



S U S T A I N A B I L I T Y R E P O R T 2 0 2 5

Sustainability Report 2025

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“For us, sustainability means designing today the solutions that the market and regulations will require tomorrow.”

Letter of the President 2025

2025 confirmed the extent to which our sector is required to operate within a complex and rapidly evolving environment. Geopolitical tensions, volatility in energy and raw material markets, together with the evolution of the European regulatory framework on packaging, have made it even more evident that industrial resilience, innovation capability and a long-term vision must go hand in hand. Against this backdrop, Gualadispensing continued to pursue its growth path, strengthening the role of sustainability as an integral part of the Group’s strategic choices.

For us, sustainability means designing today the solutions that the market and regulations will require tomorrow. It is a commitment that runs through research and development activities, production decisions, resource management and dialogue with customers and suppliers. In this respect, the new European Packaging and Packaging Waste Regulation, the so-called PPWR, represents a decisive step: not merely a set of requirements to comply with, but also an incentive to rethink materials, processes and models of collaboration.

The results achieved in 2025 confirm the consistency of this journey. Sales from sustainable products exceeded 93% of the total, consolidating a trajectory that, in recent years, has progressively transformed our product portfolio. We also recorded significant progress on the environmental front: 27% of the electricity purchased from the grid comes from renewable sources, and total CO² emissions decreased by 22% compared with 2024. These achievements do not represent an end point, but rather a concrete foundation from which to continue improving.

A significant example of this evolution is AUREA, the aluminium capsule compatible with Nespresso® systems. Through this project, we have broadened our technological scope, developing a solution based on a material alternative to plastic and building new industrial expertise in a highly technical field. AUREA reflects the Group’s commitment to investing in innovation, exploring new market opportunities and responding in an increasingly comprehensive way to our customers’ needs in terms of performance, quality and sustainability.

The Sustainability Report presents this journey in greater depth, also highlighting the contribution of our people, the quality of our plants, our relationship with customers and our ties with the communities in which we operate. These are different yet closely connected dimensions, reflecting our understanding of growth: a process built on responsibility, shared expertise and attention to the impacts we generate.

We look to the years ahead with awareness and confidence. It is in this spirit that we will continue to develop increasingly sustainable packaging solutions, strengthening Gualadispensing’s role as a reliable and responsible partner for our customers.

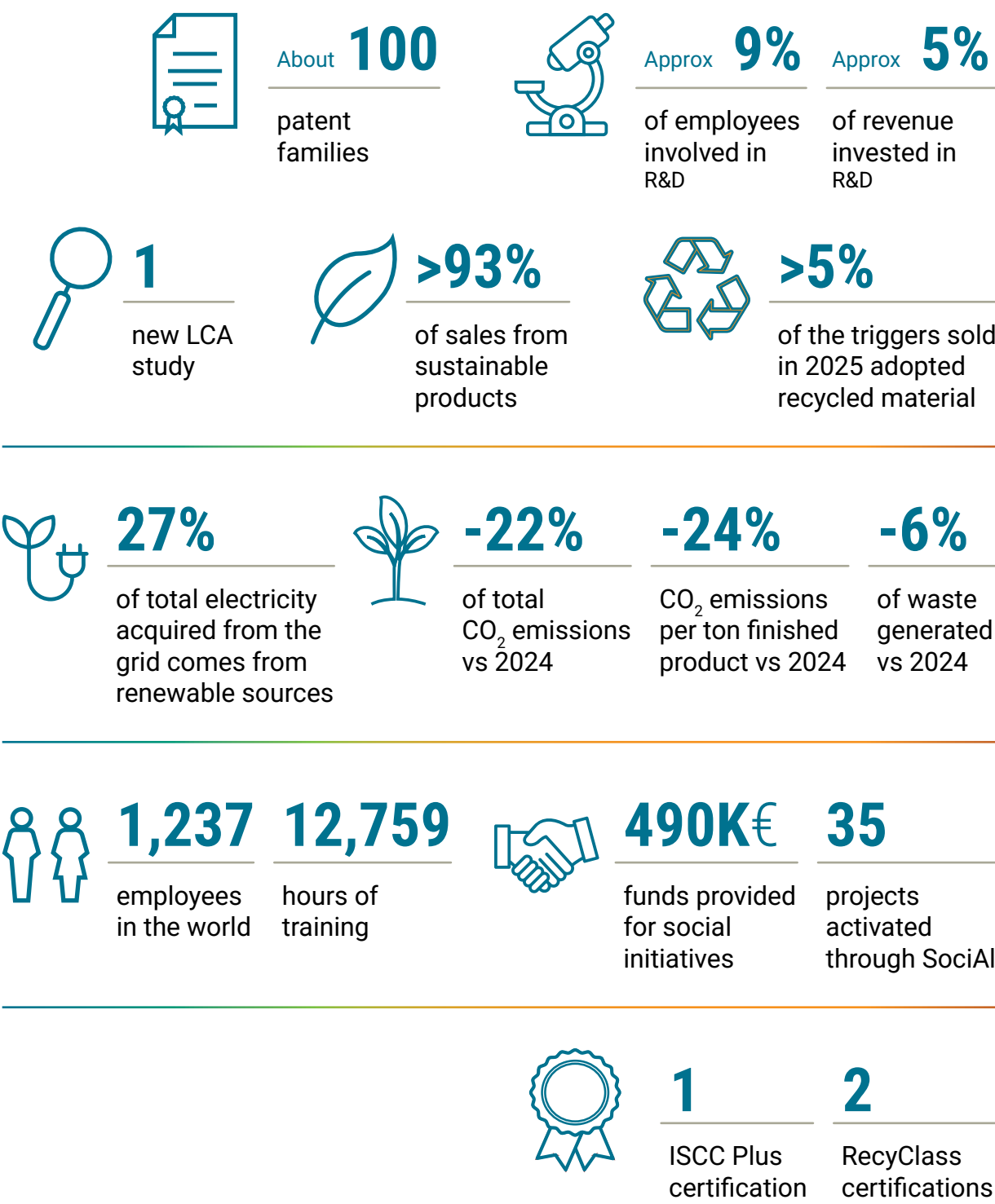
Enjoy the reading.

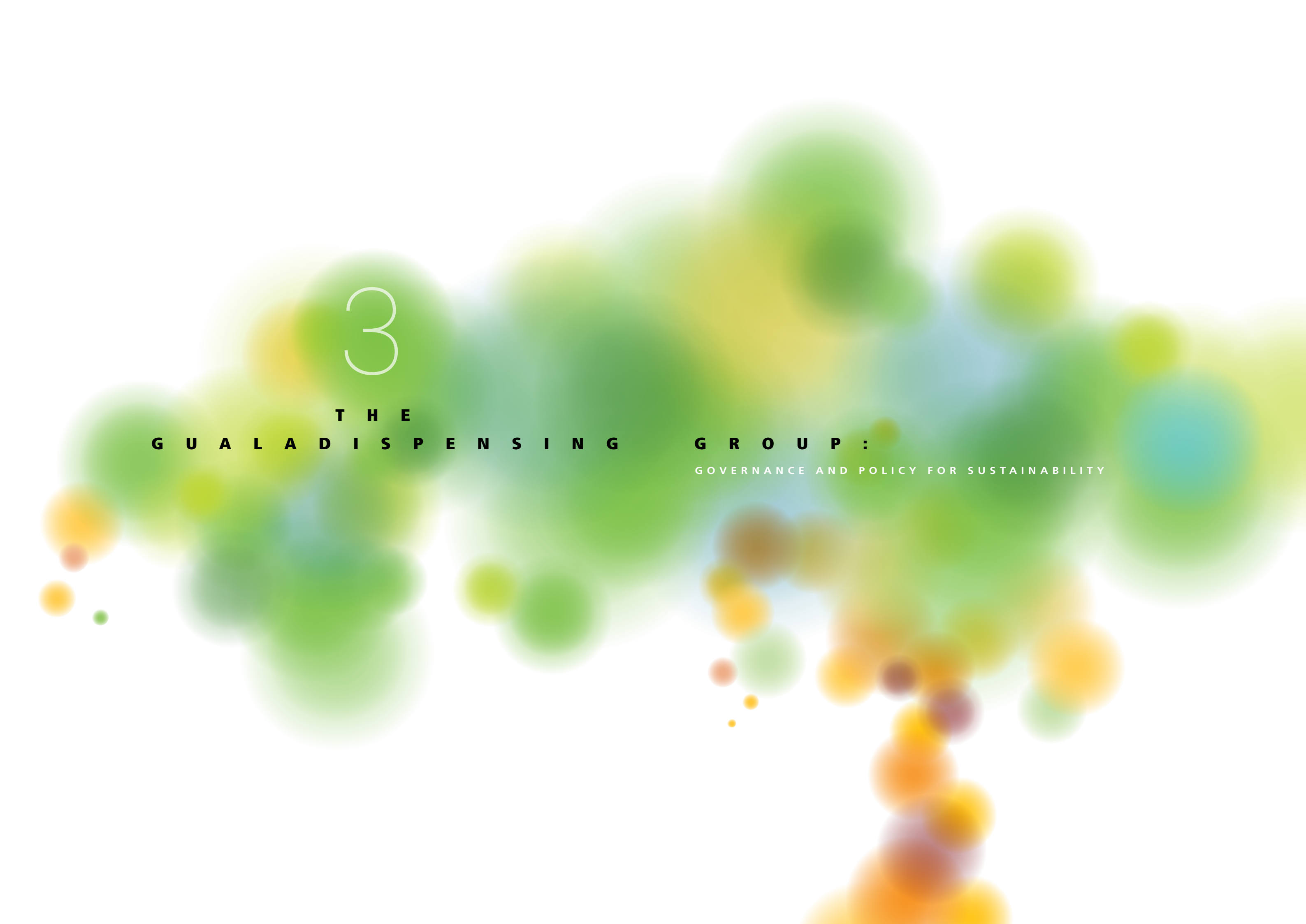


Stefano Guala
President



2025 in numbers





3

T H E
G U A L A D I S P E N S I N G

G R O U P :

GOVERNANCE AND POLICY FOR SUSTAINABILITY

An international presence

Headquarters

Spinetta Marengo (Italy)

R&D Centres

Spinetta Marengo (Italy)

Alessandria (Italy)

Manufacturing sites

Spinetta Marengo (Italy)

Alessandria (Italy)

Buchin (Romania)

Silao (Mexico)

Suzhou (China)

Sales offices

Spinetta Marengo (Italy)

Alessandria (Italy)

Begles (France)

Dortmund (Germany)

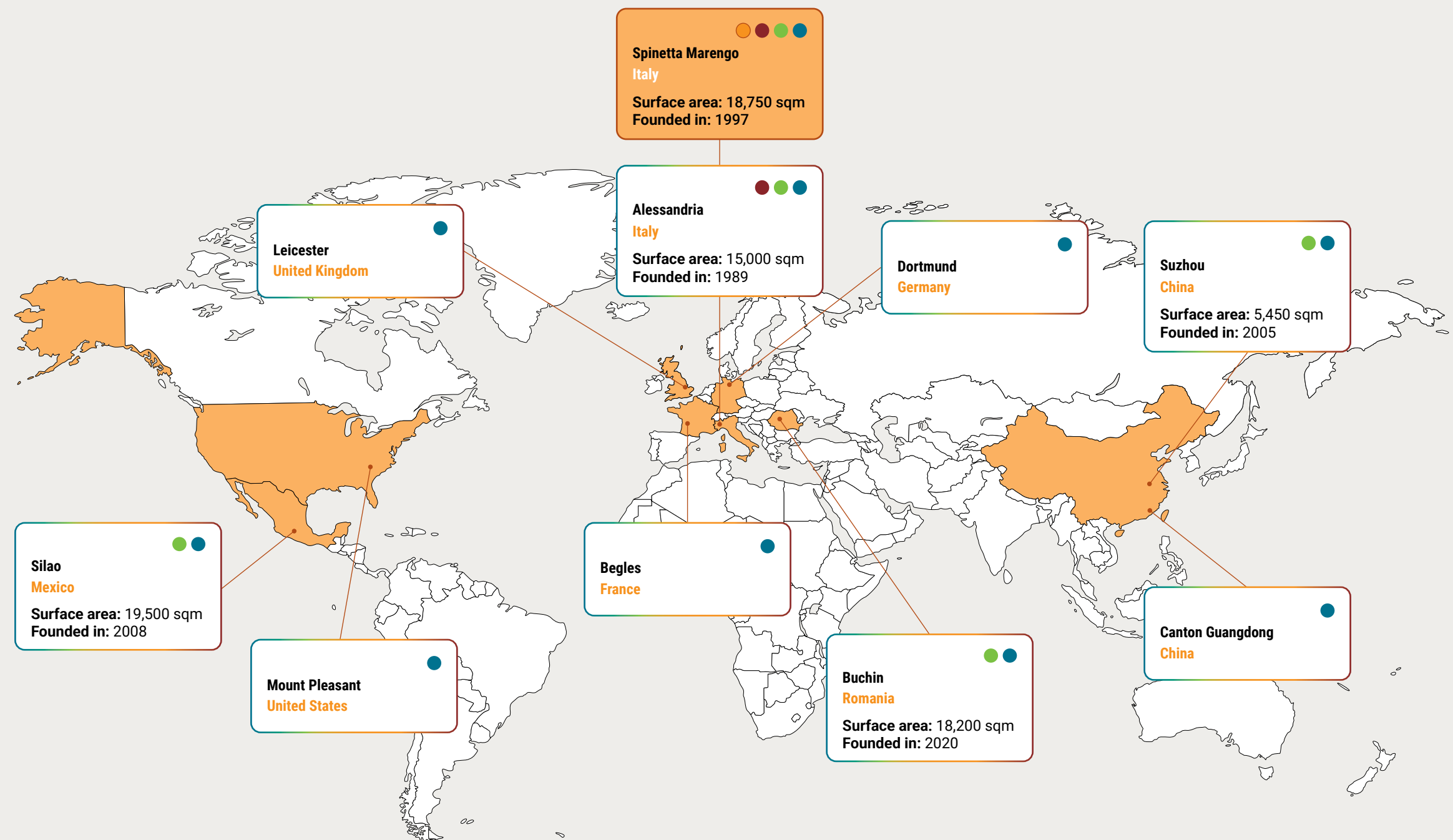
Leicester (United Kingdom)

Mount Pleasant (United States)

Silao (Mexico)

Suzhou (China)

Canton Guangdong (China)



Sustainability governance

Vision

To be a market leader, guaranteeing excellent quality and hinging our innovation on sustainability.

Mission

To be our clients’ beacon for anything that has to do with plastic packaging, and offer our people a healthy company, a pleasant environment and a place where they can do their part for the planet, within a vision of sustainability.

A clear and shared direction

Similarly to previous periods, 2025 was characterized by significant instability and complex global dynamics. The escalation of international geopolitical disputes generated severe humanitarian emergencies and deeply affected the socio-economic equilibrium of multiple regions.

In this volatile global framework, the packaging sector faced major regulatory transformations at both domestic and international levels. European institutions officially released the new Packaging and Packaging Waste Regulation, establishing common objectives across all member states while working on all secondary acts required to detail the prescriptions. A comprehensive overview of these legislative updates is detailed in Chapter 4, under the “Regulatory evolutions” section.

Amidst such widespread uncertainty, establishing a resilient strategy and pursuing ambitious, yet achievable, milestones is of paramount importance. For this reason, throughout 2025 the Gualadispensing Group advanced its commitment to ecological transition, driven by the conviction that sustainability represents the only viable path toward robust, long-term growth across environmental, social, and economic dimensions.

Now in its sixth edition, this Report delivers a transparent overview of our efforts, detailing our commercial solutions, industrial operations, and workplace practices. The document aggregates the performance data derived from key indicators (KPIs) monitored across our global manufacturing facilities, highlighting the breakthroughs achieved in delivering increasingly circular products to the market. Furthermore, this publication aligns with the most stringent international reporting standards, such as GRI, integrating the outcomes of our assessments regarding sustainability-related risks, impacts, and strategic opportunities. Further methodological insights

can be found in the “Materiality analysis” section in Chapter 3.

Corporate Management actively supervised the sustainability division, placing particular emphasis on decarbonization trajectories, portfolio circularity, and risk mitigation. Key initiatives included the implementation of Life Cycle Assessment (LCA) methodologies, the integration of eco-design principles within R&D activities and the monitoring of environmental and health and safety performance within manufacturing plants.

Our active participation in specialized technical networks, such as CEN working groups and others, alongside strategic collaborations with external scientific partners, enabled deeper insights into product end-of-life management and recyclability optimization. Through continuous design engineering, the adoption of secondary raw materials, and the exploration of renewable feedstocks, the Group successfully minimized resource consumption and enhanced overall product circularity. These advancements are extensively covered in the “Product portfolio analysis” section in Chapter 4.

Strategic oversight by the Corporate R&D and Quality Director enabled the Group to promptly address client demands regarding product circularity -with a specific focus on recyclability- as well as carbon footprint mitigation and climate change adaptation, fostering shared objectives and collaborative action plans.

The seamless synergy between the sustainability team and all corporate departments yielded excellent results. Nevertheless, the organization recognizes that this transformative journey is ongoing. Looking ahead, Management aims to accelerate this sustainable evolution by leveraging industrial excellence, process efficiency, and above all, the expertise and dedication of our workforce—the true catalyst for the Group’s innovation and long-term success.

