alimac group

Sustainability Report 2024

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Letter to stakeholders

Dear Stakeholders,
Alimac Group operates as a global leader in the secondary packaging sector an industry currently experiencing rapid and significant transformation. These changes are driven both by shifting consumer behaviors and expectations, as well as by increasingly stringent regulatory frameworks across the diverse geographical markets in which the Group is present.
At the industrial level, our sector faces unprecedented volatility in the availability of raw materials and essential services, which are vital to ensuring the continuity and competitiveness of our operations. In light of this dynamic landscape, Alimac Group has chosen to pursue a robust path of sustainable development. Our aim is to evolve into an increasingly sustainable and effective organization, capable of adapting to rapidly changing operational scenarios while preserving the leadership position earned over the years and developing more sustainable solutions.
To support this transition, the Group is strengthening its internal structure, systems, and resources to increase responsiveness to external challenges, while simultaneously improving the efficiency of our operations. We are fully aware that a forward-looking strategy must include a strong commitment to the development of new products and solutions that meet both current and future customer needs.
We believe that lasting innovation is only possible through a sustainability-oriented approach that considers every element of the system in an integrated and systemic way.
In this spirit, Alimac Group has revised and reinforced its internal policies, worked to obtain new product certifications (such as RecyClass and Plastica Seconda Vita), committed to sourcing 100% of its electricity from renewable sources, and initiated a structured evaluation of its corporate emissions.
Our path forward is grounded in the conviction that a sustainable business model, rooted in transparency and continuous improvement, is essential to delivering long-term value for all stakeholders.

We thank you for accompanying us on this journey.

Sincerely,
Marco Fantoni

01

The Alimac Group

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1.1 Alimac Group's history, mission and vision

Alimac's success story began in the late 1980s when the market for self-adhesive tape carry handles was in its infancy. Recognizing the shift from glass to PET six-pack shrink-wrapped bottles, the founders conducted a pioneering feasibility study on tape-based handling solutions. As "first movers," Alimac capitalized on evolving retail dynamics—expanding distribution networks across Europe—and rapidly gained technical know-how from billions of handles produced. In 1992, the Group embarked on its first international partnership in France, and by 1993 had launched large-scale production in Italy to meet rising demand from both domestic and global brands.

In 1994, Alimac secured a key distribution contract in Spain, further solidifying its presence in Western Europe. By 2005, to accommodate surging demand, a second manufacturing facility was inaugurated in Germany, dedicated to the newly developed prelaminated tape carry handle.

This innovation - produced in one single piece - eliminated coupling errors and offered brilliant custom colours, driving adoption in markets as diverse as Poland, Canada, Argentina, and Japan.

Between 2011 and 2016, Alimac significantly expanded its global footprint by establishing commercial offices in Iberia (2011), Russia (2012), China (2015), and North America (2016), alongside a new production facility dedicated to the Chinese market.

Today, Alimac boasts over 35 years of continuous technical improvement, with more than 600 customers across 185 countries, confirming its reputation for quality and reliability. Since November 2022, Metrika SGR S.p.A., on behalf of the closed investment fund "Metrika", holds 100% of the shares of the Alimac Group. The Group currently comprises three legal entities: Alimac Italy Srl, Alimac Deutschland GmbH, and Alimac Iberia S.l.u..

As part of Alimac group ongoing efforts to continuously optimize the value proposition to our customers while maintaining and improving the quality of our solutions and increasing our global market relevance, the company has the announced the following:

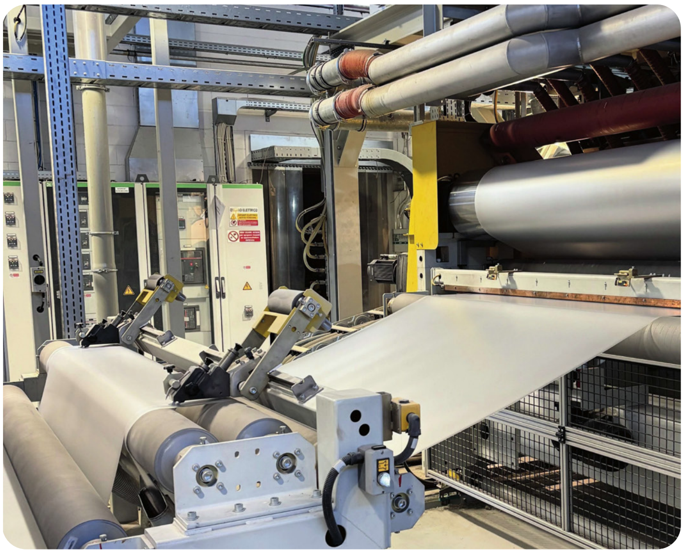
Acquisition of NRG Tapes (Q4 2023):

