosystem.

Sustainability is an integral part of our business model and our way of doing business. That is why we are aligned with the

United Nations 2030 Agenda for Sustainable Development, **turning the ESG principles relevant to our sector into concrete actions.**

This journey is based on values that have defined the Group’s identity for over seventy-five years: **innovation, respect for people, responsibility, quality, and transparency.** These principles, together with adherence to our Code of Ethics, guide every decision and every internal and external relationship with customers, suppliers, staff, partners, and communities.

We believe that **creating value** means building **strong relationships**, investing in **people**, and developing solutions capable of generating **lasting benefits** for business, society, and the environment. This is the commitment that continues to drive our growth journey.



Environment

Reducing environmental impact means rethinking every stage of how we produce and innovate.

-5.2%

Scope 1+2 CO₂
(market-based)
emissions

16,502

MWh

Group energy
consumption
(-3.1% vs 2024)

40%

Electricity generated
from renewable
sources with
Guarantees of Origin

Photovoltaic systems
and LED lighting at
production sites

Air exchange
efficiency
improvement at
production sites

Goal ISO

50001

Certified by 2030

Sustainability is an integral part of Fabbri Group's **development model**, guiding both our investments and the evolution of our processes.

In 2025, we further improved our **environmental performance** by reducing CO₂ emissions, increasing material **recovery**, and continuing our energy **efficiency** programme across our plants. At the same time, we continue to invest in resource **optimisation** and in the transition towards an increasingly **circular** production model.



Sustainability also means fostering a **culture of environmental responsibility**. Since 2019, Fabbri Group has been partnering with **Italy's largest environmental NGO "Legambiente"** for the "Festambiente" event. This partnership originated with the launch of Nature Fresh, our 100% compostable film, and has now become a shared commitment to promoting the circular economy and protecting the ecosystem.

Our goal is clear: to develop packaging systems that are increasingly **efficient, safe, and sustainable**, helping to preserve the **freshness and nutritional content** of food, and to build a **supply chain** capable of combining competitiveness and environmental responsibility.

Innovation and Sustainability

Innovation is the driving force behind the Company's growth.

5%

of annual turnover dedicated to R&D and industrial investment

~130

Patents and utility models granted in several countries worldwide

New 100% recyclable mono-material packaging solutions

Integrated value chain: films, packaging machines, software and service support

Best Packaging 2020 Award granted to *Nature Fresh* and the *Fabbri Hybrid* range in recognition of their innovative content

Every year, **5% of the Group's turnover is dedicated to research and development and industrial investment**, with a view to designing solutions that improve packaging performance and reduce its environmental impact.

R&D activity is focused on developing increasingly sustainable materials, reducing resource use, and optimising production processes. Alongside the development of compostable and biobased films, 2025 saw the production of a new generation of

polyethylene-based mono-material solutions – currently in the testing phase – designed to improve packaging recyclability and aligned with the upcoming evolution of the EU Packaging and Packaging Waste Regulation (PPWR).

Our ability to design and manufacture both food films and packaging machines and technologies in-house allows us to develop integrated, efficient, and customised systems, capable of meeting the needs of a constantly evolving food supply chain.

Quality, health and safety

Quality and safety are fundamental principles for Fabbri Group.

ISO
9001

Quality Management
System

ISO
14001

Environmental
Management System

ISO
45001

Occupational
Health and Safety
Management System

EMAS registered
(Regulation (EC)
No 1221/2009, as
amended)

Controls and tests
along the entire
manufacturing
process

Ongoing supplier
qualification and
supply chain
monitoring

Quality and Safety guide every stage of product development, from design and production through to after-sales customer services.

The Company operates according to the highest international standards, with **ISO 9001**, **ISO 14001**, and **ISO 45001** certified management systems, ensuring quality, environmental protection, and occupational health and safety. The Group is also registered under EMAS (Eco-Management and Audit Scheme). EMAS is not merely a certification, but a voluntary European Union scheme for organisations committed to continuously improving their environmental performance.

Food safety and product reliability are ensured through **rigorous controls throughout the entire manufacturing process**, testing and validation activities, and ongoing KPI monitoring.