To be our clients’ beacon for anything that has to do with plastic packaging, and offer our people a healthy company, a pleasant environment and a place where they can do their part for the planet, within a vision of sustainability

Corporate Company Policy

To be a market leader, guaranteeing excellent quality and hinging our innovation on sustainability



The Gualadisensing Group aims to provide a level of service that consistently meets or exceeds the expectations of all its interlocutors, both internal and external, always renewing its commitment to quality, the environment, the health and safety of workers, as well as the safety of the products offered for sale.

We are aware that this goal can only be achieved with true customer-oriented service, not with a mere supplier approach but with a partnership attitude, and that each of us plays an indispensable role in improving performances.

With these premises and inspired by a clear set of principles, Company Management has defined a policy that allows the Group not only to meet the applicable legal requirements but to commit to continuous improvement.

Customer satisfaction and continuous improvement

We put customers' satisfaction and needs at the centre of our work, maintaining a high level of quality in our products and offering assistance services also in the development of products and processes. Our integrated management system is aimed at continuous improvement of each production site's product safety and quality culture.

Environmental sustainability and circular economy

Climate change makes it necessary to take concrete action to ensure the continuity of the organisation over time. We therefore adopt the principles of the circular economy at all levels, and implement them with the best technologies available. We prevent and/or reduce the environmental impacts of our activity, also paying attention to the eco-friendly behaviour of the end user.

Responsible use of natural resources

The natural raw materials we use are always produced and used in compliance with the applicable standards for the protection of human rights, the health and safety of workers, and the protection of the environment. We support sustainable development along the entire supply chain. For instance, we use natural raw materials (and their derivatives) that come exclusively from sources that do not contribute to the deforestation or the degradation of primary or high conservation value forests.

Safety of the products placed on the market

Our products are safe, comply with all mandatory regulations, and meet the specified quality requirements, reflecting the responsibility we feel towards customers. We guarantee the products we place on the market are safer than ever by monitoring the entire supply chain.

Risk assessment

We evaluate our context – with any risks and opportunities it entails for the achievement of our objectives – to monitor stakeholder expectations and technical and technological evolutions. With a view to prevention and system functionality, we apply the principle of risk assessment to respond adequately to emergency situations.

Technical and scientific progress

We support research and development in the field of materials and technologies also with the aim of guaranteeing the improvement of products' environmental performance. Our goal is to understand and anticipate the needs of clients and end consumers, adopting the latest technologies available for process automation and innovative artificial intelligence systems.

Ethical sustainability, health and safety of workers

We are aligned with the ethical principles of the Universal Declaration of Human Rights of the United Nations and with the Conventions adopted by the ILO (International Labour Organisation) on the protection of working mothers, on the prohibition of child labour and on the protection from discrimination arising from differences in gender, age, origin or specific type of contract.

We operate in order to reduce all risks to the health and safety of workers, accidents at work and occupational diseases, also through the engagement, consultation and continuous training of all personnel.

Engagement

The application of all these principles is also guaranteed in relationships with suppliers, organisations, institutions and communities. We value individual skills and professionalism and support internal efficiency, through a system of interpersonal relationships based on mutual and professional respect.

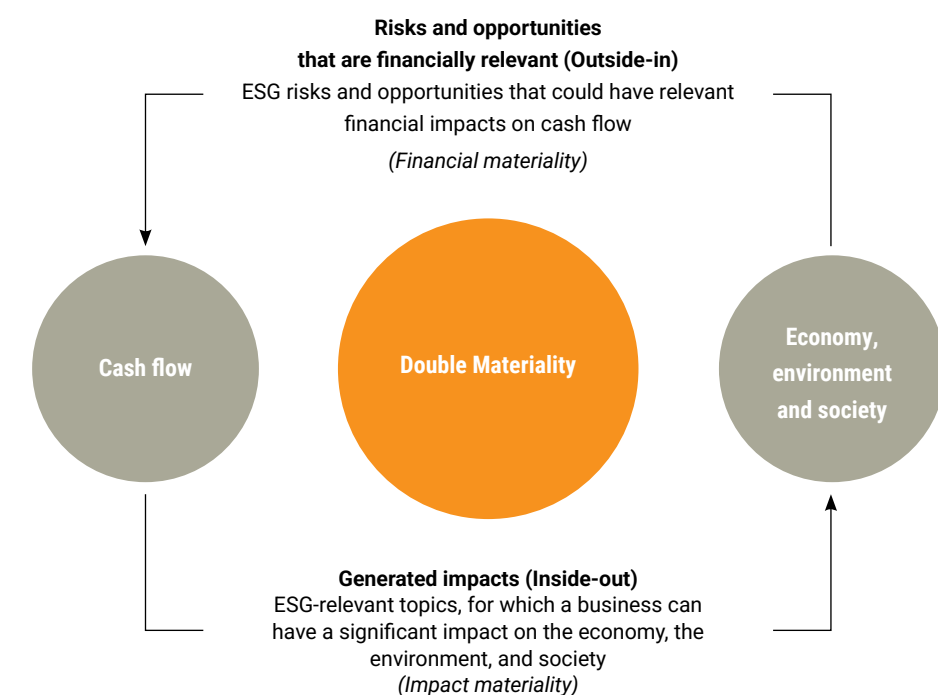
The Group's plants, in the various divisions, apply the ISO 9001 standard from a Corporate perspective and are aligned with the principles of the ISO 14001 and ISO 45001 standards, with the global BRCGS Packaging standard and, where applicable, with the ISO 13485 standard.

**We value individual skills
and professionalism and
support internal efficiency**

Materiality analysis

Introduction

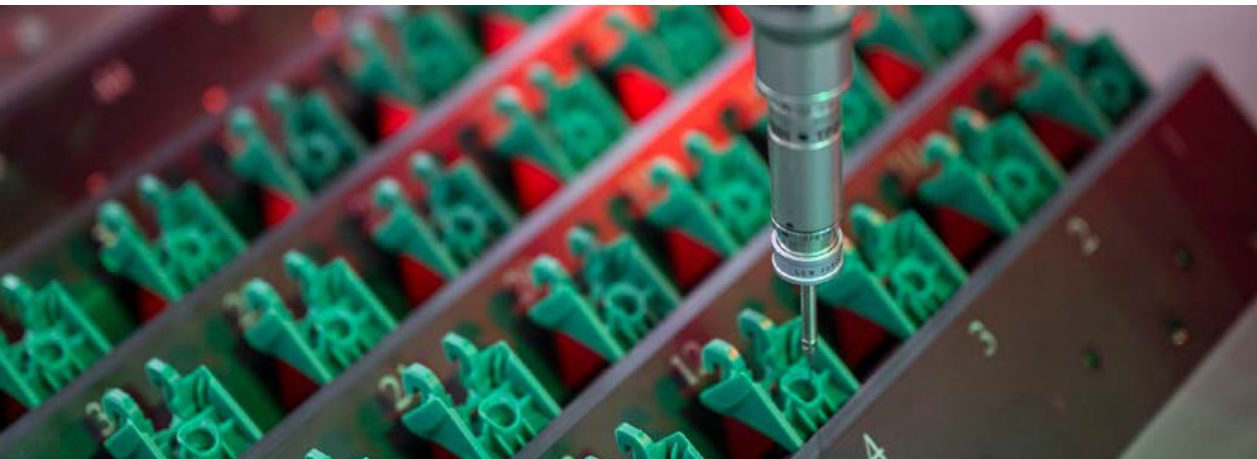
Materiality analysis is the process that guides organisations in identifying, evaluating, and categorising issues that have an impact on their business and on the context in which they operate. In addition to being a tool closely linked to sustainability information, guiding its content, it provides strategic support for understanding the distinctive characteristics of a business and the related sustainability context, and for monitoring the evolution of risks and opportunities. Finally, a materiality analysis is presented to sum up and highlight which aspects are relevant and material for the strategic development of the organisation. At the same time, as part of the study of the context, the analysis allows for better understanding of stakeholders' expectations and interests, collecting and analysing information about their positions and perspectives about certain issues.



Phases of the project

During 2023 we conducted, for the first time, a double materiality analysis, with the aim of determining our relevant impacts, risks, and opportunities and the corresponding material topics in the environmental, social, and governance fields. The materiality analysis was carried out according to the guidelines provided by the GRI standards and in line with the approach proposed by the new ESRS. For this reason the analysis, as described in the following sections, focused both on the impacts generated by the activities on people and on the environment (materiality impact, Inside out) and on the way in which sustainability topics impact the business in terms of continuity and economic-financial results (financial materiality, Outside in).

The double materiality analysis was divided into several phases aimed at obtaining, at the end of the process, a list of the impacts, risks, and opportunities and of the relevant topics associated with them.



1. Preliminary analysis

To understand the regulatory and sustainability context of the Group and of its value chain, as well as to grasp both global and specific ESG trends for packaging, we conducted a preliminary context analysis, with the support of leading data providers present on the market, and a benchmark analysis of companies operating, directly or indirectly, in the relevant sector. Based on the input results obtained from these analyses, we identified multiple potentially relevant sustainability topics; by studying the latter in depth, we were able to develop a list of impacts, risks, and opportunities to be subsequently subjected to detailed assessment.

2. Assessment activity

The evaluations for impact and financial relevance were carried out by the internal functions responsible for the selected topics, and subsequently assessed in detail by Company Management during dedicated sessions and workshops.

The project involved the following functions: Quality Assurance; Research and Development; Human Resources; Health, Safety and Environment; Administration.

3. Results of the materiality analysis

The results obtained during the activities that engaged the management were reviewed by the working group in order to develop a list of material topics for the Gualadispensing Group, as presented in the tables hereinafter.

The list of topics, impacts, risks, and opportunities was finally submitted for final approval by Company Management.

4. Aligning reporting

Once the analysis was concluded, a project finally began to verify the existing alignment between the identified topics and the reporting methods applied for the Sustainability Report resulting in the identification of new information and reference KPIs to monitor.

5. Finalization and disclosure

During 2024, the analysis was refined and the assessment was presented with a greater differentiation of evaluations to provide a more comprehensive picture. At the same time, some items have been simplified to facilitate the presentation. No further edits were performed in 2025 to the analysis.

Impact materiality (Inside out)

A sustainability topic is material from the impact perspective when it has actual or potential, positive or negative impacts in the short, medium, or long term on people or on the environment.

As regards its assessment, impact materiality is calculated according to a specific formula:

Impact materiality = likelihood x severity

The severity of an impact is based, in turn, on three variables: scale, scope, and irremediable nature.

Specifically, the following are included in the definition of impact:

- Impacts caused by the business, or to which the business contributed;
- Impacts directly connected to the business’s activities, its products/services, or its commercial relations (including the value chain, upstream and downstream).

Financial materiality (Outside in)

A sustainability topic is material from the financial perspective when it has actual or potential, significant impacts on the business, its results, and its situation.

Also in this case, a specific formula is used:

Financial materiality = likelihood x scale of the potential financial effects

Financial materiality is not limited to topics that are under the business’s control, but instead extends to the material risks and opportunities that can be attributed to direct or indirect business relations with other players that are part of the value chain.

Results of the materiality analysis

Below we present the complete list of material impacts, risks, and opportunities for the Gualadispensing Group, sorted on a scale that considers four different priority levels: High, Medium-high, Medium and Medium-low relevance.

For each key material topic, the ESG impacts according to impact materiality are displayed on the left, and financial risks and opportunities are displayed on the right.

The double materiality analysis was divided into several phases aimed at obtaining, at the end of the process, a list of the impacts, risks, and opportunities and of the relevant topics associated with them



R RISK | O OPPORTUNITY | A ACTUAL | P POTENTIAL | + POSITIVE | - NEGATIVE
0000 HIGH - 000 MEDIUM-HIGH - 00 MEDIUM - 0 MEDIUM-LOW

IMPACT MATERIALITY				FINANCIAL MATERIALITY		
Impact materiality	Impacts Description	Sub-topics	Material Topics	Sub-topics	Description of Risks and Opportunities	Financial materiality
ENVIRONMENT						
-A 00	Energy consumption mainly from non-renewable sources, with consequent negative impacts on the environment	Energy	E1 - Climate change	Energy	Energy transition risk linked to the fluctuation of energy supply costs, also due to the development of international, geopolitical and macroeconomic situations and with direct effects on operations	R 000
-A 000	Contribution to climate change through direct and indirect GHG emissions related to the company's operations and the organization's upstream and downstream activities	Climate change mitigation		Climate change mitigation	Demand for products with a lower carbon footprint, demonstrated by impact assessments and life cycle carbon footprint (LCA)	O 000
-P 0	Contribution to air pollution through other pollutant emissions (SO2, NOX, NMVOC, PM 2.5, NH3)	Pollution of air				
			E2 - Pollution			
-A 00	Environmental impact linked to the use of non-renewable raw materials	Resources inflows, including resource use	E5 - Circular economy	Resources inflows, including resource use	Vulnerability and rising costs of non-renewable and depleting, recycled and sustainable raw materials, due to poor availability and events in the geopolitical and macroeconomic scenario	R 000
+A 0000	Positive impacts on the environment and communities due to research and development of innovative products that are attentive to market needs, in line with the principles of the circular economy and sustainable design				Transition risk linked to new regulations on the circularity of packaging with direct impact on product development and its attractiveness on the market, with competitors presenting alternative products with more sustainable characteristics	R 000
-A 0000	Environmental impact due to the failure to recycle or reuse products introduced on the market	Resource outflows related to products and services		Resource outflows related to products and services	Competitive advantage given by new solutions and technologies aimed at more sustainable, circular products that comply with new market demands (recyclable, compostable, recycled or bio-based content, ...)	O 00
-P 00	Contribution to pollution due to the release of substances or the product into the environment (soil, air, water)				Shift in public opinion and consumer preferences towards alternative products to plastic	R 00

R RISK | **O** OPPORTUNITY | **A** ACTUAL | **P** POTENTIAL | **+** POSITIVE | **-** NEGATIVE
0000 HIGH - **000** MEDIUM-HIGH - **00** MEDIUM - **0** MEDIUM-LOW

IMPACT MATERIALITY				FINANCIAL MATERIALITY		
Impact materiality	Impacts Description	Sub-topics	Material Topics	Sub-topics	Description of Risks and Opportunities	Financial materiality
SOCIAL						
+A 00	Employee satisfaction and well-being thanks to the presence of corporate welfare policies, a proper work-life balance and well-being initiatives	Working conditions	S1 - Own workforce	Working conditions	Exposure to criticism and protests from unions or workers’ organizations, regarding working conditions and company practices, causing possible tensions with staff	R 0
+A 00	Positive impacts, direct and indirect, on the local community due to the creation of specialized job positions and the development of professional opportunities, especially for young talents				Opportunity to improve company culture and attract talents by enhancing employee well-being through welfare programs, promoting a positive and collaborative work environment and improving overall engagement levels and productivity	O 0
-P 000	Accidents, occupational diseases or other incidents in the workplace, with negative consequences for the health of direct or external workers					
+A 000	Improving workers’ skills through training and professional development activities, linked to growth objectives and personalized evaluation	Equal treatment and opportunities for all				
-P 0	Unsustainable practices and violation of human rights along the supply chain with consequent environmental, social and reputational impacts	Working conditions & Other work-related rights	S2 - Workers in the value chain			
+A 00	Economic impacts shared with the local communities in which the company operates, contributions and donations for social and cultural events and initiatives	Communities’ economic, social and cultural rights	S3 - Affected communities			

R RISK | **O** OPPORTUNITY | **A** ACTUAL | **P** POTENTIAL | **+** POSITIVE | **-** NEGATIVE
0000 HIGH - **000** MEDIUM-HIGH - **00** MEDIUM - **0** MEDIUM-LOW

IMPACT MATERIALITY				FINANCIAL MATERIALITY		
Impact materiality	Impacts Description	Sub-topics	Material Topics	Sub-topics	Description of Risks and Opportunities	Financial materiality
-P 00	Customer security and privacy breaches and loss of customer data	Information-related impacts for consumers and/or end-users	S4 - Consumers and end-users	Information-related impacts for consumers and/or end-users	Cybersecurity and data protection vulnerabilities, with potential implications for customer privacy and stakeholder trust, and possible sanctions	R 00
				Personal safety of consumers and/or end-users	Increased sales and market share through improved quality perceived by customers and consumers thanks to the ability to provide high-performance products that meet the needs and requirements of the market	O 000
					Recognition by customers of high safety standards in production processes and product development, compliance with regulations and/or voluntary codes regarding product impacts on consumer health and safety	O 00
GOVERNANCE						
			G1 - Business conduct	Political engagement & lobbying activity	Increased brand reputation, market share and ability to develop circular solutions for flexible packaging through proactive participation in industry bodies and associations, contributing to the development of industry standards and regulations	O 00