Throughout Q4 2023, Alimac Srl, backed by Metrika SGR S.p.A., completed the acquisition of 100% of the shares of NRG Tapes, a historical player in the carry-handle tapes solutions market since 2009. This acquisition strengthens our market position by leveraging synergies in geographical coverage and market expertise. The brands Alimac and NRG will continue to exist side by side, and NRG Tapes will operate through its headquarters in Breda and its subsidiary Technology Exporter in Dubai. To ensure seamless business continuity, a structured integration process is underway.

Alimac China and Mactec business unit discontinuation was performed in 2023 by centralizing the production structure in Europe.

1.2 Mission and vision

Our mission is to help our customers achieve outstanding consumer shopping experiences through packaging innovation and seamlessly integrated, customized solutions. We partner with brand manufacturers and retailers to differentiate them from competitors by enhancing “shop-ability”, increasing sales, and fostering customer loyalty. Our support covers tailor-made solutions, extensive product ranges, comprehensive services, and dedicated project management, ensuring every packaging project exceeds expectations.
We create value for brands by delivering high-quality, innovative handling packaging solutions that stand out in a crowded market. We believe packaging must be functional, accessible, environmentally friendly, and imbued with “shop-ability”. Since 1990, we have combined practical design, compelling artwork, and economic feasibility to simplify the daily lives of end-consumers, help our customers build strong brand preference, and drive sales and loyalty. “Handles with care” is our guiding motto.



Our values

Alimac corporate values guide our daily actions and strategic decisions:

Quality

Alimac ensures the highest quality by conducting continuous physical tests to check the elongation, strength, and load capacity of handle tapes, using state-of-the-art machinery and internal production processes.

Reliability

With over 30 years of experience and a global presence on five continents, Alimac is recognized for its reliability in providing secondary packaging solutions to more than 500 clients, including global brands and FMCGs.

Customer care

Alimac is committed to maintaining close relationships with its clients, providing customized solutions that meet the specific needs of customers and ensuring high-quality service.

Sustainability

Alimac is at the forefront of sustainable innovations, developing solutions that reduce the use of single-use plastics, enhance recyclability, and utilize water-based adhesives to lessen environmental impact.

1.3 Structure of the Group

Alimac Group, wholly owned by Metrika SGR S.p.A. through its closed-end fund, comprises four legal entities dedicated to carry handle and specialty tapes production and distribution:

Alimac Italy Srl: Centralized R&D, extrusion, coating, lamination, and final assembly.

Alimac Deutschland GmbH: Prelaminated handle expertise and artwork design hub.

Alimac Iberia S.l.: Commercial office serving the Iberian market.

NRG Tapes (acquired Q4 2023): Headquartered in Breda with a Technology Exporter subsidiary in Dubai; maintains its brand alongside Alimac. This last entity is not included within the scope of neither the GHG emissions' quantification nor the materiality assessment for the draft of this Sustainability report.

The Group's international footprint includes an integrated network of:

2 Manufacturing Plants: Italy and Germany producing globally.

3 Commercial Offices: Italy, Germany, Spain.

Global Partners: Technical and commercial networks in 185 countries, supporting local project management and service delivery.

Our governance

Alimac's governance structure is composed of both executive and non-executive members. Specifically, there are four executive members and three non-executive members serving within the administrative, management, and supervisory bodies, of which 14% are female. Representation of workers is assured through the presence of trade union representatives and a designated safety representative where applicable, offering a formal channel for employee interests and workplace safety concerns to be included in corporate governance.