In recent years, Fabbri Group has strengthened its commitment to promoting a **Culture of Safety** by launching initiatives that actively involve everyone across the organisation. Tools such as the **Blue Board** and **Blue Cards**, **Dialogues on Safety** and the initiatives dedicated to the **World Day for Safety and Health at Work** help foster awareness, prevention, and shared responsibility, turning safety into an everyday value for the entire Team.

Our approach to quality involves the entire value chain: we work with qualified suppliers, we develop innovative solutions together with our customers, and we promote a **Culture of Responsibility** centred on transparency and continuous improvement. Ensuring the quality of our packaging systems also means **preserving the trust of those who choose them every day.**

People

400+

Employees

99%

On permanent contracts

Second-level company collective agreement

Improved company benefits platform with dedicated bonuses for parenthood and retirement

Recognition and awards for company service milestones: welcome awards for new hires and five-year service anniversaries

Partnership with entities, associations and external institutions

Fabbri Academy

People are the driving force behind Fabbri Group's growth.

With more than 400 employees – over 99% on permanent contracts – the Company fosters a working environment built on stability and skill development.

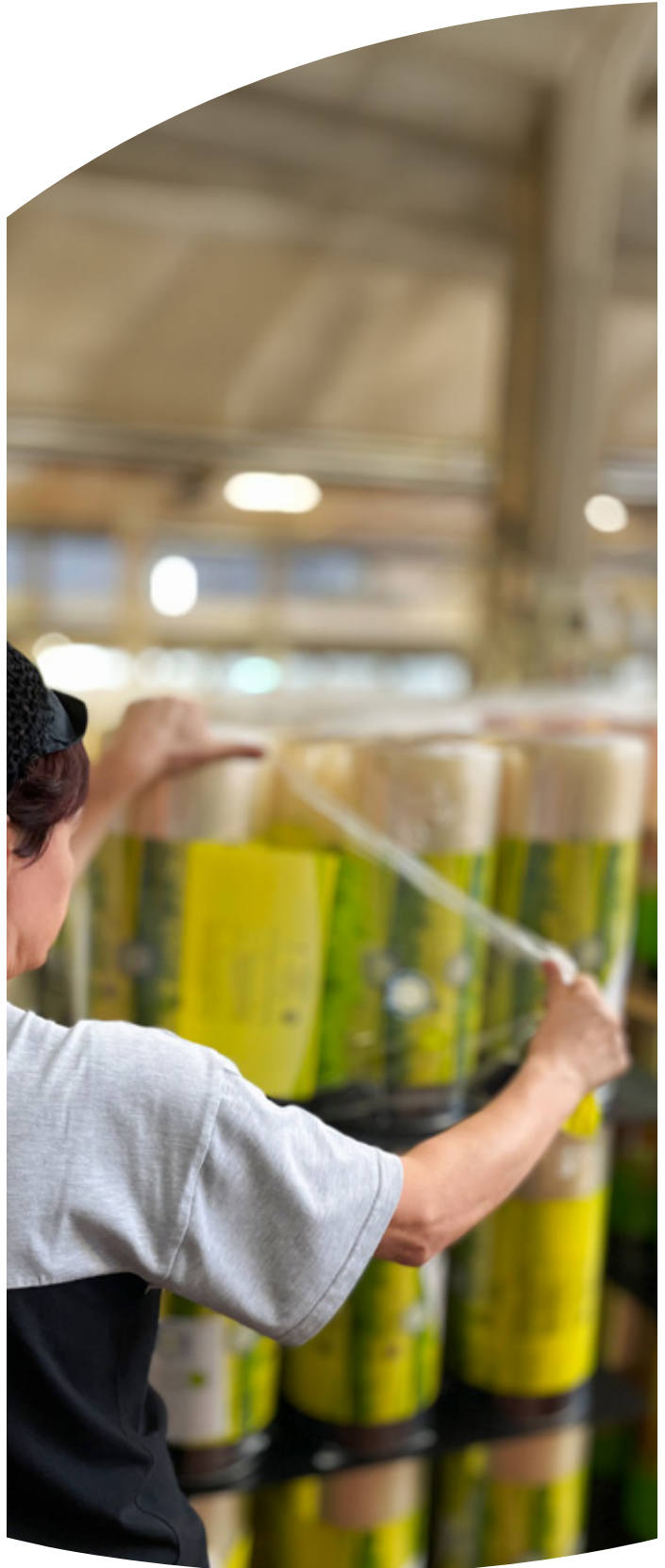
In 2025, the entry into force of the **new second-level company collective agreement**, signed at the end of 2024, reinforced this commitment. This agreement includes measures that **recognise people's contribution, reward continuity of commitment**, and introduce **new welfare initiatives supporting individual and family wellbeing**, including an even richer company benefits platform and dedicated bonuses for parenthood and retirement.