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4

P R O D U C T S

A N D I N N O V A T I O N S

Regulatory evolutions

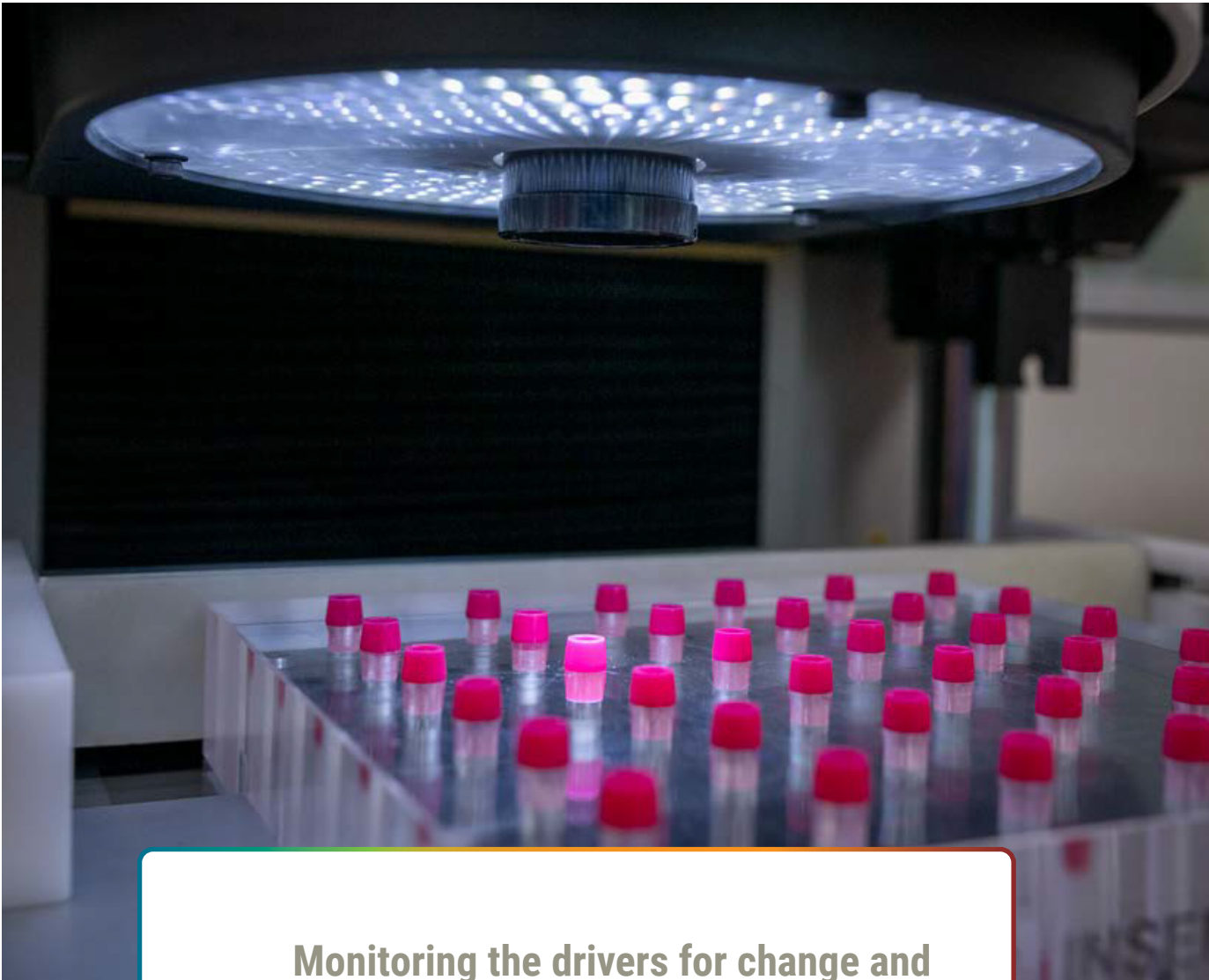
In a market context where the use of packaging is growing in various sectors and applications, packaging is perceived to be increasingly connected to the content it carries, protects and allows to be used. At the same time, consumers’ demand is increasing for solutions that are more sustainable and therefore more circular throughout products’ entire life span. Proper management of products’ and packaging’s end of life has become one of the main drivers in design choices, at the heart of the technical challenges that processing companies have to face. This trend is evident not only in the requests from customers and consumers, but perhaps even more in the legislative evolutions underway in various geographical areas.

In fact, during 2025, development activities and, in some cases, finalization of new regulations in many geographical areas have advanced.

Probably the most significant development is the release of the new European Regulation on Packaging and Packaging Waste 2025/40 (so-called PPWR), approved at the end of 2024 and published in the Official Journal at the beginning of 2025. The Regulation, which will be applicable from August 2026, aims to profoundly change the production, logistics and large-scale distribution sectors, the waste management chain as well as citizens’ habits to achieve ambitious EU objectives. The Regulation in fact introduces important minimum requirements in terms of recyclability of packaging, minimum recycled plastic content, lightweighting and provides for a harmonization of the environmental labeling systems for packaging to harmonize the disposal methods by end consumers. Despite the approval of the Regulation, there remain areas of interpretation and uncertainties given the need, in the coming years, to support the specific measures with secondary regulatory instruments that will determine methodologies and details.

Other important developments have concerned the advancement, in some US states, of local provisions such as the introduction of producer responsibility schemes (or Extended Producer Responsibility, EPR) to promote private involvement in collection systems.

In such a fast-changing legal context, it is essential to monitor these drivers for change to identify risks and opportunities for business and turn them into ideas for concrete action, to improve the environmental performance of our products. Therefore, the following sections provide an overview of the main areas of development that Gualadispensing has already explored, achieving important results. In the years to come, every effort in this direction will become even more essential to meet increasingly stringent sustainability requirements.



Monitoring the drivers for change and seizing opportunities for concrete improvement actions in terms of environmental performance of products

Product portfolio analysis

A synergistic corporate structure for sustainability

The Gualadispensing Group is a global player in the production of thermoplastic items, intended for the home and personal care, food, pharmaceutical, medical and cosmetic sectors. Our main activities are the research, development and design of new products and the transformation of plastics using injection moulding technology for the assembly of semi-finished products, which our clients use to package or complete the consumer goods they offer to millions of end consumers.

The fields of application – under the supervision of our headquarters in Spinetta Marengo, in the province of Alessandria, Italy – are divided into different areas: the production of sprayers and pump dispensers, which are the focus of the Home & Care Division; the production of beverage capsules led by the Food Division; and finally primary and secondary pharmaceutical packaging and single-dose strips, which are the core business of the Pharma Division.

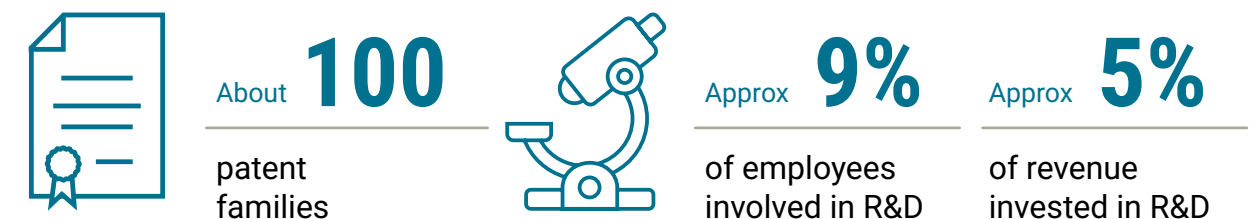
The management and strategic direction of the R&D and Sustainability areas are a responsibility of the Corporate R&D and Quality Director, who oversees the activities carried out by specific technical teams, the evaluation of products' environmental sustainability performance and any action for improvement. Operating at a corporate level allows the Sustainability area to leverage the synergies existing between the three divisions, aligning objectives and work plans.



The sustainability team is entrusted, among other things, with monitoring regulatory developments (see the "Regulatory evolutions" section) and guidelines in terms of recyclability and circularity of plastic packaging, identifying opportunities and possible risks associated with the changing international scenario and market trends; the team also evaluates products' circularity through internal analyses, Life Cycle Assessment (LCA) studies (see the "Life Cycle Assessment" section), external tests and third-party certifications.

The working groups dedicated to product design are coordinated by the R&D managers of the Home & Care, Food, and Pharma Divisions, who report directly to the Corporate R&D and Quality Director. This management structure allows for the two divisions to follow a shared approach, while maintaining a focus on specific industry applications.

With over 500 designs and about 100 patent families, as well as corporate and product trademarks, Guala Dispensing has always invested in intellectual property as a key for success over 30 years of packaging history.



Strategic objectives and clear principles

The Gualadispensing Group aims to be a leader in its market by guaranteeing product excellence and placing sustainability at the centre of its innovation processes. The goal is to offer clients a beacon for any need related to plastic packaging, while building a healthy business and a pleasant environment for personnel, where everyone can do their part for the planet with a view to sustainability.

In particular, we focus on the following areas:

- **Natural resources and environmental impact**

The raw materials we use are produced in compliance with applicable standards for the protection of the environment. We measure, prevent and reduce the environmental impacts of our manufacturing activities.

- **Product circularity**

We adopt the principles of the circular economy by looking at all stages in goods' life cycle, from when we choose raw materials to the end of products' life, including consumer behaviour when using the product.

The application of these principles is ensured internally at all levels and is integrated into every business decision. We express the same commitment also externally, in relations with suppliers, organisations, institutions, communities and clients.

A targeted and effective contribution to lowering environmental impact

Today, packaging suppliers play a decisive role in introducing potential solutions and in leading concrete improvement, through a critical vision of their activities and products. For this reason, it is essential to correctly identify the areas of action on which to focus to provide a targeted and effective contribution, aimed at significantly reducing all environmental impacts in the long term

The Gualadispensing Group promotes product circularity and adopts improvement plans based on in-depth analyses of its portfolio.

The strategy is based on the following crucial themes:

- Weight reduction;
- Recyclability;
- Use of recycled material content;
- Product reuse;
- Compostability;
- Material and technology innovation.

Analyzing the sales of the Home & Care and Food divisions according to criteria of recyclability (based on EN 13430 standard), lightness compared to previous versions of the same product and compostability, we can determine that approximately 93% of sales in 2025 respected one of these sustainability criteria. The analysis does not consider the sales of the Pharma division since these products follow logics that are not necessarily compatible with the sustainability criterias mentioned above, having to respond primarily to health and/or authorization needs.



The following sections elaborate on each of these strategic drivers by focusing on objectives, actions and key performance indicators (KPIs).

Weight reduction

The LCA analyses we have carried out in recent years have highlighted how products’ carbon footprint is influenced by the materials chosen to manufacture them and the efficiency of the production processes implemented: therefore, both the type and quantity of plastic used play an important role in terms of environmental impact.

For this reason, we continuously analyse our portfolio looking for new opportunities to optimise weights, by redesigning products or components while keeping performance during use unchanged.

For example, following an investment by the Food Division in the research and development of ever lighter solutions, we have successfully reduced the weight of the Dolce Gusto® compatible capsules in the barrier version and Dolce Gusto® compatible capsules in polypropylene, saving up to 30% of the material compared to previous models.

On the other hand, over the years, the Home & Care Division has implemented a progressive reduction in the weight and number of components used for sprayers, achieving extremely compact solutions for systems such as the Atom Z. Another example is the integration of the spring and trigger in a single component for the TS6, which therefore boasts a further reduction in weight as well as a more functional assembly.



Over **70%**

of the capsules sold adopted a lighter solution than the original product

Recyclability

Packaging recyclability is one of the topics of greatest interest for the sector and among the main ones addressed in the new European Regulation on Packaging and Packaging Waste (PPWR). The objectives set for 2030 provide that any packaging included in the scope of applicability of the legislation must comply with a minimum threshold of recyclability before it can be made available on the reference market. Many parameters contribute to the establishment of such threshold, including and not limited to:

- the reference recycling stream, i.e. where the packaging will be disposed of. In the case of plastic products, that would be mainly the PET, HDPE or PP streams, depending on the prevalent material;
- all the materials used in the product and their characteristics, including any inks or labels;
- the weight of the product constituents and materials.

The goal is not only to recover as much material as possible during the recycling phase, but also to achieve a high-quality recycled product downstream. This allows for a more efficient use of post-consumer material.

The Group continues to support initiatives aimed at enhancing the end of life of its products, minimising waste and working to support the recovery of valuable material. We are already going beyond the minimum requirements applicable according to current legislation, considering various recyclability guidelines recognised in Europe and looking at the North American context as well. The topic is not only very current but also rapidly evolving. Today, a series of different tools are available: guidelines, online tools, laboratory tests and certification bodies. We try to monitor these developments and determine internal development lines to guide our design and development efforts. The actions we are currently taking include the following:

- precise analysis of the product portfolio, in order to have a complete and exhaustive overview of the current situation, supported in many cases by external assessments performed by qualified and internationally recognised laboratories;
- identification of areas of intervention;
- design of products which maximize the share of polyolefins, with the gradual exclusion of disqualifying materials that can compromise the material selection process, the recycling phase or the quality of the recycled material in the relevant stream;
- design of new mono-material PP or PE products, depending on the design and application, to push recyclability to the highest levels by further improving the quality of the recycled material.

New OP&OUT capsule



In 2025, Guala Dispensing introduced OP&OUT, a new plastic coffee capsule compatible with the Dolce Gusto® system, developed to improve the practical recyclability of single-serve packaging and support more effective end-of-life management. The solution is based on a mono-material plastic structure and an opening system designed to allow the separation of residual coffee grounds from the capsule body after use, thereby facilitating correct disposal in the respective waste streams. By addressing a key barrier in the post-consumer phase of used coffee capsules, OP&OUT represents a product development aligned with design-for-recycling principles and with the evolving requirements of the European Packaging and Packaging Waste Regulation (PPWR).

Material and technology innovation

Alongside its ongoing work on circularity, the Group continues to invest in product and process innovation to strengthen its technological capabilities and respond to evolving market, customer and sustainability requirements. In 2025, this approach led to the development of the first Gualadispensing product based on a material other than plastic, marking an important milestone in the Group’s history and a significant step beyond its traditional core expertise. This achievement reflects targeted investment in research and development, the exploration of new materials and technologies, and the progressive development of technical know-how in areas that broaden the Group’s capabilities. More broadly, this innovation path supports the expansion of a more complete product portfolio, enabling Gualadispensing to respond to a wider range of customer needs, performance expectations and application requirements.

AUREA, our first aluminium capsule



In 2025, Guala Dispensing expanded its coffee capsule portfolio with AUREA, its first aluminium capsule compatible with Nespresso® systems, developed to address applications requiring high barrier performance and premium product protection. Aluminium provides a complete barrier against oxygen, light and moisture, helping to preserve the sensory properties of coffee over shelf life, while also ensuring mechanical performance during extraction. From an end-of-life perspective, the solution is designed to align with established aluminium recycling streams, taking advantage of the material’s recyclability where appropriate collection and treatment systems are in place. The introduction of AUREA broadens the Group’s range of packaging solutions in line with different technical, market and sustainability requirements.

Use of recycled material content

Increasing the use of recycled materials is one of the main levers available to reduce the upstream environmental impacts of plastic packaging and to support circularity through the reintegration of post-consumer materials into new products. The importance of this topic is also confirmed by the Life Cycle Assessment (LCA) analyses conducted in recent years and presented in the “Life Cycle Assessment” section, which show that virgin raw materials account for more than 40% of the carbon footprint of our packaging. For this reason, Gualadispensing has been working for several years to identify opportunities for the responsible integration of recycled content into its products, where this is compatible with technical performance, regulatory requirements and market expectations.

Progress in this area requires a structured and cross-functional approach. Key activities include continuous dialogue with existing suppliers to identify and test new material grades, the assessment of additional suppliers to broaden the range of available options, and the identification of the components most suitable for the introduction of recycled resins based on their function and applicable requirements. This work is supported by targeted mechanical and chemical testing on both individual components and finished products, as well as by industrial validation on moulding and assembly lines to assess potential criticalities during scale-up. It also requires close alignment between technical teams and the sales department, so that the opportunities and limitations associated with post-consumer recycled resins (PCR) can be clearly understood and appropriately discussed with customers.

For this reason, the resources involved span multiple functions, including Purchasing, R&D, Quality, Production and Sales. Multidisciplinary teams are essential to address the technical challenges associated with recycled polymers, which may behave differently from virgin plastics in moulding and assembly processes. In some cases, this requires adjustments to process parameters, such as cycle time, or the monitoring of specific material characteristics, such as melt flow properties.

Thanks in part to this approach, Gualadispensing has already achieved significant technical results. In particular, the Group has successfully tested recycled content levels of up to 70% in sprayers, depending on the platform considered.

The trigger sprayer is one of the most technically complex products in the portfolio. Depending on the design and platform, it may consist of between 8 and 17 components that must interact precisely to ensure correct dispensing performance. Functionality is therefore the key requirement: all components must work together reliably, in a balance determined by factors such as component geometry, material properties and assembly conditions. This makes the integration of recycled materials particularly challenging.

In addition, mechanically recycled plastics typically show greater variability in their chemical and physical properties than virgin materials, depending on the composition of the incoming waste stream and recycling process. Managing this variability is already complex in itself, and becomes even more challenging when combined with the parallel objective of weight reduction, which has long guided the development of our sprayer portfolio.

Nevertheless, the Group continues to assess new material grades and technical solutions in order to expand the use of recycled content, while maintaining the required product performance. Two of the Group's plant, in Italy and Romania, both part of the Home & Care division are certified according to the RecyClass certification for the use and traceability of recycled plastic materials.



75%

of the products in our trigger range can incorporate at least 30% of recycled material by weight

Within the framework of the PPWR, recycled content will become subject to mandatory minimum targets, with thresholds varying by application. While the use of mechanically recycled post-consumer plastics has been explored for several years in conventional packaging applications, more sensitive end uses – such as food contact or certain personal care and pharmaceutical applications – require solutions compatible with stricter health and safety requirements.

In this context, chemical recycling may represent a complementary route. Materials certified under recognised chain-of-custody schemes can support traceability and allow the use of recycled feedstock in applications where higher purity standards are required. One example is the International Sustainability and Carbon Certification (ISCC), an independent certification system designed to support sustainable and fully traceable supply chains. In particular, the ISCC Plus scheme applies to chemicals, plastics and packaging. In 2023, the Pharma Division obtained ISCC Plus certification for the Alessandria plant for the management of chemically recycled materials, supporting the use of recycled content also in more demanding applications.

Ultimately, the environmental value of recycled materials can only be fully realised when solutions are technically robust, commercially viable and successfully adopted on the market. For this reason, Gualadisensing works to develop solutions that combine environmental benefit with adequate performance, industrial feasibility and acceptable cost conditions for customers.

