Sustainability
Report
2025

Preserving without wasting: innovation takes shape

FABBRIGROUP
The evolution of freshness

Contents

Letter to Stakeholders

> We are convinced that sustainability does not mean choosing between protecting the environment and preserving food. The real challenge is to achieve both goals through innovation.

Dear Stakeholders,

2025 was a year of transformation and acceleration.

In a scenario characterised by profound regulatory, technological and market developments, Fabbri Group has continued to invest with a clear conviction: sustainability is not a constraint on development, but a fundamental lever for innovation, competitiveness and long-term value creation.

In 2025, we celebrated 75 years of activity with the event "People, Stories and Future": an important milestone, which for us represents above all a confirmation of the path we have taken and a new beginning, towards a future full of challenges that we want to transform into opportunities.

It is a principle that guides all our choices and that interprets the role we intend to play within the food supply chain. For us, packaging is not a simple accessory, but an essential "system" for preserving the quality and safety of food, prolonging its shelf life, reducing waste and using resources efficiently and responsibly.

We are convinced that sustainability does not mean choosing between protecting the environment and preserving food. The real challenge is to achieve both goals through innovation. Reducing food waste, promoting the recyclability of materials, improving the efficiency of production processes and ensuring high safety standards are complementary aspects of the same responsibility.

With this vision, we have continued our development journey.

During 2025, we invested in a new generation of polyethylene-based single-material solutions, designed to promote recyclability and anticipate the evolution of the European regulatory framework. This strategic investment confirms our commitment to supporting customers and partners in moving towards sustainable packaging models, without compromising the performance required by the market.

At the same time, we have strengthened our international presence through the acquisition of Fabbri Group Packaging Iberica S.A.U., a transaction that consolidates our proximity to customers, expands the Group's expertise and strengthens our ability to offer innovation, service and technical support on an international scale.

However, sustainability is not just about the products we develop. It concerns the way we use energy and resources, design our production processes, invest in training people, promote health and safety at work, and build transparent and lasting relationships with customers, suppliers, communities, institutions and investors.

The results achieved during 2025 confirm the soundness of the path we have taken. We have continued to improve our environmental performance, increased the recovery of materials destined for waste, continued to reduce emissions and invested in developing people's skills, aware that sustainable growth comes first and foremost from the quality of human capital.

Sustainability is not a goal to be achieved, but a continuous journey that requires vision, investment, the ability to innovate and responsibility in everyday decisions. This is why we will continue to invest to combine industrial competitiveness, food safety and environmental protection. We want to contribute to the development of efficient supply chains, creating lasting value for all our stakeholders.

On behalf of the Board of Directors, I would like to thank all the people of Fabbri Group, together with our customers, suppliers, partners, shareholders and institutions, for the trust, collaboration and commitment that make this journey possible every day.

For over seventy-five years, we have been working to preserve what is valuable. We will continue to do so with the same passion and the same spirit of innovation that have always characterised our history, convinced that sustainability and development are not conflicting goals, but the two dimensions through which to build the future.

Stefano Pellegatta
Chief Executive Officer

Summary data

for more than

75 years

Italian industrial excellence

10

Technical support and direct sales offices in Europe

(Italy, Switzerland, France, Spain, Germany, United Kingdom, Russia)

27

Extrusion plants for the production of food film

(recyclable, compostable, bio-based, traditional)

109 M€

Pro forma consolidated annual turnover

9+

Countries served

2,500+

Customers on a global scale

30,000+

Machines installed globally

Approximately

130 titles

(patents and utility models)

granted in various countries around the world

Integrated value chain: films, machines, software and technical support

Fabbri Group at a glance

Environment

16,502 MWh
Energy consumed
17,036 in 2024
17,080 in 2023

1.172 MWh/no. machines
Energy intensity index
(machine production)
1.178 in 2024
1.570 in 2023

0.764 MWh/t
Energy intensity index
(film production)
0.765 in 2024
0.744 in 2023

2,752 tCO_2e
Scope 1 + Scope 2 emissions
(Location-based)
2,873 in 2024
3,323 in 2023

4,323 tCO_2e
Scope 1 + Scope 2 emissions
(Market-based)
4,558 in 2024
5,204 in 2023

76,036 tCO_2e
GHG emissions Scope 3
77,233 in 2024
76,520 in 2023

202,101 m^3
Water withdrawals
171,882 in 2024
206,394 in 2023

90 %
Waste destined for recycling
87% in 2024
86% in 2023

Social

400
Number of employees
389 in 2024
394 in 2023

0
Number of serious accidents in the workplace
0 in 2024
0 in 2023

99 %
Employees with a permanent contract
99% in 2024
99% in 2023

96 %
Employees with a full-time contract
96% in 2024
96% in 2023

1

General information

Drafting criteria

ESRS Standards

ESRS 2 BP-1, BP-2

The Sustainability Report of Gruppo Fabbri Vignola S.p.A. and its subsidiaries (hereinafter also "Fabbri Group" or "Group") for the year ended 31 December 2025 was prepared on a voluntary basis, with reference to the European Sustainability Reporting Standards (ESRS), reporting on selected ESRS, or parts of their content, indicated in the various paragraphs of the document and summarised in the ESRS Content Index.

The objective of the Sustainability Report is to enable stakeholders to understand the company's significant impacts on people and the environment and the significant effects of sustainability issues on the development, results and situation of Fabbri Group.

The regulatory framework

The regulatory framework for reporting on environmental, social and governance (ESG) issues is based on what was initially defined by EU Directive 2022/2464, the Corporate Sustainability Reporting Directive (CSRD), transposed in Italy by Italian Legislative Decree No. 125 of 6 September 2024 (Italian Legislative Decree 125/2024). Following the submission of proposals by the European Commission (26 February 2025 – Omnibus), this regulatory framework was amended as follows:

Scopes	References
Effective date of reporting obligations for large companies not listed on EU regulated markets	**EU Directive 2025/794** (Stop the clock), transposed into Italian law by Decree-Law 95/2025, converted into Law 118/2025 of 8 August 2025, provides for the postponement of the entry into force of the CSRD for large unlisted companies by two years (from 2025 to **2027**).
Obligated entities Scope of companies falling under CSRD obligations (size parameters)	EU Directive 2026/470 of 24 February 2026, currently being transposed into Italian law, amended the parameters originally provided for by the CSRD, establishing that the obligations to prepare Sustainability Reporting apply to companies with Revenues exceeding EUR 450 million and an average number of 1,000 employees employed during the financial year.
ESRS reporting standards	Following the EFRAG Technical Advice (4 December 2025), on 6 May 2026 the European Commission published the draft of the updated ESRS for consultation. The Delegated Regulation to Directive EU 2013/34 amending the standards is expected by July 2026.
VS Standard Voluntary reporting standard	EU VS Sustainability Reporting Standards for voluntary use – The draft VS standard was published on 6 May 2026 by the European Commission, in the form of a Delegated Regulation to Directive EU 2013/34, with the aim of supporting companies not subject to sustainability reporting requirements under the CSRD.

Fabbri Group is not required to apply Italian Legislative Decree 125/2024 transposing the CSRD, as amended by Directives EU 2025/794 and EU 2026/470. **The preparation of the Sustainability Report, including for the years after 2025, is therefore voluntary**.

General drafting criteria

The ESRS define the information that a company must disclose regarding its **impacts, risks and opportunities** in relation to relevant **environmental, social and governance sustainability issues**. The relevance of sustainability issues, arising from direct and indirect business relationships in the upstream and/or downstream value chain, is assessed on the basis of the application of the "double materiality" principle (DMA Double Materiality Assessment).

The ESRS and the related reported indicators (disclosure requirements) are those representative of the sustainability issues assessed as material, consistent with Fabbri Group's business and related impacts, risks and opportunities. The process of analysis, identification, assessment and prioritisation of relevant topics, as described in the section Relevant topics (IRO), was conducted as required by the ESRS. This process is updated and progressively developed over time, as part of Fabbri Group's sustainability reporting (accountability) process.

This document, based on the results of the double materiality assessment (DMA), and within the limits of the approach adopted, covers the entire upstream and downstream value chain.

The summary index of the information relating to the various areas covered (ESRS Content Index), published in the appendix to the Sustainability Report and an integral part thereof, allows the traceability of the data, indicators and other quantitative and qualitative information presented.

Fabbri Group did not make use of the option to omit specific information corresponding to intellectual property, know-how or results of innovation or any ongoing negotiations.

In order to allow the comparison of data over time and the assessment of the performance of the Group's activities, comparative data relating to the previous year are presented, even if not required for the first reporting year according to the ESRS.

Reporting scope

The reporting scope of the qualitative and quantitative data and information is represented by the performance of the Parent Company, Gruppo Fabbri Vignola S.p.A., and its subsidiaries as at 31 December 2025, for the entire reporting year (from 1 January 2025 to 31 December 2025).

With reference to environmental information, the reporting scope relating to the topics ESRS E3 Water and marine resources and ESRS E5 Resource use and circular economy includes only the Group's production companies (Gruppo Fabbri Vignola S.p.A. and Gruppo Fabbri (Svizzera) S.A.). Therefore, commercial companies without production activities (Fabbri Group France Sas, Fabbri Group Packaging Iberica S.A.U., Fabbri Walstar Gmbh, Automac UK Ltd, Automac Service Srl) are excluded from these areas, for which only the environmental data E1 Climate Change relating to energy consumption and associated emissions are reported.

The exception is the commercial company LLC Gruppo Fabbri RU Llc, for which only the data relating to the indicator ESRS S1 Own Workforce are reported. In view of the nature of the activities carried out and the non-relevance of the associated impacts, the company's environmental data were assessed as not significant for the purposes of the 2025 Sustainability Report.

Information on specific aspects

TIME HORIZONS

Fabbri Group defines medium-term time horizons in line with its strategic sustainability objectives, consistent with the provisions of the ESRS (6.4 Definition of short, medium and long term for reporting purposes).

ESTIMATES REGARDING THE VALUE CHAIN

The metrics reported do not include estimated data regarding the value chain.

CAUSES OF UNCERTAINTY IN ESTIMATES AND RESULTS

The process of reporting ESG performance data on certain topics requires the use of estimates by the Directors. Estimates are made on the basis of historical experience, primary and authoritative external sources and through the use of external specialists and consultants, as well as on the basis of other information deemed reasonable in the circumstances. Any use of estimates and the related methodologies adopted are directly referred to in the various paragraphs relating to the reporting of the relevant topics, to which reference should be made for further details.

The quantitative metrics that are subject to uncertainty in the estimates and results refer in particular to the following topics and reporting areas:

In order to mitigate the risks of errors in relation to the estimated ESG performance data, and with specific reference to those characterised by uncertainty, internal controls and validation processes are in place for the reported data and information.

Main reporting topics/scopes subject to estimates (quantitative data)	Description and impact
GHG emissions – Scope 3	GHG emissions – Scope 3 along the value chain (upstream and downstream of the activities of Fabbri Vignola S.p.A. Group) Uncertainties inherent in the nature and quality of the data and the consequent measurement techniques adopted, as provided for by the GHG Protocol. Potential impact: medium

CHANGES IN THE PREPARATION AND PRESENTATION OF INFORMATION

In order to ensure the consistency and comparability of the information, where deemed necessary to correct any errors or to take into account a change in the methodology for measuring the indicators or in the nature of the activity, the quantitative data presented and relating to previous periods may be recalculated and restated with respect to what was published in the previous financial year. The relevant indications, recalculation criteria and effects are highlighted in the corresponding chapters and paragraphs.

ESTIMATES OF THE VALUE CHAIN

The metrics reported also include some data relating to the value chain, essentially referring to Scope 3 GHG emissions. These data, in accordance with the methodology adopted (GHG Protocol), are determined on the basis of estimates and assumptions. Where direct data are not available, indirect sources are also used, which are more subject to uncertainty. **The measurement of the metrics** has not been validated by an external body other than the entity (auditing firm) issuing the certificate of conformity.

DISCLOSURES REQUIRED BY OTHER REGULATIONS OR PROVISIONS ON SUSTAINABILITY REPORTING

Taking into account the reporting approach adopted, this document does not include additional disclosures beyond those required by the ESRS, required by other regulations containing sustainability reporting obligations or by sustainability provisions.

INCLUSION BY REFERENCE

There are no inclusions by reference, as this Sustainability Report is prepared as a separate document from the Management Report to the Consolidated Financial Statements. Consequently, all disclosures are reported in full within this Report, without references to sections of other corporate documents.

Strategy, business model and value chain

ESRS Standards
ESRS 2 SBM-1

The business model

FABBRI GROUP

Fabbri Group is an international industrial group that is a leader in the **production and sale of machines and films for food packaging**, supporting over 2,500 companies worldwide. The innovation-based business model integrates advanced packaging solutions, combining machines, automated lines, film, software, service and spare parts. The packaging machines stand out for their flexibility, compactness, robustness and ease of use, making them ideal for in-store packaging, specialised centres and large industries. In addition to production, the Group offers packaging consultancy services, customised testing, graphic support for printed films and technical training.

Production takes place through automated and technologically advanced processes, guaranteeing high quality standards and the possibility of customising solutions according to customers' specific needs. Fabbri Group develops packaging that preserves the freshness of products, protecting them from external contamination.

HISTORY

The beginnings

The origins of Fabbri Group date back to **1870 in Vignola**, in the province of Modena, with the foundation of a small printing house, which Ennio Fabbri took over in the 1930s, transforming it into **Fabbri Arti Grafiche**, a company that established itself as an innovator by introducing, for the first time, a flexographic and rotogravure press for printing packaging for fruit and citrus fruits.

The 1950s and 1960s

In the post-war period, and in 1950 to be precise, Fabbri Group as we know it today was born: the company began to develop solutions for **food packaging**, focusing on reducing waste and optimally preserving resources, values that continue to guide the Group today. In 1960, Ermanno Fabbri, who had succeeded his father, founded **Automac** and introduced the first automatic machine for wrapping citrus fruits with special waxed paper. This is where Fabbri's current strategy took shape, based on the ***integrated synergy*** between machines and materials, with the aim of offering the market a complete food packaging system that combines packaging machines and consumables.

In 1963, Automac designed and launched the first automatic machines for using shrink film to package books, newspapers and magazines. At the same time, Fabbri began producing shrink films specifically for these machines, creating an innovative packaging system that quickly spread internationally.

The 1970s and 1990s

In the early 1970s, Automac marked a turning point in the food packaging sector by introducing the use of **cold-stretch PVC film**, a solution designed for the manual wrapping of fresh food in supermarkets. The innovation not only simplifies packaging operations, but redefines industry standards, quickly leading to widespread use on a global scale.

International expansion

However, the large-scale introduction of advanced automatic machines in supermarkets and packaging centres, together with the increase in production, requires an excellent maintenance service, with highly qualified technicians available in the various countries. To meet this need, between the 1970s and 1990s, the presence of extended to several **international locations**: Plastar S.A. and Waldys S.A. (now Gruppo Fabbri Svizzera), Automac France (now Fabbri Group France), Walstar (now Fabbri Walstar, in Germany), Teixpac in Spain (now Fabbri Group Packaging Iberica S.A.U., acquired on 30 April 2025) and Automac UK in the United Kingdom.

Fabbri Group begins to stand out in the global market for **innovation in packaging technologies and materials**, such as PVC and PE stretch films and wrapping machines from the Elixa series. These models, still among the most popular and appreciated in the world today, are characterised by their ease of use and the significant savings in film consumption.

The 2000s

Since 2000, Fabbri Group has also extended its commitment to the **heat-sealing**, **MAP** and, subsequently, **skin** sectors, developing and patenting new technological solutions. Among these, the **Top Lid traysealer** machine stands out.

At the same time, Fabbri Group continued to invest in the wrapping sector, creating wrapping machines integrated with weighing and labelling systems from 2010 onwards, as well as developing new innovative films. Among these, **BIOBASED STAR FILM** and **Nature Fresh** stand out, the first film in the world to have industrial and domestic compostability certification, suitable for both manual and automatic wrapping. Subsequently, **Nature Lid**, a certified compostable barrier film, was also introduced.

Over the years, the Maintenance and After-Sales Service has become a crucial element for the success of Fabbri Group. To ensure a more widespread presence on the Italian market, in 2015 the Group acquired **Automac Service**, with the aim of more effectively covering Lazio, a strategic region that hosts some of the most significant concentrations of large-scale retail outlets.

In 2017, Fabbri Group decided to further expand its international presence by opening a sales branch in Moscow, known as **Fabbri RU Group**. This choice responds to the need to consolidate and develop a business of great importance and rapid growth, such as that of Russia and the Russian-speaking countries.

2018 marked a significant turning point for the Fabbri portfolio, thanks to the introduction of **FGInstore Software**, an innovative digital solution conceived and developed in-house. The software, which features a high level of customisation, works alongside machines and films, enabling the seamless integration of scales, scanners, labelling machines and other devices into customers' production lines and management systems.

To further enhance its offering in the MAP, skin and ATP sectors, Fabbri Group took an important strategic step by acquiring, at the end of 2019, **CAVECO**, a historic Italian company with over 40 years of experience, which holds a leading position in the heat-sealing machine market and has focused its business on the packaging and portioning of fresh, pre-cooked, processed and semi-solid foods, becoming a global leader in the sector of fresh meat packaged in ATP and SKIN. In 2024, CAVECO was merged by incorporation into Gruppo Fabbri Vignola S.p.A.

Since 2023, the new Management has adopted the new Development Plan for the Group, based on sustainability and structured along the following main lines:

- Strengthening the "One stop shop" concept, according to which Fabbri Group presents itself to its customers as a single supplier of food packaging solutions, from Films to Machines to After-Sales Support Services.
- The consolidation of its position as a leader in "stretch" applications, both through the conversion to more sustainable films with guaranteed recyclability, in line with EU regulatory requirements, and through the renewal of the range of "stretch" machines adapted to the new films.
- The rationalisation and development of the machine range, with a particular focus on the application of heat sealing.
- The expansion of the geographical footprint, through the further development of non-European markets, both through organic growth and through M&A operations.

In 2025, Fabbri Vignola Group acquired 100% of **Fabbri Group Packaging Iberica S.A.U.**, a Spanish company that has been active in the food packaging sector for over 40 years and is already a commercial partner of the Group in various strategic areas such as the Iberian Peninsula, North Africa and South America. The transaction represents a significant step in strengthening Fabbri Group's European presence, expanding its sales network and enhancing both the sale of packaging solutions and technical and after-sales support services. At the same time, it allows the Group to accelerate its development in growing international markets, leveraging the experience and local roots of the acquired company.

1950
Ennio Fabbri establishes **Fabbri Arti Grafiche**, specialising in food packaging solutions.

1960
Ermanno Fabbri, having taken over from his father, creates the **Automac** line and launches the first machine for automatically wrapping citrus fruits.

1963
Automac is a pioneer in the automatic packaging of shrink films for books, newspapers and magazines, while Fabbri supplies the compatible films.

1970
Automac introduces a cold-stretch PVC film for the manual wrapping of fresh food in supermarkets.

70s–90s
Fabbri expands internationally with the subsidiaries **Plastar S.A.** and **Waldys S.A.** in Switzerland, **Automac France** in France, **Walstar** in Germany, **Teixpac** in Spain and **Automac UK** in the United Kingdom.

2000
Fabbri Group develops patented packaging technologies in the heat-sealing sector.

2010
Fabbri Group begins to develop wrapping machines integrated with weighing and labelling systems and innovative films, such as **Biobased Star Film** and **Nature Fresh**.

2015
Fabbri Group strengthens its after-sales support by acquiring **Automac Service** to better serve the large retailers in Lazio.

2017
Fabbri opens a sales branch in Moscow, **Fabbri Group RU**.

Fabbri is acquired by **Argos**.

Launch of **Pexy**, PE-based film for packaging fresh food.

2018
The **FGInstore** software is introduced, a digital solution that connects packaging equipment with the customer's management system.

Launch of **Biobased Star Film**, a film made from 36% bio-based material, completely recyclable

2019
Gruppo Fabbri acquires **Caveco**.

Launch of **Nature Fresh**, certified fully compostable transparent film.

2020
Launch of **PELid**, a heat-sealing film.

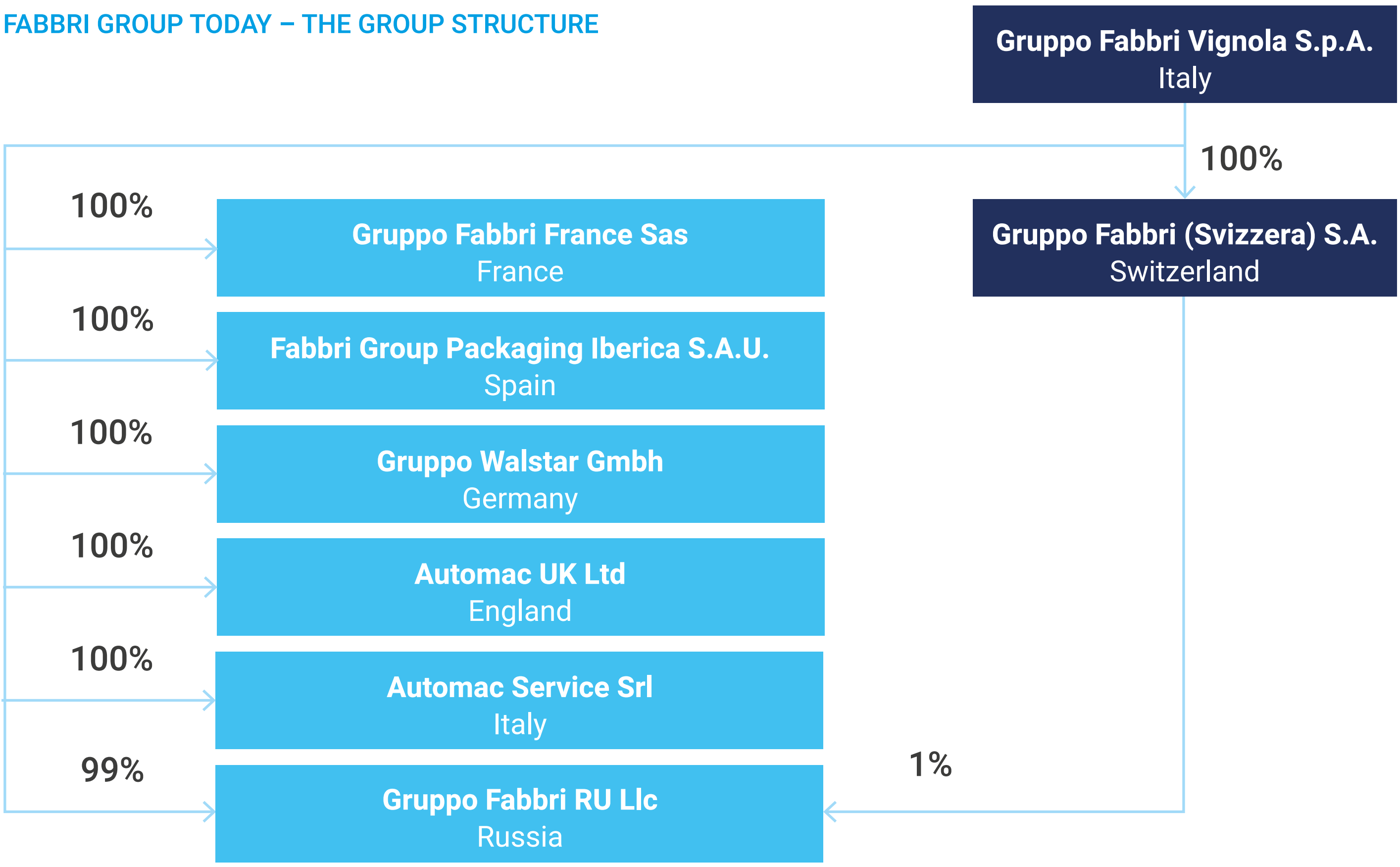
2021
Launch of **Nature Lid film** (compostable for heat sealing).

2022
Appointment of the Management, led by the new CEO **Stefano Pellegatta**.

2025
Acquisition of **Fabbri Group Packaging Iberica** in Spain.

New **PE extruders** purchased.

FABBRI GROUP TODAY – THE GROUP STRUCTURE



Thanks in part to its network of over 90 authorised distributors and service centres, Fabbri Group is able to proactively respond to requests from various sectors, including retail, brand owners and industry, developing tailor-made and innovative solutions for every market need.

The parent company, Gruppo **Fabbri Vignola S.p.A.** (Italy), has its registered office in Vignola (Modena), where the main production facilities are located: one dedicated to the production of plastic films for food and industrial packaging, made through mixing, extrusion and printing processes; the other is dedicated to the assembly, testing and commissioning of automatic packaging machines. The administrative and sales offices, customer service and information systems are also located here. The commercial activities and technical support service for the Northern Italy market are concentrated in Milan. Gruppo Fabbri (Svizzera) S.A. deals exclusively with the production of film, while Automac Service Srl (Italy) provides technical support services and sells spare parts.

Gruppo Fabbri (Svizzera) S.A. deals exclusively with the production of film, while **Automac Service Srl** (Italy) provides technical support services and sells spare parts.

Fabbri Group France Sas, **Fabbri Walstar Gmbh** and **Automak UK Ltd** are the companies operating in the marketing of machines and films and in the provision of technical assistance services and the sale of spare parts in: France, Germany and the United Kingdom.

Fabbri Group Packaging Iberica S.A.U. distributes food packaging solutions, with a focus on product sales and customer service in the markets of the Iberian Peninsula, North Africa and Latin America, also providing technical support and after-sales services.

PRODUCTS AND SERVICES

Packaging machines

Fabbri Group offers a wide selection of packaging machines and complete mechanised lines for the packaging of solid, semi-solid and liquid foods, both in stretch and heat-sealing modes, depending on the specific application requirements. All the solutions offered, which stand out for their flexibility, compactness, robustness and ease of use, are particularly suitable for food packaging operations in shops, packaging centres and industrial settings, including large-scale ones.

The wrapping and heat-sealing machines offered by Fabbri Group can be adapted to customers' specific production needs, thanks to optional elements and customised accessories, and used in combination with the food films developed by the Group, to optimise the efficiency and sustainability of the buyers' packaging system. This combination of technologies is one of the Group's main strengths, enabling it to offer versatile solutions.

Films and Wraps

Fabbri Group's product range, unique on the global food market, includes the production of plastic films for the manual and automatic packaging of fresh food products and packaging machines. The largest part of production is **PVC-based stretch films**, mainly neutral, but some are also printed by surface treatment using solvent-based inks.

Other products include neutral and printed PE-based films (intended for both food and industrial packaging) and coextruded barrier films, intended for packaging in a protective atmosphere. The production of compostable films (PBAT) also began in 2020.

The production of PVC-based films using renewable raw materials of plant origin and PVC- and PE-based films using raw materials from a certified sustainable supply chain and derived from biomass or recycling has also been launched.

Fabbri Group's food films are made with formulations that guarantee a safe, economical packaging system that reduces environmental impact. The main types of film offered are:

- **Stretch film**, based on PVC, PE (polyethylene), available in both neutral and printed versions, to maximise customers' communication and branding possibilities through packaging.
- **Barrier film**, used for top-seal welding applications on barrier trays for packaging products in a protective atmosphere, such as meat, sausages, fish, cheese, fresh pasta, ready meals, fruit and vegetables, with particular mechanical resistance to handling and perforation.
- **Compostable** and **biobased films**, in particular the **Biobased Star Film**, which has obtained the "OK-biobased" certification from TÜV Austria, which certifies the progressive reduction of the use of materials from fossil sources in favour of alternatives based on renewable sources, while maintaining the high performance of traditional plastic films. Nature Fresh and Nature Lid, on the other hand, are certified by TÜV Austria as "OK compost" for 100% industrial compostability and, Nature Fresh only, also for domestic compostability.

FGInstore

Fabbri Group is the only player on the market to offer FGInstore software, an advanced program designed to interpret and translate data from devices (such as scales and scanners) or from data management systems (such as items, prices, weighing and traceability) and then make them available and usable for subsequent operations, simplifying the management and control of packaging and sales processes. Thanks to specific communication tools, the machine is able to read the language of the interconnected device. All collected data is then centralised in a single database, simplifying information management and ensuring complete control of data transmission. This system supports daily operations and improves efficiency, traceability and service quality, meeting the needs of supermarkets, producers and shops of all sizes.

The FGInstore software has two main features:

a. **Customisable**, as the graphics of the operator interface are fully adaptable to the user's specific needs;
b. **Scalable**, as it can be implemented gradually, starting from basic modules for individual weighing-labelling machines, up to complete solutions for shop servers or chain stores. This allows the system to be easily adopted even by small businesses.

Customer services

Fabbri Group supports the customer throughout the entire purchasing process. In addition to machinery and films, the Group offers services related to packaging consultancy, to help customers make choices based on their needs, a customer service and logistics service, and a technical assistance service, capable of managing the relationship with customers in the after-sales phases.

Two additional services have been developed: the "**Fabbri InnoPakLab**" and the "**Fabbri Academy**". The first is a laboratory dedicated to innovation in packaging, where customers (in person or remotely) can test new packaging solutions, analyse materials and processes, and develop customised projects. Fabbri Academy, on the other hand, has been designed to offer continuous and customisable training on packaging technologies to the technical and sales staff of customers and retailers, allowing customers to acquire specific skills and optimise the use of machines and materials.

The main training courses offered are:

- Technical training for production operators
- Technical training for maintenance personnel
- Training for sales staff

Fabbri Group also provides a **graphics service**, offering different types of stretch films that can be printed using digital technology, and up to 10 colours, in different formulations and thicknesses, defined according to individual applications. In their printed form, with continuous, register or stamped printing, the traditional Fabbri Group films, on a PE and biobased basis, represent a product of excellence.

THE VALUE CHAIN

Fabbri Group stands out for its global structure that integrates production facilities, technical and sales support offices and an international network of representatives. As mentioned above, it has technical and sales support offices in several European countries, and its global presence is further strengthened by an extensive network of authorised dealers and service centres, which provide support in over 90 countries worldwide.