The Company also values seniority, with a welcome bonus for new hires and benefits every five years of employment, up to and beyond 40 years of service.

Continuous training is one of the key tools through which the Group invests in its human capital, including its external partners and collaborators. Through the **Fabbri Academy**, tailored training sessions are developed for dealers and service centres, supporting their professional growth. For new production staff, mentoring programmes have been introduced with internal tutors and shift supervisors, **facilitating the transfer of skills and supporting the growth of young talent**.

At the same time, the **reorganisation of manufacturing departments** according to **Lean Production** principles has helped streamline operational workflows and improve work organisation.

Health and Safety remain a constant priority, supported by training, prevention, and engagement activities that involve the entire Group and promote a shared commitment to mutual safety and wellbeing.



Supply chain and social impact

Fabbri Group's sustainability is built across the entire value chain.

From the design of our solutions through to their use and end of life, every stage is geared towards ensuring quality and an increasingly responsible use of resources.

We work with an international network of suppliers, partners, and customers to develop a supply chain model built on transparency and continuous improvement. Through an ongoing process of screening and assessment, **we promote respect for workers' rights, safety, and environmental standards across the entire supply chain.**

In 2025, we continued to strengthen our supply chain governance, launching a mapping process aimed at improving supplier traceability and risk management across the entire chain.

Our dialogue with stakeholders also involves institutions and **trade associations, including Confindustria** (Italy's main

association representing manufacturing and service companies), **UCIMA** (the Italian packaging machinery manufacturers' association), **and Federazione Gomma Plastica** (the Italian federation for the rubber and plastics industry), with whom we work to contribute to the development of an increasingly innovative and sustainable industry.

Our commitment also extends to the local community, through partnerships with schools and universities to **support students entering the job market** and to help young talent develop the skills needed to face the challenges of the future.

We believe that a more **responsible** supply chain is also a more resilient one, capable of creating **shared value** for people, communities, and the environment.

Our value chain is shown on the following page.

Upstream

Procurement of raw materials

- Raw materials for film manufacturing (PVC, PE, biobased and compostable)
- Components for packaging machinery
- Technologies for the FGIInstore software

Inbound logistics

- Management of transport and receipt of raw materials and components
- Quality control and storage of resources to be used in manufacturing

Direct operations

Manufacturing

- Processing of raw materials to manufacture food packaging films
- Assembly and production of packaging machinery
- Development and implementation of the FGIInstore software

Distribution

- Supply of films, machinery and software to retailers, food producers, packaging facilities and industrial customers
- Customisation of packaging solutions based on customers' needs

Service

- Pre-sales consultancy
- Technical support and after-sales services
- Training dedicated to machine operators, technicians and staff (Fabbri Academy)
- Innovation and testing to develop new solutions (Fabbri InnoPakLab)

Downstream

Outbound logistics

- Product delivery to customers
- Management of distribution and deliveries

Sales network

- 10 offices providing direct technical and sales support services (Italy, Switzerland, France, Spain, Germany, UK, Russia)
- A network of professional, specialised dealers selling Fabbri Group's solutions
- Authorised service centres responsible for after-sales support services

Product use and end of life

- B2B customers use machinery or films for food packaging
- Films can be disposed of or recycled based on their materials



Governance and transparency

A solid governance system is the foundation for sustainable and responsible growth.

Fabbri Group has developed a governance system built on **integrity, transparency,** and regulatory compliance – principles that guide every decision and shape relationships with all stakeholders.