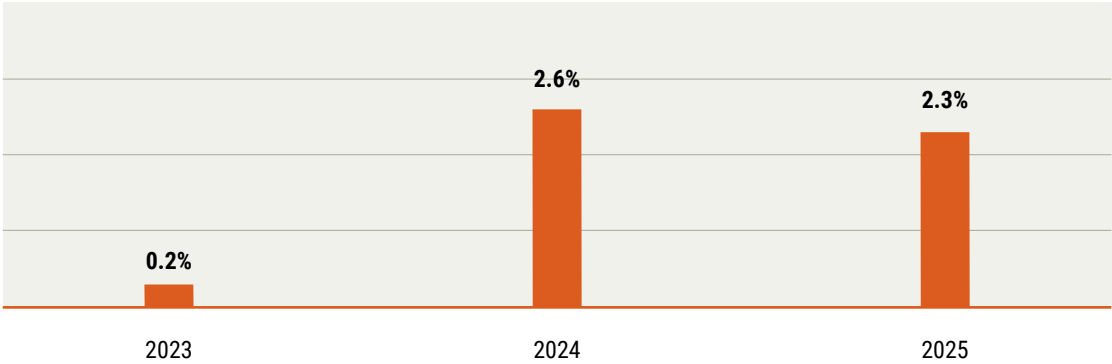
At the same time, some important constraints remain, including the limited market availability of high-quality PCR plastics. Nevertheless, thanks to the technical progress achieved and to the increased potential for recycled content integration across the portfolio, 2024 and 2025 marked a significant increase in the use of recycled materials after several years of relatively stable performance. Recycled materials accounted for 2.3% of total materials used during the year – still a limited share, aligned with previous year but significantly higher than in past years and indicative of the progress made in this area.



>5%

of the triggers sold in 2025 adopted recycled material

USE OF RECYCLED PLASTIC CONTENT



Product reuse

Where applicable, reuse can prevent and reduce the negative impacts of packaging and packaging waste on the environment and on health. Packaging can be considered reusable only if it meets a series of requirements, including:

- Packaging must be designed for the maximum number of reuses, in normal usage conditions;
- Reuse must not compromise the quality and hygiene standards of the product and must not endanger the health or safety of those who carry out the operations related to reuse.

The Home & Care Division pays particular attention to the design and durability of its products, subjecting them to above-standard stress tests. In practice, this translates into various activities: it is important, for example, to design closures that adapt to the standard necks of our clients' bottles using a ring nut, and that are easy to open and close for the end consumer. We also conduct performance tests on our sprayers, for which a minimum 5,000 activations while maintaining dispensing quality are required: most of our trigger platforms go much further, reaching up to 17,000 activations with standard formulations. Today, such high durability is a great added value because it supports and encourages correct behaviours among consumers, who can drastically reduce the impact of their purchases on the environment by reusing packaging.

As regards reuse, the working groups involved mainly belong to the technical area (R&D and Quality) but liaise regularly with Sales, to support client requests and the potential pairing of sprayers with the use of concentrated refills.



88%

of the products in the trigger range can offer a solution suitable for reuse by consumers

Compostability

The Food Division has set for itself ambitious targets for the production of capsules capable of accommodating compostable materials, in line with the approach of promoting ever-increasing circularity for products in all phases of the life cycle.

Indeed, the use of this type of material makes it possible to confer product and packaging together in the bin for biodegradable waste without requiring separation, which can be a nuisance in some food applications. Compostable solutions can simplify waste management for end consumers, so they can carry out the process properly and avoid polluting the plastic recycling stream with biodegradable residues, thus allowing for a better quality of the final recycled material. By directing compostable plastic packaging and the residue inside it to composting processes – whether industrial or at-home – materials can be recovered in the form of compost suitable for various uses. Industrial or at-home composting processes require different final performances, according to cycles requiring specific times, pressures, temperatures and humidity levels.

For this reason, the Food Division has activated a series of specific activities:

- expansion of the portfolio and improvement of compostable solutions for capsules, working on design in terms of geometry and thickness. These parameters are decisive for the quality of the product dispensed and performance during use, as well as for the disintegration of the capsule during the composting process;
- identification of new suppliers and evaluation of new materials, both for the capsule body and for complementary components;
- extension of certifications for industrial and at-home composting;
- investment in state-of-the-art equipment for production processes.



More than **80%**

of our capsule platforms can provide a compostable solution

FLORA compostable capsule



In 2024, the Food division introduced Flora, our innovative range of compostable capsules for both coffee and solubles. Our pods are compatible with all NESPRESSO® machines and are TÜV certified to dissolve within 90 days in industrial compostable conditions and 180 days in home compostable environments. Flora capsules are available in different colors, surface effects and internal volumes to meet various customer demands.

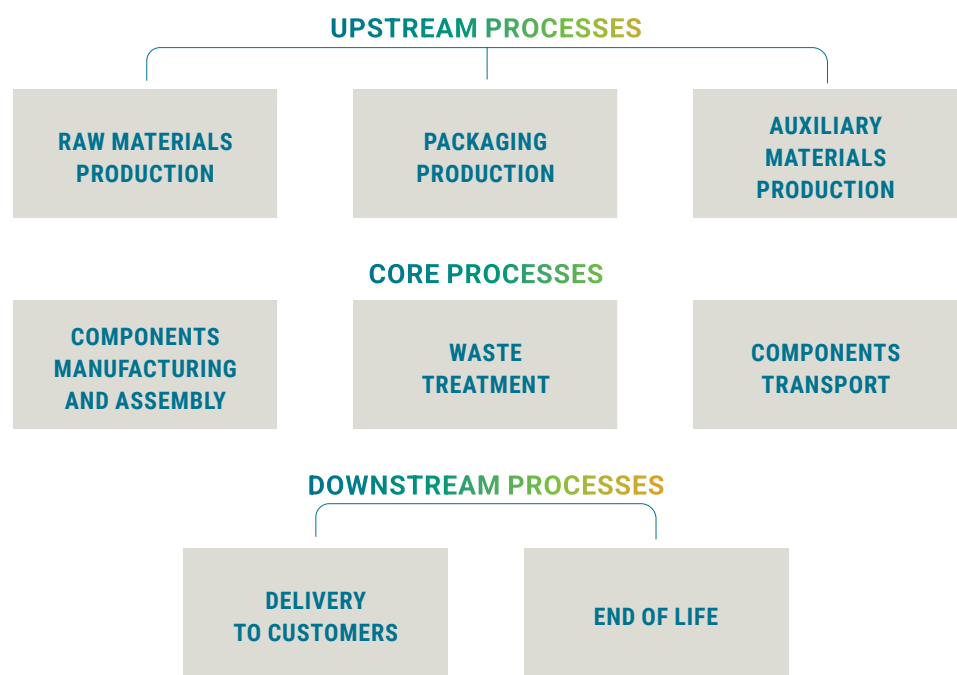
Life Cycle Assessment (LCA)

Assessing product environmental impacts to support ecodesign

Starting in 2021, Gualadispensing adopted the Life Cycle Assessment (LCA) methodology to assess the environmental impacts of its products and to support improvement actions within an ecodesign framework. Over time, the analyses have been progressively extended to different platforms across the portfolio in order to build an increasingly comprehensive understanding of the Group's product-related environmental impacts.

The methodology applied is consistent with ISO 14040 and ISO 14044 standards, and the analyses are performed using SimaPro software. The functional unit is one unit of product, such as one trigger sprayer or one capsule.

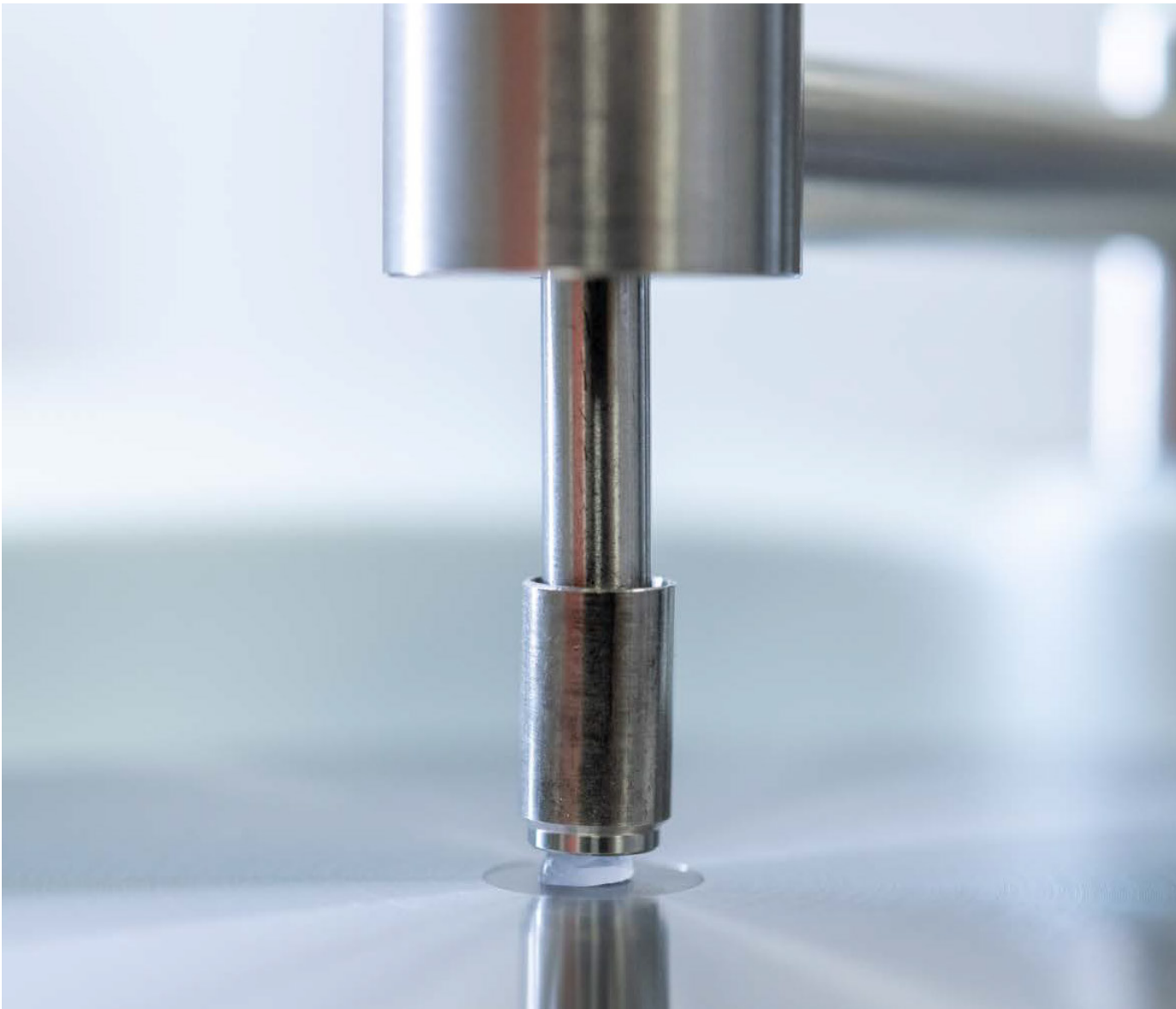
The studies primarily follow a cradle-to-gate approach, covering the main stages from raw material extraction to the finished product leaving the manufacturing site. Over time, the analyses have also been extended to include distribution and end-of-life scenarios, thus moving towards a cradle-to-grave perspective. For reporting purposes, results are presented by distinguishing between upstream, core and downstream processes.



Upstream processes include raw material extraction and transport, as well as the production of polymers and other materials used in the product and its primary and secondary packaging.

Core processes include manufacturing activities, the consumption of energy and resources at company sites, and the management of waste generated during production.

Downstream processes include distribution and, where modelled, end-of-life scenarios such as recycling, composting or other waste treatment routes.



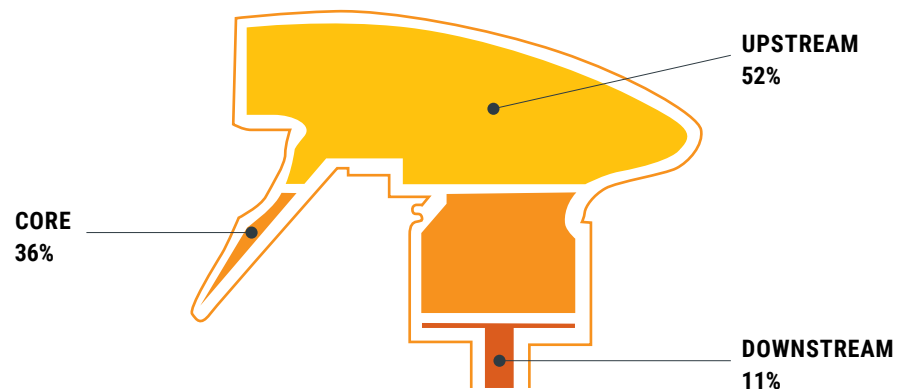
Carbon footprint and main hotspots

As with any LCA study, results depend on modelling assumptions, data quality and scenario definitions, and are therefore used primarily as a decision-support tool to guide product development and improvement priorities.

The studies carried out on trigger sprayers show that greenhouse gas emissions are generated mainly in the upstream phase, with raw materials representing the main hotspot. In particular, the supply of virgin resins plays a decisive role in the overall carbon footprint, while the contribution of manufacturing activities and end-of-life is significantly lower.

This evidence confirms that material selection is one of the main levers for reducing the environmental impact of these products. In particular, the analyses show that lightweighting and the responsible integration of recycled materials can contribute significantly to impact reduction, where technically and regulatorily feasible.

TS5 CARBON FOOTPRINT

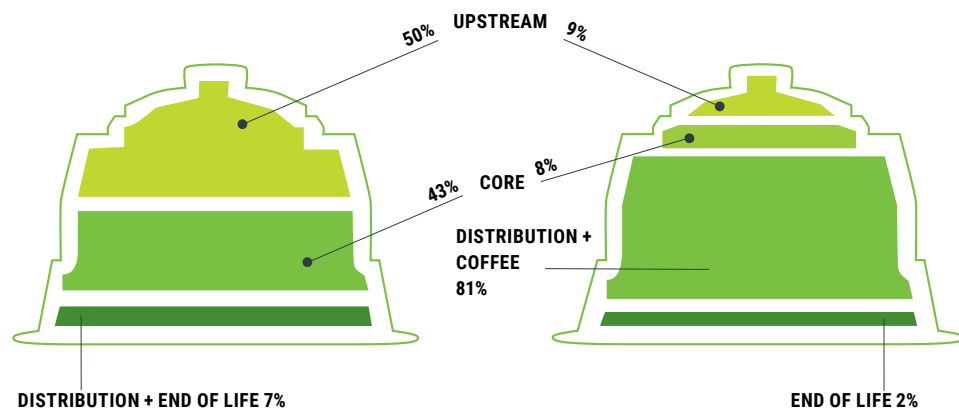


The scenario analyses developed for trigger sprayers indicate that the use of recycled plastics can reduce dependence on virgin fossil-based resources and generate measurable climate benefits.

Depending on the assumptions adopted and the material grades considered, a recycled content share between 30% and 50% of the total product weight can lead to an estimated carbon footprint reduction of approximately 12% compared with the reference product made from virgin materials.

For products in the Food Division, the studies show a more balanced distribution of impacts, with the manufacturing phase accounting for up to 43% of the total carbon footprint of the packaging itself. This indicates that, while raw materials remain highly relevant, process efficiency can also play a more significant role depending on the product design and application. Additionally, end-of-life management plays a vital role. Overall, if considering the impact from coffee value chain, including transport and roast activities, these accounts for the vast majority of the impact from a cradle to grave approach.

Overall, the LCA work conducted to date has provided a clear indication of where improvement efforts can deliver the greatest benefit. Across the product categories analysed, upstream impacts associated with materials remain a priority area for action, confirming the strategic importance of material innovation, weight optimisation and the gradual integration of recycled content within the Group's ecodesign approach.



Emissions Inventory – scope 1, 2 and 3

In addition to calculating the impacts of Product Carbon Footprint specific to some products, we complete analyses on the total emissions generated internally and externally by the company and along the value chain. We therefore measure the scope 1 and 2 emissions, linked to the energy consumption of our plants, as detailed in chapter 6 - Plants and environmental impact and chapter 8 – Appendix.

We also estimate the upstream and downstream emissions (so-called scope 3) linked to various categories of the GHG Protocol standard. Further details are provided in the tables in the Appendix – chapter 8. These analyses produce results consistent with what is described in the previous sections relating to LCA studies, albeit with different proportions linked to different methodologies and estimation factors. In any case, the predominant phase in terms of impacts on the climate is still linked to upstream activities and in particular to the procurement of raw materials.

CO₂ EMISSION BREAKDOWN

	TON CO ₂
Upstream (scope 3)	105,656
Core (scope 1 e 2 Market Based)	34,233
Downstream (scope 3)	11,086
2025 Total	150,974

5

P E O P L E A N D S O C I A L I M P A C T



Introduction

Our ethical principles are aligned with the Universal Declaration of Human Rights of the United Nations and with the Conventions adopted by the International Labour Organization (ILO) on the protection of workers, rejecting any form of discrimination based on gender, age, origin, religion or sexual orientation.

We work every day to reduce health and safety risks, prevent workplace accidents and occupational diseases, and strengthen prevention through the engagement, consultation and continuous training of our people. For further information on the policy adopted for worker safety, please refer to the “Corporate Company Policy” section.