Upstream

Raw material procurement

- Raw materials for the production of films (PVC, PE, bio-based and compostable)
- Components for packaging machines
- Technologies for the FGInstore software

Inbound logistics

- Management of the transport and receipt of raw materials and components received
- Quality control and storage of resources for production

Direct activity

Production

- Processing of raw materials for the production of food films
- Assembly and production of packaging machinery
- Development and activation of the FGInstore software

Distribution

- Supply of films, machinery and software to retail, food producers and packaging centres and industry
- Customisation of packaging solutions according to customer needs

Support

- Pre-sales consultancy
- Technical and after-sales support
- Training (Fabbri Academy) for operators, maintenance technicians and staff
- Innovation and testing (Fabbri InnoPakLab) for the development of new solutions

Downstream

Outbound logistics

- Shipping products to customers
- Distribution and delivery management

Sales network

- 10 direct technical and sales support offices (Italy, Switzerland, France, Spain, Germany, United Kingdom, Russia)
- Network of specialised professional retailers responsible for selling Gruppo Fabbri solutions
- Authorised Service Centres in charge of after-sales technical services

Product use and end of life

- The end user uses the machines or films for food packaging
- The films are disposed of or recycled according to their composition

CUSTOMERS AND MARKETS

Over time, Fabbri Group has established itself as a company operating on a global scale, thanks to a network of over 90 dealers and an equally extensive network of authorised service centres. The Group is now **present in more than 90 countries around the world**. The business is particularly active in **supporting retail, private label producers, fresh food processors and packagers**, meeting the needs of a variety of food sectors, from the most traditional to the most innovative, always with a focus on quality, efficiency and sustainability. Its main customers include medium and large companies, along with more niche ones, with several important names in the retail and industrial sectors.

Packaging solutions must meet the needs of the food supply chain, ensuring maximum safety and helping to extend the shelf life of products.

The **integration of the machinery into the production lines** ensures operational efficiency, while their productivity and durability represent an added value for the companies in the sector that choose Fabbri Group. A further distinctive element is the **ease of use of the machines**, a fundamental aspect in contexts characterised by frequent staff turnover.

Main market trends	Main customer needs met by Fabbri Group
Search for innovative packaging solutions Switch to smaller, lighter packaging Interest in alternative/ eco-sustainable packaging options	Sustainable packaging solutions
Fresh and healthy food Improving food preservation	High food protection Extending the shelf life of food
Request for machinery with higher productivity	Flexibility Reliability of the service Integration into the production area High productivity, maximum safety Machine life Ease of operation for frequent staff turnover
Reducing waste	Film waste reduced to a minimum

EMPLOYEES BY GEOGRAPHICAL AREA

As of **31 December 2025**, the total number of **400 employees** of Fabbri Group is made up of 263 people employed by the companies based in Italy, 48 in Switzerland, 42 in France and the remaining employees divided between Germany, the United Kingdom, Russia and Spain.

Total number of employees by gender/by geographical area	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Italy	49	214	263	54	229	283	56	232	288
Switzerland	5	43	48	4	43	47	4	41	45
France	9	33	42	9	32	41	8	35	43
Germany	4	5	9	4	5	9	4	5	9
United Kingdom	2	6	8	2	6	8	2	6	8
Russia	1	-	1	1	-	1	1	-	1
Spain	3	26	29	-	-	-	-	-	-
Total	**73**	**327**	**400**	**74**	**315**	**389**	**75**	**319**	**394**

ESRS Standards

ESRS 2 SBM-2

STAKEHOLDERS: INTERESTS AND EXPECTATIONS

Stakeholders are individuals or groups that have interests or expectations in relation to a company and that may be, directly or indirectly, positively or negatively influenced by its activities and the relationships it maintains along the entire value chain.

Stakeholder **engagement** is a key element in assessing the relevance of sustainability issues. This involvement is essential to fully understand business processes, identify and assess negative impacts – current or potential – and consciously guide the sustainability reporting process.

Among these, a central role is played by **shareholders** and **investors,** who guarantee the capital necessary for the development and growth of the company, as well as by **lenders**, including credit institutions and entities that provide economic resources to support the company's operations.

Another pillar is represented by all the Group's **employees**, together with the **suppliers**, with whom Fabbri Group has built solid relationships based on mutual trust. **Direct customers** are also among the main stakeholders, representing the target market.

Stakeholders are not limited to those with a direct relationship with the Group, but also include those who, albeit indirectly, may be impacted by its activities, such as **workers in the supply chain** or **end customers**. Ongoing dialogue with stakeholders is a key element in understanding their needs and developing concrete responses. In particular, for end customers and retailers, Fabbri Group has launched the "Fabbri Academy", designed to provide training on the latest industry developments and establish close relationships with them.

Stakeholder engagement is not limited to gathering expectations and assessments, but creates the conditions to translate them into strategic actions that can adapt to market changes. Fabbri Group has been able to stand out in the packaging sector thanks to a proactive approach, anticipating market demands and offering innovative solutions tailored to its stakeholders. Attention to the real needs of customers has strengthened its position globally, consolidating lasting business relationships.

The system of tools through which Fabbri Group manages relations with its stakeholders is shown below. These tools are differentiated in relation to the different categories of stakeholders and also include some activities that were carried out as part of the process that led to the preparation of the 2024 Sustainability Report.

Main reporting topics/scopes subject to estimates (quantitative data)	Description and impact
Shareholders	Shareholders' Meeting - Board of Directors
Banks, lenders and investors	Investor relations activities - Website / dedicated section - Regular meetings
Employees	Relationships and dialogue with the Human Resources (HR) department – Regular/ informal meetings – Training programmes, events and sessions – Activities relating to career development and performance appraisal – Welfare initiatives – Internal communication initiatives and tools – Website and social media channels – Social events – Newsletter
Trade Unions – Workers' representatives	Consultation meetings with Workers' Safety Representatives
Suppliers	Definition and sharing of production/service standards – Business meetings and visits/ audits – Dedicated portals and platforms – Assessment tools and questionnaires – Definition of supplier qualification and selection criteria – Certifications
Direct customers	Business meetings and visits - Industry events - Marketing activities - Publications and social media channels / content - Assessment tools / questionnaires Supply chain and audit / verification - Website - Meetings to define technical specifications / requests – Dedicated platforms
National and local public administration	Meetings / sending and exchanging communications for compliance or specific requests for meetings with representatives of local institutions National and local public bodies and authorities - Control and regulatory bodies
Institutions and supervisory bodies	Technical meetings and visits – Audits and inspections
Community and territory	Meetings with local community representatives - Company visits - Investments in the social fabric and in favour of local authorities - Donations and sponsorships
Media	Press releases – Social media – Website – Events – Interviews and specialist insights.
Associations	Participation in events or conferences – Networking – Dialogue with trade associations, including Confindustria, UCIMA and Federazione Gomma Plastica

Although Fabbri Group has not yet developed a structured approach to stakeholder engagement, it demonstrates a concrete commitment to maintaining an active dialogue throughout the value chain. The Group develops and cultivates relationships with its stakeholders over time, with the aim of strengthening them and improving its competitiveness and ability to create and distribute value.

Stakeholder engagement is aimed at understanding their interests and expectations. Feedback received from customers, suppliers, employees and other stakeholders is listened to, analysed and integrated into company strategies to improve the products and services offered: customer requests are transformed into customised solutions and the feedback collected helps to develop new technologies and improve after-sales service.

ESRS Standards

ESRS 2 SBM-1

The flexible packaging market

REFERENCE CONTEXT

The strategy developed by the Group is consistent with the main market trends and the main customer needs. Growing consumer awareness of sustainability is driving an increase in demand for eco-friendly packaging.

In recent years, the food packaging market has been undergoing a significant transformation, driven by a focus on production models oriented towards the circular economy and environmental sustainability. Global regulations, such as the European Union's Packaging and Packaging Waste Regulation (PPWR), together with international initiatives to reduce plastic pollution, are radically changing the rules of the industry.

In January 2025, the new European Packaging and Packaging Waste Regulation (PPWR)[1] came into force, introducing new measures with the aim of reducing greenhouse gas emissions and water consumption by 2030, while also limiting the negative impacts of packaging on the environment and human health.

The new provisions, which will apply from August 2026, include restrictions on the use of single-use plastic packaging, especially in food packaging, and on the use of substances considered to be of concern, such as PFAS.

The Regulation also provides for the reduction of the weight and volume of packaging, limiting empty spaces, and introduces obligations relating to the minimum content of recycled material in plastic packaging. The new legislation imposes restrictions on the use of plastic and encourages companies to find solutions that are in line with the principles of sustainability and with new opportunities for growth.

Plastic plays a central role in food packaging, but biodegradable and compostable polymers are emerging as viable alternatives, as they reduce the impact on the environment and people without compromising performance in use. At the same time, eco-design is also emerging as a strategy that can encourage the use of renewable resources and ensure that packaging is easily recyclable or reusable.

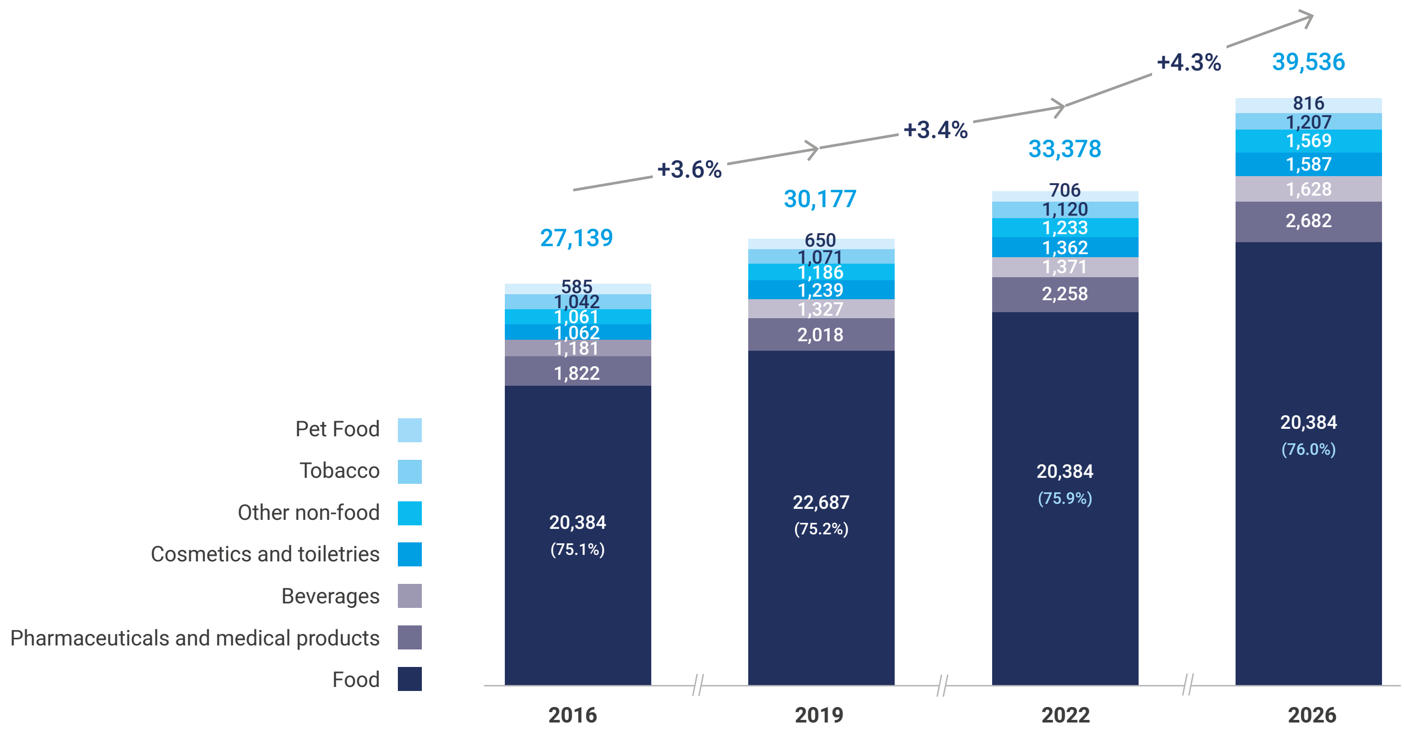
[1] Regulation (EU) 2025/40 of the European Parliament and of the Council of 19 December 2024 on packaging and packaging waste, amending Regulation (EU) 209/202 and Directive (EU) 209/904 and repealing Directive 94/64/EC. Available at the following link.

MARKET SCENARIOS

The global flexible packaging sector shows steady growth in the period 2016–2026, with volumes estimated to increase from 27,139 million tonnes to 39,536 million tonnes. Food packaging – in which Fabbri Group is a global benchmark – is the driving force of the entire sector, accounting for 76% of total production.

Flexible packaging global market growth by end-use sector

T thousand



Source: Smithers, FTI Consulting analysis

According to the latest edition of “Imballaggio in cifre 2025” [2], the Italian packaging industry ended 2024 in a situation characterised by contrasting dynamics. Domestic production reached 17.26 million tonnes, up from the previous year, while total turnover decreased by 1.2% compared to 2023.
This trend reflects the reduction in raw material costs and the intensification of competitive pressure, which led to a reduction in prices in the face of stable demand.

[2] “Imballaggio in cifre 2025” – Istituto Italiano Imballaggio, available at the following link.

Domestic demand, in line with what has been observed internationally, is mainly concentrated in the food and beverage sector, which accounts for 80% of the total packaging produced.

The packaging sector is an important industry for the country: the supply chain employs over 110,000 workers and has 7,156 active companies, which contribute 3.3% of the total turnover of the manufacturing industry and 1.7% of the national GDP.

The outlook outlined by the Italian Packaging Institute predicts a moderate but steady growth scenario, with an expected average annual rate of 1.2% until 2028.

Commitment to sustainability - Preserving without wasting

"Preserving without wasting". The Group recognises the central role of the packaging industry in protecting the environment, ensuring consumer safety and reducing food waste.

Sustainability is considered a strategic driver for long-term competitiveness, and Fabbri Group has embarked on a path that combines economic growth and environmental responsibility, integrating ESG criteria into business decisions.

Managing the business in a sustainable way means optimising all resources – natural, financial and human – and investing in innovation to reduce the environmental impact. This approach not only stems from a deep ethical awareness, but also represents an opportunity to generate value for customers, suppliers, employees, communities and investors.

Fabbri Group has intensified its research into more sustainable materials, developing compostable packaging and films made from renewable raw materials of certified plant origin. A distinctive element of the Group is its ability to produce both packaging machines and food films, both neutral and printed, thus offering integrated, versatile packaging solutions with a lower environmental impact. This unique synergy makes it a benchmark in the sector.

RESEARCH AND DEVELOPMENT FOR FABBRI GROUP: EXPERIMENTING, DESIGNING AND GUARANTEEING

Fabbri Group **invests 5% of its turnover** in research and development, and sustainability is a strategic driver for the R&D team, which focuses on several key objectives including:

- Reducing the **amount of material** used in packaging, producing thinner and lighter films while maintaining the same performance.
- **Reducing the consumption of technical gases** required for packaging in a protective atmosphere.
- Prioritising the use of **materials that facilitate the recycling process**, compatible with existing separate collection systems, by producing films made partly from renewable materials and compostable films.
- Optimising the management **of process waste**, allocating almost all of it for internal reuse or external recovery.

A significant example of Fabbri Group's investments in research and development is represented by products such as the certified compostable film **Nature Fresh** and the Automac wrapping machines of the **Fabbri Hybrid** family, which received the prestigious "Oscar of Packaging-Best Packaging" award in 2020, recognised as the best technological innovation of the year in the sector.

THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The commitment to sustainability also translates into a concrete alignment with the United Nations 2030 Agenda and the related Sustainable Development Goals (SDGs), which are considered an integral part of the company's vision. The SDGs, in fact, represent not only a guide for a more equitable and responsible future, but also business opportunities capable of generating positive environmental and social impacts. The Group has identified some SDGs as priorities, actively committing to contributing to their achievement:

SUSTAINABLE DEVELOPMENT GOALS

SDG 4 Ensure inclusive and equitable quality education and promote learning opportunities for all

Quality education: providing quality, equitable and inclusive education and learning opportunities for all.

SDG 7 Ensure access to affordable, reliable, sustainable and modern energy for all

Clean and accessible energy: promote initiatives aimed at optimising energy consumption within the Group, reducing it and favouring the use of renewable energy sources.

SDG 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Decent work and economic growth: promote sustained, inclusive and sustainable economic growth, employment and decent work for all. Protect the right to work and promote a healthy and safe working environment for all workers.

SDG 9 Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

Industry, innovation and infrastructure: promote innovation in infrastructure, improving its safety and sustainability through the adoption of advanced technological solutions that reduce environmental impact.

SDG 12 Ensure sustainable consumption and production patterns

Responsible consumption and production: optimising responsible consumption and production processes by implementing initiatives to improve the life cycle of products, encourage the use of sustainable materials and promote the reuse and recycling of materials.

SDG 13 Take urgent action to combat climate change and its impacts

Combating climate change: Integrate climate change measures into the Group's policies, strategies and planning.

Governance

ESRS Standards

ESRS 2 GOV-1

Role of the administrative, management and supervisory bodies

The governance structure adopted by Fabbri Group is based on the traditional organisational model and consists of the following corporate bodies:

- the Board of Directors, which is entrusted with the management of the Company;
- the Board of Statutory Auditors, which is entrusted with the supervisory function.

The Board of Directors is in office until the approval of the financial statements as at 31 December 2026, while the Board of Statutory Auditors is in office until the approval of the financial statements as at 31 December 2028. The Supervisory Board (SB) has also been appointed, with autonomous powers of initiative and control, to oversee the proper functioning of Model 231 and ensure that it is updated.

The statutory audit is entrusted to the company PRICEWATERHOUSECOOPERS S.p.A. until 31 December 2028.

THE BOARD OF DIRECTORS

Board of Directors	Role	
Stefano Lazzari	Chair	Executive
Stefano Pellegatta	Chief Executive	Executive
Lucio Ranaudo	Non-executive	Director
Veronica Digoncelli	Non-executive	Director
Andrea Pavesi	Non-executive	Director
Jean Pierre Di Benedetto	Non-executive	Director

The Board of Directors, which is entrusted with the central role in management, as well as the definition and supervision of the strategic lines to be adopted, is currently composed of 6 directors, 2 of whom are executive. The members have been appointed, in relation to their skills and experience relating to the Group's sector and products, with adequate diversity from a managerial and professional point of view, to ensure that their skills and experience complement each other appropriately. The directors have in-depth knowledge of the Company's specific reference markets, contributing to the determination of strategic objectives and ensuring their achievement.

As per the Articles of Association of the Fabbri Vignola S.p.A. Group, the Board of Directors has all the powers for the ordinary and extraordinary management of the Company, with the exception of those reserved by law to the Shareholders' Meeting. The following have been appointed within the Board:

- the Chair, who is granted legal representation of the Company by the Articles of Association;
- a Chief Executive Officer, who is vested with the legal representation of the Company and who has been granted the powers of management and autonomous organisation, in compliance with the powers attributed to the Board by the Articles of Association.

Board of Directors – Diversity (gender – age groups)

Women		Men		Total	
1	17%	5	83%	6	100%

Between 30 and 50 years old		Over 50 years old		Total	
3	50%	3	50%	6	100%

THE BOARD OF STATUTORY AUDITORS

The Board of Statutory Auditors is entrusted with supervising compliance with the law and the Articles of Association and with monitoring management. The current composition of Fabbri Group's Board of Statutory Auditors is shown below:

Board of Statutory Auditors	Role
Sergio Sottocasa Biani	Chair
Luca Simone Fontanesi	Standing Auditor
Gerardo Parola	Standing Auditor
Marco Ercole Ernesto Pedroni	Alternate Auditor
Francesco Zappia	Alternate Auditor

SUSTAINABILITY GOVERNANCE

The Board of Directors, among other tasks, has the primary responsibility of approving the **strategic objectives and ensuring their achievement**. It approves the Sustainability Report and, beforehand, supervises the process of identifying, assessing and prioritising the relevant issues (IRO – Impacts, Risks and Opportunities).

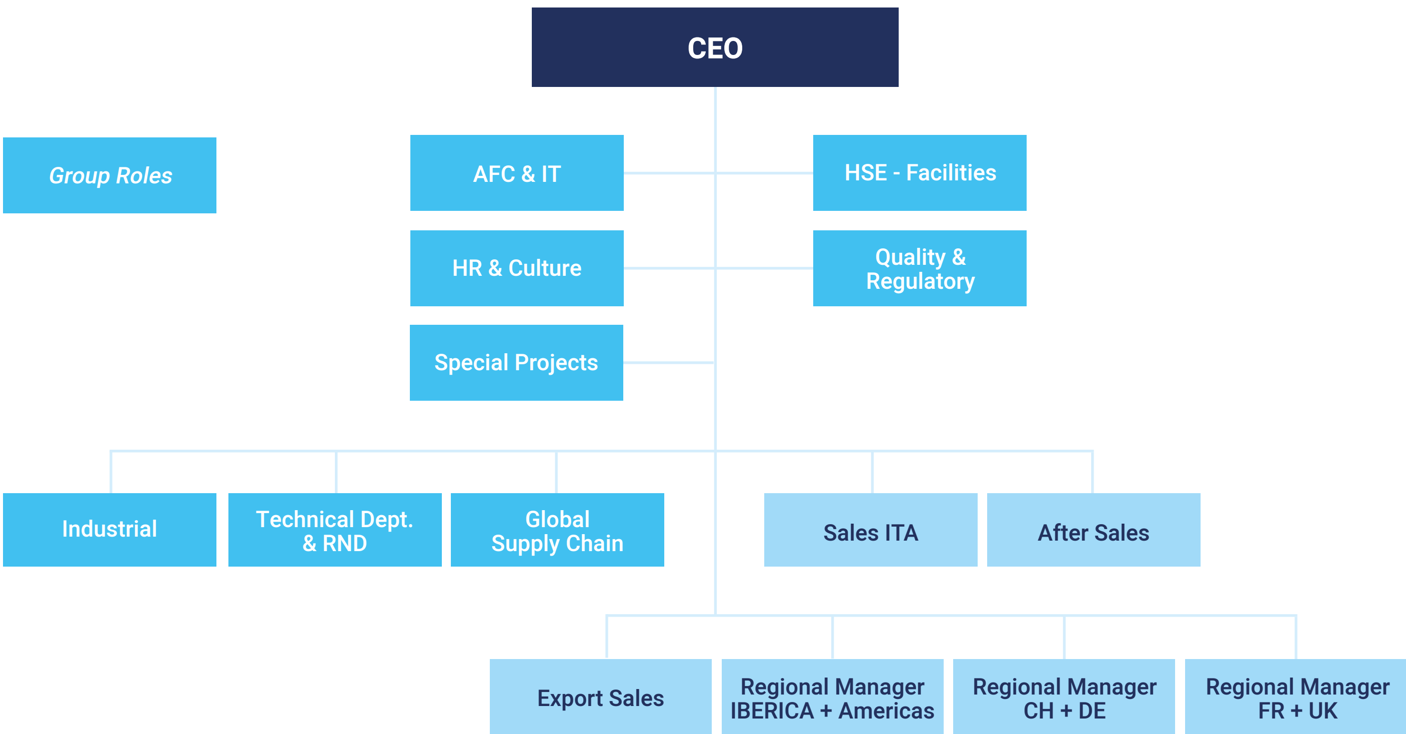
The identified commitments and policies are periodically reviewed by the governing body in order to strengthen the oversight of sustainability issues and the pursuit of strategic objectives, as well as to monitor and improve the management of impacts.

For the coordination of the operational phases of the process, such as the involvement of stakeholders, the integration of assessments and the identification of impacts, risks and/or opportunities and relevant issues, the Board of Directors is supported by an internal project team.

During the reporting period, no specific training programme was adopted for the members of the Board of Directors and the internal team on ESG issues. The Group recognises the importance of developing adequate skills to address the challenges related to the identified Impacts, Risks and Opportunities (IROs), and the introduction of dedicated training courses is being evaluated.

ORGANISATIONAL STRUCTURE

The organisational structure has been designed with a view to optimising the processes for delivering corporate functions and ensuring the Management and Control function between the Parent Company and the subsidiaries, with the aim of ensuring coordination between the various Group entities, defining the principles of corporate organisation, process management and resource management.



The Parent Company, Gruppo Fabbri Vignola S.p.A., is divided into various departments and organisational units:

- **Human Resources and Culture Department.** This Department is responsible for ensuring the definition of the company's organisational structure, the correct sizing of the workforce, the definition of personnel management and development policies (personnel management, development and administration) and the management of relations with trade union representatives and relevant bodies.
- **Administration, Finance and Control and IT Department** This Department is responsible for ensuring:
  - the performance of administrative, financial and tax activities, as well as management control, in full compliance with the regulations in force;
  - the correct budgeting process, acquiring data from the various company departments, consolidating them in the company and Group income statement and highlighting the main deviations and dynamics compared to previous years;
  - the fulfilment of corporate obligations and liaison with corporate bodies;
  - the proper control and direction of the development of information systems, both in terms of technologies and networks, and of application solutions according to business needs.
- **Technical & R&D Department**, which draws up development and innovation policies for the Machines and Film range, defining and ensuring the implementation of projects that comply with the applicable regulations, as well as with the technical and functional specifications envisaged.
- **Industrial Management.** This Department draws up policies for the development and innovation of the product range, defining and ensuring the implementation of projects that comply with the technical and functional specifications envisaged, and ensures the proper functioning of the plants, the planning and achievement of the scheduled production in compliance with the quality characteristics and expected consumption, as well as the implementation of production in compliance with current legislation, contractual rules and company procedures. This Department includes the Film Production & Vignola Site Maintenance Function, the Machine Production Function and the Film Planning Function.
- **Foreign Sales Department, Italian Sales Department, After-Sales Department** with the task of:
  - defining commercial and market positioning policies;
  - ensuring the definition and quantification of the potential market, its segmentation and pricing policies;
  - managing after-sales services and customer relations.
- **Global Supply Chain Department**, a function under development that is responsible for coordinating the production, purchase, storage and distribution of raw materials, components, products and goods at all stages of the supply chain.
- **Health, Safety, Environment & Facilities Department**, for the drafting and updating of all documentation necessary to fulfil obligations in the field of Safety and Environment, the management of safety and environmental protection systems, and for maintaining relations with the competent authorities and certification bodies. In the area of facility management, this function deals with the management, coordination and planning of activities relating to the Group's physical facilities, as well as energy management.
- **Quality & Regulatory**, with the task of coordinating quality policies, overseeing the maintenance and improvement of the related management system, and ensuring compliance with the laws and regulations in force regarding food packaging.

Fabbri Group does not have a dedicated committee at management level with a specific role in governance processes, controls and procedures to monitor, manage and control the Group's impacts, risks and opportunities. The role has been delegated to an internal team, supervised by the Finance & Controlling Director.

ESRS Standards

ESRS 2 GOV-2

The process of information and management of sustainability issues

The Group's administrative, management and control bodies receive regular updates on sustainability issues. The information includes an analysis of the effects that the company's activities have on the environment and society, as well as an assessment of potential risks and emerging opportunities.

The data represents an essential basis for helping to guide the Group's strategic choices and influences decisions relating to operations. The competent bodies use the information received to identify possible areas for improvement and ensure that the policies adopted are aligned with the Group's sustainability objectives.

The main environmental, social and governance issues, with their related impacts, risks and opportunities, are regularly brought to the attention of the Board of Directors. For a more complete overview in this regard, please refer to the chapter "Material impacts, risks and opportunities and their interaction with strategy and business model", in particular to the section The material topics (IROs).

ESRS Standards

ESRS 2 GOV-3

Integration of sustainability issues and performance into incentive systems

Fabbri Group adopts an incentive system that is not specifically linked to the achievement of sustainability-related objectives by the administrative, management and control bodies. The Group is currently evaluating the development of a formal model for defining executive remuneration, which also takes into account issues related to sustainability.

ESRS Standards
ESRS 2 GOV-4

The due diligence process for sustainability issues

The due diligence process relating to sustainability issues is aimed at identifying, analysing and managing risks and opportunities related to environmental, social and governance (ESG) factors. This process applies to business operations, the supply chain and stakeholder relations, with the aim of ensuring that business activities are aligned with sustainability standards. It reduces exposure to legal, reputational and financial risks, contributing to the optimisation of ESG performance.

Fabbri Group has not yet adopted a formal due diligence process, but has introduced a series of measures and policies that allow it to monitor relevant aspects of sustainability, with particular attention to environmental, social and governance (ESG) factors, which aim to align with the main international guidelines, including those of the OECD, the United Nations and European Union directives. Through this structured approach, the Group reinforces its commitment to responsible business management, promoting a corporate culture oriented towards the creation of long-term value.

The Sustainability Report provides a detailed mapping of the measures taken to monitor relevant sustainability aspects, clearly highlighting in which sections of the document the main stages of the process are addressed.

Fundamental elements of the due diligence	Sustainability Report paragraphs
Integrate the due diligence into governance, strategy and business model	GOV 1 – The role of the administrative, management and control bodies - role GOV 2 – The process of information and management of sustainability issues GOV 3 – Integration of sustainability issues and performance into incentive systems SBM 3 – Significant impacts, risks and opportunities and their interaction with the strategy and business model
Involve stakeholders in all key stages of due diligence	SBM 2 – Stakeholders: interests and expectations
Identify and assess negative impacts	SBM 3 – Significant impacts, risks and opportunities and their interaction with the strategy and business model IRO 1 – Process for identifying and assessing relevant impacts, risks and opportunities
Trade Unions – Workers' representatives	E1-3 – Actions and resources related to climate change policies E2-2 – Actions and resources related to pollution E3-2 – Actions and resources relating to water and marine resources E5-2 – Actions and resources related to resource use and the circular economy S1-4 – Actions on impacts relevant to the company's own workforce and approaches to managing relevant risks and pursuing relevant opportunities in relation to the company's own workforce, as well as the effectiveness of such actions S2-4 – Actions on significant impacts on workers in the value chain and approaches to managing significant risks and pursuing significant opportunities for workers in the value chain, as well as the effectiveness of these actions S4-4 – Actions on significant impacts on consumers and end-users and approaches to manage significant risks and pursue significant opportunities in relation to consumers and end-users, as well as the effectiveness of such actions
Monitor the effectiveness of measures and communicate	SBM 3 – Significant impacts, risks and opportunities and their interaction with the strategy and business model

ESRS Standards

ESRS 2 GOV-5

The internal control system for sustainability reporting

Fabbri Group has not currently identified a specific function for monitoring the topics of the Sustainability Report. The internal control of these topics is carried out by the department heads, who are responsible for collecting the data in this document and checking its consistency and truthfulness.

Management of impacts - risks - opportunities

ESRS Standards

ESRS 2 IRO-1, IRO-2

The process

THE PROCESS FOR IDENTIFYING AND ASSESSING RELEVANT IMPACTS, RISKS AND OPPORTUNITIES

The information included in the paragraph is intended to provide information to understand the process by which **impacts**, **risks** and **opportunities** were identified and their **relevance** was assessed and, consequently, the information included in the Sustainability Report.