The **Code of Ethics** defines the values and expected conduct within the organisation, while the **Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001** strengthens the risk prevention system and promotes a culture of responsibility.

The **whistleblowing** system ensures that any non-compliant conduct can be reported confidentially and securely, helping to create an environment based on integrity and trust.

At the same time, the Group continues to **strengthen its control and risk management systems**, progressively integrating environmental, social, and governance topics into its business processes and strategic decisions.

Looking ahead

The journey towards increasingly sustainable packaging continues, driven by the intention to combine innovation and responsibility.

Even amid a changing European regulatory landscape, Fabbri Group has chosen to continue sustainability reporting on a voluntary basis, considering **sustainability as a strategic component of its business model** and a tool for transparent dialogue with all stakeholders.

In the coming years, we will continue to invest in the development of increasingly efficient materials and technologies, in optimising manufacturing processes, in the responsible use of resources, and in growing our

people's skills, supporting the industry's evolution towards increasingly circular packaging models.

We believe the future is built together.

It is the people who give value to ideas, turning research, technology, and expertise into tangible results. It is thanks to their commitment and to the trust of our customers, partners, and stakeholders that we can continue to grow and face the challenges ahead of us.

Preserving without wasting means caring for tomorrow, together.



Together every day: voices from Fabbri Group

Every achievement reached by Fabbri Group in its first 75 years of business stems from the daily commitment of our people. Their words are the best way to convey the vision, culture, and values that allow us to face every new challenge.

"75 years of activity, spanning two such different centuries (from 1950 to 2025) is a remarkable milestone. Now, a new one lies ahead of us: building the future together, drawing on today's experience – consolidated over time – and on our ability to look in the same direction together."

Sara Pomesano
Communications and Events Manager

"What strikes me most about us is that, day after day, we have become a Group that shares values, goals, and a common vision. Every achievement is the result of the commitment, skills, ideas, and passion that each person brings to the Team every day."

Oberdan Dall'Aglio
Technical and R&D Manager

"My professional life has been linked to Fabbri for over 20 years. Today, we face very significant challenges, which we will meet with all the commitment and professionalism that have always defined this company."

Joan Flotats
Regional Manager – Iberian Peninsula and Americas



"In carrying out my work, I have been struck by seeing a company that believes in its own investments and renews them every day. The new extruders, the tray sealer project, the reorganisation of manufacturing processes, the acquisition of Fabbri Group Packaging Iberica, the PV system, the office redesign, the introduction of AI into our work, the investments in occupational health and safety... All of this forms the solid foundation of our future."

Diego Cavazzoni
Group Controller

"Since I started, almost 30 years ago, I have experienced the transition from a family business to today's managerial organisation, through a path of personal growth that developed alongside the Company's own growth. Today, I can say I know the evolution of our products quite well. And it is only thanks to Fabbri Group that I am who I am today."

Cinzia Bergonzini
After-Sales Assistant

"Every country, every customer, every culture has its own story. And Fabbri's true value lies in the ability to listen to all these stories and turn them into solutions. To us, being international means exactly this: being able to speak different languages, and above all, to understand people and continue to grow together with them, around the world."

Marianne Souchon
Customer Operations Specialist

"Company culture is what guides us even when no one is watching. It is the sum of everyday actions, of choices made with integrity, of the passion we bring to our work. It is the ability to support one another, to collaborate in finding solutions, to look ahead. Always."

Giovanni Presti
HR and Group Culture Manager

"In an age defined by intangibility, we still create products we can see, touch, and experience with all our senses – products that, once made, give us that sense of satisfaction that comes from something beautiful and well made. It is a world built on knowledge, experience, technological evolution, and transformation – one that shapes its own success through choices that are often bold and far-sighted. We lead our own change!"

Carlo Copeta
Plastitecnica and Blend Manager

"The experience and skills that production workers gain over the course of their career are essential to making the difference and achieving a quality product. Thanks to individual experience, teamwork, and the continuous training of young talent, we will be able to keep offering top-of-the-range products and look to the future without fear."

Linda Vicini
Machines Manufacturing Specialist

Gruppo Fabbri Vignola S.p.A.

Via per Sassuolo 1933
41058 Vignola (MO) – Italy

www.gruppofabbri.com



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