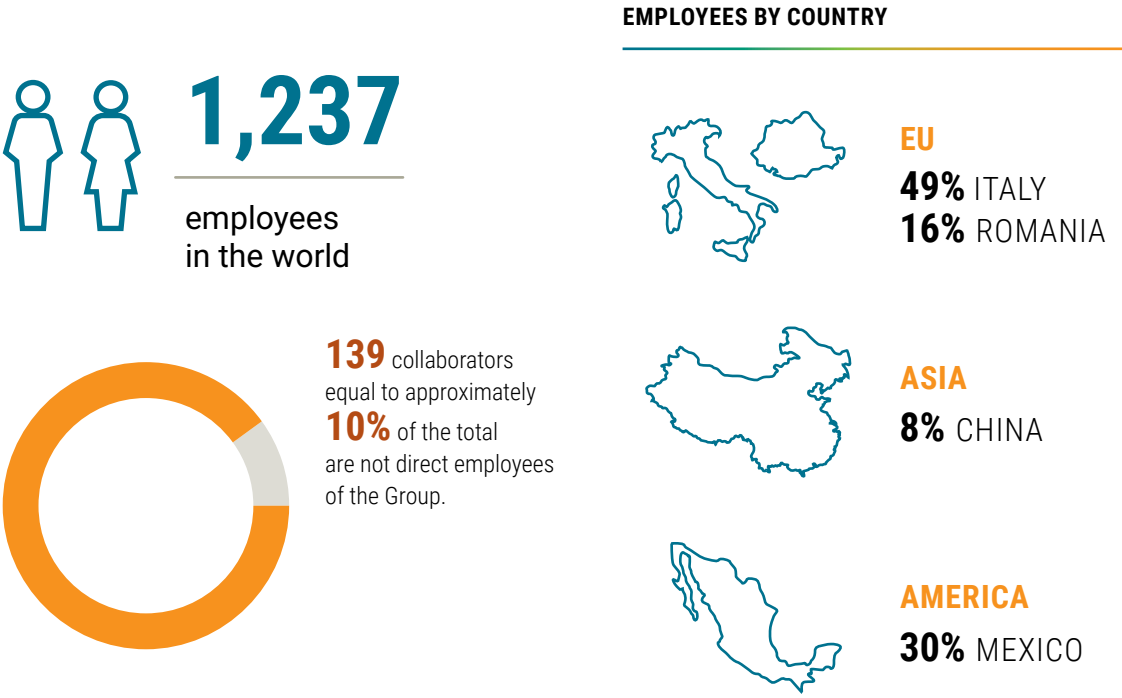
Responsibility for personnel management and administration lies with the corporate-level Director of Human Resources, who supervises the activities carried out by the working groups in the Spinetta Marengo headquarters and coordinates the efforts made by foreign sites. HR management is therefore a centralised function that makes use of dedicated people in local production sites.



Our workforce

At the end of 2025, Guala Dispensing Group had a total of 1,237 employees across five production sites in three geographical areas (Europe, Asia and America): 3% more than 2024.

In addition, there are 139 collaborators – equal to approximately 10% of the total workforce – who are not direct employees of the Group.

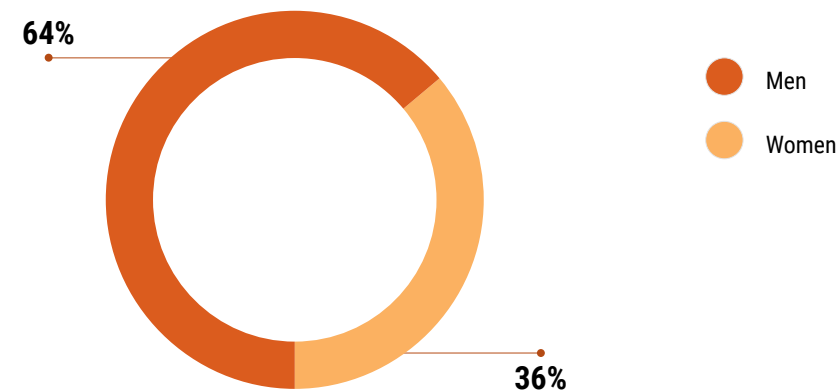


We are committed to building a diverse and inclusive culture where employees feel welcomed, valued and treated fairly. Our diversity in terms of geographical areas, backgrounds, skills and talents makes the work environment multicultural and open to innovation and new challenges.

This diversity is also essential to understanding the wide variety of needs expressed by consumers, enabling us to develop new proposals for our customers and to meet evolving market expectations.

The majority of Group employees are male, reflecting the historical link between gender and the nature of the prevailing activity on our sites.

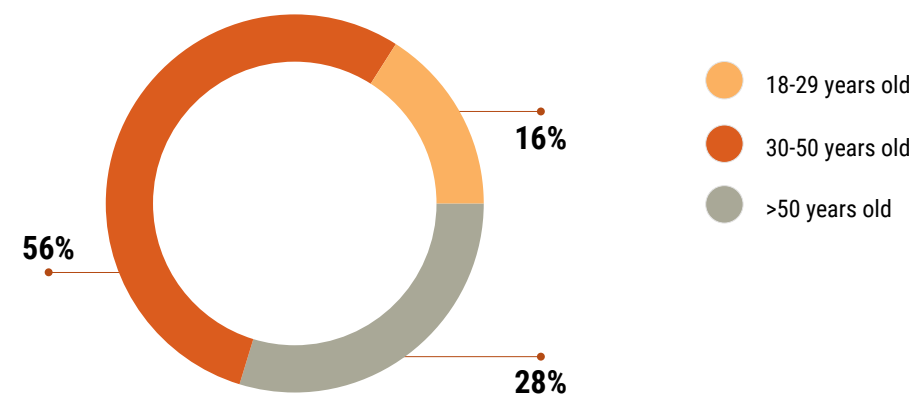
EMPLOYEES BY GENDER



The Group also fosters diversity by promoting employment opportunities for people with disabilities, who make up approximately 3% of the employees in our global operations.

By analysing the characteristics of the employees in detail, we can see that the majority, around 56%, are between the ages of 30 and 50, while only 16% are under 30 and none are under 18.

EMPLOYEES BY AGE GROUP



We strive to meet our employees' needs in terms of job stability, work organisation and professional and personal development, favouring stable and long-lasting employment relationships. In particular:

- Almost all our employees have a permanent contract;
- 83% of Group employees are covered by collective labour agreements, based on local requirements and common practices.

In 2025, the Guala Dispensing site in Spinetta Marengo continued to include remote working in its welfare plan for roles compatible with this practice, supporting more flexible forms of work organisation and a better balance between professional and personal needs.

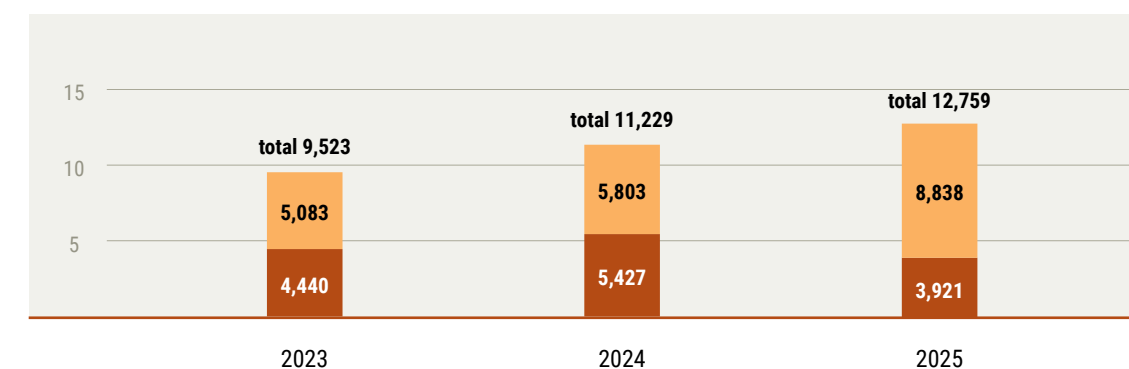
Skill development

We aim to preserve and protect our employees' know-how, experience and competencies, while helping them develop new skills through various learning opportunities.

In 2025, employee training continued to support the development of technical, managerial and behavioural skills across the Group.

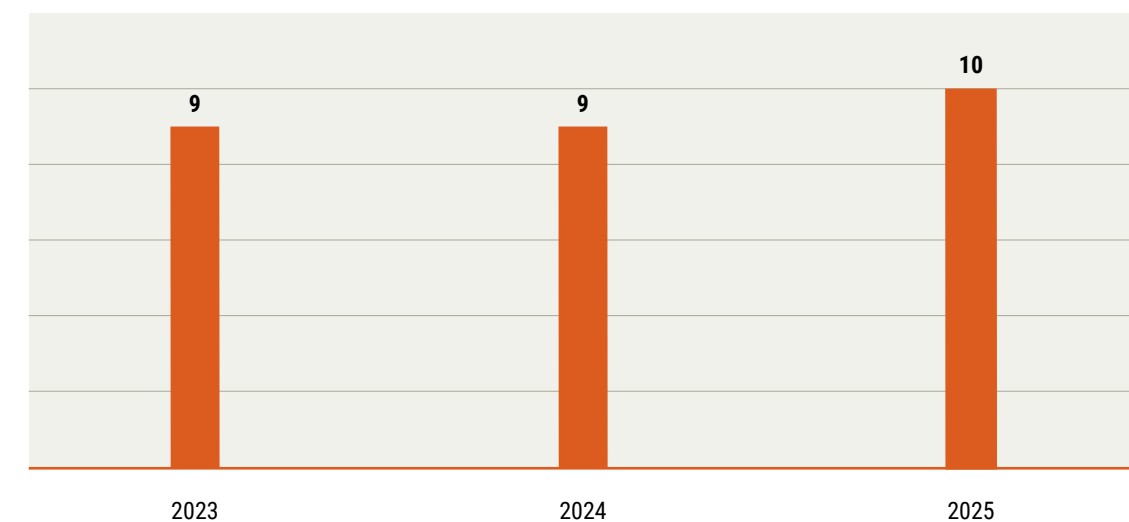
During the year, employee training showed an 14% increase in total training hours compared to 2024, with an average of 10 hours per employee.

HOURS OF TRAINING



● Health, Safety and Environment ● Other

HOURS OF TRAINING PER EMPLOYEE



Health and safety

We work daily to guarantee the protection of health and safety in the workplace for all our employees, external collaborators and visitors, committing to continuous improvement in these areas.

In the last decade, the culture of health and safety in the company has undergone a remarkable evolution, emerging as a right and a duty for both employees and employers.

Awareness, training and collaboration are essential to fully embed this culture. These are the values that the Group continues to promote through dedicated initiatives aimed at strengthening safety culture and improving working conditions, in compliance with applicable regulations.

In general, our occupational safety management system focuses on the following main points:

- Ensure compliance with safety and hygiene regulations concerning company products, processes and services;
- Promote safe and healthy work conditions through the prevention of accidents, the reduction of risks and the elimination of dangers in the workplace;
- Promote initiatives aimed at preventing accidents;
- Encourage the engagement and awareness of all employees and their safety representatives, through the dissemination of information and various training initiatives;
- Pursue continuous improvement through periodic reviews and audits.

Training and continuous updates are essential to raise workers' awareness and maintain a high level of attention on health and safety topics. For this reason, in 2024, 31% of the training hours provided to our employees were focused on health, safety and environment (HSE) topics.

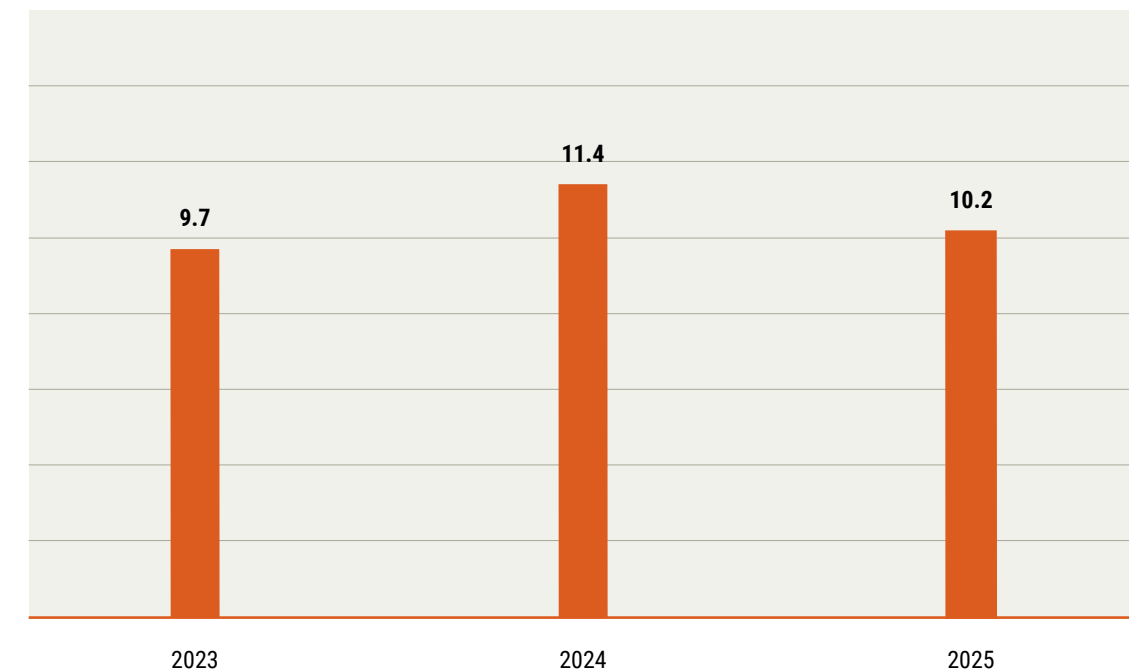


31%

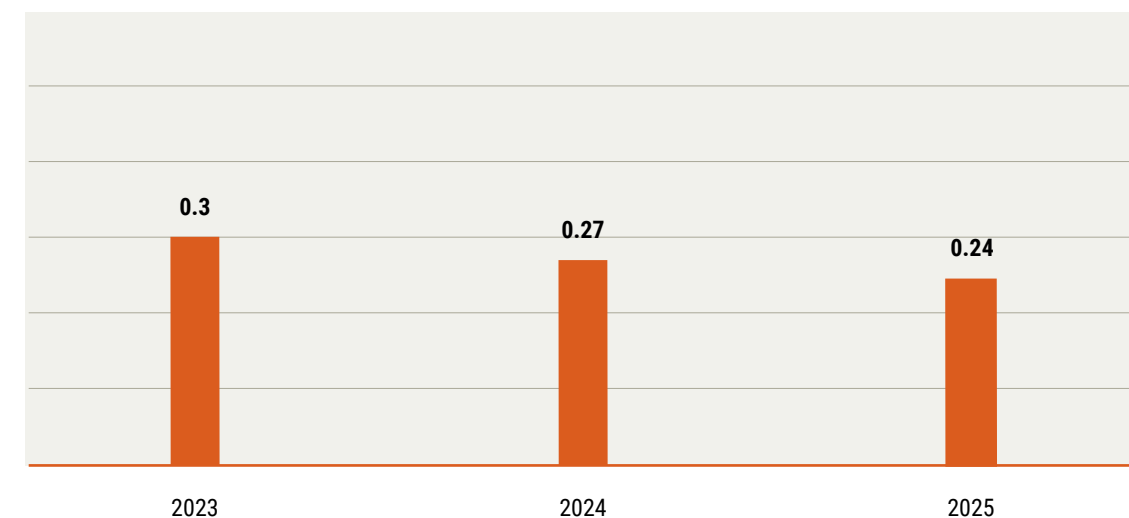
share of training hours dedicated to health, safety and environment topics

The initiatives implemented on both plants and individual behaviours have contributed to reducing the frequency of accident vs 2024 as well as improving the accident severity index, confirming the positive trend recorded in the previous reporting period.

FREQUENCY OF INJURIES



SEVERITY OF INJURIES



100%

of workers covered by a health and safety management system.

Social impact



Recognising that our responsibility extends beyond our core business, we support initiatives with social value that respond to concrete community needs and contribute to generating lasting positive impact. This commitment forms part of a broader approach to community engagement, through which the Group aims to share part of the value it generates with the territories in which it operates.

For years, we have supported Fondazione SociAL, established in early 2013 on the initiative of the Guala family. The Foundation operates in the Alessandria area in Italy, where the company was founded and still has its headquarters, selecting projects in the fields of education, culture and social services that are promoted and implemented by non-profit third parties. It also organises training sessions, informative conferences and seminars in collaboration with local partners.

342
projects supported through tenders since 2013

116
own projects supported since 2013

491
total projects funded since 2013

€10.3 millions
disbursed in total since 2013

35
projects activated in 2025

approx. **€872,000**
awarded in 2025

€490,000
financing from Guala Dispensing

1 Letter from the President	2 Numbers	3 The group	4 Products and innovations	5 Social impact	6 Environmental impact	7 Assessments and associations	8 Appendix
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#1 ANFFAS Acqui Terme Volunteer Association – “Piccoli Ponti” Project

The Piccoli Ponti (“Small Bridges”) project was established with the aim of providing a concrete and long-term response to the inclusion, support, and development needs of children and young people with disabilities through dedicated educational and recreational workshops. The initiatives promoted by the project are designed to enhance participants’ social, cognitive, and motor skills.

The project also represents an important source of support for families, helping to reduce feelings of isolation and strengthen their ability to manage the daily challenges associated with disability. In this context, Piccoli Ponti fosters the creation of a structured and ongoing support network, providing opportunities for dialogue and experience-sharing among parents, particularly those with younger children, and helping to strengthen a sense of community and mutual support.