THE RELEVANT TOPICS ACCORDING TO THE ESRS

The European Sustainability Reporting Standards - ESRS stipulate that material topics (Impact Risk Opportunities or IROs) are identified and assessed from the point of view of impact materiality, financial materiality or both (in environmental, social and governance matters).

- **Impact Materiality** – Significant impacts, actual or potential, on people and the environment, directly related to a company's activities, products and services.
- **Financial Materiality** – Sustainability risks and opportunities that may affect the value of the company (in terms of financial effects).

Impacts, risks and opportunities also include those that arise or may arise in the context of direct and indirect business relationships in the value chain (activities/sectors, geographical areas, operations, suppliers, customers, other relationships, where there is a likelihood that significant IROs are generated/exist).

MATERIALITY ASSESSMENT PROCESS AND METHODOLOGY

The process for identifying and assessing relevant impacts, risks and opportunities involves the following steps: a) Understanding the context; b) Identifying actual and potential IROs; c) Assessing and determining relevant IROs.

UNDERSTANDING THE CONTEXT

The reference context refers to what is described in the previous paragraphs regarding the general information on strategy, business model and value chain, and relations with stakeholders and underlying business relationships and sustainability context.

IDENTIFICATION OF ACTUAL AND POTENTIAL IROS

The process of identifying actual and potential IROs (material issues) on people and the environment was conducted according to a methodology that involved the analysis of external and internal sources, taking into account the discussion with and listening to stakeholders, according to an approach consistent with that adopted in previous years, but supplemented with a specific analysis of risks and opportunities, as required by the ESRS.

The analysis took into account the characteristics of the activities and business model, business relationships, geographies or other factors that carry a higher risk of negative impacts. As already specified, the impacts generated directly through the company's activities or as a result of business relationships were considered, and the reports and consultations with stakeholders were taken into account, in order to understand how they might be affected by the impacts. The opinions and assessments of external experts were indirectly considered through the various external sources analysed.

External sources	World Economic Forum – Strategic Intelligence / Global Risk Report (2026) World Economic Forum – Global Cybersecurity Outlook (2026) World Economic Forum – Diversity, equity and inclusion lighthouses 2025 OECD – Due Diligence Guidance Responsible Business Conduct (2018) Global Business Initiative – Integrating human rights into company climate action (2024) UNHR - United Nations Human Rights - Guiding Principles on Business and Human Rights. Implementing the United Nations “Protect, Respect and Remedy” Framework (2011) COSO | wbcsd - Enterprise Risk Management - Applying enterprise risk management to environmental, social and governance-related risks (2018) EEA – European Climate Risk Assessment (2024) OECD - A supervisory framework for assessing nature-related financial risks (2023) ILO - International Labour Organization - Transforming enterprises through diversity and inclusion (2022) Reference regulatory framework – PPWR (Regulation (EU) 2025/40 on packaging and packaging waste) Benchmark Material Topics Reporting - Benchmark Policies Mapping - Benchmark Risks & Opportunities - Benchmark Stakeholder Engagement - Benchmark SDGs Targets & Actions Industry studies and research: UCIMA Report 2024 – Packaging Machinery Sector / Mordor Intelligence Report 2025-2030 – Packaging Machinery Market / PVC Forum - LCA Study on PVC Food Films – “Imballaggio in cifre 2025” – Italian Packaging Institute

Internal sources	Company registration report Organisation, management and control model pursuant to Italian Legislative Decree 231/01 Code of Ethics Whistleblowing procedure 2024 Sustainability Report Financial statements Annual report of the Supervisory Body Health and Safety Policy PGQ30 Procurement Procedure Environmental declaration 2024-2027 Ecovadis Questionnaire Product certifications (Naturefresh, ISCC PLUS) ISO 9001 certification ISO 14001 certification ISO 45001 certification

ASSESSMENT AND DETERMINATION OF RELEVANT IROS

The assessment of material topics (material IROs) provided, in summary, the following:

Assessment phases	Summary of process and content
Qualitative analysis	Identification and in-depth analysis of the possible IROs (Impacts, Risks and Opportunities) relevant to the issues that emerged from the phase of identifying potential relevant topics.
IRO Characteristics Impacts, Risks and Opportunities	Characterisation of Impacts, Risks and Opportunities under analysis Characteristics of Impacts • Actual / Potential • Positive / Negative • Short / medium / long term • From own operations / Along the value chain Characteristics of Risks/Opportunities • Short / medium / long term • From own operations / Along the value chain
Quantitative analysis	Assessment of the significance of impacts: significance according to criteria of severity and probability of occurrence. Severity is based on the scale, scope and irreparable nature of the negative impacts. Quantitative and/or qualitative thresholds have been set for this purpose. Assessment of risks and opportunities: relevance with respect to probability of occurrence and potential magnitude. In this context, and in a manner consistent with the impact assessment, quantitative and/or qualitative thresholds have been set for the assessment of the financial effects related to sustainability issues (economic performance, financial situation, cash flows and access to financing).

The dual materiality analysis process involved the various responsible Group departments, each of which made a distinctive contribution to the assessment of impacts, risks and opportunities. In this context, it should be noted that Fabbri Group has not adopted an integrated risk management system (Enterprise Risk Management – ERM). The risk analysis was based, among other sources, on the management review for ISO 14001, ISO 45001 and ISO 9001.

The conclusion of the process involved assigning priority (prioritisation) to the impacts, risks and opportunities (IROs), identified and assessed, in relation to their importance and on the basis of a threshold defined for this purpose. The impacts that have been identified as most relevant are reported in this document.

Material topics (IRO)	Topic description [Impacts/Risks/Opportunities]	Characteristics [Impacts/Risks/ Opportunities]
Environmental topics		
E1 CLIMATE CHANGE		
Energy	**Impacts** Consumption of energy (natural resources – energy sources) necessary for the Group's production and commercial activities. Impacts from indirect energy consumption along the entire value chain – e.g. fuel production, material procurement, management and disposal of waste produced.	Actual Negative Short – medium – long term From own operations and along the value chain
	Risks Market transition risk due to the potential increase in the prices of energy sources and raw materials (operating costs – OPEX).	Medium to long term From own operations
Climate change mitigation	**Impacts** Negative environmental impacts related to CO_2 emissions generated by the Group's production processes and along the value chain (from the procurement of raw materials to logistics, to the Group's proper waste management, to transport and distribution downstream of the value chain and to the end of life/disposal of the products sold).	Actual Negative Short – medium – long term From own operations and along the value chain
	Risks Regulatory, technological and market transition risk resulting from the strengthening of the regulatory framework and the market's orientation towards traceable, certified packaging with a reduced environmental impact. These developments may require technological investments and adjustments to production processes and the supply chain, with possible cost increases. Failure to adapt could reduce the Group's competitiveness and lead to a contraction in demand.	Medium to long term From own operations
Adaptation to climate change	**Risks** Physical risks (acute and chronic) linked to the increase in extreme weather events (e.g. droughts, floods, storms, heat waves and fires) due to climate change, resulting in damage to the Group's assets and a reduction in the company's productivity and profitability.	Medium to long term From own operations

Material topics (IRO)	Topic description [Impacts/Risks/Opportunities]	Characteristics [Impacts/Risks/ Opportunities]
E2 POLLUTION		
Air pollution	**Impacts** Negative environmental impact due to emissions of air pollutants, other than greenhouse gases, originating during the production phase.	Actual Negative Short – medium – long term From own operations
Microplastics	**Impacts** Negative impact downstream of the supply chain, on human health and the environment caused by the release of microplastics contained in food films.	Actual Negative Short – medium – long term Along the value chain - downstream
Substances of concern	**Impacts** Negative impact related to the use of chemicals in printing, lubrication and machining processes using cutting oils	Actual Negative Short – medium – long term From own operations
E3 WATER AND MARINE RESOURCES		
Water • Water withdrawals	**Impacts** Negative impacts resulting from water withdrawals by the sites in Italy and Switzerland, used in particular for cooling the product in the regranulation process.	Actual Negative Short – medium – long term From own operations
E5 RESOURCE USE AND CIRCULAR ECONOMY		
Resource inflows, including resource use	**Impacts** Negative environmental impact associated with the extraction of non-renewable natural resources for the production of materials used by the Group (such as PVC and PE) in production processes and the packaging of incoming products.	Actual Negative Long-term From own operations and along the value chain
	Risks Regulatory transition risk linked to the evolution of environmental regulations on critical resources and raw materials, which may require the adaptation of the supply chain and lead to an increase in procurement costs for the Group.	Long-term From own operations and along the value chain
Waste	**Impacts** Negative impact on the environment resulting from the production of waste and its management and disposal.	Actual Negative Long-term From own operations and along the value chain

Material topics (IRO)	Topic description [Impacts/Risks/Opportunities]	Characteristics [Impacts/Risks/ Opportunities]
Outflows of resources related to products and services	**Impacts** Environmental impact related to the end of life of products, the useful life of machines and the recyclability of films and packaging placed on the market.	Actual Negative Short – medium – long term From own operations
	Risks Risk of penalties or regulatory compliance costs, linked to new directives on ecodesign, recyclability and extended producer responsibility.	Medium to long term From own operations
	Opportunities Opportunity to consolidate or expand presence on the market, including in new segments, thanks to the development of innovative, durable (in the case of machines) or biodegradable (film) products.	Medium to long term From own operations

Social issues

S1 OWN WORKFORCE

Working conditions • Secure employment • Adequate wages • Social dialogue • Freedom of association, existence of works councils and rights of information, consultation and participation of Workers • Collective bargaining, including the percentage of workers covered by collective agreements • Work-life balance	**Impacts** Promoting a safe and inclusive working environment, based on stable employment, fair pay, work-life balance and respect for fundamental rights, such as social dialogue and collective bargaining, values people, increases motivation and quality of working life, and results in an efficient and productive working environment.	Actual Positive Short - medium - long term From own operations
Working conditions • Health and safety	**Impacts** Potential negative impact resulting from insufficient monitoring and failure to implement safety protocols, leading to an increase in accidents and unsafe working conditions for employees.	Potential Negative Short - medium - long term From own operations
	Risks Risk of accidents or violations in the field of occupational health and safety, with possible consequences in terms of legal disputes, administrative or criminal sanctions, reputational damage and negative impacts on the internal climate and operational efficiency.	Short - medium - long term From own operations

Material topics (IRO)	Topic description [Impacts/Risks/Opportunities]	Characteristics [Impacts/Risks/ Opportunities]
Equal treatment and opportunities for all • Gender equality and equal pay for work of equal value • Employment and inclusion of people with disabilities • Training and skills development • Diversity	**Impacts** Positive impacts resulting from the creation of an inclusive and respectful working environment, based on valuing people, promoting equal opportunities, combating all forms of discrimination and continuously developing skills through training.	Actual Positive Short – medium – long term From own operations
	Risks Reputational and market risks related to inadequate working conditions, including insufficient training, which may compromise Fabbri Group's ability to attract and retain qualified and competent staff.	Short – medium – long term From own operations
Other rights related to work • Child labour • Forced labour • Confidentiality	**Impacts** Work environment potentially not in compliance with the principles of protection of human rights, with particular reference to the prohibition of child labour and forced labour. Failure to protect the data and privacy of the Group's employees and workers.	Potential Negative Short - medium - long term From own operations
	Risks Legal and reputational risk arising from possible violations of workers' human rights or non-compliance with social standards within its activities, which could lead to legal and administrative proceedings (litigation, sanctions) and consequences in relations with key stakeholders. Legal risk arising from possible complaints or disputes due to the failure to protect employees' sensitive data, which may result in penalties and financial charges related to data recovery and security activities.	Short - medium - long term From own operations

S2 WORKERS IN THE VALUE CHAIN

Working conditions • Secure employment • Working hours • Adequate wages • Social dialogue • Freedom of association, existence of works councils and rights of information, consultation and participation of workers • Collective bargaining, including the percentage of workers covered by collective agreements • Work-life balance • Health and safety	**Impacts** Impacts on working conditions and workers' rights along the value chain, including secure employment, working hours, adequate wages, social dialogue, freedom of association and collective bargaining, work-life balance, health and safety.	Actual Positive Short - medium - long term Along the value chain – upstream and downstream
	Risks Reputational and operational risks arising from non-compliance with working conditions along the value chain, upstream and downstream, with potential consequences in terms of liability and business continuity, including possible impacts from disruptions to the supply chain or outlet markets/customers.	Short - medium - long term Along the value chain – upstream and downstream

Material topics (IRO)	Topic description [Impacts/Risks/Opportunities]	Characteristics [Impacts/Risks/ Opportunities]
Equal treatment and opportunities for all • Gender equality and equal pay for work of equal value • Training and skills development • Employment and inclusion of people with disabilities • Measures against violence and harassment in the workplace • Diversity	**Impacts** Negative impacts on people resulting from the presence, along the value chain, of situations that do not guarantee equal treatment and equal opportunities.	Potential Negative Short - medium - long term Along the value chain – upstream and downstream
Other rights related to work • Child labour • Forced labour	**Impacts** Impacts related to the protection of workers' rights, with particular reference to the prevention of child and forced labour, along the entire value chain, both upstream and downstream.	Potential Negative Short - medium - long term Along the value chain – upstream and downstream
	Risks Legal risk arising from possible violations of workers' rights in the value chain, including inadequate working conditions and cases of child or forced labour, which may generate operational, reputational and financial risks for the Group.	Long-term Along the value chain – upstream and downstream
S4 CONSUMERS AND END USERS		
Impacts related to information for consumers and/or end users • Confidentiality	**Impacts** Potential negative impacts on rights relating to the protection of privacy (sensitive information content) and the security of information systems (potential data breaches).	Potential Negative Short - medium - long term From own operations
Personal safety of consumers and/or end users • Health and safety • Personal safety	**Impacts** Potential negative impacts resulting from the marketing of products that do not comply with specific customer expectations and the requirements of specific standards (both with regard to Packaging Machines and products, i.e. Films and Wraps).	Potential Negative Short - medium - long term From own operations
	Risks Economic and reputational risks related to the lack of quality and safety control of the machines/products, with possible consequences for the health and safety of direct and end users.	Short - medium - long term From own operations

Material topics (IRO)	Topic description [Impacts/Risks/Opportunities]	Characteristics [Impacts/Risks/ Opportunities]
Governance topics		
G1 BUSINESS CONDUCT		
Corporate culture	**Impacts** Promoting and consolidating a corporate culture based on ethical and responsible behaviour generates positive impacts on internal and external stakeholders, strengthening the sense of belonging, trust and shared responsibility in relations with employees, suppliers, customers and institutions.	Actual Positive Medium to long term From own operations
	Opportunities A corporate culture based on ethical principles, shared values and rules of conduct, combined with consistent and responsible business management, represents an opportunity to strengthen the sense of belonging, consolidate the company's reputation and build solid and lasting relationships of trust with all stakeholders.	Medium to long term From own operations
Management of supplier relationships, including payment practices	**Impacts** Negative impact resulting from inadequate and non-transparent management of procurement processes, in particular with regard to the selection and monitoring of suppliers, payment terms and the integration of qualification criteria that also consider suppliers' management of social, environmental and governance aspects.	Potential Negative Short - medium - long term From own operations and along the value chain
	Risks Business continuity risk / interruption of supply relationships due to the presence of strategic suppliers not in line with the ESG requirements defined by the procurement policy.	Short - medium - long term From own operations and along the value chain
Active and passive corruption • Prevention and detection, including training • Incidents	**Impacts** Impacts in terms of potential consequences on reputation and business continuity resulting from business conduct that does not comply with criteria of ethics and integrity.	Potential Negative Short - medium - long term From own operations
	Risks Legal risk arising from violations of national and European legislation on corruption and bribery, with economic impacts resulting from possible sanctions and reputational risks linked to the loss of stakeholder confidence.	Short - medium - long term From own operations

ESRS Standards

ESRS 2 SBM-3

Significant impacts, risks and opportunities and their interaction with the strategy and business model

This section summarises the relevant impacts, risks and opportunities (Relevant Issues), as resulting from the identification and assessment process (Double Materiality Assessment) – see the section Management of impacts - risks - opportunities – and how these relevant issues are integrated with the strategy and business model.

THE MATERIAL TOPICS (IROS)

The Double Materiality Assessment, in the context of the sustainability report, is essential for assessing and understanding the impact of Fabbri Group's activities on the environment and society and the financial risks and opportunities underlying environmental, social and governance (ESG) issues.

The approach considers both the impacts, classified as current or potential, positive or negative, that the Group may generate on people and the environment in the short, medium or long term (impact materiality), and the influence of environmental, social and governance (ESG) factors on the Group's financial performance and resilience (financial materiality). The introduction of the European ESRS standard has facilitated the identification of relevant ESG risks and opportunities, which complement the results of the impact analysis and reflect a greater awareness of and attention to the potential financial impact of these factors and their consistent and integrated assessment. The analytical information regarding impacts, risks and opportunities related to the individual relevant topics is reported in the corresponding paragraphs of the document, where the topics are addressed (thematic ESRS). The diagrams below provide a summary of this information.

The effects of the relevant impacts, risks and opportunities on the business model, strategy and decision-making process are explored in depth within each material ESRS result.

Fabbri Group has not developed a model for quantifying the financial effects (equity-financial situation, economic effects) related to the risks and opportunities identified above as potentially relevant.

Summary of Fabbri Group's policies and management systems

Fabbri Group is committed to ensuring responsible business management, including through the adoption of policies and procedures for managing the various sustainability issues. The Group promotes the dissemination and understanding of these tools among all recipients through specific training and awareness programmes aimed at expanding on their content and practical application.

The policies, approved by the Board of Directors and available on the official website of Fabbri Group, transparently define the commitments undertaken and regulate conduct and actions relating to the entire business activity and business relationships. Their purpose is to protect both the organisation and all its stakeholders.

Below is a summary of the main policies and management systems adopted by the Group, which are subsequently discussed in more detail in the paragraphs dedicated to the disclosure of thematic ESRS (relevant issues).

Policies & Management Systems	Thematic ESRS	Scope
Environmental Policy	E1 Climate change E2 Pollution E3 Water and marine resources E5 Resource use and circular economy	Gruppo Fabbri Vignola S.p.A. Gruppo Fabbri (Svizzera) S.A.
EMAS (Eco-Management and Audit Scheme)	E1 Climate change	Gruppo Fabbri Vignola S.p.A.
Health and Safety Policy	S1 Own workforce	Gruppo Fabbri Vignola S.p.A.
Education, information and training procedure	S1 Own workforce	Gruppo Fabbri Vignola S.p.A.
Procurement Procedure	S2 Workers in the value chain G1 Business conduct	Gruppo Fabbri Vignola S.p.A.
Quality Policy	S4 Consumers and/or end users	Gruppo Fabbri Vignola S.p.A. Gruppo Fabbri (Svizzera) S.A. Fabbri Group France S.A.S.
Organisation, management and control model pursuant to Italian Legislative Decree 231/2001	G1 Business conduct	Gruppo Fabbri Vignola S.p.A.
Whistleblowing procedure	S1 Own workforce S2 Workers in the value chain S4 Consumers and/or end users G1 Business conduct	Gruppo Fabbri Vignola S.p.A.
Code of Ethics	E1 Climate change S1 Own workforce S2 Workers in the value chain S4 Consumers and/or end users G1 Business conduct	Gruppo Fabbri Vignola S.p.A.
ISO 14001:2015 certified management system	E1 Climate change E2 Pollution E3 Water and marine resources E5 Resource use and circular economy	Gruppo Fabbri Vignola S.p.A. Gruppo Fabbri (Svizzera) S.A.
ISO 45001:2018 certified management system	S1 Own workforce	Gruppo Fabbri Vignola S.p.A.
ISO 9001:2015 certified management system	S4 Consumers and/or end users	Gruppo Fabbri Vignola S.p.A. Fabbri Group France S.A.S.

ENVIRONMENTAL POLICY

The Group's commitment to eco-sustainability is formalised in the Environmental Policy. Fabbri Group has adopted an Environmental Policy (Gruppo Fabbri Vignola S.p.A. and Gruppo Fabbri - (Svizzera) - S.A.). The Policy establishes guidelines for environmental protection and sustainability, based on minimising environmental impacts throughout the life cycle of products.

The aim is to meet current needs without compromising future ones, promoting a circular economy through waste reduction, recycling, reuse and pollution prevention. The responsibility for implementing the Policy involves employees and partners, with a focus on compliance with regulations and identifying opportunities for improvement.

The environmental strategies adopted include reducing energy consumption, using renewable sources, monitoring performance, as well as continuously improving and using the best technologies, responsibly selecting suppliers, managing environmental emergencies, and using renewable or recycled raw materials. The reduction of plastic waste, staff training, the development of sustainable products, as well as transparent communication of sustainability commitments and support for customers to fulfil legal obligations and environmental communication are also promoted.

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

In 2002, Fabbri Group obtained its first environmental certification for the film plant in Vignola. The certification is based on the UNI EN ISO 14001 standard, the international standard that defines the requirements for an Environmental Management System, promoting the improvement of environmental performance and the control of environmental risks.

Subsequently, all the Group's production plants adhered to the same certification model, extending good environmental practices to the corporate level. Since 2012, the Group has adopted an Environmental Management System aimed at encouraging comparison between the different operating entities to improve overall environmental performance. In 2015, Gruppo Fabbri Vignola S.p.A. and Gruppo Fabbri (Svizzera) S.A. updated their system to the 2015 version of ISO 14001

At present, the following certifications are valid:

- UNI EN ISO 14001:2015 of Gruppo Fabbri Vignola S.p.A., issued by RINA and valid until May 2027.
- UNI EN ISO 14001:2015 of Gruppo Fabbri (Svizzera) S.A., issued by RINA and valid until May 2027.

EMAS (ECO-MANAGEMENT AND AUDIT SCHEME)

EMAS is a voluntary scheme aimed at companies and organisations, both public and private, operating both inside and outside the European Union, that wish to improve their environmental efficiency and transparency. The main objective of EMAS is to promote environmental protection and sustainability by offering institutions, supervisory authorities and citizens a reliable tool to learn about and assess the environmental performance of participating organisations. EMAS registration is issued by a technical committee of the Ministry of the Environment (Italy), confirming the Group's commitment to complying with current environmental regulations.

The Vignola film plant joined EMAS in 2002, becoming one of the first Italian companies and the first in the food packaging film sector to obtain this registration. In 2009, the scheme was extended to the registered office and the machinery plant in Vignola, and in 2012 also to the Milan office. The registration certificate is available on the company's website: EMAS Registration Certificate for Gruppo Fabbri Vignola S.p.A.

The Environmental Disclosure, updated annually as part of the EMAS system and summarising the Group's environmental performance, is available on request by writing to qhse@gruppofabbri.com.

HEALTH AND SAFETY POLICY

The Fabbri Vignola Group Health and Safety Policy, implemented in accordance with ISO 45001 certification, defines the Company's commitment to ensuring a safe and healthy working environment.

Through this policy, Gruppo Fabbri Vignola S.p.A. undertakes to comply with the legal requirements regarding occupational health and safety, monitoring its processes through effective auditing programmes, including through the involvement of external experts. The Company constantly evaluates opportunities for technological development and industrial hygiene, as well as improving the efficiency and coverage of the internal supervisory system with a view to effective and timely management of reports to strengthen safeguards to protect the health and safety of its workers.

For more information regarding Fabbri Group's Health and Safety Policy and ISO 45001 Management System, please refer to the section Policies relating to the own workforce.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM - ISO 45001:2018 CERTIFICATION

ISO 45001 is the international standard that defines the requirements for a management system aimed at proactively improving safety, reducing risks in the workplace and promoting the physical and mental well-being of workers.

The certification of the Occupational Health and Safety Management System, according to the UNI ISO 45001:2018 standard, represents a strategic tool for the Group to manage and reduce risks related to the working environment.

The management system aims to provide organisations with a framework for continuously improving the health and safety of workers, preventing injuries, accidents and occupational diseases. It promotes a proactive approach to risk management, supporting the creation of a culture of prevention and shared responsibility. The standard helps ensure compliance with current safety regulations, reducing the risk of penalties and protecting the company's reputation. On these aspects, Fabbri Group pays particular attention to the active involvement of workers, who are considered an integral part of the system, and to the integration of safety into the company's strategy and processes.

To date, the following certifications are valid:

- ISO 45001:2018 of Gruppo Fabbri Vignola S.p.A., issued by RINA and valid until January 2029

EDUCATION, INFORMATION AND TRAINING PROCEDURE

The Procedure aims to ensure that all human resources of the Fabbri Vignola S.p.A. Group and the Fabbri Svizzera Group are adequately trained, instructed and informed to manage and achieve the company objectives relating to Quality, Hygiene, Environment and Occupational Health and Safety. It defines the organisational methods for identifying training needs, planning, as well as verifying learning and the effectiveness of measures taken. Particular attention is paid to new hires, staff with a direct impact on product quality and hygiene, and individuals with specific responsibilities in the areas of environment, health and safety, such as boiler operators, machinery operators, technicians and managers.

In the field of occupational health and safety, the Risk Assessment Document (DVR) is the fundamental starting point for identifying the education, information and training needs of each worker. Through a detailed analysis of the risks associated with each task, the DVR makes it possible to precisely define the training needs necessary to prevent accidents and ensure a safe and efficient working environment.

Periodic verification of knowledge and behaviour takes place through specific interviews and checklists, conducted by supervisors and verified by the Health and Safety Officer. This verification is repeated at intervals ranging from two to four years, depending on the role and the associated risks. The check includes direct observations in the field, and the results are archived and shared with the workers' safety representatives.

QUALITY POLICY

The parent company Gruppo Fabbri Vignola S.p.A. and the subsidiaries Gruppo Fabbri (Svizzera) S.A. and Fabbri Group France S.A.S. have adopted a Quality Policy. The Policy establishes guidelines for the protection of customers through quality products and production cycles.

The policy defines the objectives linked to market demands, in particular for non-EU markets, and the position of a reliable partner in the value chain, retaining its customers and monitoring the sustainability of its products and business model.

Achieving these objectives involves strengthening the sales structure, acquiring expertise in quality and sustainability issues, and investing in technology for new state-of-the-art facilities.

QUALITY MANAGEMENT SYSTEM - ISO 9001:2015

Since the late 1990s, the production plants of Fabbri Group have been managed with a Quality Management System, certified according to UNI EN ISO 9001, an international standard that defines the requirements for a quality management system, focused on improving business processes and customer satisfaction.

The certification obtained by the film plants in Vignola (Italy) and Muzzano (Switzerland) attests to the adoption of good manufacturing practices (GMP) based on the HACCP model, aimed at ensuring the hygiene and safety of plastic films intended for food contact.

Since 2009, Fabbri Group has implemented a Quality Management System, obtaining the following certifications:

- UNI EN ISO 9001:2015 for Gruppo Fabbri Vignola S.p.A., issued by RINA and valid until July 2027.
- UNI EN ISO 9001:2015 for Gruppo Fabbri (Svizzera) S.A., also issued by RINA and valid until July 2027.

In 2015, the system was also extended to the French sales branch, together with an additional Quality Policy for the Company.

The main aspects of the management system concern a targeted and personalised risk analysis, going beyond the uniform application of standard requirements, and the involvement of top management, which takes an active role in guiding, controlling and improving the quality management system.

For more information regarding Fabbri Group's Quality Management System, please refer to the section Policies related to consumers and end users.

ORGANISATION, MANAGEMENT AND CONTROL MODEL PURSUANT TO ITALIAN LEGISLATIVE DECREE 231/2001

The **Organisation, Management and Control Model** (Model 231) of Gruppo Fabbri Vingola S.p.A., pursuant to Italian Legislative Decree 231/2001, of which the Code of Ethics is an integral part, constitutes a fundamental element of the corporate culture, aimed at preventing the commission of offences in the context of business activities. Through the introduction of rules, procedures and control mechanisms, the Model ensures that all operations are carried out in compliance with the law and the principles of transparency and accountability.

The general part of the document presents the Group's governance structure, the main internal rules, the controls in place, the information system, the Code of Ethics and relations with the other companies in the group. It then specifies why Model 231 was adopted, who it is aimed at and how it was drafted, starting with a risk analysis. It describes its internal organisation and the ways in which it is disseminated, through training and information activities for managers and employees.

There is a Supervisory Body, whose purpose is to monitor the correct application of the Model and compliance with it by the parties concerned, and a disciplinary system to be followed in the event of a breach of the Model. The Model is applied in a constantly evolving environment; therefore, procedures have been put in place to update and adapt the Model.

The special parts of the Model address a series of issues related to legal compliance and ethical conduct in business activities, divided into different sections:

SPECIAL SECTION A
Regulates measures for the protection of health and safety at work, with particular attention to the prevention of accidents and the protection of workers;

SPECIAL SECTION B
Focuses on the prevention of environmental offences, promoting responsible practices in resource management and the reduction of ecological impact;

SPECIAL SECTION C
Describes offences related to corruption, bribery, undue inducement and other crimes involving the Public Administration. It identifies the "sensitive processes" most exposed to these risks, such as those relating to corruption and the manipulation of selection and contracting procedures;

SPECIAL SECTION D
Focuses on the protection of industrial and intellectual property, dealing with offences related to the counterfeiting of trademarks, patents and the protection of industry in general;

SPECIAL SECTION E
Discusses offences related to the preparation of financial statements and corporate communications, as well as capital transactions and the allocation of profits. It also includes the principles of conduct to be followed to avoid corruption between private individuals;

SPECIAL SECTION F

Focuses on cybercrime, in particular the unlawful processing of data and other illegal activities in the context of technology and data protection;

SPECIAL SECTION G

Deals with the issue of the employment of workers without a valid residence permit, prohibiting any form of illegal exploitation;

SPECIAL SECTION H

Examines offences related to the laundering of money and assets of illicit origin, as well as self-laundering;

SPECIAL SECTION I

Addresses crimes related to the violation of fiscal and tax laws, in particular the improper handling of taxes.

WHISTLEBLOWING PROCEDURE

The Group has set up specific channels to allow its stakeholders to communicate directly with the Group to express concerns or needs. These channels include a dedicated email address and the ***My Whistleblowing*** online platform, which allows the submission of written, voice, video and photo reports. The reporting platform is managed by MYGO S.r.l., which guarantees confidentiality and timely handling of reports.

Fabbri Group also makes the whistleblowing channel available through the intranet and the company website, making it easily accessible to employees and stakeholders. Awareness of this tool is promoted through the inclusion of specific clauses in employment contracts and commercial contracts, as well as through consultation of Model 231 and the Code of Ethics.

Mechanisms are in place to allow reports to be sent to the competent authorities, such as the National Anti-Corruption Authority (**ANAC**), if the internal channel is not active or compliant, or in the event of fear of retaliation or if the violation constitutes an imminent danger to the public interest.