Through its activities, Piccoli Ponti aims to promote and safeguard the rights of people with disabilities and their families by offering a wide range of educational, social, and support initiatives. Particular attention is dedicated to individuals with autism spectrum disorders and intellectual and relational disabilities.

#2 Parole sotto la Torre – Eco Giurnà Festival

The Eco Giurnà Festival was created through the initiative of a group of young people from small municipalities in the Piedmont region of Italy – Masio, Quattordio, Fubine, and Cortiglione – united by a shared interest in culture, sustainability, and the promotion of their local area.

The Festival aims to provide an opportunity for participation and engagement for younger generations by fostering dialogue between young people, culture, and local communities, encouraging the development of new ideas and projects, and contributing to the enhancement of smaller local realities.

The first edition, held in 2024, attracted strong participation and received positive feedback from the community, confirming the value of the initiative and its potential as a platform for engagement and awareness-raising.

Particular attention is devoted to environmental protection, ecology, and landscape conservation, with the objective of increasing awareness of sustainability challenges and encouraging responsible behaviours.

#3 Scholarships for children of employees in Mexico

With the aim of encouraging and supporting schooling and supporting students and families along this path in the community surrounding our production site in Mexico, a scholarship was awarded to the children of the most deserving employees and those who obtained the best grades during the year.

#4 Collecting toys for families in need

An employee awareness campaign took place at our headquarters in Mexico to promote mechanisms to assist families with children in poverty. For this purpose, a toy collection was organised at the company and the proceeds were handed over to children in the surrounding communities in Puerto Interior.

6

P L A N T S A N D

E N V I R O N M E N T A L

I M P A C T

Introduction

As established in the Group policy, inspired by principles such as attention to environmental sustainability and the circular economy, we are committed not only to meeting the applicable legal requirements but also to progressing on a path of continuous improvement for our operations and consequent impacts. For more information, please refer to the “Sustainability Governance” and “Corporate Company Policy” sections.

We adopt circularity principles at all levels and implement them with the best technologies available to guarantee the continuity of the organisation over time. We thus increase production efficiency while, at the same time, preventing and mitigating the environmental impacts of our activity by reducing energy consumption, emissions, and waste. We extend the attention we pay to our processes and the packaging we manufacture also to end users’ behaviour, to encourage and facilitate decisions based on awareness also in the purchasing, use, and disposal phases.

As shown by the Life Cycle Assessments (LCAs) we performed in recent years, a large portion (approximately 50% in a cradle-to-gate approach) of the environmental impact of our products arises from manufacturing operations, despite the weight of the resources we purchase along the value chain. For further details on our results, please refer to section “Life Cycle Assessment” in chapter 4.

The key elements in our approach for efficiency include detailed operational procedures, data collection and monitoring, and investments in technologies that can increase productivity and reduce impacts.

In our headquarters in Spinetta Marengo, our Chief Operating Officer defines priorities and guidelines in close collaboration with the Director of European plants and the managers at the various sites, who create specific action plans that are in line with corporate directions for the entire Group yet take into consideration the local context and characteristics.

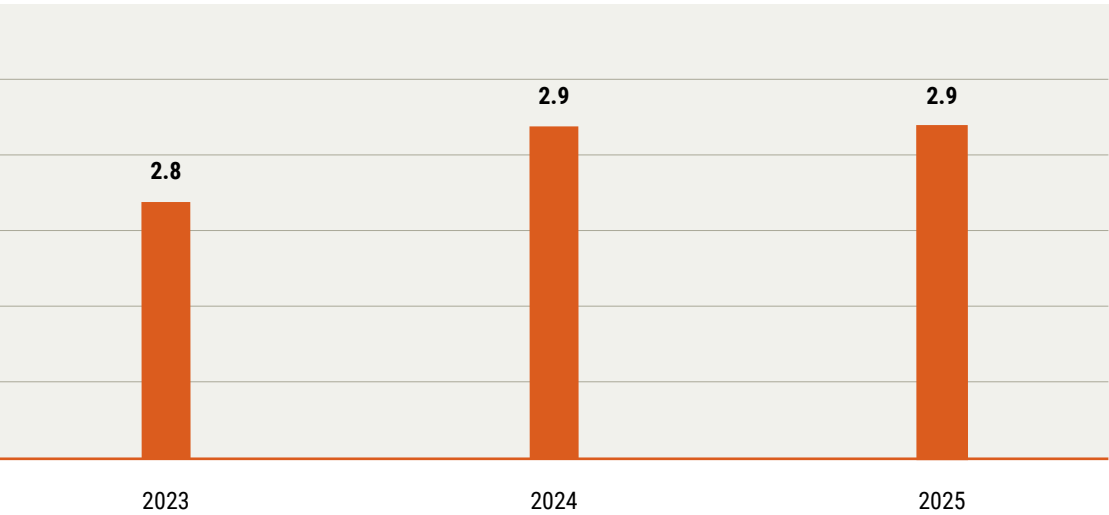


Energy

Electricity consumption

In 2025, our plants worldwide consumed a total of 108,867 MWh of electricity, up 2% compared to the previous year. This increase is mainly due to an increase in production volumes at our plants, which in aggregate saw their production output increase by the same %. In fact, electricity consumption per ton of finished product remained stable at value of 2.9 MWh/ton.

ELECTRICITY CONSUMPTION PER FINISHED PRODUCT (MWH/T)



We are inspired by principles such as a focus on environmental sustainability and the circular economy, and we continue on a path of continuous improvement

Sources of electricity supply

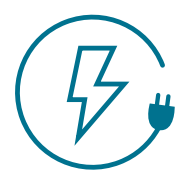
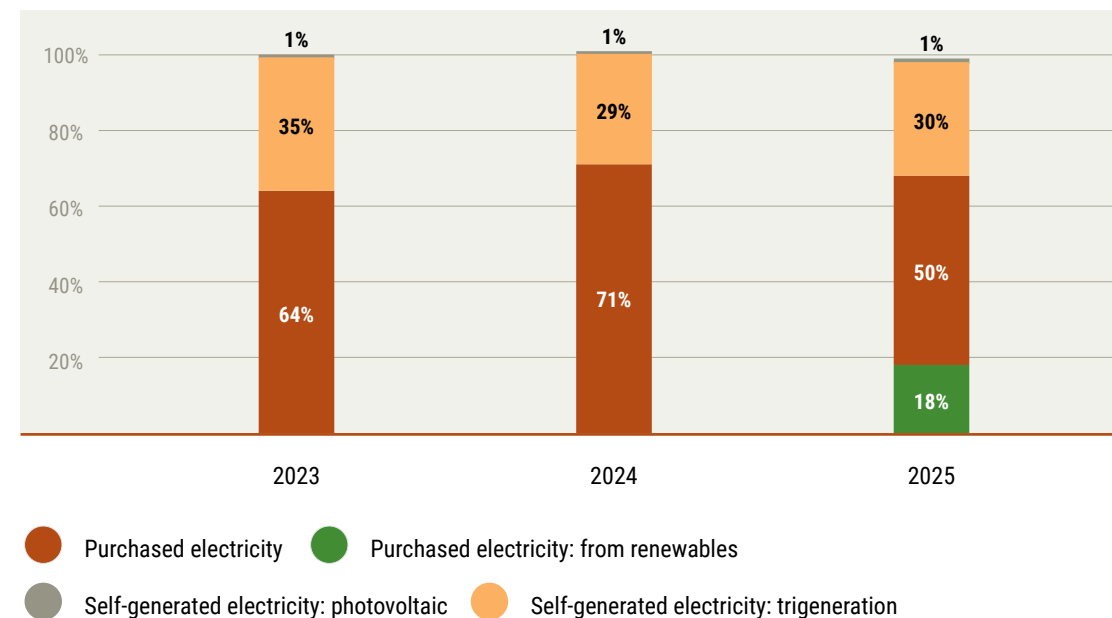
It is important to note that, in parallel with the optimisation of production activities and the purchase of new machinery to improve efficiency, the activities and investments aimed at reducing dependence on the electrical grid also continued. During 2025, thanks to the contribution of the trigeneration plants installed both at the Italian site of Alessandria, more recently installed, and at the Spinetta Marengo site, we managed to maintain the purchase of electricity from the grid at around 69%: the share of electricity purchased from the grid is close to the 2024 figure despite the 2% increase in tons of finished product in the same period.

Additionally, the group sourced a significant share of its grid-purchased electricity from renewable sources, with approximately 27% of total electricity acquired from the grid covered by Guarantees of Origin (GOs). When assessed against total electricity consumption, however, this corresponds to a 18% share of renewable electricity.

The share of renewable energy self-produced through photovoltaics further contributes to the renewable electricity mix and accounts for approximately 1% of total consumption, concentrated in the two sites of Alessandria and Spinetta Marengo (both in Italy).

Overall, considering both grid-purchased electricity covered by GOs and self-generated renewable electricity, renewable sources represent approximately 19% of the Group's total electricity consumption.

SOURCES OF ELECTRICITY SUPPLY



30%

of self-produced electricity



27%

of total electricity acquired from the grid comes from renewable sources



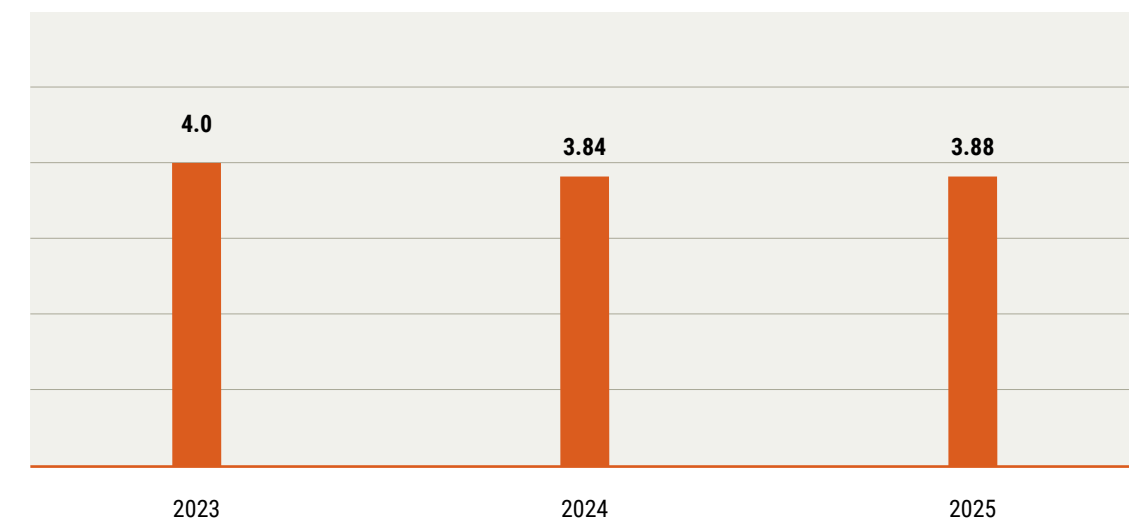
Total energy consumption

The increase in methane consumption recorded in 2025 led to a 3% increase in overall energy consumption, driving the total to 147.520 MWh.

This figure includes consumption almost entirely from non-renewable sources (mainly electricity purchased from the grid and methane) and only minimally from renewable sources such as the photovoltaic systems, where present.

The consumption rate is equal to 3,88 MWh per metric ton of finished product, with an increase of approximately 1% compared to the previous year. This result was possible thanks to efficiencies achieved in the plants that offset a slightly higher increase of production volumes.

TOTAL ENERGY CONSUMPTION PER FINISHED PRODUCT (MWH/TON)



CO₂ emissions

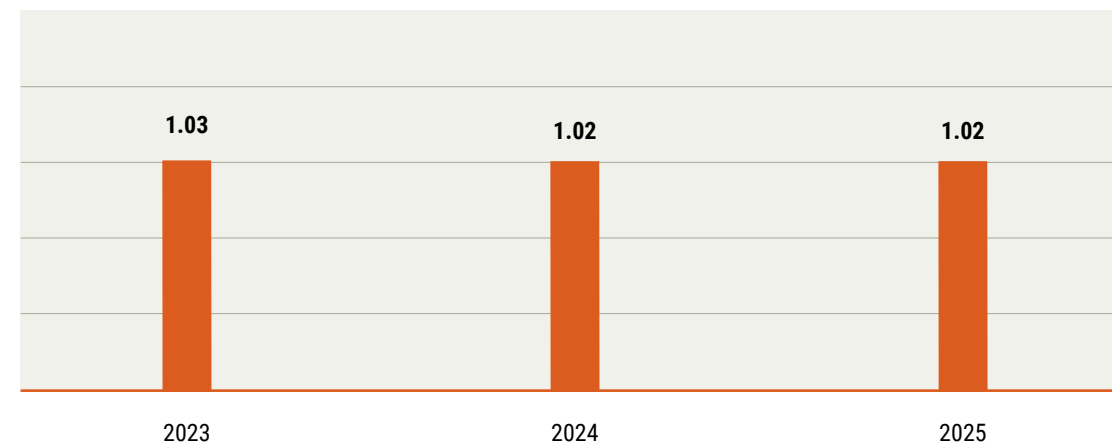
The carbon footprint of our activities – measured as the sum of “scope 1” emissions (generated by assets owned or controlled by the company) and “scope 2” emissions (generated by purchased and consumed energy) – is determined by the consumption of methane, mainly intended for trigeneration plants, and of electricity purchased from the grid.

The global value for 2025 stands at 38,614 metric tons of CO₂ equivalent (according to the location-based methodology), classified as “scope 1” for one third and “scope 2” for two thirds, a reduction of -1% vs previous year.

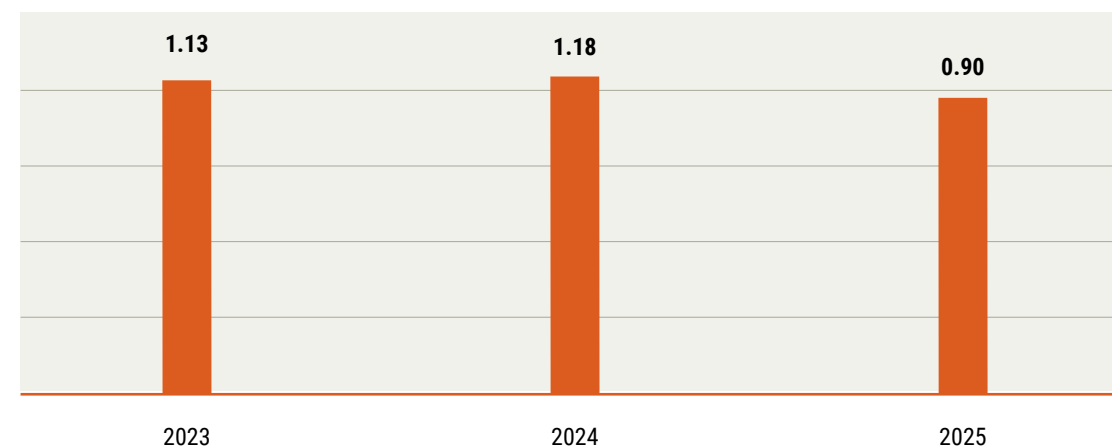
The global value weighted for production is equal to 1.02 tons of CO₂ equivalent per ton of finished product, which is in line with 2024 performance.

However, if we consider the market-based methodology which shows the benefit from the sourcing from renewable sources, total emissions including scope 1 accounts for 34,233 metric tons of CO₂, a reduction of 22% vs previous year. A similar performance (-24%) is registered considering the CO₂ equivalent per ton of finished product when adopting the same methodology.

CO₂ EQUIVALENT EMISSIONS (LOCATION BASED) PER FINISHED PRODUCT (TON/TON)

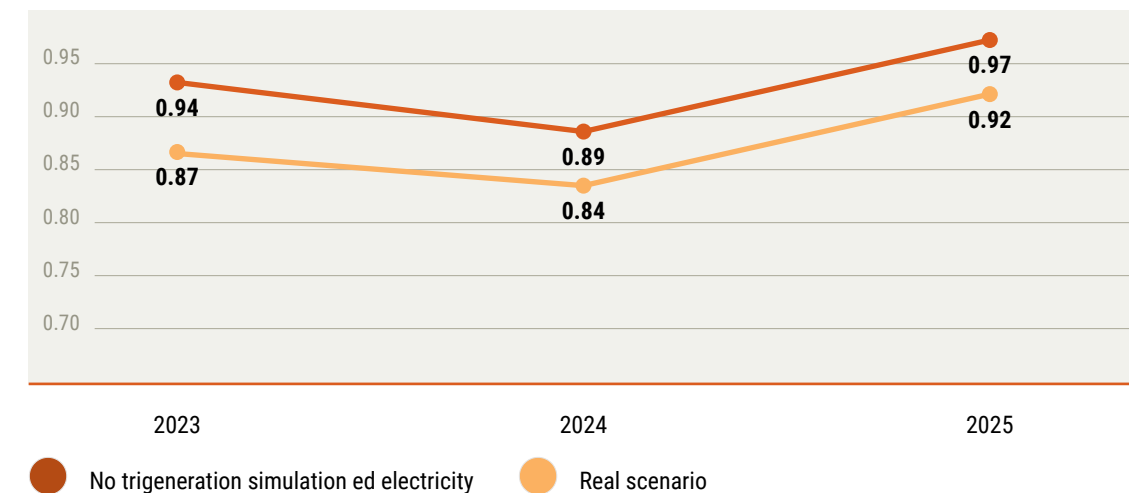


CO₂ EQUIVALENT EMISSIONS (MARKET BASED) PER FINISHED PRODUCT (TON/TON)

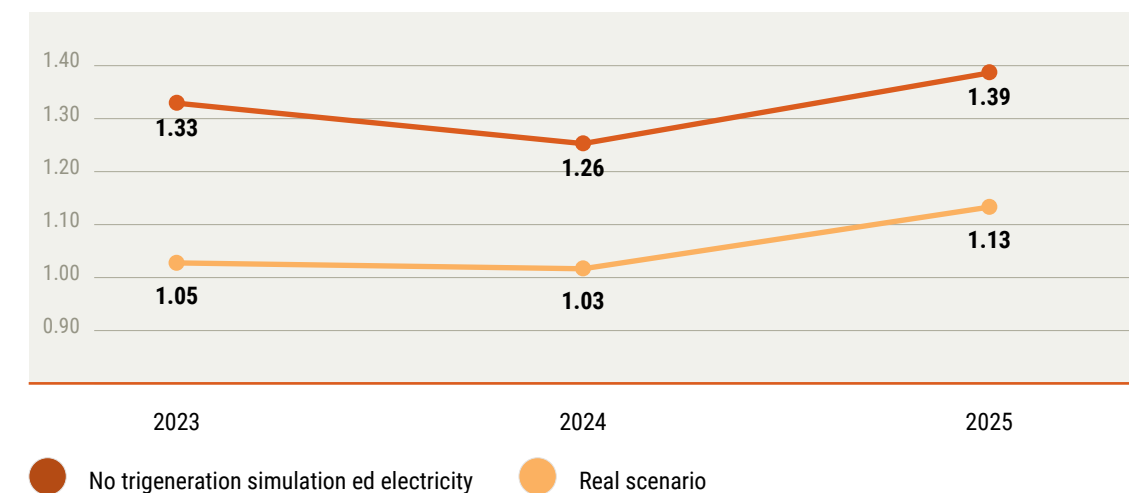


To correctly interpret this data, we must also highlight how the presence of trigeneration plants in the Spinetta Marengo and Alessandria plants allowed for approximately 6% savings in “scope 1” and “scope 2” emissions in 2025 compared to a production scenario with no trigeneration. The benefit is even more evident if we consider total emissions including “scope 3” (emissions from sources not directly owned or controlled by the organisation, generated by the transport and distribution of methane and electricity): in this case, savings reach 23% of total combined emissions of the two sites.

SCOPE 1 + 2 EMISSIONS – TRIGENERATOR IMPACT (METRIC TONS CO₂ EQ / TFP)



SCOPE 1 + 2 + 3 EMISSIONS – TRIGENERATOR IMPACT (METRIC TONS CO₂ EQ / TFP)



-22%

of total CO₂ emissions vs 2024

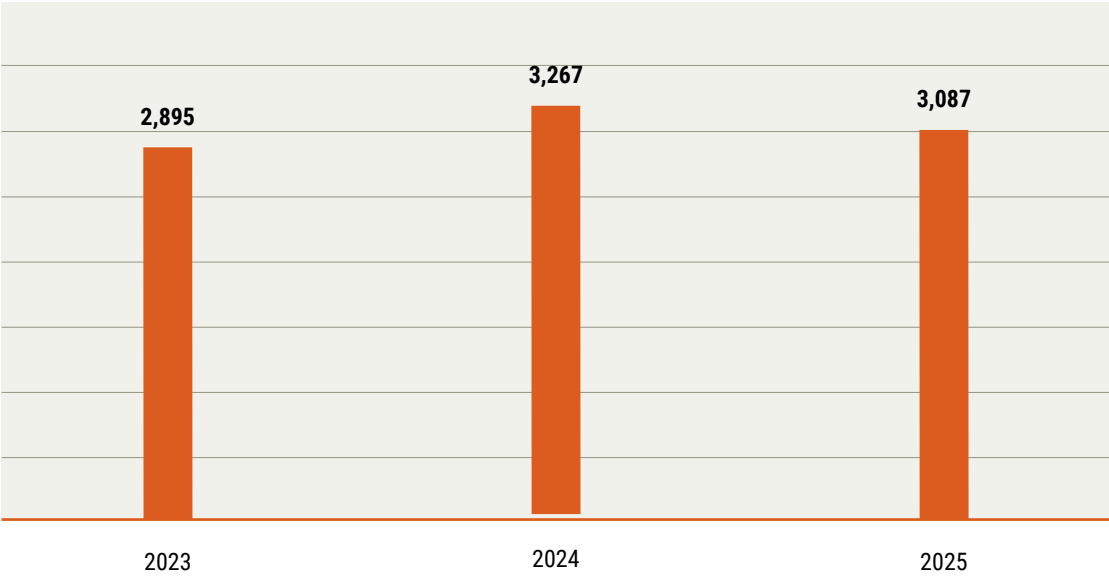
-23%

total emissions thanks to trigeneration

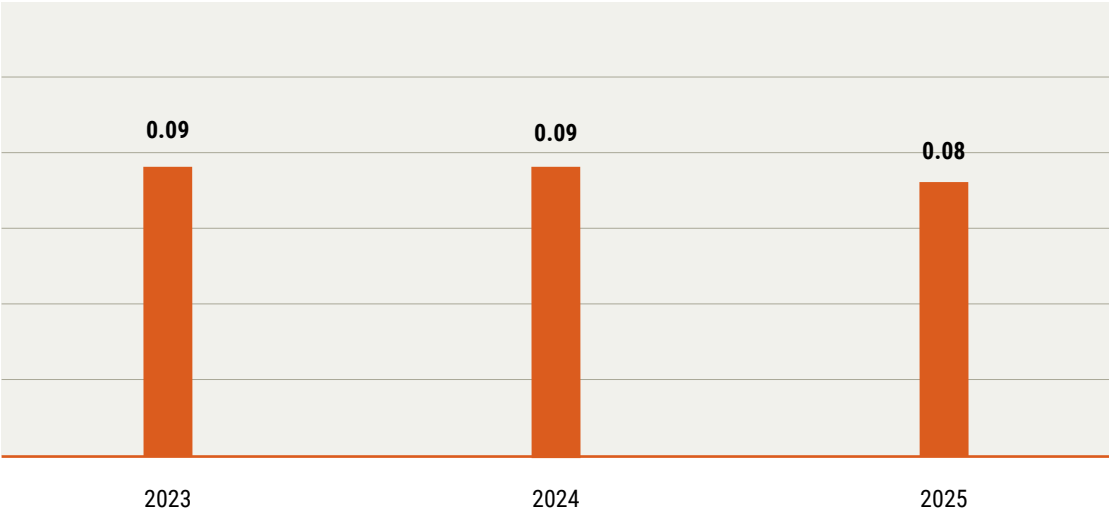
Waste management

The total waste produced in 2025 in our plants decreased by approximately 6% compared to 2024, despite the increase in global production volumes. This is confirmed by the value recorded for the quantity of waste per ton of finished product, which declined at 0.08. In any case, at a general level, the great attention to the recovery and recycling of materials is confirmed: the percentage of recycled waste is in fact equal to 87%, while that of waste sent to landfill has settled at 2.6%.

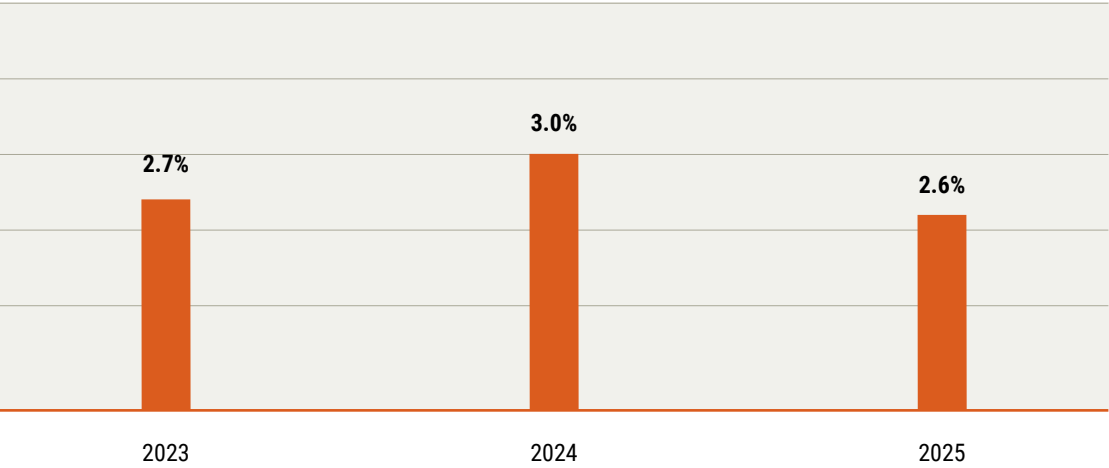
TOTAL WASTE (TON)



WASTE PER FINISHED PRODUCT (TON/TON)

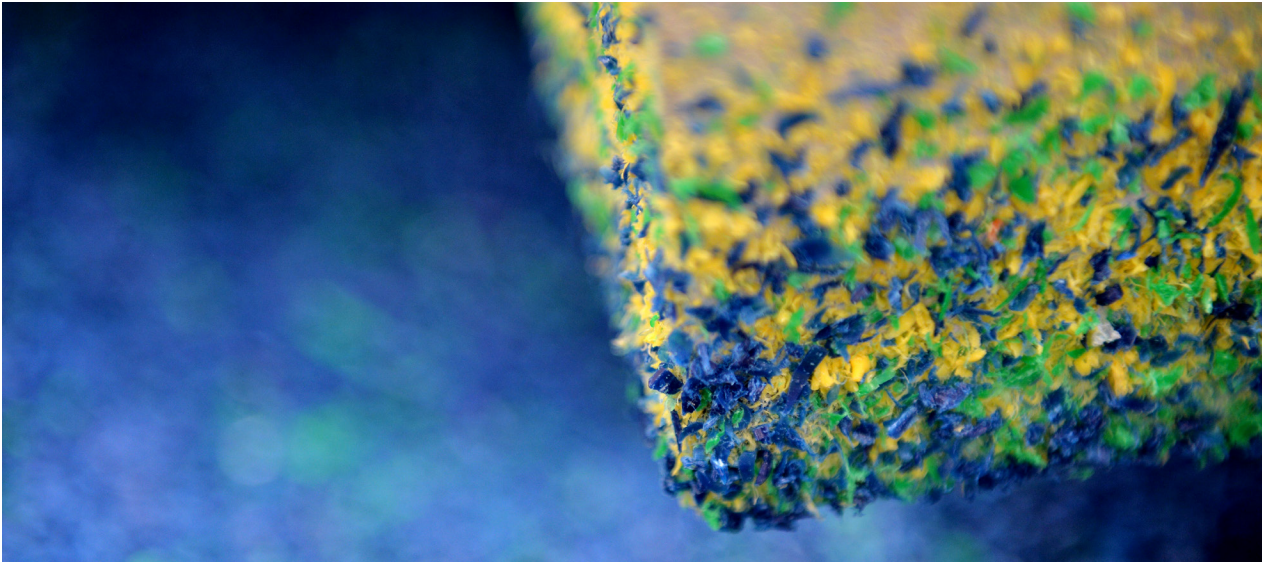


WASTE TO LANDFILL (TON)



87%

recycled waste



S U S T A I N A B I L I T Y
A S S E S S M E N T S A N D

A S S O C I A T I O N S

7

Sustainability assessments and associations

Sharing a spirit of collaboration and commitment with partners and associations in our sector helps us to identify and manage common risks, and to identify in advance the changes taking place and the opportunities they bring. For this reason, we take on an active role in various initiatives that allow us to constantly discuss the most current developments in the production of plastic packaging according to sustainability requirements, as well as the evolutions in the management of plastic waste with a view to recyclability or compostability. In particular, Gualadispensing representatives support the constructive debate and work carried out in the context of the initiatives described more in detail below.

europeanbioplastics

The European Bioplastic association promotes the use of bioplastics as an alternative to materials of fossil origin, favouring the efficient use of renewable resources.

Its goal is to create a discussion table that brings together all the relevant players and stakeholders in the industry, and a technical and business platform aimed at the sustainable development of bioplastics along the entire supply chain.



Unionplast is the national union of Italian plastic processors, founded in 1945 for companies linked to the plastics and synthetic resins industry.

In 2005, the aggregation of Unionplast and Assogomma led to Federazione Gomma Plastica (Plastic Rubber Federation), one of the most important organisations for the sector within Confindustria.

Unionplast's mission is to be a reference for the entire plastics processing chain, including recycled and biodegradable materials, thanks to its technical expertise, consultancy services and constant dialogue with Italian and European institutions.

Ecovadis, CDP, Smeta

Furthermore, Gualadispensing Group actively participates in various independent assessments: this allows us to face stringent requirements on environmental, social and governance issues, recognising our strengths and also identifying areas for improvement on which to focus analyses and actions. The initiatives in which we participate include those described below.

ecovadis

Founded in 2007, today Ecovadis is one of the largest platforms for corporate sustainability assessment. Its method is based on an analysis divided into four main areas: environment, labour and human rights, ethics and sustainable procurement.

Guala Dispensing Group is recognised By Ecovadis for the commitment to environmental and social sustainability.



CDP is an international non-profit organisation that guides companies in the transparent communication of their environmental impact. Gualadispensing Group has chosen to follow its guidelines to report on climate impact (Climate Change Questionnaire for assessing the company's impact on climate change) and water resources (Water Security Questionnaire for corporate impact assessment on water resources).



One of the most popular social audits in the world, SMETA (Sedex Members Ethical Trade Audit) supports companies in assessing their working conditions along the supply chain. The careful analysis of production sites focuses, in particular, on health, safety and human rights. We use this evaluation tool to prove our commitment to social issues and respect for workers' conditions, with transparency and impartiality towards our customers.

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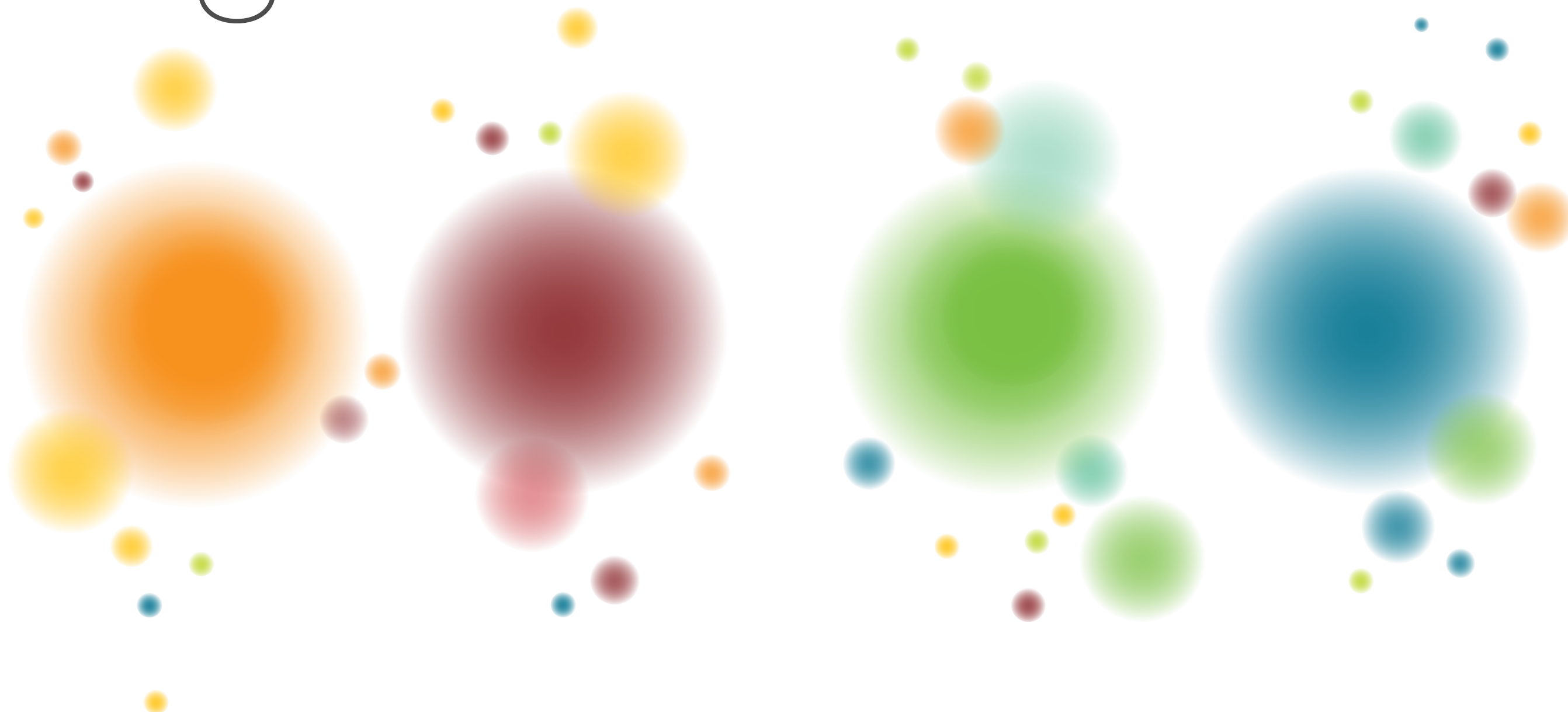
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Methodology and scope

This Sustainability Report, now in its sixth edition, is a voluntary document issued by the Group to present to our stakeholders the efforts and the results achieved during the year on environmental, social and governance related matters.