The **Whistleblowing Committee** is the body responsible for receiving and handling reports within the Group. The committee is composed of internal and external members of the Group and, if a report concerns one of its members, it is handled by the members who are not involved. The Committee may make use of authorised internal resources and, if necessary, external professionals to investigate reports. If the report concerns a violation of areas covered by Model 231, the Committee may delegate the investigation to the Supervisory Body or request its assistance. If a report is made through different channels, the person receiving it must immediately forward it to the Committee and inform the whistleblower of the forwarding, if possible.

The management of reports within the Group is divided into four main phases, which guarantee the confidentiality and effectiveness of the process:

- **Registration and safekeeping** – Reports received via the dedicated software platform are registered and stored securely and in accordance with current regulations.
- **Investigation** – The preliminary investigation aims to verify the validity of the report received. The Whistleblowing Committee examines the report to assess its admissibility and whether the content is sufficiently clear. If the report is generic or does not fall within the scope of Italian Legislative Decree 24/2023, it is filed and the whistleblower is informed, possibly directing them to other company departments. If, on the other hand, the report is well-founded and detailed, the next stage is initiated.
- **Investigation and communication of the outcome** – This phase consists of investigating the veracity of the report and gathering all the necessary information. The investigation is conducted with the utmost confidentiality, protecting the identity of the whistleblower. If the report is deemed valid, the Committee may request clarification from the whistleblower, obtain company documents, and also consult external experts. Within three months of receiving the report, the Committee informs the whistleblower of the outcome of the investigation. If the investigation is complex, the deadline may be extended, but the whistleblower is still informed. If the report is found to be unfounded, it is closed. If there is evidence of a violation, the Committee informs the Board of Directors so that the necessary measures can be taken, including reporting to the competent authorities.
- **Filing** – At the end of the procedure, all documentation, both digital and physical, is filed to ensure traceability, confidentiality and preservation. The documents are kept for a period of five years from the closure of the activities, except for any specific legal terms.

CODE OF ETHICS

The Group establishes and develops its corporate culture through the Code of Ethics, together with internal communication and practices involving stakeholders. The Code of Ethics represents the framework of principles and values that guide the conduct of the business and the company in its activities. These include the general ethical principles, which are based on legality, transparency, impartiality, the absolute prohibition of discrimination and fairness in internal and external relations.

The Code of Ethics defines the Group's fundamental values, which are considered essential for every activity, and represents a key tool through which the company establishes, develops, promotes and evaluates its corporate culture, following the principles of:

LEGALITY

The recipients of the Code of Ethics must comply with the law and equivalent regulations, including those of the countries with which the Company has business relations. No violation is permitted, even if aimed at pursuing a business interest or objective. IT IS mandatory to comply with the company provisions, the purpose of which is to ensure full compliance with current legislation.

TRANSPARENCY

All activities carried out on behalf of Fabbri Group must respect the principles of integrity and transparency, with loyalty, responsibility, fairness and good faith. The Group ensures that the management and communication of company information are correct, complete, accurate, consistent and timely, avoiding any misleading behaviour that could generate undue advantages.

FAIRNESS

Recipients must comply with the professional rules, with particular reference to the duties of diligence and expertise, applicable to operations carried out on behalf of the Company. Fabbri Group acts with fairness, cooperation and loyalty towards its stakeholders. Recipients are required to follow the company provisions, which define the methods for achieving the objectives in compliance with the ethical principles adopted.

IMPARTIALITY AND PROHIBITION OF DISCRIMINATION

Fabbri Group prohibits any form of discrimination based on age, gender, sexual orientation, health status, physical integrity, race, nationality, religious or political beliefs, both in company activities and in the pursuit of objectives. The Group condemns all forms of harassment or abuse in the workplace and requires all employees to work with mutual respect and tolerance, ensuring an environment free from intimidation or violence, including psychological violence. Likewise, all recipients of the Code of Ethics must adopt these principles, rejecting any form of discrimination.

The Code of Ethics is available and can be consulted by all stakeholders on the Group's Corporate Governance page.

Objectives and actions relating to relevant sustainability issues

RELEVANT ISSUES AND OBJECTIVES

The aim of preparing the first Sustainability Report was to report in a transparent and structured manner on the environmental, social and governance issues relevant to Fabbri Group, as well as the methods for managing and monitoring the related performance.

The process of analysing ESG issues made it possible to carry out an initial mapping of the objectives and underlying short- and medium-term lines of action, which are functional to the development of the Group's business model and the strengthening of relations with stakeholders.

The result, shown below, does not yet constitute a structured sustainability plan, nor does it cover all relevant issues in an exhaustive and systematic manner. Rather, it is an initial operational tool for Fabbri Group, intended to be progressively integrated and expanded in subsequent years, finding space in future sustainability reports.

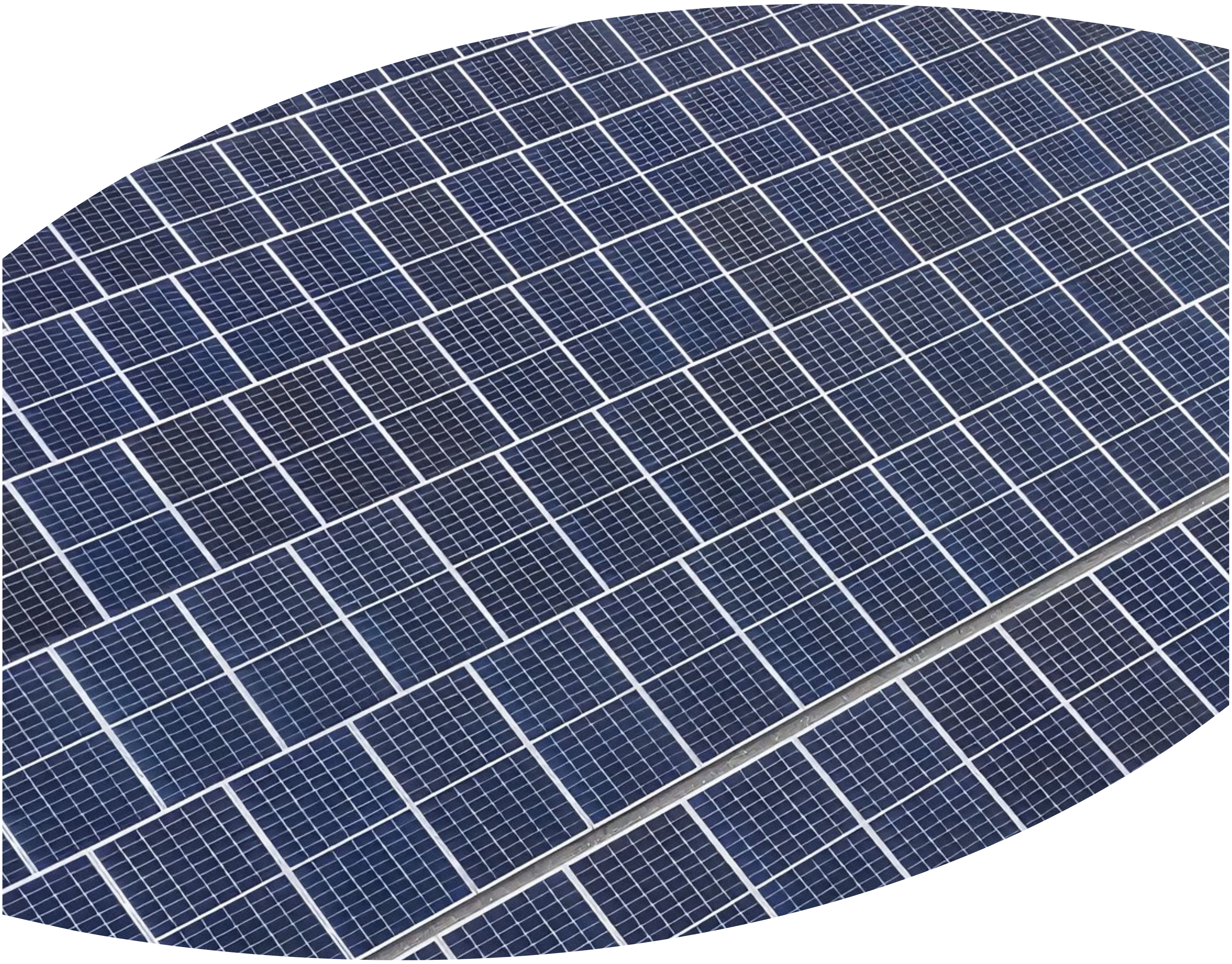
The areas of intervention currently identified reflect the strategic priorities of Fabbri Group and include, among the most important areas, governance issues, considered as an enabling factor and an essential lever for the effective management of ESG issues and for their full integration into the Group's business plan.

ESRS	Objectives	Measures	Reference timeline	Progress status	SDGs
Environmental topics					
E1 Climate change • Climate change mitigation • Energy	Optimisation of energy efficiency and reduction of GHG emissions	Evaluate the installation of a cogeneration plant and/or the expansion of the photovoltaic system for the Fabbri Vignola Group's sites	2030	Project under study to evaluate the best solution.	13 Climate action 7 Affordable and clean energy
		Adoption of the Energy Management System in accordance with the UNI EN ISO 50001 standard for the Vignola plant.	2030	In progress.	
		Complete replacement of traditional lamps with LED lamps for the Vignola plant.	2030	Re-lamping completed for the Machinery plant and project started for the Film plant at the Vignola site	
		Evaluate the purchase of electricity from renewable sources, certified by Guarantee of Origin contracts.	2026	In 2025, 40% of the electricity purchased by the Fabbri Vignola Group comes from renewable sources with a Guarantee of Origin.	
E2 Pollution • Air pollution	Measurement and reduction of emissions and pollutants	Reduction in the consumption of technical gases required for packaging in a protective atmosphere	2030	In progress.	13 Climate action
E3 Water and marine resources • Water withdrawals	Sustainable management and protection of water resources in production processes	Recycle the condensate discharges generated by production, redirecting them to the fire tank instead of conveying them to the drains, to optimise the use of water resources.	Ongoing		6 Clean water and sanitation

ESRS	Objectives	Measures	Reference timeline	Progress status	SDGs
Environmental topics					
E5 Resource use and the circular economy • Resource inflows, including resource use • Outflows of resources related to products and services • Waste	Transition to low-impact and highly recyclable production	Guide the customer towards requesting films and materials that promote proper recyclability, compatible with existing separate collection systems.	Ongoing		12 Responsible consumption and production
		Invest in the development of new types of film that comply with the Packaging and Waste Regulation, in order to optimise performance and ensure full regulatory compliance.	Ongoing	A new single-material PE film is currently under development, compliant with the new PPWR requirements	
Social issues					
ES1 Own workforce • Working conditions	Adoption of policies for staff development	Develop an efficient system for employee engagement, based on the company climate survey.	2028		4 Quality education 8 Decent work and economic growth 10 Reduced inequalities
		Adoption of an HR system for annual performance evaluation, improving transparency and understanding of results.	2028		
		Promote organisational flexibility while maintaining the possibility of remote working for compatible tasks.	Ongoing		
	High health and safety standards for workers	Maintaining a low accident frequency rate.	Ongoing		
S1 Own workforce • Equal treatment and opportunities for all	Continuous training and skills development	Strengthen training programmes by increasing the hours dedicated to both specialised technical training and the development of soft skills.	2026-2027	In progress. New training courses were delivered in 2026.	
S2 Workers in the value chain • Working conditions	Strengthen supply chain monitoring and traceability	Mapping of the supply chain for a timely assessment of suppliers and the main risk areas associated with them.	2028		12 Responsible consumption and production
S4 Consumers and end users • Personal safety of consumers and/or end users	Strengthening customer trust	Support the customer in learning about and using the machines effectively, ensuring continuous support and personalised training.	Ongoing		
		Develop products and services that meet customers' needs for environmental sustainability and operational efficiency.	Ongoing		
Governance topics					
G1 Business conduct • Active and passive corruption	Anti-corruption training	Implement and monitor training programmes focused on the prevention and detection of active and passive corruption for "at-risk roles".	2028		16 Peace, justice and strong institutions

2

Environmental disclosure



E1 Climate change

Topic

E1 Climate change

Sub-topic

Energy

Climate change mitigation

Adaptation to climate change

SDGs

ESRS Standards

ESRS 2 GOV-3

Governance

INTEGRATION OF SUSTAINABILITY PERFORMANCE INTO REMUNERATION SYSTEMS

As indicated in the General Information, in the paragraph Integration of sustainability issues and performance into incentive systems, to which reference should be made for further details, the current remuneration policy does not specifically provide for the share of the total remuneration of figures such as the Chief Executive Officer, General Manager and Key Management Personnel linked to climate-related objectives.

ESRS Standards

ESRS E1 E1-1

Strategy

TRANSITION PLAN FOR CLIMATE CHANGE MITIGATION

As of the date of publication of this document, Fabbri Group has not adopted a transition plan for climate change mitigation, but is considering developing a plan in the coming years that defines targeted strategies to reduce the negative impacts of climate change and exploit emerging opportunities.

ESRS Standards

ESRS 2 SBM-3

SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE STRATEGY AND CORPORATE MODEL

The risks and opportunities, both arising from the company's own operations and along the value chain, have been defined by the individuals involved in the process. In particular, the context analysis was carried out to determine potential vulnerabilities and risks to which Fabbri Group is exposed. The analysis took into account:

- the **external context** in which the Group operates, including the market in which it operates, its value chain, and the regulatory and institutional context;
- the **internal context** characterised by its corporate vision.

Based on the context analysis of the Group's environmental management system, risk management methods and guidelines have been defined in order to adopt strategies, policies and action plans to monitor the evolution of potential risks. The risks that emerged from the analysis carried out are shown below.

Transition risks
Market **transition risk** linked to increased consumer awareness of materials, recyclability and sustainability of products containing plastic.
Transition risk underlying the more stringent regulatory framework on the use of plastic, which not only directly affects the Group's production activities, but also the costs of raw materials.

Physical risks
Physical risk linked to the increase in extreme weather events (e.g. droughts, floods, storms, heat waves and fires) due to climate change, resulting in damage to the Group's assets and a reduction in the company's productivity and profitability.

The risks to which Fabbri Group is exposed could have consequences concerning:

- the **increase in operating costs**, linked to regulatory compliance, energy costs and investments in sustainable technologies;
- a **decrease in revenues,** due to the drop in demand for plastic products and the loss of competitiveness;
- the **increase in legal costs**, as a result of potential litigation related to non-compliance with regulations;
- **damage to assets and operational disruptions** caused by extreme weather events.

Management of impacts - risks - opportunities

ESRS Standards

ESRS 2 IRO-1

THE PROCESS FOR IDENTIFYING AND ASSESSING RELEVANT CLIMATE-RELATED IMPACTS, RISKS AND OPPORTUNITIES

E1 Climate change

Energy	**Impacts**	Consumption of energy (natural resources – energy sources) necessary for the Group's production and commercial activities. Impacts from indirect energy consumption along the entire value chain – e.g. fuel production, material procurement, management and disposal of waste produced.
	Risks	Market transition risk due to the potential increase in the prices of energy sources and raw materials (operating costs – OPEX).
Climate change mitigation	**Impacts**	Negative environmental impacts related to CO_2 emissions generated by the Group's production processes and along the value chain (from the procurement of raw materials to logistics, to the Group's proper waste management, to transport and distribution downstream of the value chain and to the end of life/disposal of the products sold).
	Risks	Regulatory, technological and market transition risk resulting from the strengthening of the regulatory framework and the market's orientation towards traceable, certified packaging with a reduced environmental impact. These developments may require technological investments and adjustments to production processes and the supply chain, with possible cost increases. Failure to adapt could reduce the Group's competitiveness and lead to a contraction in demand.
Adaptation to climate change	**Risks**	Physical risks (acute and chronic) linked to the increase in extreme weather events (e.g. droughts, floods, storms, heat waves and fires) due to climate change, resulting in damage to the Group's assets and a reduction in the company's productivity and profitability.

For Fabbri Group, climate change represents a significant challenge both in terms of environmental impacts and economic and regulatory risks. The focus is on reducing emissions along the entire value chain and on energy efficiency, strategic levers to contain costs and increase resilience.

For further information on the process of identifying material impacts, risks and opportunities, please refer to the section The material topics (IROs).

ESRS Standards

ESRS E1 E1-2

POLICIES RELATING TO CLIMATE CHANGE MITIGATION AND ADAPTATION

Fabbri Group is committed to protecting the environment and promoting sustainable development in the area in which it operates, with respect for the community and future generations. The Group's companies integrate environmental issues into their operational management and business initiatives, adopting measures aimed at minimising the negative impact of their activities.

ENVIRONMENTAL POLICY

Fabbri Group's Environmental Policy defines the principles and commitments that guide the Group in promoting sustainable development and managing the environmental impacts generated by its activities. Through an environmental management system, the Group is committed to improving its performance, preventing negative environmental impacts and adopting measures that promote levels of environmental protection higher than those required by current legislation.

For more information regarding the Environmental Policy of Fabbri Group Companies, please refer to paragraph Summary of Fabbri Group's policies and management systems.

ENVIRONMENTAL MANAGEMENT SYSTEM

The companies Gruppo Fabbri Vignola S.p.A. and Gruppo Fabbri (Svizzera) S.A. have obtained ISO 14001:2015 environmental certification. This management system supports organisations in improving their environmental performance, reducing their environmental impact and ensuring compliance with current regulations. The pillars of the certification include:

- **Environmental planning**: analysis of significant environmental aspects and reference regulations.
- **Implementation and operation**: definition and application of policies, procedures and practices to effectively implement the system.
- **Control and monitoring**: continuous assessment of environmental performance and corrective actions to ensure the achievement of objectives.
- **Continuous improvement**: actions aimed at progressively enhancing the efficiency and effectiveness of the management system.

The aim is to integrate the environmental dimension into the Group's strategy and its operational processes, promoting a culture oriented towards sustainability and environmental protection. In 2002, the Parent Company joined EMAS, among the first companies nationwide and, by far, the first company in the food packaging film production sector.

For more information regarding the ISO 14001 Management System and the EMAS Certification of Fabbri Group companies, please refer to the section Summary of Fabbri Group's policies and management systems.

CODE OF ETHICS

The Code of Ethics also indicates the protection of and respect for the environment as a primary objective of the company's vision. Fabbri Group is committed to managing and minimising the environmental impacts, both direct and indirect, resulting from its design, production and printing of plastic films and automatic packaging machinery, including after-sales support services, operating both under ordinary conditions and in emergency situations.

For more information regarding Fabbri Group Code of Ethics, please refer to paragraph Summary of Fabbri Group's policies and management systems.

ESRS Standards

ESRS E1 E1-3

ACTIONS AND RESOURCES RELATED TO CLIMATE CHANGE POLICIES

The actions referred to below, although not deriving from a specific climate change policy, were carried out with the aim of contributing to the mitigation of the Group's negative impacts on climate change.

ELECTRICITY FROM RENEWABLE SOURCES

As of 2025, the Fabbri Vignola Group has started purchasing electricity from renewable sources, covering 40% of its total needs. The energy purchased is certified by a Guarantee of Origin (GO), which certifies that it comes from renewable sources. The energy is used for the machine plant and the film plant.

PHOTOVOLTAIC SYSTEM – FABBRI VIGNOLA GROUP

Fabbri Group has installed a photovoltaic system at the plant dedicated to the production of machines in Vignola, occupying an area of 917 square metres. The system came into operation in the second half of **2024**, consists of 468 solar panels and has a total power of 191.88 kW.

ENERGY EFFICIENCY

In 2023, a number of energy efficiency measures were implemented at the Vignola machinery plant, including: the **revamping** of the entire plant, the **replacement of the transformers** in the electrical substation and the decommissioning of a boiler. This made it possible to reduce the plant's total consumption and decrease CO_2 emissions.

As required by Italian Legislative Decree 102/2014, in December 2023 the **energy audit** was updated in both production plants of Gruppo Fabbri Vignola S.p.A. The audit resulted in several proposals for improving the energy efficiency of both production plants. The progressive elimination of boilers in favour of heat pumps only (to date, one of the three boilers has been eliminated and replaced) is being evaluated and further investigated for the machinery plant, and relamping is being evaluated and further investigated for the film plant.

OTHER ACTIONS

Aurea Silva

The Group contributes to reforestation and the offsetting of its CO_2 emissions through the *Aurea Silva – Fabbri 4 Planet* initiative, developed through a partnership with Treedom, the Italian company that operates the website of the same name, which allows people to plant trees remotely and follow the story of the project they will help to implement online. As part of this initiative, 403 trees were planted to promote CO_2 absorption, with an estimated impact of 128,350 kg of CO_2 offset. The initiative has made it possible to support local rural communities in four countries: Colombia, Honduras, Kenya and Tanzania, and to develop the Group's first corporate forest.

Internal communication

Since 2023, several internal and external communication initiatives have been undertaken to strengthen transparency and raise awareness of environmental issues. The Environmental Policy has been disseminated through the company notice boards, the intranet, the company file system and the company website. The results on environmental performance were also made known through the company notice boards, such as the Environmental Disclosure, which was shared via the Parent Company's intranet and file system.

Fabbri Group published the outcome of the assessment of environmental aspects, risks and opportunities within the same internal digital channels. The Group has produced internal and cross-company publications, including *Fresh News*, which have covered, among other things, various topics related to proper environmental management.

Metrics and targets

ESRS Standards

ESRS E1 E1-4

OBJECTIVES RELATING TO CLIMATE CHANGE MITIGATION AND ADAPTATION

Fabbri Group has established targets that outline its commitment to the energy transition and the decarbonisation of production processes.

Objectives	Measures	Reference timeline	SDGs
Optimisation of energy efficiency and reduction of GHG emissions	Evaluate the installation of a cogeneration plant and/or the expansion of the photovoltaic system for the Fabbri Vignola Group's sites	2030	13 CLIMATE ACTION; 7 AFFORDABLE AND CLEAN ENERGY
	Adoption of the Energy Management System in accordance with the UNI EN ISO 50001 standard for the Vignola plant.	2030	
	Complete replacement of traditional lamps with LED lamps for the Vignola plant.	2030	
	Evaluate the purchase of electricity from renewable sources, certified by Guarantee of Origin contracts.	2026	

ESRS Standards

ESRS E1 E1-5

ENERGY CONSUMPTION AND ENERGY MIX

ENERGY CONSUMPTION

Fabbri Group's activities fall within **sectors with a high climate impact**. The NACE codes of the individual consolidated companies are shown below:

Company	Ataco/NACE code	Description
Gruppo Fabbri Vignola S.p.A.	22.29.09	Manufacture of other plastic products n.e.c.
	28.29.30	Manufacture of automatic dosing, packaging and wrapping machines (including parts and accessories)
Automac Service S.r.l.	33.12.54	Repair and maintenance of dosing, packaging and wrapping machines
Automac UK Ltd.	22.29	Manufacture of other plastic products
Fabbri Group France S.A.S.	46.69.9	Wholesale of other machinery and equipment for industry, commerce and navigation
Fabbri Walstar GmbH	22.29	Manufacture of other plastic products
Gruppo Fabbri (Svizzera) S.A.	22.22.00	Manufacture of plastic packaging
Fabbri Group Packaging Iberica S.A.U.	46.62	Wholesale of machine tools

The Group's main energy consumption relates to **electricity** for lighting offices and production buildings, and powering production plants and equipment, as well as the use of **natural gas** as fuel for the thermal power plants that heat the workplace. For the Fabbri Vignola Group film plant, natural gas is also used for the ignition and operation of the solvent abatement system in the combustion chamber of the E48 plant.
The **energy consumption from fossil, nuclear and renewable sources** of Fabbri Group for the three-year period 2023-2025 is shown below, represented in MWh in accordance with the ESRS standards.

In 2025, the consumption of **diesel and petrol for vehicles** decreased by 7% and 37% respectively, a trend linked in particular to Fabbri Group's Vignola headquarters, where the vehicle fleet was renewed by replacing petrol vehicles with more efficient diesel-powered models.

The consumption of **natural gas for heating** decreased by 6%, thanks to milder winter temperatures than in the previous year.

The consumption of **electricity from fossil sources decreased by 5%**, from 16,975.41 MWh to 16,179.34 MWh, and the reduction is due to the commissioning of the new photovoltaic system in Switzerland and the full operation of the system in Vignola: the contribution of photovoltaics to the total energy consumed represents 1.7%.

The Group's energy mix also includes **energy from nuclear sources**, which is entirely attributable to the electricity supply of the French company that uses electricity to illuminate its premises.

Renewable energy sources include electricity from photovoltaic systems and the purchase from 2025 of electricity with Guarantee of Origin (GDO) contracts, stipulated for the Fabbri Vignola Group's plants. **The share of renewable energy in total energy consumption is 18.3%**.

Energy consumed (MWh)	2025	2024	2023
Energy from fossil sources			
MOTOR VEHICLE FUEL			
Diesel fuel for motor vehicles	2,163.18	2,022.96	2,085.18
Petrol for motor vehicles	195.34	309.29	343.76
Heating - Natural gas	3,267.66	3,439.19	3,646.71
Electricity purchased from fossil sources	7,812.19	11,203.98	10,951.34
Total energy from fossil sources - MWh	**13,438.37**	**16,975.41**	**17,026.99**
Share of fossil fuels in total energy consumption (%)	*81.4%*	*99.6%*	*99.7%*
Energy from nuclear sources			
Energy from nuclear sources	45.60	52.38	53.06
Share of nuclear sources in total energy consumption (%)	*0.3%*	*0.3%*	*0.3%*
Energy from renewable sources			
ELECTRICITY PURCHASED FROM RENEWABLE SOURCES (with Guarantee of Origin)	2,741.00.	-	-.
ELECTRICITY PRODUCED BY A PHOTOVOLTAIC SYSTEM	526.96.	17.24	-.
Less: energy sold to the grid	249.19	8.96	-
TOTAL ENERGY CONSUMPTION FROM RENEWABLE SOURCES - MWh	3,018.77.	8.28	-.
Share of renewable sources in total energy consumption (%)	*18.3%*	*0.05%*	*0.00%*
Total energy consumption – MWh	**16,502.74**	**17,036.07**	**17,080.06**

Sources:
Fuels: DEFRA – Greenhouse gas reporting: conversion factors 2025
Natural gas: DEFRA - Greenhouse gas reporting: conversion factors 2025

ENERGY CONSUMPTION INTENSITY

The energy intensity index makes it possible to analyse consumption by parameterising the value of consumption in relation to net revenues for the reference period. The net revenues used to calculate the energy intensity index correspond to the Group's total revenues reported in the Consolidated Financial Statements as at 31 December 2025. The table shows an improvement in the index that reflects an increase in revenues and a decrease in energy consumption, linked to efficiency measures.

Energy intensity index	2025	2024	2023
Total energy consumption (MWh)	16,502.74	17,036.07	17,080.06
Net revenues (EUR)	104,567,560	103,977,471	109,123,227
Intensity index (MWh/thousands of euros)	**0.158**	**0.164**	**0.157**

The energy intensity index was calculated on the **production of the machines**. The energy intensity index per unit of production (number of machines produced) includes data on the consumption of electricity and natural gas for heating the Fabbri Vignola Group plant, excluding the fuel consumption of the company fleet.

In 2025, the energy intensity index is 1.172 MWh / no. of machines, an improvement of 0.5% compared to 2024. Although the number of machines produced in 2025 is greater than in 2024, and therefore the energy consumed has also increased, the energy efficiency measures implemented in 2025 show an improvement in the index for the same number of machines produced.

The energy intensity index **for film production** was also calculated. The index includes the consumption of electricity and natural gas used for heating and cooling the Vignola and Switzerland plants, excluding the fuel consumption of the company fleet.

Energy intensity index - Machine production	2025	2024	2023
Energy consumption (MWh)	1,050.42	942	1,224
Number of machines produced	896	799	780
Intensity index (MWh/no. of machines)	**1.172**	**1.178**	**1.570**

In 2025, the energy intensity index for film production is 0.764 MWh / tonnes of film produced. In detail, the average energy consumption to produce one tonne of film is 0.764 MWh: in the two-year period 2024-2025, the index shows a slight improvement, considering that both the energy consumed and the tonnes produced recorded a small decrease.

Energy intensity index - Film production	2025	2024	2023
Energy consumption (MWh)	12,804	13,441	13,259
Tonnes of film produced	16,760	17,575	17,833
Intensity index (MWh/t film)	**0.764**	**0.765**	**0.744**

ESRS Standards

ESRS E1 E1-6

GHG EMISSIONS

DIRECT GHG SCOPE 1 EMISSIONS

The **direct emissions** (GHG Scope 1) of Fabbri Group derive from the emissions of natural gas for heating the workplaces and from the fuels for motor vehicles used during the year.

The data used for the calculation relate to the energy consumption of the Group's offices and plants. There are no Scope 1 GHG emissions covered by regulated emission trading schemes (e.g. ETS, Emission Trading Scheme).

In 2025, Scope 1 CO_2 emissions amounted to 1,269 tonnes of CO_2 equivalent (tCO_2e), a reduction of 1% compared to 2024. The trend is linked to the decrease in fuel consumption (diesel and petrol) as previously explained in the section on energy consumption.

Emissions related to the use of petrol decreased by 37%, in line with what was previously highlighted, as a result of the company fleet. In particular, a significant proportion of petrol vehicles were replaced with diesel vehicles, resulting in a 9% increase in diesel-related emissions.

No F-gas emissions into the atmosphere were detected in the three-year reporting period.

CO_2 emissions - Scope 1 (tCO_2e)	2025	2024	2023
MOTOR VEHICLE FUEL			
Diesel	561.44	513.95	529.86
Petrol	45.29	71.88	80.43
NATURAL GAS FOR HEATING	662.68	697.29	739.44
F-GAS (refrigerant gases dispersed in the atmosphere – air conditioning systems)	-	-	-
Total - Scope 1 Emissions	**1,269.40**	**1,283.12**	**1,349.74**

Sources:
Fuels: DEFRA – Greenhouse gas reporting: conversion factors 2025
Natural gas: DEFRA - Greenhouse gas reporting: conversion factors 2025

INDIRECT GHG EMISSIONS SCOPE 2

Indirect emissions (GHG Scope 2) come from the electricity consumption of production plants and the offices of commercial companies. The calculation of indirect emissions from electricity consumption (GHG - Scope 2) was carried out according to both the "Location-based" approach and the "Market-based" approach:

- The location-based method involves accounting for emissions from electricity consumption by applying national average emission factors for electricity generation.
- The market-based method, which requires determining the GHG – Scope 2 emissions resulting from the purchase of electricity by considering the specific emission factors reported by suppliers. For purchases of electricity from renewable sources, an emission factor of zero t CO_2 e is assigned. In the event that specific contractual agreements have not been defined, the approach in question requires the use of national "residual mix" emission factors, where technically applicable.