The 2025 edition was prepared according to the Sustainability Reporting Guidelines of the Global Reporting Initiative (GRI), while also considering preliminary indications from the European Sustainability Reporting Standards (ESRS) version by the end of 2024. Not all requirements of the ESRS standard have been met as ongoing developments. The information and the key performance indicators (KPIs) presented were chosen in line with the United Nations’ 2030 Agenda Sustainable Development Goals (UNSDGs), to present the company’s contribution to the global commitments toward a more sustainable planet.

In the document, unless specified otherwise, the terms “we”, “our”, “us”, the “Group” and the “company” refer to our global operations, including our fully consolidated subsidiaries.

The boundaries of the system are determined by the production process itself: all environmental indicators refer to the impact generated from the moment materials enter the company to the packaging of the finished product ready for shipping, according to the so-called “gate-to-gate” approach.

The Report is prepared on a consolidated basis, with the scope of consolidation aligned with the Financial Statements, without excluding any subsidiaries. During the course of 2025, there were no changes in the reporting boundary from what was reported in previous years.

Data are reported for a three-year period (2023-2025). All calculations include the Gualadispensing Group sites in Italy (Spinetta Marengo and Alessandria), Romania (Buchin), Mexico (Silao) and China (Suzhou), expressed as global aggregate figures.

Normalised environmental performance indicators are presented in order to ensure data comparability from year to year and enable operational trends to be evaluated.

Indexes and KPIs were chosen on the basis of their representativeness, comparability over time and coherence with the reality they report. For this reason, as well as to allow their correct understanding, it was necessary to relate the main sustainability parameters we identified to an appropriate common denominator. Furthermore, it was necessary to harmonise the indicators between different production sites. Gualadispensing factories produce a wide range of products, as represented by our three business divisions: Home and Personal Care, Pharma, and Food. A criterion was therefore identified to appropriately harmonise the KPIs, in order to obtain

homogeneous consolidated data, and the quantity of total output from the plants over time, expressed in metric tons, was adopted as the common denominator.

In analysing certain indicators, apparent peaks and discontinuities compared to previous years’ trends may stand out. These exceptional values are related to specific situations, promptly interpreted and explained in the comments to the tables or KPI charts.

. In 2025, no changes in reporting system and methodologies were adopted. However, while consolidating 2025 data on our workforce, we detected errors in data released in the 2024 report. Figures presented in this 2025 edition were restated for the year 2024.

Sources of conversion factors and emission factors adopted to convert the consumption of fuel and electricity purchased from the grid into CO₂ emissions include the IPCC 2006 Guidelines for National Greenhouse Gas Inventories, the resources available at the Our World in Data website (ourworldindata.org)

and, where not available primary data for CO₂ emissions scope 2 market-based calculations, European Residual Mix from Association of Issuing Bodies (www.aib-net.org/facts/european-residual-mix). CO₂ emissions data are presented as CO₂ equivalent, considering emission factors including impacts from other GHG: CH₄, N₂O, HFCs, PFCs, SF₆ e NF₃.

All data presented refer to the International System of Units and may be subject to rounding. Conversions between different units were performed considering internationally recognised conversion factors. Employee details are reported in headcount as of year-end.

The document is prepared internally through the precious contribution of experts on the subject from all our global operations and is overseen by Gualadispensing Group’s Sustainability department. Despite our best efforts to ensure the accuracy of the information included, these are based on our state of knowledge at the time of publication with an inherent risk of errors. Should any error arise, we will amend the information in the next edition of the Report.

The PDF version of this document is available for download on our website: www.gualadispensing.com.

Social data

General information

EMPLOYEES BY COUNTRY AND BY GENDER

	2025			2024			2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Italy	422	170	592	421	180	601	405	164	569
Romania	125	63	188	109	60	169	98	47	145
Mexico	189	169	358	180	149	329	155	132	287
China	51	48	99	53	49	102	40	52	92
Total employees	787	450	1,237	763	438	1,201	698	395	1,093
Total workers (employees + non-employees)		1,376				1,338			1,225

EMPLOYEES BY COUNTRY, BY CONTRACT TYPE AND BY GENDER

	Contract type					
	Permanent			Temporary		
	Male	Female	Total	Male	Female	Total
	2025					
Italy	422	170	592	0	0	0
Romania	124	63	187	1	0	1
Mexico	189	169	358	0	0	0
China	20	30	50	31	18	49
Total	753	429	1,187	32	18	50
	2024					
Italy	421	180	601	0	0	0
Romania	109	60	169	0	0	0
Mexico	180	149	329	0	0	0
China	53	49	102	0	0	0
Total	763	438	1,201	0	0	0
	2023					
Italy	403	163	566	2	1	3
Romania	98	47	145	0	0	0
Mexico	155	132	287	0	0	0
China	41	51	92	0	0	0
Total	697	393	1,090	32	18	50

WORKERS WHO ARE NOT EMPLOYEES

	2025	2024	2023
Total	139	137	132

Employment

NEW EMPLOYEES HIRED

	2025	2024	2023
Total	195	288	165
Rate of new hires	16%	24%	15%

EMPLOYEES WHO LEFT

	2025	2024	2023
Total	161	186	144
Rate of new hires	13%	16%	13%

Health and Safety

HEALTH & SAFETY PERFORMANCE INDICATORS

	Employees		Non-employees		Workforce: employees + non-employees	
	N.	Rate	N.	Rate	N.	Rate
2025						
Total hours worked	2,290,186	-	248,000	-	2,538,186	-
Fatalities as a result of work-related injuries	0	0	0	0	0	0
Fatalities as a result of work-related ill health	0	0	0	0	0	0
Number and rate of recordable work related injuries (Inquiry Frequency Rate)	26	11.4	0	0	26	10.2
Recordable work related ill health	1	-	0	-	0	-
the number and rate of days lost to work-related injuries and fatalities from work-related accidents (Inquiry Severity Rate)	606	0.26	0	0	606	0.24
2024						
Total hours worked	2,494,754	-	51,776	-	2,546,530	-
Fatalities as a result of work-related injuries	0	0	0	0	0	0
Fatalities as a result of work-related ill health	0	0	0	0	0	0
Number and rate of recordable work related injuries (Inquiry Frequency Rate)	25	10	4	77	29	11.4
Recordable work related ill health	2	-	0	-	0	-
the number and rate of days lost to work-related injuries and fatalities from work-related accidents (Inquiry Severity Rate)	651.5	0.26	48	0.93	699.5	0.27
2023						
Total hours worked	1,781,333	-	179,353	-	1,960,686	-
Fatalities as a result of work-related injuries	0	0	0	0	0	0
Fatalities as a result of work-related ill health	0	0	0	0	0	0
Number and rate of recordable work related injuries (Inquiry Frequency Rate)	13	7	6	33	19	9.7
Recordable work related ill health	0	-	0	-	0	-
the number and rate of days lost to work-related injuries and fatalities from work-related accidents (Inquiry Severity Rate)	456	0.26	196	1.09	652	0.33

Diversity

EMPLOYEES BY AGE GROUP AND BY CATEGORY

	2025				2024				2023			
	Employee category				Employee category				Employee category			
	Blue collar	White collar	Manager and above	Total	Blue collar	White collar	Manager and above	Total	Blue collar	White collar	Manager and above	Total
<18 years old	0	0	0	0	0	0	0	0	0	0	0	0
18-29 years old	122	81	0	203	177	26	0	194	132	14	0	146
30-50 years old	413	244	30	687	541	122	31	684	533	111	20	664
>50 years old	221	84	42	347	206	58	40	304	182	87	14	283
Total	756	409	72	1,237	924	206	71	1,201	847	212	34	1,093

EMPLOYEES BY GENDER AND BY CATEGORY

	2025				2024				2023			
	Employee category				Employee category				Employee category			
	Blue collar	White collar	Manager and above	Total	Blue collar	White collar	Manager and above	Total	Blue collar	White collar	Manager and above	Total
Male	434	287	56	777	594	117	53	754	552	127	23	702
Female	322	122	16	460	330	89	18	428	295	85	11	391
Total	756	409	72	1,237	924	206	71	1,201	847	212	34	1,093

EMPLOYEES WITH DISABILITY BY CATEGORY

	2025			2024			2023		
	Gender			Gender			Gender		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
number of employees	19	12	31	20	12	32	20	15	35

Training

TRAINING HOURS BY GENDER AND BY CATEGORY

	2025				2024				2023			
	Training hours by category				Training hours by category				Training hours by category			
	Blue collar	White collar	Manager and above	Total	Blue collar	White collar	Manager and above	Total	Blue collar	White collar	Manager and above	Total
Male	3,060	4,137	519	7,716	5,975	1,607	369	7,952	4,068	2,290	164	6,522
Female	3,195	1,647	202	5,043	2,177	978	122	3,276	1,846	1,085	69	3,001
Total	6,255	5,784	721	12,759	8,153	2,585	491	11,229	5,914	3,376	234	9,523

AVERAGE TRAINING HOURS PER PERSON

	2025	2024	2023
Training hours per person	10	9	9

TRAINING HOURS BY TOPIC

	2025	2024	2023
Health, Safety and Environment	3,921	5,427	4,440
Other	8,838	5,803	5,083
Total	12,759	11,229	9,523

Environmental data

Energy

ENERGY CONSUMPTION FROM NON-RENEWABLE SOURCES

	2025	2024	2023
	MWh	MWh	MWh
Fuel consumption from coal and coal products	0	0	0
Fuel consumption from crude oil or petroleum	0	0	0
Fuel consumption from natural gas	71,654	66,741	71,643
Fuel consumption from other non-renewable sources	0	0	0
Consumption from nuclear products	0	0	0
Consumption of purchased or acquired heat, steam and cooling	0	0	0
Consumption of purchased or acquired electricity	54,852	75,196	59,569
Total non-renewable energy consumption	126,506	141,937	131,212
Share of non-renewable sources in total energy consumption (%)	86.0%	99.4%	99.2%

ENERGY CONSUMPTION FROM RENEWABLE SOURCES

	2025	2024	2023
	MWh	MWh	MWh
Fuel consumption from renewable sources (i.e. biomass, biogas, non-fossil fuel waste, hydrogen from renewable sources, etc.)	0	0	0
Consumption of purchased or acquired electricity from renewable sources	19,869	180	0
Consumption of purchased or acquired heat, steam, and cooling from renewable sources	0	0	0
Consumption of self-generated non-fuel renewable energy	1,145	737	1,096
Total consumption from renewables	21,014	917	1,096
Share of renewable sources in total energy consumption (%)	14.2%	0.6%	0.8%

ENERGY CONSUMPTION

	2025	2024	2023
	MWh	MWh	MWh
Total energy consumption	147,520	142,854	132,308

ENERGY PRODUCTION

	2025	2024	2023
	MWh	MWh	MWh
Energy production from non-renewable energy sources	53,045	56,639	61,557
Energy production from renewable energy sources	1,145	737	1,096

ENERGY CONSUMPTION INTENSITY

	2025	2024	2023
Energy consumption intensity per ton of finished product (MWh/ton)	3.8	3.8	4
Electric energy consumption intensity per ton of finished product (MWh/ton)	2.9	2.9	2.8

SOURCES OF ELECTRICITY SUPPLY

	2025	2024	2023
Electricity purchased	50%	71%	64%
Electricity purchased: from renewables	18%	0%	0%
Electricity generated onsite: trigeneration	30%	29%	35%
Electricity generated onsite: photovoltaic	1%	1%	1%

Emissions

GHG EMISSIONS

	2025	2024	2023
Gross Scope 1 GHG emissions from operations (ton CO ₂ eq)	14,514	13,519	14,512
Gross Scope 1 GHG emissions - fugitive (ton CO ₂ eq)	0	0	460
Percentage of scope 1 GHG emissions from regulated emission trading schemes (%)	0%	0%	0%
Gross location-based Scope 2 GHG emissions (ton CO ₂ eq)	24,100	24,331	19,363
Gross market-based Scope 2 GHG emissions (ton CO ₂ eq)	19,718	30,243	22,779
Total GHG emissions (ton CO₂ eq) - location based	38,614	37,85	34,335
Total GHG emissions (ton CO₂ eq) - market based	34,233	43,762	37,751

GHG INTENSITY (SCOPE 1 AND 2)

	2025	2024	2023
Total GHG emissions (location-based) per ton of finished product (ton CO ₂ eq/ton)	1.02	1.02	1.03
Total GHG emissions (market-based) per ton of finished product (ton CO ₂ eq/ton)	0.91	1.18	1.13

SIGNIFICANT SCOPE 3 GHG EMISSIONS

	2025	2024	2023
Purchased goods and services	86,245	81,575	85,146
Fuel and energy-related activities	10,821	10,809	9,186
Upstream transportation and distribution	5,227	4,514	3,740
Waste generated in operations	186	186	125
Business travels	489	239	266
Employee commuting	2,689	2,570	2,376
Downstream transportation and distribution	10,270	10,034	9,007
End-of-life treatment of sold products	816	810	681
Total Gross indirect (Scope 3) GHG emissions (tCO₂ eq)	116,742	110,737	110,527
Total GHG emissions (ton CO₂ eq) - location based	155,356	148,489	144,862
Total GHG emissions (ton CO₂ eq) - market based	150,974	154,499	148,165

GHG INTENSITY (SCOPE 1, 2 AND 3)

	2025	2024	2023
Total GHG emissions (location-based) per ton of finished product (ton CO₂ eq/ton)	4.08	4.00	4.34
Total GHG emissions (market-based) per ton of finished product (ton CO₂ eq/ton)	3.97	4.16	4.44

Methodologies used to calculate scope 3 emissions are aligned to GHG protocol and 23% of Scope 3 emissions are calculated from primary data.

Where primary data are not available, sources of conversion factors adopted include DEFRA (UK Department for environmental and rural affairs <https://www.gov.uk/government/organisations/department-for-environment-food-rural-affairs>) and IEA (International energy agency <https://www.iea.org/>).

Pollution

AIR POLLUTANTS

	2025	2024	2023
	kg	kg	kg
SO ₂ (sulphur dioxides)	0	62	62
NOx (nitrogen oxides)	753	700	705
Non-methane volatile organic compounds (NMVOC)	938	938	938
PM 2,5 (fine particulate matter)	636	636	201
NH3 (ammonia)	165	165	82
Heavy metals	0	0	0

Water

WATER CONSUMPTION

	2025	2024	2023
	m3	m3	m3
Total water consumption	159,418	147,879	92,181
Water recycled and reused	0	0	0
Water stored	9,978	1,100	1,100

WATER INTENSITY

	2025	2024	2023
Total water consumption per ton of finished product (m3/ton)	4.19	4.0	2.76
Total water withdrawals per ton of finished product (m3/ton)	6.5	6.4	6

Resources Inflows - Materials

MATERIALS USED TO MANUFACTURE PRODUCTS AND SERVICES DURING THE REPORTING PERIOD

		2025	2024	2023
Total materials used	(ton)	42,655	39,293	35,498
Non-renewable materials used	total absolute weight (ton)	42,655	39,293	35,498
	%	100%	100%	100%
Renewable materials used	total absolute weight (ton)	0	0	0
	%	0	0	0%

RECYCLED INPUT MATERIALS USED TO MANUFACTURE PRODUCTS AND SERVICES DURING THE REPORTING PERIOD

	2025	2024	2023
Recycled input materials used (ton)	997	1,010	116
% over the total material used	2.3%	2.6%	0.3%

INTERNALLY REGRIND MATERIAL

	2025	2024
Total absolute weight (tons)	158	121
% over the total weight	0.4%	0.3%

Waste management

WASTE GENERATED

		Non-hazardous	Hazardous	Total
		ton	ton	ton
		2025		
Waste diverted from disposal	Preparation for reuse	0	0	0
	Recycling	2,593	68	2,661
	Other recovery operations	8	6	14
	Total	2,601	74	2,675
Waste averted to disposal	Incineration	172	0	172
	Landfilling	72	9	81
	Other disposal operations	69	91	160
	Total	313	100	412
Total		2,914	174	3,087
		2024		
Waste diverted from disposal	Preparation for reuse	0	0	0
	Recycling	2,897	17	2,914
	Other recovery operations	0	23	23
	Total	2,897	40	2,937
Waste averted to disposal	Incineration	99	0	99
	Landfilling	77	23	99
	Other disposal operations	58	74	132
	Total	234	97	331
Total		3,130	137	3,267
		2023		
Waste diverted from disposal	Preparation for reuse	0	0	0
	Recycling	2,712	15	2,727
	Other recovery operations	0	15	15
	Total	2,712	30	2,742
Waste averted to disposal	Incineration	0	25	25
	Landfilling	66	13	79
	Other disposal operations	30	19	49
	Total	96	57	153
Total		2,808	87	2,895

	2025		2024		2023	
	Total (tons)	% versus total waste generated	Total (tons)	% versus total waste generated	Total (tons)	% versus total waste generated
Non recycled waste	427	13%	354	11%	167	6%

We do not generate radioactive waste

WASTE INTENSITY

	2025	2024	2023
Waste generated per ton of finished product (ton/ton)	0.08	0.09	0.09

WASTE TO LANDFILL

	2025	2024	2023
% waste to landfill versus total waste generated	2.6%	3.0%	2.7%

Certifications

		ISO 9001	ISO 14001	ISO 45001	ISO 1485	BRCGS P7	RecyClass traceability (use of PCR material)	ISCC+ (use of PCR material - mass balance)	CTPAT (Customs-Trade Partnership Against Terrorism)	SEDEX SMETA
Spinetta Marengo	Italy	●	●	●		●	●			
Alessandria	Italy	●	●	●	●	●		●		
Buchin	Romania	●				●	●			
Silao	Mexico	●				●			●	●
Suzhou	China	●				●				●

Thanks
to everyone who collaborated
on our Sustainability Report

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