In 2025, the Scope 2 GHG emissions calculated using the market-based method are 1,813 tCO_2e, a decrease of 44% compared to 2024, thanks to the purchase of electricity with a Guarantee of Origin for the Fabbri Vignola Group's production plants. According to the location-based method, Scope 2 GHG emissions show a 7% reduction in 2025, thanks to the modernisation of the fleet.

Emissions - GHG / CO_2 - Scope 2 - t CO_2e	2025	2024	2023
Purchased electricity - Market-based method	1,813.96	3,249.19	3,830.70
Purchased electricity - Location-based method	1,448.60	1,556.84	1,956.81

Sources:

Location-based electricity
Automac Service S.r.l., Gruppo Fabbri Vignola S.p.A. (Italy):
ISPRA - Ministry of the Environment - Report 418/2025 - Tab 2.7 GHG emission factors for total electricity production

Automac UK Ltd. (England):
DEFRA - UK Government GHG Conversion Factors for Company Reporting [2025] Condensed set – UK electricity

Fabbri Group France S.A.S. (France), Fabbri Walstar GmbH (Germany), Gruppo Fabbri (Svizzera) S.A., Fabbri Group Packaging Iberica S.A.U (Spain): European Residual Mix | AIB (aib-net.org) [date 2024] Table 5: Production Mix 2024 tCO2/kWh

Market-based electricity
Automac Service S.r.l., Gruppo Fabbri Vignola S.p.A. (Italy), Automac UK Ltd. (England), Fabbri Group France S.A.S. (France), Fabbri Walstar GmbH (Germany), Gruppo Fabbri (Svizzera) S.A., Fabbri Group Packaging Iberica S.A.U (Spain):
European Residual Mix | AIB (aib-net.org) [date 2024] Table 2: Residual Mixes tCO2/kWh

It should be noted that nuclear energy does not produce Scope 2 GHG emissions because electricity is generated without resorting to combustion. In nuclear reactors, energy is generated through the process of nuclear fission, which releases heat without direct emissions of CO_2 or other climate-altering gases. Emissions associated with nuclear power exist only indirectly throughout the life cycle (uranium mining, plant construction, waste management).

SCOPE 1 + SCOPE 2 EMISSIONS

The GHG (Greenhouse Gas) emissions figure is reported in tonnes of carbon dioxide equivalent (tCO_2e) and refers to direct emissions (**GHG Scope 1** – Greenhouse Gas), together with indirect emissions associated with the consumption of electricity purchased from the grid (**GHG Scope 2**).

Total emissions – GHG Scope 1 and Scope 2 Location-based (tCO_2e)	2025	2024	2023
Total GHG Scope 1 emissions	1,269.40	1,283.12	1,349.74
Total Scope 2 **Location-based** GHG emissions	1,482.88	1,590.82	1,973.51
Total	**2,752.28**	**2,873.94**	**3,323.24**

Total emissions – GHG Scope 1 and Scope 2 Market-based (tCO_2e)	2025	2024	2023
Total GHG Scope 1 emissions	1,269.40	1,283.12	1,349.74
Total Scope 2 GHG emissions **Market-based**	1,844.83	3,275.31	3,854.53
Total	**3,114.24**	**4,558.43**	**5,204.27**

The GHG emissions reported relate to the scope of the companies operationally controlled by Fabbri Group in the three years covered by the report, with the exception of the Russian company LLC Gruppo Fabbri RU Llc, whose relative environmental impact in terms of energy consumption and related emissions was considered not significant.

SCOPE 3 EMISSIONS

Gruppo Fabbri Vignola has identified the main categories of emissions related to activities not directly controlled by the organisation, but which occur upstream and downstream of its value chain (Scope 3 GHG emissions).

The analysis was conducted in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, which establishes the criteria and methodologies for quantifying an organisation's direct and indirect emissions. In particular, for Scope 3 GHG emissions, the protocol identifies 15 reference categories.

Below are the results of the analysis and the categories found to be relevant, identified on the basis of criteria such as size, degree of influence, associated risks and stakeholders involved.

	Scope 3 category (GHG Protocol)	Description and impact on Fabbri Group
1	**Raw Materials**	Emissions related to the production of the main goods purchased and used in production processes, such as PVC resin, PVC additives, metal, polyethylene (PE) granules, materials used for the production of packaging, and electrical and electronic raw materials.
2	**Production goods (upstream)**	Emissions from investments (CAPEX), the installation of solar panels and the maintenance of equipment.
3	**Energy consumption not included in Scope 1 and Scope 2 emissions (upstream)**	Emissions related to the production of fuels and energy purchased and consumed by the Company during the year 2024, but not included in Scope 1 or Scope 2
4	**Transport and distribution of purchased products (upstream)**	Emissions related to the transport and distribution of purchased products, carried out using vehicles and facilities not owned or operated by the Group.
5	**Waste generated by process activities (upstream)**	Emissions associated with the disposal and treatment, by third parties, of waste generated as part of the Group's activities.
6	**Business travel (upstream)**	Emissions related to business travel by employees using modes of transport not owned or controlled by Fabbri Group, such as planes, trains, buses, and rental cars.
7	**Employee commuting (upstream)**	Emissions related to the daily travel of Group employees between their homes and workplaces.
9	**Transport and distribution of the finished product (downstream)**	Emissions generated by the transport and distribution of products sold to end customers, carried out using vehicles not owned or controlled by the Group.
11	**Use of the product sold (downstream)**	Emissions related to the consumption of electricity resulting from the use of the following machines sold (Elixa, Automac, Caveco, Top Lid System) by customers.
12	**End-of-life treatment of products sold (downstream)**	Emissions from the end-of-life treatment of products sold, including both waste generated during daily operations and waste associated with the final disposal phase, for both films and machines.

The following table shows the Scope 3 GHG emissions for each of the categories previously identified as significant. The calculation was carried out by an external company, only for the Fabbri Vignola Group, for the machine and film plants, and was not subject to a review process.

In 2025, Scope 3 emissions amounted to **76,036 tCO_2e** down 1.6% compared to 2024 (77,233 tCO_2e). The trend is linked to a limited decrease in production volumes.

Total Scope 3 emissions	2025	
Category	tCO_2e	%
3-1 Purchased products and services (upstream)	53,472	70.3%
3-2 Production goods (upstream)	3,302	4.3%
3-3 Energy consumption not included in Scope 1 and Scope 2 emissions (upstream)	883	1.2%
3-4 Transport and distribution of purchased products (upstream)	1,861	2.4%
3-5 Waste generated by process activities (upstream)	81	0.1%
3-6 Business travel (upstream)	553	0.7%
3-7 Employee commuting (upstream)	451	0.6%
3-9 Transport and distribution of the finished product (downstream)	1,375	1.8%
3-11 Use of the product sold (downstream)	3,755	4.9%
3-12 End-of-life treatment of products sold (downstream)	10,768	14.2%
Total Scope 3 emissions	**76,036**	**100%**

EMISSION INTENSITY

The following tables show the Scope 1 and Scope 2 emission intensity indices, following the methodology also adopted for calculating the energy consumption intensity indices.

Emission intensity index on net revenues

The emission intensity indices, calculated for both the Location-based method and the Market-based method, show an improvement over the entire three-year period thanks to the reduction in the Group's emissions. In particular, the improvement is most evident in the Market-based calculation, as it highlights the increasing share of supply from renewable energy, both from photovoltaics and from contracts with large-scale retailers. In the following tables, the ratio is calculated on net revenues as required by the ESRS standard.

Emission intensity index	Unit	2025	2024	2023
Scope 1 + Scope 2 emissions **Location-based**	tCO_2eq	2,752.28	2,873.94	3,323.24
Revenues	EUR	104,567,560	103,977,471	109,123,227
Emission intensity - Location based	tCO_2eq/Euro *1,000	**0.026**	**0.028**	**0.030**
Δ		*-4.8%*	*-9.2%*	

Emission intensity index		2025	2024	2023
Scope 1 + Scope 2 emissions **Market-based**	tCO_2eq	3,114.24	4,558.43	5,204.27
Net revenues	EUR	104,567,560	103,977,471	109,123,227
Emission intensity - Market based	tCO_2eq/Euro *1,000	**0.030**	**0.044**	**0.048**
Δ		*-32.1%*	*-8.1%*	

Emission intensity index for machines produced

As with energy intensity, the emission intensity index per machine produced was calculated according to the Market-based and Location-based methodologies.

From the analysis of the 2025 data, there is a small worsening of the index attributable to the increase in production volumes: the production of machines increased by 12%, from 799 to 896 units, and at the same time, observing the trend of the last three years, it is evident that emissions are instead contained compared to the growth in production. In 2025, emissions are also lower than in 2023, the year in which 780 machines were produced (-15%). As specified above, the decrease in emissions is linked to the increase in electricity from renewable sources, which therefore made it possible to support the increase in production capacity in a non-proportional manner with respect to the emissions produced.

Emission intensity index - number of machines produced	Unit	2025	2024	2023
Scope 1 + Scope 2 emissions **Location-based**	tCO_2eq	111.27	82.02	131.94
Number of machines produced	no.	896	799	780
Emission intensity - Location based	tCO_2eq/ no. of machines	**0.124**	**0.103**	**0.169**
Δ		*21.0%*	*-39.3%*	

Emission intensity index - number of machines produced		2025	2024	2023
Scope 1 + Scope 2 emissions **Market-based**	tCO_2eq	139.06	102.42	154.72
Number of machines produced	no.	896	799	780
Emission intensity - Market based	tCO_2eq/ no. of machines	**0.155**	**0.128**	**0.198**
Δ		*21.1%*	*-35.4%*	

Emission intensity index for machines produced

The same calculation was performed to determine the emission intensity index relative to the tonnes of film produced.

Analysis of the data shows a 3% decrease in the index in 2025. This result is linked to a 5% drop in production, which led to a consequent reduction in emissions, and above all to the energy efficiency measures introduced at the plants in Switzerland and Vignola, where photovoltaic systems were installed, and at Vignola, which purchases part of its electricity from renewable sources.

The trend over the three-year period shows a progressive improvement in emissions performance, facilitated by the adoption of the solutions described above.

Emission intensity index - tonnes of film produced	Unit	2025	2024	2023
Scope 1 + Scope 2 emissions **Location-based**	tCO_2eq	1,559.31	1,697.23	2,069.68
Tonnes of film produced	t	16,760	17,575	17,833
Emission intensity - Location based	tCO_2eq/t	**0.093**	**0.097**	**0.116**
Δ		*3.7%*	*-16.8%*	

Emission intensity index - tonnes of film produced		2025	2024	2023
Scope 1 + Scope 2 emissions **Market-based**	tCO_2eq	1,883.06	2,046.22	2,382.33
Tonnes of film produced	t	16,760	17,575	17,833
Emission intensity - Market based	tCO_2eq/t	**0.112**	**0.116**	**0.134**
Δ		*3.5%*	*-12.8%*	

Topic
E2 Pollution

Sub-topic
Air pollution
Substances of concern

SDGs

E2 Pollution

ESRS Standards
ESRS 2 IRO-1

Management of impacts - risks - opportunities

THE PROCESS FOR IDENTIFYING AND ASSESSING RELEVANT IMPACTS, RISKS AND OPPORTUNITIES

E2 Pollution

Air pollution	**Impacts** Negative environmental impact due to emissions of air pollutants, other than greenhouse gases, originating during the production phase.
Microplastics	**Impacts** Negative impact downstream of the supply chain, on human health and the environment caused by the release of microplastics contained in food films.
Substances of concern	**Impacts** Negative impact related to the use of chemicals in printing, lubrication and machining processes using cutting oils.

The issue of air pollution is relevant for Fabbri Group because production activities inevitably generate environmental impacts. Managing this aspect requires attention from both a regulatory and reputational point of view. The Group considered the issue relevant, despite the fact that, according to the analyses carried out, the emissions into the atmosphere do not exceed the limits set by the Integrated Environmental Authorisation (AIA). The AIA is the document issued by the competent authority aimed at limiting the environmental impact of the most polluting industrial activities through an approach that focuses on the prevention and control of pollution, which meets the regulatory obligation set out in the European Union's **IPPC (Integrated Pollution Prevention and Control)** Directive.

The second relevant issue concerns microplastics released into the environment downstream of the value chain, i.e. during the use and end of life of the products sold. Although this is an impact that is still complex to measure today, it is nevertheless a significant environmental aspect.

For further information on the process of identifying material impacts, risks and opportunities, please refer to the section The material topics (IROs).

ESRS Standards

ESRS E2 E2-1

POLICIES RELATING TO POLLUTION

Fabbri Group's approach to managing pollution resulting from its activities is outlined in its Environmental Policy and the **ISO 14001** environmental management system.

The adoption of an environmental management system compliant with ISO 14001 supports the prevention and control of air pollution. The standard requires the identification and monitoring of emission sources associated with the Group's activities, such as combustion plants, industrial processes or internal handling.

Through the analysis of environmental aspects and the assessment of their significance, objectives and measures are defined to reduce polluting emissions. The obligation to comply with current regulations – such as the limits set by the Integrated Environmental Authorisation (AIA) – ensures continuous control over the substances released into the atmosphere. The approach provided for by ISO 14001 makes it possible to reduce the risk of exceeding emission limits, contributing to the protection of air quality and the reduction of related environmental and reputational impacts.

Another important tool implemented by the Group to limit the risks associated with pollution caused by its activities is the **Environmental Statement (EMAS)**. For the production plants in Vignola, this document lists the main emergency situations, their consequences and the **preventive measures adopted by Fabbri Group**:

- **Leaks and spills of substances** – In the event of leaks from tanks or silos, and spills of inks, virgin or used oils, acids or compressor condensate, soil or water pollution or abnormal waste production could occur. To prevent such events, Fabbri has adopted containment tanks, control systems, and procedures to contain, absorb and collect the spilled material. An emergency response team is also provided.
- **Breakage or malfunction of systems and pipes** – In the event of pipe breakage, tightening errors, sensor malfunctions, or breakage/malfunction of systems containing hazardous substances (such as F-gas or ozone-depleting substances), Fabbri carries out periodic checks and takes prompt action to prevent the uncontrolled release of substances into the soil or atmosphere.

- **Fire** – A fire could cause air pollution and the generation of abnormal waste. Fabbri has installed automatic and manual fire-fighting systems, carries out periodic checks on the efficiency of the devices, trains and instructs the fire-fighting team, and has prepared an emergency plan. Specific training is also provided for the drivers of the company fleet, and each vehicle is equipped with a portable fire extinguisher.
- **VOC emissions and air pollution** – To prevent the emission of VOCs (Volatile Organic Compounds) into the atmosphere, Fabbri continuously monitors the plant's process parameters and carries out periodic preventive maintenance.
- **Water control** – If the ratio between the flow rate of the water discharged and that of the Rio Schiaviroli is unfavourable for proper mixing, there could be an alteration in the river's biodiversity. Fabbri carries out self-monitoring of the discharge, monitoring the water temperature.

For more information regarding the ISO 14001 Management System of Fabbri Group Companies, please refer to the section Summary of Fabbri Group's policies and management systems.

ESRS Standards

ESRS E2 E2-2

ACTIONS AND RESOURCES RELATED TO POLLUTION

Although Fabbri Group does not have a specific policy on pollution and impacts along its value chain, it is committed to mitigating the related impacts and risks through established practices and policies already in place, based on recognised standards including the ISO 14001 Environmental Management System.

PLASTIC GRANULES - OPERATION CLEAN SWEEP

The Group continues to participate in the **Operation Clean Sweep – Goal: zero pellet dispersion** initiative, promoted by Plastic Europe, one of the leading European trade associations. This global initiative aims **to prevent the dispersal of plastic granules in the environment**, particularly in waterways and the sea. The granules, which are used as a raw material in the plastics industry, are small and easily dispersed and can therefore be a source of pollution if not managed properly.

The initiative involves producers, distributors and users of plastic granules, encouraging them to implement safety and clean-up measures to prevent the granules from being accidentally released into the environment during production, transport, storage and use. It therefore aims to drastically reduce the dispersion of these granules throughout the production cycle and in the plastics value chain, seeking to improve environmental practices in the industry through awareness-raising, improved control technologies and the adoption of international standards of behaviour to protect natural ecosystems.

ENVIRONMENTAL MONITORING AND PLANT EFFICIENCY

Fabbri Group periodically verifies, through an accredited external laboratory, that the **concentrations of substances released into the atmosphere comply with the emission limits authorised by the AIA decision**. Compliance with the authorised limits is also verified by the supervisory bodies through planned and unannounced checks.

To mitigate the environmental impact related to air pollution, Fabbri Group has initiated a series of measures at its Italian production sites, aimed at improving energy efficiency and reducing emissions. It has started the modernisation of the building-plant system in the "film" plant, the renewal of the air conditioning infrastructure and a new condensate drainage system. According to an ARPAE inspection, at the Vignola site, the 2023 refurbishment of the building-plant system in the facility was designed to achieve a 20% reduction in energy consumption. The new plant has been designed so that it can be further developed with the integration of an internal combustion engine and an adiabatic absorber, for the purpose of future trigeneration.

The replacement of the two existing boilers with a new, more efficient boiler and changes to atmospheric emissions will also lead to a 76% reduction in the authorised mass flow of particulate matter and sulphur oxides, as well as a 91% reduction in the flow of nitrogen oxides.

Metrics and targets

ESRS Standards

ESRS E2 E2-3

OBJECTIVES RELATED TO POLLUTION

In order to reduce the emissions into the atmosphere generated during the production process, Fabbri Group has decided to reduce the consumption of technical gases used in the packaging phase in a protective atmosphere.

Objectives	Measures	Reference timeline	SDGs
Measurement and reduction of emissions and pollutants	Reduction in the consumption of technical gases required for packaging in a protective atmosphere	2030	13 CLIMATE ACTION

ESRS Standards

ESRS E2 E2-4

SUBSTANCES OF CONCERN

"Substances of concern" are chemicals that, according to European legislation (REACH), can have significant impacts on human health and the environment, for example because they are toxic, persistent or bioaccumulative, and therefore require controlled management.

The substances of concern listed below, used by Fabbri Group in carrying out its activities at the production plants of Gruppo Fabbri Vignola S.p.A. and Gruppo Fabbri (Svizzera) S.A., are mainly used in printing, lubrication and machining processes using cutting oils.

In 2025, the total use of substances of concern is 1,272.5 kg and consists almost entirely of solvents, which represent 75.4% of the total. Distillates follow with an incidence of 17%.

Substances of concern	2025	
	CAS No.	kg
Lubricants	58890-25-8 43136-14-7	20
Distillates (petroleum)	64742-54-7 64742-55-8	213
Toluene	108-88-3	25
Methanol	67-56-1	25
Propane	1675-54-3	4
Iminodiethanol	111-42-2	25
Ethoxypropanol	1569-02-4	480
Isopropyl acetate	108-21-4	480
Total		**1,272**

The substances analysed substances are purchased and used, and there are no substances produced and/or marketed.

Topic
E3 Water and marine resources

Sub-topic
Water

Sub-sub-topic
Water withdrawals

SDGs

E3 Water and Marine Resources

Management of impacts - risks - opportunities

ESRS Standards
ESRS 2 IRO-1

THE PROCESS FOR IDENTIFYING AND ASSESSING RELEVANT IMPACTS, RISKS AND OPPORTUNITIES

E3 Water and Marine Resources

Water	Impacts
Water withdrawals	Negative impacts resulting from water withdrawals by the sites in Italy and Switzerland, used in particular for cooling the product in the regranulation process.

The responsible management of water resources is an important issue for Fabbri Group, in a context of increasing pressure on water availability. The Group does not consume water in the production process; the resource is used only for civil utilities (sanitary use) and for cooling the product (plastic extrudate). In the latter case, the water is periodically replaced and the process waste is managed as waste.

For further information on the process of identifying material impacts, risks and opportunities, please refer to the section The material topics (IROs).

ESRS Standards
ESRS E3-1

POLICIES RELATING TO WATER AND MARINE RESOURCES

Although Fabbri Group does not have a specific policy on water and marine resources, it is committed to mitigating the related impacts and risks through these established practices and policies already in place, based on recognised standards, as described below.

Fabbri Group's approach to water management is outlined in its environmental policy, in the Code of Ethics and in the ISO 14001 management system.

The adoption of an environmental management system compliant with the ISO 14001 standard by Gruppo Fabbri Vignola S.p.A. and Gruppo Fabbri (Svizzera) S.A. allows continuous monitoring of the effectiveness and efficiency of processes, including those related to the use of water resources. ISO 14001 certification aims to increase the trust of all stakeholders, with an environmental management system appropriate to the nature of their activities, products and services.

To achieve this objective, Gruppo Fabbri Vignola S.p.A. has drawn up an Environmental Policy which, among its fundamental points, commits the Company to carry out constant monitoring to assess all possible environmental impacts caused by its activities, as well as to develop and use cutting-edge technology in the sector in which it operates.

For more information regarding the ISO 14001 Management System of Fabbri Group Companies, please refer to the section Summary of Fabbri Group's policies and management systems.

ESRS Standards

ESRS E3-2

ACTIONS AND RESOURCES RELATING TO WATER AND MARINE RESOURCES

At its Vignola site, Fabbri Group takes action to minimise the water withdrawals necessary for cooling the product resulting from the regranulation process. In particular, until 2023, a significant part of the water withdrawals was related to the heating and cooling of the premises, which is necessary to maintain a constant temperature in the building of between 22 and 28°C throughout the year, an essential condition to guarantee the quality of the plastic films produced. The water requirement was significantly reduced thanks to the installation, in 2024, of a new "**building-plant system**" that integrates a new 950 kWt boiler, a 943 kWf refrigeration unit, ten air handling units (AHUs) and a thermal line dedicated to supplying both the AHUs and the process machinery. The transition to new and state-of-the-art technologies and systems, with higher efficiencies that minimise losses, has made it possible to significantly reduce the Company's water withdrawal.

Metrics and targets

ESRS Standards

ESRS E3-3

OBJECTIVES RELATING TO WATER AND MARINE RESOURCES

Fabbri Group has set itself the ongoing objective of responsibly managing and therefore protecting the water resources used in the production process.

Objectives	Measures	Reference timeline	SDGs
Sustainable management and protection of water resources in production processes	Recycle the condensate discharges generated by production, redirecting them to the fire tank instead of conveying them to the drains, to optimise the use of water resources.	Ongoing	6 CLEAN WATER AND SANITATION

ESRS Standards

ESRS E3-4

WATER WITHDRAWAL

The Group is committed to promoting responsible use of water resources within its facilities, through constant monitoring of the volumes withdrawn and the adoption of solutions aimed at improving efficiency.

The Integrated Environmental Authorisation for the plant located in Vignola specifies that the production activities of Gruppo Fabbri Vignola S.p.A. do not involve water consumption.

For the purposes of this report, only the data relating to **water withdrawal** is reported, i.e. the volume of water withdrawn from external sources, based on reliable measurements such as installed meters and invoices from water service providers.

The data reported in the three-year period refer solely to the water withdrawals of the production companies Gruppo Fabbri Vignola S.p.A. and Gruppo Fabbri (Svizzera) S.A., in particular for the film production process. At the remaining sites, the water resource is used exclusively for domestic use, which is why the impact is not considered significant.

In 2025, 95.2% of water withdrawals were attributable to the production machinery of Gruppo Fabbri (Svizzera) S.A. In general, in the two-year period 2024-2025, withdrawals decreased by 17.6% due to more efficient processes.

Water withdrawals (m^3)	2025	2024	2023
Surface water (rivers, lakes, glaciers, reservoir)	-	-	-
Groundwater (wells)	196,143	165,872	199,873
Third-party water resources (aqueduct)	5,958	6,010	6,521
Total water withdrawals	**202,101**	**171,882**	**206,394**

WATER STRESS

Water stress refers to the ability or inability to meet the demand for water, both by humans and by ecosystems as a whole. Water stress can refer to the availability, quality or accessibility of water. The Aqueduct Water Risk Atlas wri.org/aqueduct of the World Resources Institute was used as a tool for assessing areas of water stress.

The analysis carried out shows that both the production plants in Vignola and the one located in Switzerland are located in an area characterised by **Low water stress (<10%)**. The **water risk** is also **Low (0-1)**.

WATER DISCHARGES

In the Vignola machinery plant, there is no water discharge as there is no process water; while in the film plants in Switzerland and Vignola, the water taken for the production process is discharged in the form of waste as aqueous washing solutions, and then adequately treated to be reintroduced into the cycle.

Topic

E5 Resource use and circular economy

Sub-topic

Resource inflows, including resource use

Outflows of resources related to products and services

Waste

SDGs

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

ESRS Standards

ESRS 2 IRO-1

E5 Resource use and circular economy

Management of impacts - risks - opportunities

THE PROCESS FOR IDENTIFYING AND ASSESSING RELEVANT IMPACTS, RISKS AND OPPORTUNITIES

E5 Resource use and circular economy	
Resource inflows, including resource use	**Impacts** Negative environmental impact associated with the extraction of non-renewable natural resources for the production of materials used by the Group (such as PVC and PE) in production processes and the packaging of incoming products.
	Risks Regulatory transition risk linked to the evolution of environmental regulations on critical resources and raw materials, which may require the adaptation of the supply chain and lead to an increase in procurement costs for the Group.
Waste	**Impacts** Negative impact on the environment resulting from the production of waste and its management and disposal.
Outflows of resources related to products and services	**Impacts** Environmental impact related to the end of life of products, the useful life of machines and the recyclability of films and packaging placed on the market.
	Risks Risk of penalties or regulatory compliance costs, linked to new directives on ecodesign, recyclability and extended producer responsibility.
	Opportunities Opportunity to consolidate or expand presence on the market, including in new segments, thanks to the development of innovative, durable (in the case of machines) or biodegradable (film) products.

Resource inflows, waste and resource outflows are material issues for Fabbri as they are linked to the use of plastic materials, which have significant environmental impacts and are subject to a rapidly evolving regulatory framework. The new regulations on recyclability, extended producer responsibility and the use of recycled materials make these aspects central both for risk management and for identifying opportunities related to innovation and the circular economy.

For further information on the process of identifying material impacts, risks and opportunities, please refer to the section The material topics (IROs).

ESRS Standards

ESRS E5 E5-1

POLICIES RELATED TO THE USE OF RESOURCES AND THE CIRCULAR ECONOMY

Fabbri Group's Environmental Policy is based on the awareness that human activities have a significant impact on the environment. For this reason, pollution prevention and the adoption of sustainable models must be addressed with an approach that considers the entire life cycle of products and services, actively involving the reference context and all stakeholders.

The Group's commitment to the circular economy is reflected in compliance with regulatory obligations and in the proactive management of opportunities for improvement and environmental risks. To achieve these objectives, specific strategies are adopted, including the constant assessment of the environmental effects of processes and products, with the aim of improving their performance, including through the adoption of Best Available Technologies (BAT). The gradual introduction of renewable or recycled raw materials makes it possible to reduce the carbon footprint and promote the circularity of the economy, while the reduction of plastic waste aims to minimise negative impacts.

For more information regarding the Environmental Policy adopted by Fabbri Group, please refer to paragraph Summary of Fabbri Group’s policies and management systems.

ESRS Standards

ESRS E5 E5-2

ACTIONS AND RESOURCES RELATED TO RESOURCE USE AND THE CIRCULAR ECONOMY

Fabbri Group is committed to promoting the responsible use of natural resources and developing products consistent with the principles of the circular economy. The Group adopts production processes with a reduced environmental impact, investing in research and development to optimise process efficiency and reduce resource consumption.

Fabbri Group actively promotes the circular economy, reducing waste in line with global sustainability goals. PVC film scraps from winding operations and non-conforming neutral parts are ground and reintroduced into the mixing phase, as are compostable film trimmings, which are reintroduced into the relevant production process. The PVC powder, collected from the filters serving the silos and storage tanks for resins and plasticisers, is mixed with a pigment – useful for giving a specific colour to the finished product in bulk – and subsequently used in the mixing phase. The liquid used for engraving the photopolymers is purified and reused in the same process step. The same principle is also applied to the solvents used to clean the cylinders of the flexographic printing machines and the inking tanks, which are treated internally and reused in the same production cycle.

These processes make it possible to reduce the purchase of raw materials, with a positive result both economically and in terms of environmental impact.

REDUCING FOOD WASTE

The Group contributes to the reduction of food waste thanks to the films it produces, which last on average three times longer than the industry average, preserving food better and extending its shelf-life. This aspect is particularly relevant for achieving Sustainable Development Goal (SDG) 12: Responsible consumption and production, and in particular target 12.3, which aims to halve global food waste per capita, and to reduce food losses along production and supply chains by 2030.

THE USE OF RECYCLED, RECYCLABLE OR COMPOSTABLE MATERIALS

The use of recycled, recyclable or compostable materials in heat-sealing and skin packaging systems **reduces the consumption of virgin resources**, promoting circular economy models in the use of materials.

REDUCING THE USE OF RAW MATERIALS AND WASTE

The optimisation of the **thicknesses** of the films used ensures a lower use of raw materials without compromising their effectiveness, while solutions such as the crimping of aluminium containers allow for easy recovery of materials at the end of their life.

Fabbri Group is the only Group in the sector to produce both films and packaging machines, ensuring **greater production efficiency** and reduced maintenance and operating costs. The patented system optimises the use of the film, reducing waste, while its wrapping and heat-sealing machines are compatible with traditional and compostable materials.

Fabbri Group is also committed to limiting its environmental impact by **recovering and recycling part of its production waste** and relying on specialised partners for material that cannot be recovered internally. In Italy, it is a member of packaging recovery consortia and collaborates with several European companies for the recycling of biodegradable and compostable plastic packaging.

VINYL PLUS

As part of its commitment to environmental sustainability, Gruppo Fabbri Vignola continues to participate in the voluntary Vinyl Plus programme, promoted by the European PVC industry, with the aim of improving sustainability and reducing the environmental impact of PVC throughout its life cycle, from production to recycling.

The programme was launched in 2000 and involves the main producers and operators in the PVC sector in Europe, with the aim of developing a long-term eco-sustainability model for the entire supply chain in the 28 countries of the European Union, Norway and Switzerland.

Metrics and targets

ESRS Standards

ESRS E5 E5-3

OBJECTIVES RELATED TO THE USE OF RESOURCES AND THE CIRCULAR ECONOMY

The objectives that Fabbri Group has set for itself include guiding customer choices towards easily recyclable materials, in accordance with existing separate collection systems, promoting the reduction of waste, ensuring optimal performance and in full compliance with the new Packaging and Packaging Waste Regulation (PPWR).

Objectives	Measures	Reference timeline	SDGs
Transition to low-impact and highly recyclable production	Guide the customer towards requesting films and materials that promote proper recyclability, compatible with existing separate collection systems.	Ongoing	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Invest in the development of new types of film that comply with the PPWR, in order to optimise performance and ensure full regulatory compliance.	Ongoing	
	Increase in the recyclability of post-consumer film produced.	2026	

ESRS Standards

ESRS E5 E5-4

INCOMING RESOURCE FLOWS

Fabbri Group uses a variety of incoming resources to support its production process. The raw materials used include **PVC resin, specific additives for PVC, granules for the production of polyethylene and PBAT films (compostable films), as well as inks, solvents and other additives**.

In addition to the materials that directly make up the products, the Group also uses resources necessary for the production process, such as **steel and other auxiliary materials**, including **adhesive tapes, partitions and waxes for printers**. **Semi-finished products and components** are used in the production cycle, including metal, electrical and electronic materials, rubber and plastic elements, as well as compostable film for lamination. Finally, the finished products used include scales and computers.

For packaging and distribution, Fabbri Group uses **packaging** materials such as cardboard and boxes, plastic for caps, wood for pallets and other ancillary elements, such as glues and labels.

The materials most used in quantitative terms by the production companies (Gruppo Fabbri Vignola S.p.A. and Gruppo Fabbri (Svizzera) S.A.) are **raw materials** (such as resins and PVC additives) and **packaging materials** (in particular, cardboard and wood).

The data shown below refer only to the production units.

In 2025, 20,615.66 tonnes of materials were purchased, of which 82.7% were raw materials.

Cardboard and wood are organic materials (14.8% of all materials used). The remaining **85.2% of the total waste falls into the category of technical materials**.

Incoming flows (tonnes)	2025	2024	2023
Technical materials			
PVC resin	10,026.88	10,751.00	11,072.00
PVC additives	4,619.32	5,241.00	5,319.00
Plastic (caps)	186.99	185.10	194.20
PE film granules	2,048.39	1,568.00	1,056.00
PBAT granules	156.80	90.00	84.00
Inks, solvents and additives	193.86	378.00	343.60
Steel	0.20	0.10	0.20
Metal	216.65	175.00	127.00
Electrical and electronic	45.60	40.00	35.00
Rubber and plastic	61.22	54.00	66.50
Other[3]	8.09	9.83	18.73
Organic materials			
Cardboard (cores + boxes)	2,049.70	2,211.28	2,137.35
Wood (pallets)	1,001.96	1,213.40	1,176.30
Total	**20,615.66**	**21,916.71**	**21,629.88**

[3] I Adhesive tapes, packaging plastic, glue, labels, electronic equipment

Reused materials (t)	2025	2024	2023
PVC resin	1,504.02	1,612.65	1,660.80
PVC additives	692.86	786.15	797.85
Total	**2,196.88**	**2,398.80**	**2,458.65**

ESRS Standards

ESRS E5 E5-5

OUTGOING RESOURCE FLOWS

PRODUCTS SOLD

Fabbri Group places a wide range of products on the market, with a particular focus on food packaging.

The portfolio includes the **line of packaging machines**, including models such as Automac, Elixa and Toplid, which meet the needs of food packaging in shops, packaging centres and large-scale industrial settings.

The main products offered include different types of **stretch film**, including PVC films (such as Koex and other variants), as well as compostable stretch film solutions and PEX and PEXY stretch films, used in packaging applications for fresh and very fresh food. Fabbri Group also offers **barrier films for packaging products in a protective atmosphere**, such as meat, fish, cheese, fresh pasta and fruit, guaranteeing high mechanical strength.

The expected durability of the films marketed by the Group is one and a half years, compared to an average industry durability of six months. The durability of the machinery sold, on the other hand, is more than 10 years, in line with the industry average.

WASTE

In accordance with current legislation, the Group has identified and manages the temporary waste storage areas at the production plants and the Milan headquarters, pending delivery to authorised entities. All waste is protected from rainwater runoff in three ways: storage under canopies, sealed containers and covering with plastic sheeting. For liquid waste, temporary storage areas are equipped with containment basins or tanks.

Each plant that produces special waste has a loading and unloading register, updated weekly, to track the quantities of waste produced, temporarily stored and delivered to authorised operators. At the time of delivery, an identification form is issued for each plant. The registered office, on the other hand, produces only municipal waste, as it is used exclusively for office activities.

In the Municipality of Vignola, there is door-to-door collection for municipal waste (organic, glass, paper, etc.), with the aim of improving waste separation in the production sectors as well. The Vignola offices manage the municipal waste produced by staff, such as canteen waste.

WASTE GENERATED

In 2025, 1,117.59 tonnes of waste were produced, an increase of 9% compared to the previous year. Only 4% of the waste generated in 2025 is hazardous waste, mainly emulsions, packaging and inks. Fabbri Group does not produce radioactive waste in the course of its activities.

Below is an indication of the type of waste produced in the three-year period and whether it underwent a recovery or disposal process. Most of the waste produced during the Group's activities **is raw materials and PE/PVC granulates and non-hazardous plastic packaging waste**.

Waste (t)	2025			2024			2023		
	Recovery	Disposal	Total	Recovery	Disposal	Total	Recovery	Disposal	Total
Hazardous waste									
Emulsions and solutions for machinery	-	30.12	**30.12**	-	16.02	16.02	-	28.47	28.47
Empty, uncleaned packaging	6.90	-	**6.90**	12.84	-	12.84	11.51	-	11.51
Waste inks	5.01	-	**5.01**	1.29	-	1.29	0.84	-	0.84
Rags and protective clothing	3.63	0.77	**4.40**	3.07	0.72	3.79	4.14	0.93	5.07
Aqueous washing solutions and mother liquors	-	1.99	**1.99**	-	-	-	-	-	-
Oils	0.40	0.15	**0.55**	0.48	0.52	1.00	0.03	0.19	0.22
Mixtures of waste from grit chambers and oil separators	-	-	**-**	-	4.52	4.52	-	-	-
End-of-life electrical or electronic equipment	0.14	0.15	**0.29**	0.06	-	0.06	-	-	-
Other hazardous waste	0.26	0.32	**0.58**	0.14	1.54	1.69	1.48	0.67	2.15
Total hazardous waste	**16.33**	**33.49**	**49.82**	**17.88**	**23.32**	**41.20**	**17.99**	**30.26**	**48.25**
Non-hazardous waste									
PE, NF	773.99	-	**773.99**	566.60	-	566.60	566.10	-	566.10
Raw materials and PE/ PVC granulates	100.98	-	**100.98**	193.11	-	193.11	183.68	-	183.68
Paper and cardboard	69.80	-	**69.80**	79.62	-	79.62	71.00	-	71.00

Waste (t)	2025			2024			2023		
	Recovery	Disposal	Total	Recovery	Disposal	Total	Recovery	Disposal	Total
Wood	42.43	-	**42.43**	14.24	-	14.24	12.96	-	12.96
Packaging made by	26.47	-	**26.47**	32.72	-	32.72	23.61	-	23.61
mixed materials	18.31	-	**18.31**	35.59	-	35.59	30.69	-	30.69
Iron, aluminium and steel	12.22	-	**12.22**	-	9.58	9.58	-	9.60	9.60
Private/industrial municipal waste	8.84	-	**8.84**	7.84	-	7.84	29.75	-	29.75
Machines and optional equipment to be scrapped	5.84	-	**5.84**	6.00	-	6.00	5.00	-	5.00
Recycled plastic	-	3.67	**3.67**	-	6.08	6.08	-	6.38	6.38
Drainage	-	3.67	**3.67**	-	6.08	6.08	-	6.38	6.38
Washing water	-	2.39	**2.39**	-	10.40	10.40	-	8.87	8.87
Other non-hazardous waste	2.82	-	**2.82**	18.24	0.35	18.58	13.93	1.19	15.11
Total non-hazardous waste	**1,061.71**	**6.06**	**1,067.76**	**953.95**	**26.41**	**980.35**	**936.71**	**26.03**	**962.74**
Total waste	**1,078.04**	**39.55**	**1,117.59**	**971.83**	**49.73**	**1,021.55**	**954.70**	**56.29**	**1,011.00**

The quantities of waste are shown below in relation to their **destination**: recovery or disposal operations.

For the Group's waste sent for recovery, recycling operations are the most widely used, with a percentage of waste destined for these operations of 94% in 2025, an increase of 13% compared to 2024.

Waste sent for recovery (t)	2025			2024			2023		
	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Preparation for re-use	-	-	**-**	-	-	-	-	-	-
Recycling	-	1,012.09	**1,012.09**	-	896.69	896.69	-	869.42	869.42
Other recovery operations	16.335	49.61	**65.946**	17.879	57.26	75.14	17.990	67.29	85.281
Total	**16.335**	**1,061.70**	**1,078.04**	**17.879**	**953.95**	**971.83**	**17.990**	**936.71**	**954.70**
Recycling as a percentage of total waste sent for recovery			***91%***			*87.8%*			*86%*
Percentage of waste not recycled and sent for recovery			***9.4%***			*12.2%*			*14%*

It should be noted that the final treatment of the hazardous and non-hazardous waste generated was determined on the basis of the information shared by the environmental managers.

In 2025, 96% of the waste was sent for recovery, while the remaining 4% was destined for disposal.

Waste sent for disposal (t)	2025			2024			2023		
	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Incineration	-	-	**-**	-	-	-	-	-	-
Disposal in landfill	-	-	**-**	-	9.58	9.58	-	9.60	9.60
Other disposal operations	33.49	6.06	**39.55**	23.32	16.83	40.15	30.26	16.43	46.49
Total	**33.49**	**6.06**	**39.55**	**23.32**	**26.41**	**49.73**	**30.26**	**26.03**	**56.09**

3 Corporate information

Topic

S1 Own workforce

Sub-topic

Working conditions

Sub-sub-topic

Secure employment / Adequate wages / Social dialogue / Freedom of association, existence of works councils and rights of information, consultation and participation of workers / Collective bargaining, including the percentage of workers covered by collective agreements / Work-life balance / Health and safety

Sub-topic

Equal treatment and opportunities for all

Sub-sub-topic

Gender equality and equal pay for work of equal value / Employment and inclusion of people with disabilities / Diversity / Training and skills development

Sub-topic

Other rights related to work

Sub-sub-topic

Child labour / Forced labour / Confidentiality

SDGs

ESRS Standards

ESRS 2 SBM-2

S1 Own workforce

Strategy

INTERESTS AND OPINIONS OF STAKEHOLDERS

Fabbri Group recognises its stakeholders as a heterogeneous group of actors, both internal and external to the organisation, each with specific interests, expectations and perspectives. Among these, a central role is attributed to its workforce, which is considered an essential component for achieving the company's objectives and for guiding strategic choices.

Employee engagement is a key factor not only for the effective implementation of the company vision, but also for the development and continuous updating of internal policies. To support this vision, the Group promotes a working environment based on transparency and open communication, activating structured engagement initiatives that encourage direct participation, the sharing of ideas and the strengthening of the sense of belonging to the organisation.

For a more detailed view of the Group's own workforce engagement activities, please refer to the section Stakeholders: interests and expectations.

ESRS Standards

ESRS 2 SBM-3

SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE STRATEGY AND CORPORATE MODEL

The Group has identified a number of positive and negative impacts, both actual and potential, as well as risks and opportunities related to its workforce.

S1 Own workforce

Working conditions • Secure employment • Adequate wages • Social dialogue • Freedom of association, existence of works councils and rights of information, consultation and participation of Workers • Collective bargaining, including the percentage of workers covered by collective agreements • Work-life balance	**Impacts** Promoting a safe and inclusive working environment, based on stable employment, fair pay, work-life balance and respect for fundamental rights, such as social dialogue and collective bargaining, values people, increases motivation and quality of working life, and results in an efficient and productive working environment.
Working conditions • Health and safety	**Impacts** Potential negative impact resulting from insufficient monitoring and failure to implement safety protocols, leading to an increase in accidents and unsafe working conditions for employees.
	Risks Risk of accidents or violations in the field of occupational health and safety, with possible consequences in terms of legal disputes, administrative or criminal sanctions, reputational damage and negative impacts on the internal climate and operational efficiency.
Equal treatment and opportunities for all • Gender equality and equal pay for work of equal value • Employment and inclusion of people with disabilities Training and skills development • Diversity	**Impacts** Positive impacts resulting from the creation of an inclusive and respectful working environment, based on valuing people, promoting equal opportunities, combating all forms of discrimination and continuously developing skills through training.
	Risks Reputational and market risks related to inadequate working conditions, including insufficient training, which may compromise Fabbri Group's ability to attract and retain qualified and competent staff.
Other rights related to work • Child labour • Forced labour • Confidentiality	**Impacts** Work environment potentially not in compliance with the principles of protection of human rights, with particular reference to the prohibition of child labour and forced labour. Failure to protect the data and privacy of the Group's employees and workers.
	Risks Legal and reputational risk arising from possible violations of workers' human rights or non-compliance with social standards within its activities, which could lead to legal and administrative proceedings (litigation, sanctions) and consequences in relations with key stakeholders. Legal risk arising from possible complaints or disputes due to the failure to protect employees' sensitive data, which may result in penalties and financial charges related to data recovery and security activities.

For Fabbri Group, workforce management is a central theme of social sustainability, with particular attention to working conditions, health and safety, equal opportunities and skills development. An inclusive environment oriented towards professional growth is a strategic lever for attracting and retaining talent and strengthening the company's reputation.

For further information on the process of identifying material impacts, risks and opportunities, please refer to the section The material topics (IROs).

The analysis carried out did not reveal any significant differences in risk exposure among workers with specific characteristics, nor in particular contexts or activities. The risks identified apply uniformly to the entire Fabbri Group workforce.

ESRS Standards
ESRS S1 S1-1

Management of impacts - risks - opportunities

POLICIES RELATING TO THE OWN WORKFORCE

In an environment based on loyalty and mutual trust between the company and its employees, the Group ensures that all personnel are duly hired with an employment contract. As required by the Code of Ethics, employees perform their duties with honesty, fairness, commitment and professional rigour, respecting the laws in force.

The Group has adopted a procedure to regulate Personnel Management, establishing rules of conduct and criteria for the selection, recruitment and management of personnel, with a focus on career paths. The objective is to ensure transparency, impartiality and fairness, respecting the principles of meritocracy and the traceability of the decision-making process, in accordance with Italian Legislative Decree 231/01.

HEALTH AND SAFETY POLICY

Fabbri Group guarantees working conditions that respect the dignity of each individual and ensures safe and healthy working environments, in accordance with the accident prevention and occupational health and hygiene regulations in force. The Group resolutely promotes the dissemination of a culture of safety and awareness of the risks associated with work activities, requiring everyone, at every level, to behave responsibly and respectfully in accordance with the adopted Occupational Health and Safety Management System - ISO 45001 and all the company procedures that are part of it. Every employee, collaborator and anyone who works in the Group's offices and plants is called upon to personally contribute to maintaining the safety and quality of the working environment, carefully following the safety system in place and all related company procedures.

The objective of the ISO 45001 management system is to prevent accidents and occupational diseases and to promote a safe and healthy working environment. To achieve this goal, ISO 45001 adopts a proactive approach based on risk management and the active involvement of workers.

For more information on the appointments and processes implemented by the Group on occupational health and safety issues, please refer to the section Actions on significant impacts on the workforce and approaches to managing significant risks and pursuing significant opportunities in relation to the company's own workforce, as well as the effectiveness of such actions / Health and Safety.

TRAINING POLICIES

The Group is aware that professionalism is a fundamental value, which is acquired through practice, experience and specific training. For this reason, Fabbri Group has procedures relating to staff training and skills. These include the procedure on **education, information and training**, which defines the methods to ensure that staff are trained in areas such as Quality, Hygiene, Environment and Occupational Safety, with criteria to identify training needs, plan and verify learning and integrate some specific certifications (such as BRC and ISCC).

The Group also has a **Corporate Training Plan**, which details the courses available to employees, the methods for verifying learning and the costs, as well as a procedure on the qualification and skills of staff. It makes it possible to establish the responsibilities for qualifying personnel working in critical areas such as quality, product hygiene, services offered, environmental management and health and safety, defining the technical and professional skills required for each role.

PROTECTION OF DIVERSITY AND EQUAL OPPORTUNITIES

Fabbri Group has signed an agreement between the Gomma Plastica Federation and the trade unions FILCTEM-CGIL, FEMCA-CISL, UILTEC-UIL, adhering to Italian Legislative Decree 198/2006 and Law 162/2021, which promotes gender equality and combats gender-based violence and harassment in the workplace. The commitment includes the adoption of company policies aimed at ensuring equal opportunities for men and women, analysis of the sector in terms of female employment, support for return to work after maternity leave and the promotion of inclusiveness.

Through the same agreement, the Group adheres to the UN Convention on the Rights of Persons with Disabilities and Directive 2000/78/EC, promoting the reintegration of employees with disabilities into the workplace. Fabbri Group is also inspired by the 2018 agreement "Health and Safety - Implementation of the Factory Pact", to eliminate barriers to the employment of workers with disabilities.

The agreement also includes provisions regarding the different types of contract, guidelines for the use of the solidarity hours bank, paternity and maternity leave, the management of absences and support in the event of serious illness, promoting an inclusive approach that is attentive to the needs of workers.

CODE OF ETHICS

Fabbri Group's Code of Ethics contains the principles that govern business conduct, especially for issues concerning the Company's human resources.

Fabbri Group recognises respect for work, individual commitment, the professional contribution of each person and the appreciation of ideas and opinions, regardless of seniority or experience, as fundamental principles of its corporate culture. The Group guarantees equal opportunities at all levels, basing each assessment on merit criteria and ensuring the absence of any form of discrimination. Human resources management aims to enhance skills, promote continuous training and foster professional development. The selection and inclusion processes are based on merit criteria, guaranteeing equal opportunities and considering diversity as a corporate value. The Group also adopts policies in support of gender equality, committing itself to creating a fair and inclusive working environment and combating any form of discrimination or wage disparity.

The Group undertakes to ensure that authority is exercised in a fair and responsible manner, avoiding any form of abuse. The exercise of leadership must never result in conduct that compromises the dignity or autonomy of individuals, while organisational decisions must aim to protect and enhance human resources.

For more information regarding Fabbri Group Code of Ethics, please refer to paragraph Summary of Fabbri Group's policies and management systems.

ESRS Standards

ESRS S1 S1-2
ESRS S1 S1-3

ENGAGEMENT PROCESSES AND REPORTING CHANNELS FOR THE WORKFORCE AND WORKERS' REPRESENTATIVES

To foster a process of engagement with its workforce, Fabbri Group promotes **constant dialogue with employees** through the involvement of the Human Resources department, a point of reference for personnel management and development. Discussion also takes place through regular meetings, both formal and informal, which encourage listening and the sharing of ideas. Employees are involved in structured training courses, events and meetings provided for in the company training plan, with the aim of supporting professional and personal growth. Particular attention is paid to activities related to the career development of individual employees.

The Group's commitment also extends to welfare initiatives aimed at improving the quality of working life. Internal communication is supported by effective tools, such as the company website, social media channels, and opportunities for people to come together, like social events, which strengthen the sense of belonging and the company culture.

In fact, Fabbri Group adopts processes aimed at mitigating the negative impacts deriving from its activities, while promoting an ethical, transparent work environment based on respect for the principles of legality. Among the tools supporting these objectives, reporting channels represent a fundamental element, allowing anyone operating in the company context to express, in a secure and confidential manner, any concerns or irregularities encountered.

For this purpose, the Group has activated a whistleblowing channel, through which employees and collaborators can report conduct, acts or omissions that constitute relevant unlawful conduct pursuant to Italian Legislative Decree 231/2001, or that violate the principles contained in the company's Code of Ethics. The possibility of submitting reports is extended to all persons who have relations with the Group, including employees, members of corporate bodies, customers, suppliers, consultants, shareholders and other stakeholders. Reports can be submitted in writing through the dedicated channels set up for this purpose. To facilitate their use and understanding, the complete procedure is available on the company website.

Fabbri Group guarantees strict protection for whistleblowers, ensuring that any form of retaliation, discrimination or unfavourable treatment is prohibited and sanctioned. Likewise, any failure to handle reports by the competent bodies or the persons in charge will be subject to disciplinary measures, in line with the provisions of the internal sanctioning system.

For more information regarding Fabbri Group's whistleblowing channel, please refer to section Summary of Fabbri Group’s policies and management systems.

ESRS Standards

ESRS S1 S1-4

ACTIONS ON IMPACTS RELEVANT TO THE COMPANY'S OWN WORKFORCE AND APPROACHES TO MANAGING RELEVANT RISKS AND PURSUING RELEVANT OPPORTUNITIES IN RELATION TO THE COMPANY'S OWN WORKFORCE, AS WELL AS THE EFFECTIVENESS OF SUCH ACTIONS

Fabbri Group has implemented several initiatives aimed at preventing, reducing and managing potential negative impacts, with the aim of simultaneously promoting positive effects for its employees. The measures adopted by the Group companies are set out below.

HEALTH AND SAFETY

The Group is committed to ensuring working conditions that respect the dignity of the individual and to providing safe and healthy working environments, in accordance with current regulations on health, safety and hygiene at work. Every employee, collaborator or person who carries out work, in any capacity, at the Group's offices or plants, is required to actively contribute to maintaining the safety and quality of the working environment, strictly respecting the ISO 45001 management system adopted and all related company procedures.

Occupational medicine

In accordance with Italian Legislative Decree 81/08, a health surveillance service is in place to monitor the health status of employees and assess their suitability for the specific task assigned. The Company Doctor, appointed by the employer, is responsible for drafting the health protocol and implementing the monitoring plan, as well as participating in the assessment of risks at work and the drafting and periodic review of the Risk Assessment Document (DVR).

Workers' Safety Representatives (RLS)

In Italy, the consultation and participation of workers in matters of occupational health and safety are carried out through the Workers' Safety Representatives (RLS), who are present at each Fabbri Group site. The RLS, elected directly by the workers, are involved in the risk assessment processes, participate in the annual safety meeting and take part in the meetings convened by the Officer for Prevention and Protection Service (RSPP).

Any reports or proposals for improvement collected by the RLS are recorded and managed by the RSPP. Each year, the RSPP convenes the Safety Meeting, in which the Employer, the Company Doctor and the Workers' Representatives participate, in order to monitor the state of company safety and plan preventive and corrective actions.

Officer for Prevention and Protection Service (RSPP)

In implementation of Italian Legislative Decree 81/08, Fabbri Group has designated the Officers for Prevention and Protection Service (RSPP) to manage occupational safety. These professionals are responsible for managing safety in the workplace, liaising with inspection and certification bodies, and coordinating regularly with the RLS and the Directors.

As required by law and in line with the company's health and safety policy, the Risk Assessment Document (DVR) has been drawn up, which identifies the potential risk factors present in the various operational areas. The DVR is accompanied by an Improvement Plan, updated periodically, which defines the corrective and preventive actions to be implemented.

Health and safety training

All employees of Fabbri Group receive training on occupational health and safety, both general and specific in relation to the task performed, in accordance with the requirements and deadlines established by current legislation. The training is provided with the support of specialised consultancy companies and normally includes a learning assessment at the end of each training session. To supplement these activities, emergency management exercises are regularly organised.

WELFARE

Fabbri Group collaborates with **Welfarebit** to offer its employees a **platform dedicated** to the management of corporate welfare, designed to simplify and optimise access to welfare services. One of the strengths of the collaboration is the personalised advice for the creation of the Company Welfare Plan (PWA), which includes an in-depth analysis of employees' needs and the drafting of welfare regulations in compliance with current legislation. Through the platform, employees can use their welfare credits in various ways, including refunds, vouchers, supplementary pension, health services and other personalised solutions.

A distinctive element of the initiative is **Welfare Day,** a special event organised to engage and motivate employees. During this day, the benefits of corporate welfare are illustrated, with particular attention to the increase in purchasing power and the greater opportunities for choice offered to each worker.

Employees receive training on how to use the platform, during which the individual sections of the platform are explained and its features are demonstrated, using practical examples and the most frequently asked questions from platform users.

SMART WORKING

The Group has signed an agreement on smart working, which allows employees to work remotely, provided that the environment is suitable, safe and complies with safety regulations. The employee is required to sign a self-declaration attesting to compliance with the security and confidentiality requirements. The use of remote working was activated in 2022, pursuant to Law No. 81 of 22 May 2017 (Articles 18-23) and the National Protocol on Agile Working signed by the social partners on 7 December 2021.

Smart working, or agile working, plays an important role in balancing private and professional life, offering numerous advantages that allow employees to better manage their time and enjoy greater flexibility.

Metrics and targets

ESRS Standards

ESRS S1 S1-5

OBJECTIVES RELATED TO THE MANAGEMENT OF SIGNIFICANT NEGATIVE IMPACTS, THE ENHANCEMENT OF POSITIVE IMPACTS AND THE MANAGEMENT OF SIGNIFICANT RISKS AND OPPORTUNITIES

For the next few years, Fabbri Group is committed to achieving objectives aimed at creating positive impacts for its workers, through the development of targeted engagement, the adoption of an HR platform for annual performance evaluation, greater organisational flexibility and the enhancement of training programmes.

Objectives	Measures	Reference timeline	SDGs
Adoption of policies for staff development	Develop an efficient system for employee engagement, based on the company climate survey.	2028	
	Adoption of an HR system for annual performance evaluation, improving transparency and understanding of results.	2028	
	Promote organisational flexibility while maintaining the possibility of remote working for compatible tasks.	Ongoing	
Continuous training and skills development	Strengthen training programmes by increasing the hours dedicated to both specialised technical training and the development of soft skills.	2026-2027	
High health and safety standards for workers	Maintaining a low accident frequency rate.	Ongoing	

ESRS Standards

ESRS S1 S1-6

CHARACTERISTICS OF THE COMPANY'S EMPLOYEES

EMPLOYEES

As of 31 December 2025, the total number of employees of Fabbri Group is **400**, and 65.8% of the employees are employed by the Italian companies. The number of employees increased by 3% compared to 2024, due to the acquisition of the new Spanish company, which resulted in 29 new employees joining the Group. Fabbri Group's current staff are employed on permanent contracts (99% of the total), with full-time employees accounting for 96%, while 4% have part-time contracts.

As of the date of publication of this document, the Group has not defined an internal procedure for communication by employees who do not identify as male or female. No reports have been received from employees who have expressed a desire not to declare their gender, regardless of their personal details or biological sex.

The workforce data is determined on the basis of the number of actual employees present at the end of each period (HC/Head Count).

Total number of employees by gender/by geographical area	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Italy	49	214	**263**	54	229	283	56	232	288
Switzerland	5	43	**48**	4	43	47	4	41	45
France	9	33	**42**	9	32	41	8	35	43
Germany	4	5	**9**	4	5	9	4	5	9
United Kingdom	2	6	**8**	2	6	8	2	6	8
Russia	1	-	**1**	1	-	1	1	-	1
Spain	3	26	**29**	-	-	-	-	-	-
Total	**73**	**327**	**400**	**74**	**315**	**389**	**75**	**319**	**394**

Total number of employees by gender/type of contract	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
permanent	71	325	**396**	75	338	413	77	344	421
fixed-term	2	2	**4**	2	3	5	1	1	2
Total	**73**	**327**	**400**	**74**	**315**	**389**	**75**	**319**	**394**

Total number of permanent employees by gender/geographical area	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Italy	49	213	**262**	54	227	281	56	232	288
Switzerland	5	43	**48**	4	43	47	4	41	45
France	8	33	**41**	8	32	40	8	35	43
Germany	3	5	**8**	3	5	8	3	5	8
United Kingdom	2	6	**8**	2	6	8	2	6	8
Russia	1	-	**1**	1	-	1	1	-	1
Spain	3	25	**28**	-	-	-	-	-	-
Total	**71**	**325**	**396**	**72**	**313**	**385**	**74**	**319**	**393**

Total number of fixed-term employees by gender/ geographical area	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Italy	-	1	**1**	-	2	2	-	-	-
Switzerland	-	-	**-**	-	-	-	-	-	-
France	1	-	**1**	1	-	1	-	-	-
Germany	1	-	**1**	1	-	1	1	-	1
United Kingdom	-	-	**-**	-	-	-	-	-	-
Russia	-	-	**-**	-	-	-	-	-	-
Spain	-	1	**1**	-	-	-	-	-	-
Total	**2**	**2**	**4**	**2**	**2**	**4**	**1**	**-**	**1**

Total number of employees by type of employment/by gender	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Full-time	62	322	**384**	64	311	375	65	315	380
Part-time	11	5	**16**	10	4	14	10	4	14
Total	**73**	**327**	**400**	**74**	**315**	**389**	**75**	**319**	**394**

Total number of full-time employees by gender/ geographical area	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Italy	42	210	**252**	47	225	272	49	228	277
Switzerland	3	43	**46**	3	43	46	3	41	44
France	9	33	**42**	9	32	41	8	35	43
Germany	3	5	**8**	3	5	8	3	5	8
United Kingdom	1	6	**7**	1	6	7	1	6	7
Russia	1	-	**1**	1	-	1	1	-	1
Spain	3	25	**28**	-	-	-	-	-	-
Total	**62**	**322**	**384**	**64**	**311**	**375**	**65**	**315**	**380**

Total number of part-time employees by gender/ geographical area	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Italy	7	4	**11**	7	4	11	7	4	11
Switzerland	2	-	**2**	1	-	1	1	-	1
France	-	-	**-**	-	-	-	-	-	-
Germany	1	-	**1**	1	-	1	1	-	1
United Kingdom	1	-	**1**	1	-	1	1	-	1
Russia	-	-	**-**	-	-	-	-	-	-
Spain	-	1	**1**	-	-	-	-	-	-
Total	**11**	**5**	**16**	**10**	**4**	**14**	**10**	**4**	**14**

TURNOVER

39% of the recruitment figure for 2025 relates to the French office, with a total of 14 new hires.
The recruits were men and women between the ages of 30 and 50 (61%). The terminations that occurred during 2025 were due to voluntary departures.

The overall turnover rate is calculated by dividing the difference between workers hired and those who left during the year by the number of workers at the end of the year, and in 2025 it was -4.6%.

Turnover	2025			2024			2023		
	Recovery	Disposal	Total	Recovery	Disposal	Total	Recovery	Disposal	Total
Recruitment									
Up to 29 years old	3	7	**10**	2	6	8	-	3	3
From 30 to 50 years old	6	16	**22**	5	15	20	2	10	12
Over 50 years old	-	4	**4**	2	12	14	-	5	5
Total	**9**	**27**	**36**	**9**	**33**	**42**	**2**	**18**	**20**
Terminations									
Up to 29 years old	3	3	**6**	-	5	5	-	6	6
From 30 to 50 years old	4	20	**24**	7	15	22	3	16	19
Over 50 years old	6	18	**24**	3	17	20	5	13	18
Total	**13**	**41**	**54**	**10**	**37**	**47**	**8**	**35**	**43**

Turnover	2025			2024			2023		
	Recovery	Disposal	Total	Recovery	Disposal	Total	Recovery	Disposal	Total
Reason for termination									
Voluntary departures	6	21	**27**	7	19	26	5	20	25
Retirement	3	5	**8**	1	5	6	3	5	8
Dismissal	4	14	**18**	2	11	13	-	7	7
Death in service	-	1	**1**	-	-	-	-	1	1
Other	-	-	**-**	-	2	2	-	2	2
Total	**13**	**41**	**54**	**10**	**37**	**47**	**8**	**35**	**43**
Turnover									
Positive turnover - recruitment	12.2%	8.6%	**9.3%**	12.0%	10.3%	10.7%	11.1%	20.5%	18.9%
Negative turnover - terminations	17.6%	13.0%	**13.9%**	13.3%	11.6%	11.9%	44.4%	39.8%	40.6%
Total turnover	**-5.4%**	**-4.4%**	**-4.6%**	**-1.3%**	**-1.3%**	**-1.3%**	**-33.3%**	**-19.3%**	**-21.7%**

ESRS Standards

ESRS S1 S1-7

CHARACTERISTICS OF NON-EMPLOYEE WORKERS IN THE COMPANY'S OWN WORKFORCE

The figure for "other workers" refers to personnel who are not employees but are employed on an ongoing basis by Fabbri Group to carry out specific activities. Specifically, 13 workers collaborated in 2025, all identified as temporary workers. These temporary workers are employed in production and logistics tasks.

The figure represents the number of employees at the end of the period ("Head Count").

Other workers	2025			2024			2023		
	Recovery	Disposal	Total	Recovery	Disposal	Total	Recovery	Disposal	Total
Total number of non-employees at the end of the period/by gender	**1**	**12**	**13**	**2**	**25**	**27**	**1**	**9**	**10**

ESRS Standards

ESRS S1 S1-8

COVERAGE OF COLLECTIVE BARGAINING AND SOCIAL DIALOGUE

100% of the employees of Fabbri Group operating in Italian companies are covered by national collective agreements and in particular the following agreements apply:

Collective agreement	% of employees covered 2025
Italy	**100%**
National Collective Labour Agreement for Industry Executives	3.4%
National Collective Labour Agreement for the Rubber and Plastics Industry	92.4%
National Collective Labour Agreement for Metalworking and Crafts	4.2%

In all the countries in which the Group operates, workers' rights are protected by the respective national regulations on labour and industrial relations, and, in the countries belonging to the European Union, by EU regulations on labour protection, freedom of association and collective bargaining.

The Group ensures full compliance with the provisions in force at national and European level, guaranteeing fair working conditions that comply with the provisions on remuneration, working hours, safety, welfare and workers' rights. All workers therefore have the opportunity to form, join or participate freely in trade union organisations of their choice and to bargain collectively with the Group.

ESRS Standards

ESRS S1 S1-9

DIVERSITY METRICS

Within Fabbri Group, the largest professional category is that of manual workers, which represents 54.3% of the total, followed by office workers with 30.8%. The workforce is **predominantly male**, with a share of 82%, a figure that reflects the nature of the business and remains stable compared to previous years.

In 2025, the share of employees over the age of 50 is 45.5%, while the share of employees under the age of 30 is 8%, highlighting the **difficulty of generational turnover**, which is made complex by market trends. The largest number of employees belongs to the age group between 30 and 50, representing 47% of the total.

Below are the data for the two-year period, collected as at 31 December of each year on a Head Count basis. The age groups are determined on the basis of the employee's age as of 31/12:

Employee diversity	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
EMPLOYEES BY CATEGORY / BY GENDER									
Executives	-	13	**13**	1	11	12	1	11	12
Middle managers	5	42	**47**	6	38	44	6	39	45
Office workers	50	73	**123**	47	73	120	49	70	119
Blue-collar workers	18	199	**217**	20	193	213	19	199	218
Total	**73**	**327**	**400**	**74**	**315**	**389**	**75**	**319**	**394**
EMPLOYEES BY CATEGORY / BY GENDER %									
Executives	0.0%	3.3%	**3.3%**	0.3%	2.8%	3.1%	0.3%	2.8%	3.0%
Middle managers	1.3%	10.5%	**11.8%**	1.5%	9.8%	11.3%	1.5%	9.9%	11.4%
Office workers	12.5%	18.3%	**30.8%**	12.1%	18.8%	30.8%	12.4%	17.8%	30.2%
Blue-collar workers	4.5%	49.8%	**54.3%**	5.1%	49.6%	54.8%	4.8%	50.5%	55.3%
Total	**18.3%**	**81.8%**	**100.0%**	**19.0%**	**81.0%**	**100.0%**	**19.0%**	**81.0%**	**100.0%**
EMPLOYEES BY AGE GROUP / BY GENDER									
Up to 29 years old	3	27	**30**	4	27	31	2	24	26
From 30 to 50 years old	37	151	**188**	36	152	188	38	153	191
Over 50 years old	33	149	**182**	34	136	170	35	142	177
Total	**73**	**327**	**400**	**74**	**315**	**389**	**75**	**319**	**394**
EMPLOYEES BY AGE GROUP / BY GENDER %									
Up to 29 years old	0.8%	6.8%	**7.5%**	1.0%	6.9%	8.0%	0.5%	6.1%	6.6%
From 30 to 50 years old	9.3%	37.8%	**47.0%**	9.3%	39.1%	48.3%	9.6%	38.8%	48.5%
Over 50 years old	8.3%	37.3%	**45.5%**	8.7%	35.0%	43.7%	8.9%	36.0%	44.9%
Total	**18.3%**	**81.8%**	**100.0%**	**19.0%**	**81.0%**	**100.0%**	**19.0%**	**81.0%**	**100.0%**

Employee diversity	2025				2024				2023			
	Up to 29 years old	From 30 to 50 years old	Over 50 years old	Total	Up to 29 years	From 30 to 50 years old	Over 50 years old	Total	Up to 29 years	From 30 to 50 years old	Over 50 years old	Total
EMPLOYEES BY CATEGORY / BY AGE GROUP												
Executives	-	3	10	**13**	-	2	10	12	-	2	10	12
Middle managers	-	18	29	**47**	-	15	29	44	-	15	30	45
Office workers	12	63	48	**123**	11	65	44	120	4	68	47	119
Blue-collar workers	18	104	95	**217**	20	106	87	213	22	106	90	218
Total	**30**	**188**	**182**	**400**	**31**	**188**	**170**	**389**	**26**	**191**	**177**	**394**
EMPLOYEES BY CATEGORY / BY AGE GROUP %												
Executives	-	0.8%	2.5%	**3.3%**	-	0.5%	2.6%	3.1%	-	0.5%	2.5%	3.0%
Middle managers	-	4.5%	7.3%	**11.8%**	-	3.9%	7.5%	11.3%	-	3.8%	7.6%	11.4%
Office workers	3.0%	15.8%	12.0%	**30.8%**	2.8%	16.7%	11.3%	30.8%	1.0%	17.3%	11.9%	30.2%
Blue-collar workers	4.5%	26.0%	23.8%	**54.3%**	5.1%	27.2%	22.4%	54.8%	5.6%	26.9%	22.8%	55.3%
Total	**7.5%**	**47.0%**	**45.5%**	**100.0%**	**8.0%**	**48.3%**	**43.7%**	**100.0%**	**6.6%**	**48.5%**	**44.9%**	**100.0%**

ESRS Standards

ESRS S1 S1-10

ADEQUATE WAGES

All employees of Fabbri Group, including non-employee workers in the company workforce, receive a salary that complies with the applicable benchmarks, ensuring an adequate level of remuneration.

Directive 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union aims to introduce the concept of a "statutory minimum wage" in all Member States. While in Italy this threshold has not yet been defined and the Directive is in the process of being transposed, in France there has already been a minimum wage established by national law since 2024, known as the "salaire minimum de croissance" (SMIC). Germany and Spain also have nationally defined minimum wage levels, through the "Mindestlohn" and the "Salario Mínimo Interprofesional" (SMI) respectively.

Although not falling within the scope of European legislation, the United Kingdom and Russia also have instruments to protect the minimum wage. In the United Kingdom, the "National

Minimum Wage" and the "National Living Wage" apply to workers over the age of 21. In Russia, on the other hand, there is the "Minimum Wage Rate" (MROT).

Until its implementation, Italian wage regulation is entrusted to the National Collective Labour Agreements (CCNL), which establish minimum wage levels for each professional category, also providing for periodic increases in the basic wage. These increases may include variable performance bonuses, merit or professionalism increments and other components resulting from decentralised bargaining.

ESRS Standards

ESRS S1 S1-11

SOCIAL PROTECTION

All Group employees benefit from social protection system, a set of measures that guarantees access to healthcare and income support through public programmes and company benefits. This protection applies in the event of critical life events, such as illness, unemployment, accidents at work, acquired disability, parental leave and retirement.

The Group guarantees its employees levels of social protection in line with the legislative standards provided for in the countries in which it operates. It should be noted that, in Italy, local legislation may provide for certain limitations related to contribution requirements, length of service or membership of private funds.

ESRS Standards

ESRS S1 S1-12

PEOPLE WITH DISABILITIES

Below is the number of workers with disabilities present in the parent company, Gruppo Fabbri Vignola S.p.A., in accordance with the obligations provided for by current legislation on workplace inclusion and equal opportunities. The data highlight the organisation's commitment to promoting an inclusive work environment that respects diversity.

	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Employees with disabilities	1	8	**9**	3	11	14	3	13	16
% Employees with disabilities	1.4%	2.4%	**2.3%**	4.1%	3.5%	3.6%	4.0%	4.1%	4.1%

ESRS Standards

ESRS S1 S1-13

TRAINING AND SKILLS DEVELOPMENT METRICS

Fabbri Group recognises training as a strategic lever for the growth and development of its human capital, investing continuously in targeted training programmes. During 2025, the hours of training provided to staff increased from **1,059** in 2024 to **2,691**. The increase reflects the Group's desire to strengthen investments in the development of internal skills and is consistent with the strategic objectives defined for the three-year period 2025-2027. The enhancement of training activities mainly concerned specialised technical training and the development of soft skills.

The average hours of training, broken down by professional category and gender, are shown in the following table. This figure also shows an increase, confirming a significant growth in training activity.

Employee training	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
AVERAGE HOURS OF TRAINING									
Executives	-	10.5	**10.5**	-	0.8	0.8	4.0	2.2	2.3
Middle managers	5.6	7.7	**7.4**	0.7	3.3	3.0	10.0	4.8	5.5
Office workers	5.1	15.9	**11.5**	1.4	3.2	2.5	2.1	3.2	2.8
Blue-collar workers	0.4	4.0	**3.7**	2.9	2.9	2.9	2.1	1.8	1.8
Total	**3.9**	**7.4**	**6.7**	**1.7**	**3.0**	**2.7**	**2.7**	**2.5**	**2.5**

In 2025, the main courses promoted by Fabbri Group were designed to meet both the company's strategic objectives and the training needs of employees. The topics addressed are related to occupational health and safety and the Management Systems applied by the Group. In particular, ISO 9001, ISO 14001 and ISO 45001.

ESRS Standards

ESRS S1 S1-14

HEALTH AND SAFETY METRICS

As stated in the Health and Safety Policy and the Code of Ethics, Fabbri Group considers the protection and promotion of the health and safety of workers a fundamental value and a priority in all its activities.

There were no serious accidents during 2025; there were 12 accidents in total, one of which occurred while commuting.
The main types of accidents involve injuries from handling loads and cuts.

Accidents at work	2025	2024	2023
Accidents at work (No.)			
Fatal	-	-	-
Serious accidents	-	1	-
Other accidents	12	6	6
Total recorded accidents	**12**	**7**	**6**
Commuting accidents			
Total hours worked (h)	**638,924**	**626,306**	**659,745**
Days absent due to accidents (No.)	206	381	147
Accident rates			
Accident Frequency Index (No. of accidents/ hours worked x 1,000,000)	**18.78**	**11.18**	**9.09**
Fatal	-	-	-
Serious accidents	-	1.60	-
Other accidents	18.78	9.58	9.09
Accident Severity Index (days of absence due to accidents / hours worked x 1,000)	**0.32**	**0.611**	**0.22**

The figure below relates to accidents involving people who, although not direct employees of Fabbri Group, work in company environments and/or under the control of Fabbri Group.

Accidents involving non-employee workers	2025	2024	2023
Number of accidents at work (Other)	1	2	-
Total hours worked	453,550	38,496	21,638
Accident Frequency Index (no. of accidents / hours worked) x 1,000	2.2	51.95	-
Accident Severity Index (days of absence due to accidents / hours worked x 1,000)	0.10	0.19	-

In the three-year reporting period, there were no cases of occupational diseases, either among employees or among non-employees.

ESRS Standards

ESRS S1 S1-15

WORK-LIFE BALANCE METRICS

All employees of Fabbri Group are entitled to take leave for family reasons, in line with the provisions of current legislation. The following table presents the data for 2025: during the year, 33 employees benefited from this leave, including 4 women and 29 men.

Family leave (HC)	2025			2024			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Number of employees entitled to family leave / by gender	72	325	**397**	74	315	389	775	319	394
Number of employees who took family leave / by gender	4	29	**33**	5	16	21	4	19	23
Percentage of employees who took family leave out of those entitled	5.6%	8.9%	**8.3%**	6.8%	5.1%	5.4%	5.3%	6.0%	5.8%
Percentage of employees who took family leave out of total employees	5.5%	8.9%	**8.3%**	6.8%	5.1%	5.4%	5.3%	6.0%	5.8%

ESRS Standards

ESRS S1 S1-16

REMUNERATION METRICS (PAY GAP AND TOTAL REMUNERATION)

GENDER PAY GAP

Fabbri Group has initiated a pay analysis as part of the process of adapting to Directive (EU) 2023/970 on pay transparency, with the aim of strengthening internal safeguards relating to monitoring and reporting on the gender pay gap. The Council of Ministers has definitively approved the legislative decree transposing the EU Directive, which will be in force from 7 June 2026. The text is awaiting publication in the Official Gazette and introduces specific obligations aimed at guaranteeing the principle of equal pay for men and women.

TOTAL ANNUAL REMUNERATION RATIO

In 2025, the ratio between the total annual remuneration of the person receiving the highest remuneration and the median total annual remuneration of all employees (excluding the aforementioned person) is 4.04.

LEVEL II COMPANY SUPPLEMENTARY AGREEMENT AND OTHER INITIATIVES

After a period of extension of the previous contract and fruitful negotiations between the parties, the new level II company supplementary contract, signed at the end of 2024, came into force in 2025.

The company has also introduced other initiatives to recognise and support workers, such as:

- Baby bonus
- Pension bonus
- Company seniority awards

ESRS Standards

ESRS S1 S1-17

INCIDENTS, COMPLAINTS AND SERIOUS IMPACTS ON HUMAN RIGHTS

In the reporting period, as in previous years, there were no incidents of discrimination based on race, colour, sex, religion, political opinion, national or social origin, as defined by the International Labour Organisation (ILO). Similarly, no other significant forms of discrimination involving internal or external stakeholders emerged.

In the same period, there were no disputes or violations of relevant social and economic regulations. No significant sanctions of this nature were received, nor are there any relevant proceedings in progress or concluded in the period under review.

S2 Workers in the value chain

Topic

S2 Workers in the value chain

Sub-topic

Working conditions

Sub-sub-topic

Secure employment / Working hours / Adequate wages / Social dialogue / Freedom of association, existence of works councils and rights of information, consultation and participation of workers / Collective bargaining, including the percentage of workers covered by collective agreements / Work-life balance / Health and safety

Sub-topic

Equal treatment and opportunities for all

Sub-sub-topic

Gender equality and equal pay for work of equal value / Training and skills development / Employment and inclusion of people with disabilities / Measures against violence and harassment in the workplace / Diversity

Sub-topic

Other rights related to work

Sub-sub-topic

Child labour / Forced labour

SDGs

ESRS Standards

ESRS 2 SBM-2

Strategy

INTERESTS AND OPINIONS OF STAKEHOLDERS

Fabbri Group recognises its stakeholders as a structured network of internal and external actors, each with specific interests and points of view. Among these, workers along the value chain play a central role. For this reason, the company's strategy includes monitoring the supply chain and adopting responsible practices.

For a more in-depth view of engagement activities, please refer to the section Stakeholders: interests and expectations.

ESRS Standards

ESRS 2 SBM-3

SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE STRATEGY AND CORPORATE MODEL

S2 Workers in the value chain

Working conditions • Secure employment • Working hours • Adequate wages • Social dialogue • Freedom of association, existence of works councils and rights of information, consultation and participation of workers • Collective bargaining, including the percentage of workers covered by collective agreements • Work-life balance • Health and safety	**Impacts** Impacts on working conditions and workers' rights along the value chain, including secure employment, working hours, adequate wages, social dialogue, freedom of association and collective bargaining, work-life balance, health and safety. **Risks** Reputational and operational risks arising from non-compliance with working conditions along the value chain, upstream and downstream, with potential consequences in terms of liability and business continuity, including possible impacts from disruptions to the supply chain or outlet markets/customers.
Equal treatment and opportunities for all • Gender equality and equal pay for work of equal value • Training and skills development • Employment and inclusion of people with disabilities • Measures against violence and harassment in the workplace • Diversity	**Impacts** Negative impacts on people resulting from the presence, along the value chain, of situations that do not guarantee equal treatment and equal opportunities.
Other rights related to work • Child labour • Forced labour	**Impacts** Impacts related to the protection of workers' rights, with particular reference to the prevention of child and forced labour, along the entire value chain, both upstream and downstream. **Risks** Legal risk arising from possible violations of workers' rights in the value chain, including inadequate working conditions and cases of child or forced labour, which may generate operational, reputational and financial risks for the Group.

Respect for workers' rights along the value chain is an important aspect for Fabbri Group, which translates into the need to guarantee decent working conditions, equal opportunities and protection against all forms of abuse. Careful management of these aspects makes it possible to mitigate reputational and operational risks, while strengthening the Group's social responsibility towards suppliers, partners and indirect workers.

For further information on the process of identifying material impacts, risks and opportunities, please refer to the section The material topics (IROs).

ESRS Standards

ESRS S2 S2-1

Management of impacts – risks – opportunities

POLICIES RELATED TO WORKERS IN THE VALUE CHAIN

Fabbri Group recognises that the protection of workers cannot be limited to internal organisational boundaries, but must extend along the entire value chain, including suppliers, business partners and all the actors involved in its activities.

CODE OF ETHICS

As established by the Code of Ethics, Fabbri Group's policy towards workers in the value chain is based on principles of loyalty, fairness and professionalism in relations with suppliers, promoting lasting relationships based on mutual trust.

The selection of suppliers and the definition of purchasing conditions are carried out through objective and impartial assessments, considering elements such as quality, price and guarantees offered. The Group neither adopts nor condones the practice of exchanging favours, ensuring that decisions are guided solely by value and transparency.

In its relations with suppliers, the Group ensures compliance with its directives on conflicts of interest and fairness in the management of business and compliance with labour legislation. Fabbri Group requires suppliers to respect the age limits for employment, to ensure health and safety in the workplace and to operate with respect for the environment. To this end, documentation certifying compliance with the requirements may be requested. In the event of regulatory violations or non-compliance, the Group reserves the right to terminate the business relationship.

For more information regarding Fabbri Group Code of Ethics, please refer to paragraph Summary of Fabbri Group's policies and management systems.

PROCUREMENT PROCEDURE

Fabbri Group Procurement Procedure governs the procurement process and applies to any type of product, service or provision that is the subject of a commercial relationship.

Its purpose is **to clearly define the responsibilities and operating methods** necessary to ensure effective and efficient procurement. The procedure governs the management of procurement inputs, with particular attention to cases with specific requests, the identification and selection of suppliers, the correct management of purchase data, the monitoring of supplier performance and the control of procured products.

All corporate bodies are involved in the application of this procedure and are required not only to comply with its contents, but also to report any need for updating, for example following legislative, regulatory or operational changes.

For more information regarding Fabbri Group Procurement Procedure, please refer to section Summary of Fabbri Group's policies and management systems.

ECOVADIS RATING

The EcoVadis rating is one of the main international tools for assessing corporate sustainability. The system is based on a methodology that analyses the performance of companies in four key areas: **environment, labour and human rights, ethics and sustainable procurement**. Each area is assigned an overall score and, based on the results, a certificate attesting to the Group's level of commitment in the ESG (Environmental, Social and Governance) field.

EcoVadis makes it possible to map and monitor the sustainability practices adopted by suppliers, promoting a collaborative approach oriented towards regulatory compliance, risk prevention and the adoption of common ethical standards.

Through EcoVadis, the Group reinforces its commitment to a fair and sustainable value chain. The aim is also to encourage suppliers to adopt virtuous behaviour in terms of human rights, working conditions, environmental protection and corporate integrity.

In 2025, Fabbri Group was awarded the Bronze Medal in recognition of its achievements.

ESRS Standards

ESRS S2 S2-2

PROCESSES FOR INVOLVING WORKERS IN THE VALUE CHAIN WITH REGARD TO IMPACTS

Fabbri Group recognises the importance of establishing a constructive dialogue with the workers present along its value chain, aware that their involvement can contribute significantly to responsible management of the supply chain. Although a formalised approach for the direct involvement of these workers with respect to the impacts generated has not yet been defined, the Group is evaluating possible ways to integrate this dimension into the processes for monitoring social and environmental impacts.

ESRS Standards

ESRS S2 S2-3

PROCESSES TO REMEDY NEGATIVE IMPACTS AND CHANNELS THAT ALLOW WORKERS IN THE VALUE CHAIN TO RAISE CONCERNS

Fabbri Group has activated a dedicated **whistleblowing channel**, accessible to employees, collaborators, suppliers and other stakeholders, which allows anonymous reporting of any violations of workers' rights, cases of exploitation, child or forced labour, as well as other conduct contrary to ethical principles and current regulations.

Reports can be sent through specially prepared written channels that are easily accessible from the company website, ensuring ease of use and protection of anonymity. The Group adopts a strict policy of protection for whistleblowers, prohibiting any form of retaliation or discrimination, with disciplinary sanctions against anyone who violates these protections. Similarly, failure by the competent parties to comply with the procedures for handling reports will result in disciplinary measures, in accordance with the company's sanction system.

For more information regarding Fabbri Group's whistleblowing channel, please refer to section Summary of Fabbri Group's policies and management systems.

ESRS Standards

ESRS S2 S2-4

ACTIONS ON SIGNIFICANT IMPACTS ON WORKERS IN THE VALUE CHAIN AND APPROACHES TO MANAGING SIGNIFICANT RISKS AND PURSUING SIGNIFICANT OPPORTUNITIES FOR WORKERS IN THE VALUE CHAIN, AS WELL AS THE EFFECTIVENESS OF THESE ACTIONS

Through a continuous cycle of qualification and evaluation, Fabbri Group ensures that suppliers operate in compliance with workers' rights and safety and responsibility standards, promoting decent and safe working conditions.

In the Reporting year, no serious human rights problems or incidents related to its upstream and downstream value chain were reported within the social and environmental impact monitoring processes.

Metrics and targets

ESRS Standards

ESRS S2 S2-5

OBJECTIVES RELATED TO THE MANAGEMENT OF SIGNIFICANT NEGATIVE IMPACTS, THE ENHANCEMENT OF POSITIVE IMPACTS AND THE MANAGEMENT OF SIGNIFICANT RISKS AND OPPORTUNITIES

To ensure strategic management of supplier-related risks, it is essential to initiate a systematic supply chain mapping process. This approach allows a clear and in-depth view of the entire supplier network, from direct partners to the most remote levels.

Objectives	Measures	Reference timeline	SDGs
Strengthen supply chain monitoring and traceability	Mapping of the supply chain for a timely assessment of suppliers and the main risk areas associated with them.	2028	8 DECENT WORK AND ECONOMIC GROWTH

Topic

S4 Consumers and end users

Sub-topic

Impacts related to information for consumers and/or end users

Sub-sub-topic
Confidentiality

Sub-topic

Personal safety of consumers and/or end users

Sub-sub-topic
Health and Safety / Personal safety

SDGs

ESRS Standards

ESRS 2 SBM-2

S4 Consumers and end users

Strategy

INTERESTS AND OPINIONS OF STAKEHOLDERS

Fabbri Group bases its strategy on fundamental values such as integrity, honesty, respect and professionalism, which form the basis of relations with all stakeholders. The adoption of a consumer-oriented approach guides every stage of the production and decision-making process, with the aim of offering products that combine quality and innovation. This commitment translates into constant investment in the search for solutions capable of meeting the needs of the market.

For a more in-depth view of engagement activities, please refer to the section Stakeholders: interests and expectations.

ESRS Standards
ESRS 2 SBM-3

SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE STRATEGY AND CORPORATE MODEL

S4 Consumers and end users

Impacts related to information for consumers and/or end users • Confidentiality	**Impacts** Potential negative impacts on rights relating to the protection of privacy (sensitive information content) and the security of information systems (potential data breaches).
Personal safety of consumers and/or end users • Health and safety • Personal safety	**Impacts** Potential negative impacts resulting from the marketing of products that do not comply with specific customer expectations and the requirements of specific standards (both with regard to Packaging Machines and products, i.e. Films and Wraps).
	Risks Economic and reputational risks related to the lack of quality and safety control of the machines/products, with possible consequences for the health and safety of direct and end users.

For Fabbri Group, the protection of consumers and end users is an important issue, which concerns the safety and conformity of products and the protection of personal data. Effective management of these aspects makes it possible to prevent reputational and legal risks, while strengthening market confidence through the quality and transparency of the offer.

The impacts and risks identified affect all Fabbri Group customers and end users across the board. No significant risks related to specific groups of consumers or users were identified, nor were any material impacts related to particular characteristics of these groups. In particular, no situations of vulnerability related to potentially unfair commercial or sales practices emerged, nor were any significant impacts found in terms of systematic discrimination in access to services or in the distribution of certain products.

For further information on the process of identifying material impacts, risks and opportunities, please refer to section The material topics (IROs).

ESRS Standards

ESRS S4 S4-1

Management of impacts – risks – opportunities

POLICIES RELATED TO CONSUMERS AND END USERS

To ensure the safety and reliability of products and services for its customers and end users, the Parent Company, together with the companies operating in Switzerland and France, has adopted a Quality Management System compliant with the international standard ISO 9001.

To safeguard confidentiality and protect personal data, the Group relies on specific policies managed by its ICT department. The policies aimed at consumers and end users are aligned with internationally recognised regulations, ensuring compliance with the highest standards in terms of transparency and protection of rights.

QUALITY POLICY

Fabbri Group's Quality Policy expresses the Group's commitment to ensuring the excellence of its products and services. Through a management system, the Company is dedicated to improving quality performance, ensuring that every stage of the production process meets high standards. Fabbri Group adopts preventive measures and procedures that go beyond legal requirements, with the aim of meeting and exceeding customer expectations, consolidating its reputation in the global market.

QUALITY MANAGEMENT SYSTEM

ISO 9001 is an internationally recognised and applied standard. Its main objective is to ensure that companies are able to provide **products and services that meet customer expectations and regulatory requirements** through controlled processes.

In the industrial and production context, ISO 9001 provides an effective organisational structure to monitor, evaluate and optimise each phase of the production cycle, ensuring that the products manufactured meet high criteria of quality, reliability and safety.

This approach contributes directly to the health and safety of customers, as it prevents defects, non-conformities and potential risks associated with the use of the final product.

By adopting the principles of ISO 9001 — including customer focus, leadership, process approach and risk management — Fabbri Group is able to build a widespread culture of quality, based on objective data, internal controls and a strong focus on customer satisfaction. This certification thus becomes a strategic tool to strengthen market confidence, increase competitiveness and ensure constant compliance with product quality and safety requirements, in line with industry regulations.

See also the information in section Summary of Fabbri Group's policies and management systems.

CODE OF ETHICS

Within its Code of Ethics, Fabbri Group recognises the central role of customers as fundamental stakeholders, to whom the Group is committed to guaranteeing the highest quality of the products and services offered. The Group promotes relationships based on transparency, fairness and respect, ensuring clear, complete and truthful communication in order to enable informed choices.

The Group operates with the aim of guaranteeing a reliable service that is consistent with the commitments made, enhancing dialogue with customers and carefully handling any complaints or reports, which are considered important opportunities for listening and improvement. Customer satisfaction is a guiding value, consistent with the principles of integrity and responsibility that inspire all the Group's actions.

See also the information in section Summary of Fabbri Group’s policies and management systems.

ESRS Standards

ESRS S4 S4-2

PROCESSES FOR INVOLVING CONSUMERS AND END USERS WITH REGARD TO IMPACTS

Fabbri Group caters to different types of customers:

a. **Direct customers** (Retail / large-scale retail trade – LRT – and Industrial, i.e. food producers);
b. **Dealers** (distributors).

Most of the customers are established, i.e. large customers with whom Fabbri Group has established lasting relationships over time. Customer satisfaction is a fundamental principle, integrated into its business processes as a guiding value. This objective is pursued on a daily basis, thanks in part to the qualified and multilingual staff.

As far as the sales network is concerned, there are two types of salespeople: the internal sales force, made up of direct salespeople; and the external agents and representatives, who maintain constant contact with the customer.

Engagement with customers varies greatly depending on the type of product handled. In the case of films, which are consumable goods and therefore subject to depletion, the relationship with the customer tends to be continuous and frequent, with periodic orders. As for the machines, meetings with customers are more sporadic and mainly take place on the occasion of specific events, such as the expansion of a plant, the acquisition of new product lines or the opening of a new point of sale. The consultancy component of the sale plays a central role, as it is essential to have a thorough understanding of the customer's needs in order to propose the most suitable solution, considering that the machines available vary in size, performance and technical characteristics.

ESRS Standards

ESRS S4 S4-3

PROCESSES TO REMEDY NEGATIVE IMPACTS AND CHANNELS THAT ALLOW CONSUMERS AND END USERS TO RAISE CONCERNS

In accordance with current regulatory provisions, Fabbri Group provides for the use of the whistleblowing channel for all stakeholders, including consumers and end users, offering them the opportunity to report any violations in a secure and confidential manner. The system allows the reporting of conduct, acts or omissions attributable to relevant unlawful conduct pursuant to Italian Legislative Decree 231/01, violations of the Code of Ethics or internal regulations, as well as any fact that may cause damage or harm, even if only to reputation. The channel is designed to fully protect the confidentiality of the whistleblower's identity.

Consumers and/or end users are informed about the existence of the reporting channels on the company website, which provides details about the reporting methods and processes in place for expressing concerns or needs and receiving assistance in this regard.

During 2025, there were no cases of whistleblowing reports. The Group is committed to ensuring maximum transparency and accessibility of the reporting channels, promoting awareness of them through clear communications. The effectiveness of these tools is constantly monitored to ensure that they are in line with the needs of users.

For more information regarding Fabbri Group's whistleblowing channel, please refer to section Summary of Fabbri Group’s policies and management systems.

ESRS Standards

ESRS S4 S4-4

ACTIONS ON SIGNIFICANT IMPACTS ON CONSUMERS AND END-USERS AND APPROACHES TO MANAGE SIGNIFICANT RISKS AND PURSUE SIGNIFICANT OPPORTUNITIES IN RELATION TO CONSUMERS AND END-USERS, AS WELL AS THE EFFECTIVENESS OF SUCH ACTIONS

As described above, the quality of its products is a core value for Fabbri Group. The adoption of ISO 9001 certification and the BRC (British Retail Consortium) standard by its production companies is a key element for the Group in terms of the quality and safety of the products placed on the market. The integration of these systems makes it possible to adopt rigorous control processes throughout the production chain, significantly reducing the risk of non-compliance and/or contamination that could generate negative impacts on end consumers.

Fabbri Group's after-sales service supports the customer after the purchase of the Group's products, guaranteeing assistance, resolution of any problems, maintenance, and management of complaints or requests for information. The service aims to ensure full customer satisfaction, consolidating trust in the brand and fostering customer loyalty over time.

As of the date of this report, no serious human rights problems or incidents have been reported in relation to consumers and/or end users of the solutions offered by the Group.

BRC (BRITISH RETAIL CONSORTIUM) CERTIFICATION

The BRC standard defines the hygiene and health requirements for facilities involved in food processing and related sectors, such as food packaging, in which Fabbri Group operates. The certification ensures the wholesomeness of products to protect the consumer, through specific checks carried out by large retailers and certification bodies.

Thanks to tools such as the HACCP system, internal audits, traceability and quality control, BRC certification ensures that packaging materials preserve the characteristics of the food product and extend its shelf life in conditions of complete safety.

PRODUCT CERTIFICATIONS

The product certifications obtained by Fabbri Group aim to guarantee the safety of the products placed on the market. The certifications concern films with specific compostability, biodegradability and/or recyclability properties, providing a safe product with a very low environmental impact, in line with the Environmental Policy and the Management Systems obtained by the Group's production companies.

Fabbri Group has obtained several product certifications:

Product certifications	Scope
Industrial and domestic compostability certifications	Fabbri Group
“OK-biobased” certification	Fabbri Group
Recyclability certification	Fabbri Group

INDUSTRIAL AND DOMESTIC COMPOSTABILITY CERTIFICATIONS

Industrial and domestic compostability certifications represent an internationally recognised reference standard to certify the ability of a material or product to biodegrade completely under controlled conditions. The **"Nature Fresh"** bioplastic film is certified by TÜV Austria as suitable for both domestic and industrial composting according to the EN 13432 standard.

The **“Nature Lid”** bioplastic film is also certified by TÜV Austria for industrial compostability according to the EN 13432 standard.

“OK-BIOBASED®”

The bioplastic film **"BIOBASED STAR FILM"** is certified "OK-Biobased" using the C14 isotope investigation method, which determines the percentage of Carbon derived from renewable raw materials out of the total organic Carbon (% bio-based Carbon). This is a precise and scientific method, which identifies only the percentage of raw material of renewable and plant origin used in the formulation of the film. This certification represents one of the main international standards for certifying the content of raw material of biological origin in a product, through rigorous laboratory analyses.

RECYCLABILITY CERTIFICATION

The PE-based film **"PEXY"** has obtained the **"Made for Recycling"** certification from the Dual System Interseroh Dienstleistungs GmbH thanks to evidence of recyclability with the maximum score provided by the method itself.

The Dual System Interseroh Dienstleistungs GmbH, operating in Germany, is one of the main players in the management of packaging waste, and is part of the so-called German "dual system", which provides for the extended responsibility of the producer for the collection and recycling of packaging placed on the market. The "Made for

Recycling" assessment method allows the recyclability of packaging to be assessed objectively and transparently based on concrete parameters, including:

- the separability of the materials;
- the purity of the polymers or materials used;
- the ease of processing in existing recycling facilities;
- labelling and printing, which can affect the quality of recycling.

Metrics and targets

ESRS Standards

ESRS S4 S4-5

OBJECTIVES RELATED TO THE MANAGEMENT OF NEGATIVE SIGNIFICANT IMPACTS, THE ENHANCEMENT OF POSITIVE IMPACTS AND THE MANAGEMENT OF SIGNIFICANT RISKS AND OPPORTUNITIES

For Fabbri Group, the relationship of trust with customers built over time is essential to provide specialised support. The Group's goal is to increase autonomy, operational safety and customer satisfaction, while reducing downtime and usage errors.

Objectives	Measures	Reference timeline	SDGs
Strengthening customer trust	Support the customer in learning about and using the machines effectively, ensuring continuous support and personalised training.	Ongoing	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Develop products and services that meet customers' needs for environmental sustainability and operational efficiency.	Ongoing	

4 Governance disclosure

Topic

G1 Business conduct

Sub-topic

Corporate culture

Sub-topic

Management of supplier relationships, including payment practices

Sub-topic

Active and passive corruption

Sub-sub-topic

Prevention and detection including training / Incidents

SDGs

ESRS G1

ESRS 2 GOV-1

G1 Business conduct

Governance

ROLE OF THE ADMINISTRATIVE, MANAGEMENT AND CONTROL BODIES

For a detailed description of the role and responsibilities of the administrative, management and supervisory bodies, please refer to the chapter Role of the administrative, management and supervisory bodies, which describes the role of the administrative, management and supervisory bodies and their responsibilities.

Management of impacts - risks - opportunities

ESRS Standards

ESRS 2 IRO-1

DESCRIPTION OF THE PROCESSES FOR IDENTIFYING AND ASSESSING RELEVANT IMPACTS, RISKS AND OPPORTUNITIES

S4 Consumers and end users

Corporate culture	**Impacts**	Promoting and consolidating a corporate culture based on ethical and responsible behaviour generates positive impacts on internal and external stakeholders, strengthening the sense of belonging, trust and shared responsibility in relations with employees, suppliers, customers and institutions.
	Opportunities	A corporate culture based on ethical principles, shared values and rules of conduct, combined with consistent and responsible business management, represents an opportunity to strengthen the sense of belonging, consolidate the company's reputation and build solid and lasting relationships of trust with all stakeholders.
Management of supplier relationships, including payment practices	**Impacts**	Negative impact resulting from inadequate and non-transparent management of procurement processes, in particular with regard to the selection and monitoring of suppliers, payment terms and the integration of qualification criteria that also consider suppliers' management of social, environmental and governance aspects.
	Risks	Business continuity risk / interruption of supply relationships due to the presence of strategic suppliers not in line with the ESG requirements defined by the procurement policy.
Active and passive corruption • Prevention and detection, including training • Incidents	**Impacts**	Impacts in terms of potential consequences on reputation and business continuity resulting from business conduct that does not comply with criteria of ethics and integrity.
	Risks	Legal risk arising from violations of national and European legislation on corruption and bribery, with economic impacts resulting from possible sanctions and reputational risks linked to the loss of stakeholder confidence.

The promotion of a business culture based on integrity, transparency and responsibility, combined with the informed selection of suppliers and the prevention of illicit practices, strengthens the Group's reputational solidity and contributes to the overall sustainability of the business.

For further information on the process of identifying material impacts, risks and opportunities, please refer to the section The material topics (IROs).

ESRS Standards

ESRS G1 G1-1

POLICIES ON CORPORATE CULTURE AND BUSINESS CONDUCT

The company communicates its policies on business conduct and the ways in which it promotes its business culture through various instruments, including its **Code of Ethics**.

CODE OF ETHICS

The Code of Ethics is the foundation of the principles and values that guide the Group in its daily activities, outlining the guidelines for expected behaviour and strengthening the corporate culture. It enshrines essential values such as legality, transparency, fairness, impartiality and the rejection of all forms of discrimination.

Fairness translates into compliance with professional rules and loyalty to all stakeholders, while transparency requires integrity, good faith and communication that is always complete, clear and timely. The principle of impartiality, together with the absolute prohibition of discrimination, ensures a fair, inclusive and respectful working environment. In line with these values, the Group promotes the development of people, ensuring equal opportunities and recognising diversity as an element of its identity.

The corporate culture is built and strengthened through the Code of Ethics, internal communication and dialogue with stakeholders, making corporate values an integral part of the organisation's daily practices and choices.

For more information regarding Fabbri Group Code of Ethics, please refer to the section Summary of Fabbri Group's policies and management systems.

PROCUREMENT PROCEDURE

The Group's **Procurement Management Procedure** applies, in general, to the management of the procurement process, regardless of the type of product and/or service/provision that is the subject of a commercial relationship.

The purpose of the procedure is to define the responsibilities and methods for:

- the correct definition and management of procurement inputs, especially in cases of specific requests;
- the identification and selection of suppliers;
- the correct management of purchase data;
- the monitoring of suppliers;
- the control of the procured product.

In the supplier qualification process, several criteria are taken into account:

- Assessment of quality and hygiene requirements, which are essential to ensure that the products and services offered are adequate and suitable to meet the customer's needs.
- Compliance with the requirements established by the Environmental Policy or by specific certification standards, such as the ISCC PLUS (International Sustainability & Carbon Certification) standard.
- Verification of compliance with current regulations on products, the environment, and occupational health and safety.
- Request to observe the protocols established by the 231 Organisational Model, in particular in relation to activities considered sensitive

The purchasing process

with respect to the commission of the predicate offences identified by Italian Legislative Decree 231/2001.

Supplier monitoring

Supplier monitoring activities are managed in different ways depending on the type of service or product provided.

With regard to companies that operate at the plant for maintenance or sampling activities, the supplier is also monitored in real time, during the execution of the work. If reports of safety non-conformities arise, these reports affect the service. The internal department involved reports any non-compliance with the company's regulatory requirements to the QHSE department for appropriate action. In the event that such a report is not feasible in a timely manner, the internal department involved is in any case authorised to suspend activities at any time in the event of a serious and immediate danger to the environment or safety or violations of the regulations in force.

PRIVACY & DATA SECURITY

Fabbri Group has adopted a data processing agreement, which is applied to suppliers. The Agreement regulates the processing of personal data in accordance with Article 28 of the GDPR and the Standard Contractual Clauses approved by the European Commission on 4 June 2021. It supplements any existing contracts between the parties and includes specific provisions for processing within and outside the EEA, taking precedence over previous agreements and providing additional legitimate provisions under the Standard Contractual Clauses.

Also in compliance with the GDPR, Fabbri Group has Privacy Notices pursuant to Articles 13 and 14 of EU Regulation 2016/679, specific for employees, customers and external collaborators, ensuring transparency and compliance with the regulations on the processing of personal data.

The Group has a policy on the processing of personal data, which defines the criteria adopted for data retention. Attached to the policy, a detailed procedure has been prepared to be followed in the event of incidents or data breaches, ensuring timely management in compliance with data security regulations.

ESRS Standards
ESRS G1 G1-2

MANAGEMENT OF RELATIONS WITH SUPPLIERS

In managing relations with suppliers, Fabbri Group takes into account the risks associated with the supply chain and the impacts on sustainability issues. The protocols of the 231 Organisational Model are applied for sensitive activities pursuant to Italian Legislative Decree 231/2001. Qualification is required for inclusion in the Supplier Register and covers several procurement categories, including contracts and services, production and safety materials, machinery and equipment, and outsourced film production.

Supplier monitoring is continuous and includes constant performance checks. For companies operating at the plants, monitoring also takes place in real time during the execution of the work, while outsourced film suppliers are subject to an annual audit at their production plants. Any non-conformities, in particular those related to safety, are reported and may lead to the suspension of activities in the event of an immediate danger to the environment or to safety.

The Group's approach to supplier management is also linked to its Environmental Policy and to the ISO 14001 certified management system, which requires all those who work for the Group, including contractors and authorised service centres, to comply with company procedures and regulatory provisions. The prevention of environmental risk is ensured through supervision, monitoring and performance improvement activities, with particular attention to the prevention of environmental offences. Constant monitoring of the application of regulations and periodic verification of the effectiveness of environmental emergency management procedures are essential. A key element of the Group's sustainability strategy is the constant updating on the best available technologies to reduce environmental impacts and prevent pollution, together with initiatives to rationalise production and waste management at all sites.

The integration of supplier management within the corporate strategy makes it possible to improve environmental performance, reduce the impact of activities and actively contribute to the transition to a circular economy.

ESRS Standards
ESRS G1 G1-3

PREVENTION AND DETECTION OF ACTIVE AND PASSIVE CORRUPTION

PREVENTION TOOLS AND POLICIES

Fabbri Group rejects corruption in all its forms and has adopted a "zero tolerance" policy towards any act of corruption, whether active or passive. The Group has internal policies that reflect principles of integrity and transparency, in line with current anti-corruption legislation. These policies are in line with the fundamental principles of the United Nations Convention against Corruption, which promotes actions to combat and prevent corruption globally.

Organisation, Management and Control Model

Recognising the importance of adopting an effective organisational model pursuant to Italian Legislative Decree 231/2001, Fabbri Group has adopted an Organisation, Management and Control Model (hereinafter, the "Model"), together with the Code of Ethics. This choice reflects the Company's desire to prevent unlawful conduct within the company and to promote a culture based on fairness and transparency among all recipients.

The Model was developed taking into account the specific structural and organisational characteristics of the Group. In accordance with current legislation, a specific Supervisory Body has been established, which is responsible for supervising the effective implementation of the Model, verifying compliance with it and ensuring that it is updated.

The Company continuously updates the Model, both periodically and following significant regulatory or organisational changes. A recent example is the adaptation of the whistleblowing procedure.

By adopting the Model, Fabbri Group aims to:

- **prohibit conduct** that may constitute offences under the Decree;
- **promote awareness** that violation of the Decree, the provisions of the Model and the principles of the Code of Ethics may result in sanctions, including disqualification or financial penalties, against the Company;
- **equip itself with a structured system of protocols and procedures**, supported by constant monitoring, aimed at preventing or promptly combating the commission of significant offences.

For more information regarding Fabbri Group's Organisation, Management and Control Model, please refer to section Summary of Fabbri Group’s policies and management systems.

During the reporting periods, no incidents of active or passive corruption involving directors or employees of Fabbri Group were ascertained.

TRAINING AND AWARENESS-RAISING

Training to disseminate knowledge of the legislation provided for by Italian Legislative Decree 231/2001 and the principles of the Model is organised in a differentiated manner, based on the qualification of the recipients, the level of risk of the area in which they operate and the presence of Company representative functions. This training can be carried out at the beginning of the employment relationship, in the context of training on occupational health and safety, or through periodic refresher courses.

All training programmes include a minimum common content, which includes an explanation of the fundamental principles of Italian Legislative Decree 231/2001, the constituent elements of the Model, the types of offences provided for in the Decree and the conduct considered sensitive in relation to the offences covered by the legislation. Each programme is adapted to the specific needs of the users, providing them with the necessary tools to ensure full compliance with the Model in relation to their duties and the area in which they operate. Participation in the training programmes is mandatory, and attendance is recorded with the signature of the persons concerned, in order to ensure the correct dissemination of the regulations.

Metrics and targets

For Fabbri Group, it is essential to ensure regulatory compliance through targeted training programmes aimed at preventing and detecting active and passive corruption. These activities must be based on ongoing and specific approaches for the roles involved.

Objectives	Measures	Reference timeline	SDGs
Anti-corruption training	Implement and monitor training programmes focused on the prevention and detection of active and passive corruption for "at-risk roles".	2028	

ESRS Standards

ESRS G1 G1-4

CASES OF ACTIVE OR PASSIVE CORRUPTION

In the reporting period, as in previous periods, there were no incidents of corruption or bribery involving Directors or employees of Fabbri Group.

In particular, there were no convictions or sanctions imposed for violations of anti-corruption and anti-money laundering regulations. There were no confirmed incidents of corruption, nor were there any disciplinary measures or dismissals related to these issues. Similarly, there are no reported cases in which contracts with business partners have been terminated or not renewed due to violations of this type.

There are no public legal proceedings pending or concluded against the Group or its employees for matters related to corruption. These results confirm the effectiveness of the prevention measures adopted by the Group and its ongoing commitment to promoting a culture of integrity, transparency and regulatory compliance.

ESRS Standards

ESRS G1 G1-6

PAYMENT PRACTICES

The payment terms adopted by Fabbri Group are structured to offer maximum flexibility and adaptability to specific market conditions. These conditions vary according to the individual Group companies and the characteristics of the suppliers involved, and may be negotiated within the framework of contractual agreements, with the aim of responding effectively to operational needs and sector dynamics.

During 2025, the Group generally applied standard payment terms of 90 days, calculated as the average of the contractual terms.

It should be noted that Fabbri Group is not currently involved in legal proceedings for late payments.

ESRS Content Index

ESRS Standard	Disclosure	Chapter References
General information		
ESRS 2 - GENERAL INFORMATION		
ESRS 2 BP-1	General criteria for the preparation of the sustainability statement	General information / Drafting criteria
ESRS 2 BP-2	Disclosure in relation to specific circumstances	General information / Drafting criteria
ESRS 2 GOV-1	Role of the administrative, management and control bodies	General information / Governance / The role of the administrative, management and control bodies
ESRS 2 GOV-2	Information provided to the company's administrative, management and control bodies and sustainability issues addressed by them	General information / Governance / The process of information and management of sustainability issues
ESRS 2 GOV-3	Integration of sustainability performance into incentive systems	General information / Governance / Sustainability performance and incentive systems
ESRS 2 GOV-4	Disclosure on the due diligence	General information / Governance / The process of due diligence for sustainability issues
ESRS 2 SBM-1	Strategy, business model and value chain	General information / Strategy, business model and value chain
ESRS 2 SBM-2	Interests and opinions of stakeholders	General information / Strategy, business model and value chain / Stakeholders: interests and expectations
ESRS 2 SBM-3	Significant impacts, risks and opportunities and their interaction with the strategy and corporate model	General information / Management of impacts - risks - opportunities / Relevant impacts, risks and opportunities and their interaction with the strategy and business model
ESRS 2 IRO-1	Description of the processes for identifying and assessing relevant impacts, risks and opportunities	General information / Management of impacts - risks - opportunities / The process
ESRS 2 IRO-2	Disclosure requirements of the ESRS covered by the corporate sustainability report	General information / Management of impacts - risks - opportunities / The process
ESRS 2 MDR-P	Policies adopted to manage relevant sustainability issues	General information / Management of impacts - risks - opportunities / Summary of Fabbri Group’s policies
Environmental disclosure		
ESRS E1 - CLIMATE CHANGE		
ESRS 2 SBM-3	Significant impacts, risks and opportunities and their interaction with the strategy and corporate model	Environmental disclosure / E1 Climate change / Management of impacts - risks - opportunities

ESRS Standard	Disclosure	Chapter References
ESRS 2 IRO-1	Description of the processes for identifying and assessing climate-related relevant impacts, risks and opportunities	Environmental disclosure / E1 Climate change / Management of impacts - risks - opportunities
ESRS E1-1	Transition plan for climate change mitigation	Environmental disclosure / E1 Climate change / Strategy
ESRS E1-2	Policies relating to climate change mitigation and adaptation	Environmental disclosure / E1 Climate change / Policies and actions related to climate change mitigation
ESRS E1-3	Actions and resources related to climate change policies	Environmental disclosure / E1 Climate change / Policies and actions related to climate change mitigation
ESRS E1-4	Objectives relating to climate change mitigation and adaptation	Environmental disclosure / E1 Climate change / Metrics and targets
ESRS E1-5	Energy consumption and energy mix	Environmental disclosure / E1 Climate change / Energy consumption and energy mix
ESRS E1-6	Gross Scope 1, 2, 3 GHG emissions and total GHG emissions	Environmental disclosure / E1 Climate change / Scope 1 and 2 emissions and total GHG emissions
ESRS E2 - POLLUTION		
ESRS 2 IRO-1	Description of the processes for identifying and assessing the relevant impacts, risks and opportunities related to pollution	Environmental disclosure / E2 Pollution / Management of impacts – risks – opportunities / The process for identifying and assessing relevant impacts, risks and opportunities
ESRS E2-1	Policies relating to pollution	Environmental disclosure / E2 Pollution / Management of impacts – risks – opportunities / Policies relating to pollution
ESRS E2-2	Actions and resources related to pollution	Environmental information / E2 Pollution / Management of impacts – risks – opportunities / Actions and resources related to pollution
ESRS E2-3	Objectives related to pollution	Environmental disclosure / E2 Pollution / Metrics and targets / Objectives related to pollution
ESRS E2-4	Air, water and soil pollution	Environmental disclosure / E2 Pollution / Metrics and targets / Air, water and soil pollution
ESRS E3 – WATER AND MARINE RESOURCES		
ESRS 2 IRO-1	Description of the processes for identifying and assessing the relevant impacts, risks and opportunities related to water and marine resources	Environmental disclosure / E3 Water and marine resources / Management of impacts – risks – opportunities / The process for identifying and assessing relevant impacts, risks and opportunities
ESRS E3-1	Policies linked to water and marine resources	Environmental disclosure / E3 Water and marine resources / Management of impacts – risks – opportunities / Policies relating to water and marine resources
ESRS E3-2	Actions and resources linked to water and marine resources	Environmental information / E3 Water and marine resources Pollution / Management of impacts – risks – opportunities / Actions and resources relating to water and marine resources

ESRS Standard	Disclosure	Chapter References
ESRS E3-3	Objectives linked to water and marine resources	Environmental disclosure / E3 Water and marine resources / Metrics and targets / Targets relating to water and marine resources
ESRS E3-4	Water consumption	Environmental disclosure/ E3 Water and marine resources / Metrics and targets / Water withdrawal
ESRS E5 - RESOURCE USE AND THE CIRCULAR ECONOMY		
ESRS 2 IRO-1	Description of the processes for identifying and assessing the relevant impacts, risks and opportunities related to resource use and the circular economy	Environmental disclosure / E5 Resource use and the circular economy / Management of impacts, risks and opportunities
ESRS E5-1	Policies related to the use of resources and the circular economy	Environmental disclosure / E5 Resource use and the circular economy / Policies related to the use of resources and the circular economy
ESRS E5-2	Actions and resources related to resource use and the circular economy	Environmental disclosure / E5 Resource use and the circular economy / Actions and resources related to resource use and the circular economy
ESRS E5-3	Objectives related to the use of resources and the circular economy	Environmental disclosure / E5 Resource use and circular economy / Metrics and targets
ESRS E5-4	Incoming resource flows	Environmental disclosure/ E5 Resource use and circular economy / Incoming resource flows
ESRS E5-5	Outgoing resource flows	Environmental disclosure / E5 Resource use and circular economy / Circular economy: waste management
Corporate information		
ESRS S1 - OWN WORKFORCE		
ESRS 2 SBM-2	Interests and opinions of stakeholders	Corporate information / S1 Own workforce / Strategy / Interests and opinions of stakeholders
ESRS 2 SBM-3	Significant impacts, risks and opportunities and their interaction with the strategy and corporate model	Corporate information / S1 Own workforce / Strategy / Significant impacts, risks and opportunities and their interaction with the strategy and corporate model
ESRS S1-1	Policies relating to the own workforce	Corporate information / S1 Own workforce / Policies relating to the own workforce
ESRS S1-2	Processes for involving the company's own workforce and workers' representatives with regard to impacts	Corporate information / S1 Own workforce / The involvement of the own workforce
ESRS S1-3	Processes to remedy negative impacts and channels that allow the company's own workforce to raise concerns	Corporate information / S1 Own workforce / Processes to remedy negative impacts and channels that allow the own workforce to raise concerns
ESRS S1-4	Actions on impacts relevant to the company's own workforce and approaches to managing relevant risks and pursuing relevant opportunities in relation to the company's own workforce, as well as the effectiveness of such actions	Corporate information / S1 Own workforce / Actions on significant impacts on the own workforce and approaches to managing significant risks and pursuing significant opportunities in relation to the own workforce, and the effectiveness of these actions

ESRS Standard	Disclosure	Chapter References
ESRS S1-5	Objectives related to the management of significant impacts, the enhancement of positive impacts, and significant risks and opportunities	Corporate information / S1 Own workforce / Metrics and objectives / Objectives related to the management of significant negative impacts, the enhancement of positive impacts and the management of significant risks and opportunities
ESRS S1-6	Characteristics of the company's employees	Corporate information / S1 Own workforce / Metrics and objectives / Fabbri Group employees
ESRS S1-7	Characteristics of non-employee workers in the company's own workforce	Corporate information / S1 Own workforce / Metrics and objectives / Characteristics of non-employee workers
ESRS S1-8	Coverage of collective bargaining and social dialogue	Corporate information / S1 Own workforce / Metrics and objectives / Coverage of collective bargaining and social dialogue
ESRS S1-9	Diversity metrics	Corporate information / S1 Own workforce / Metrics and targets / Diversity metrics
ESRS S1-10	Adequate wages	Corporate information / S1 Own workforce / Metrics and objectives / Adequate wages
ESRS S1-11	Social protection	Corporate information / S1 Own workforce / Metrics and objectives / Social protection
ESRS S1-12	People with disabilities	Corporate information / S1 Own workforce / Metrics and objectives / People with disabilities
ESRS S1-13	Training and skills development metrics	Corporate information / S1 Own workforce / Metrics and targets / Training and skills development metrics
ESRS S1-14	Health and safety metrics	Corporate information / S1 Own workforce / Metrics and targets / Health and safety metrics
ESRS S1-15	Work-life balance metrics	Corporate information / S1 Own workforce / Metrics and targets / Work-life balance metrics
ESRS S1-16	Remuneration metrics (pay gap and total remuneration)	Corporate information / S1 Own workforce / Metrics and targets / Remuneration metrics (pay gap and total remuneration)
ESRS S1-17	Incidents, complaints and serious impacts on human rights	Corporate information / S1 Own workforce / Metrics and targets / Incidents, complaints and serious human rights impacts
ESRS S2 - WORKERS IN THE VALUE CHAIN		
ESRS 2 SBM-2	Interests and opinions of stakeholders	Corporate information / S2 Workers in the value chain / Strategy / Interests and opinions of stakeholders
ESRS 2 SBM-3	Significant impacts, risks and opportunities and their interaction with the strategy and corporate model	Corporate information / S2 Workers in the value chain / Strategy / Significant impacts, risks and opportunities and their interaction with the strategy and corporate mode
ESRS S2-1	Policies related to workers in the value chain	Corporate information / S2 Workers in the value chain / Management of impacts, risks and opportunities / Policies related to workers in the value chain and engagement processes

ESRS Standard	Disclosure	Chapter References
ESRS S2-2	Processes for involving workers in the value chain with regard to impacts	Corporate information / S2 Workers in the value chain / Management of impacts, risks and opportunities / Policies related to workers in the value chain and engagement processes
ESRS S2-3	Processes to remedy negative impacts and channels that allow workers in the value chain to raise concerns	Corporate information / S2 Workers in the value chain / Management of impacts, risks and opportunities / Processes to remedy negative impacts and channels that allow workers in the value chain to raise concerns
ESRS S2-5	Objectives related to the management of significant negative impacts, the enhancement of positive impacts and the management of significant risks and opportunities	Corporate information / S2 Workers in the value chain / Metrics and objectives / Objectives related to the management of significant negative impacts, the enhancement of positive impacts and the management of significant risks and opportunities
ESRS S4 - CONSUMERS AND END USERS		
ESRS 2 SBM-2	Interests and opinions of stakeholders	Corporate information / S4 Consumers and end users / Strategy / Interests and opinions of stakeholders
ESRS 2 SBM-3	Significant impacts, risks and opportunities and their interaction with the strategy and corporate model	Corporate information / S4 Consumers and end users / Strategy / Significant impacts, risks and opportunities and their interaction with the strategy and corporate model
ESRS S4-1	Policies related to consumers and end users	Corporate information / S4 Consumers and end users / Management of impacts, risks and opportunities / Policies related to consumers and end users
ESRS S4-2	Processes for involving consumers and end users with regard to impacts	Corporate information / S4 Consumers and end users / Processes for involving consumers and end users with regard to impacts
ESRS S4-3	Processes to remedy negative impacts and channels that allow consumers and end users to raise concerns	Corporate information / S4 Consumers and end users / Processes for involving consumers and end users with regard to impacts
ESRS S4-4	Actions on significant impacts on consumers and end-users, approaches to manage significant risks and pursue significant opportunities in relation to consumers and end-users, and the effectiveness of such actions	Corporate information / S4 Consumers and end users / Actions on significant impacts on consumers and end-users, approaches to manage significant risks and pursue significant opportunities in relation to consumers and end-users, as well as the effectiveness of such actions
ESRS S4-5	Objectives related to the management of negative significant impacts, the enhancement of positive impacts and the management of significant risks and opportunities	Corporate information / S4 Consumers and end users / Metrics and objectives / Objectives related to the management of significant negative impacts, the enhancement of positive impacts and the management of significant risks and opportunities

ESRS Standard	Disclosure	Chapter References
Governance disclosure		
ESRS G1 - BUSINESS CONDUCT		
ESRS 2 GOV-1	Role of the administrative, management and control bodies	Governance disclosure / G1 Business conduct / Governance / The role of the administrative, management and control bodies
ESRS 2 IRO-1	Description of the processes for identifying and assessing relevant impacts, risks and opportunities	Governance disclosure / G1 Business conduct / Management of impacts, risks and opportunities / Description of processes for identifying and assessing relevant impacts, risks and opportunities
ESRS G1-1	Policies on corporate culture and business conduct	Governance disclosure / G1 Business conduct / Policies on corporate culture and business conduct
ESRS G1-2	Management of relations with suppliers	Governance disclosure / G1 Business conduct / Management of relations with suppliers
ESRS G1-3	Prevention and detection of active and passive corruption	Governance disclosure / G1 Business conduct / Prevention and detection of active and passive corruption
ESRS G1-4	Cases of active or passive corruption	Governance disclosure / G1 Business conduct / Metrics and objectives / Cases of active or passive corruption
ESRS G1-6	Payment practices	Governance disclosure / G1 Business conduct / Metrics and targets / Payment practices

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