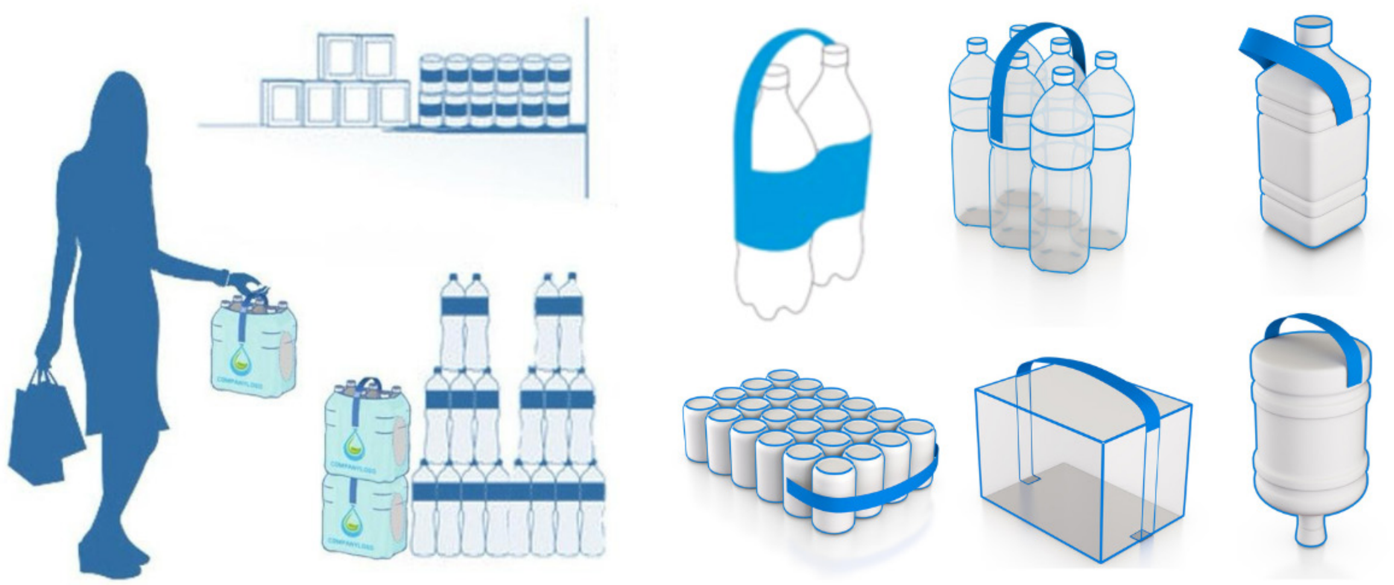
In terms of sustainability oversight, Alimac Group integrates environmental and social performance into its governance processes. Governance bodies receive quarterly briefings regarding material impacts, the results of due diligence, and the effectiveness of related policies and performance indicators. The company employs both internal controls and, where necessary, external auditors to verify compliance with relevant regulations and ensure accountability.

Internally, groups of performance indicators have been defined to systematically monitor outcomes in various operational areas, thereby supporting informed decision-making. During 2024, the Group decided to start a structured journey to develop a comprehensive ESG program, including masterclass sessions regarding.

1.4 Our business model and products

Alimac's value chain begins with a strong focus on innovation and design, where the R&D team continuously explores new solutions in cooperation with machine producers and customers, to ensure that every packaging stands out in the market. The production phase spans Alimac's two ISO 9001 certified manufacturing plants, where extrusion, insert lamination, and spooling take place.
Following production, each tape carry handle undergoes customization and artwork application-logos, promotional graphics, or QR codes are printed on flexible backings, and insert materials such as paper, foam, or plastic are selected to meet sector-specific needs. These finished products are then distributed through Alimac's integrated supply chain network-linking manufacturing plants with three commercial offices worldwide-to deliver turnkey project management from prototype validation to line integration.
Finally, dedicated after-sales support, including technical service, ensures business continuity and rapid response to customer needs.

Alimac portfolio includes two main families of tapes: Carry handles and sealing/bundling solutions. Traditional Carry Handles feature a separate backing and inlay coupled during application, making them versatile for diverse packaging formats. Prelaminated Carry Handles includes an integrated inlay, ensuring error-free application and vivid custom colors. Sealing and bundling tapes provide high strength narrow width solutions, designed to secure perfect sealing of plastic and metal containers by preventing surface wear and pollution. Each handle offers superior adhesion, tensile strength, and comfort, improving consumer ergonomics, logistics efficiency, and impulse purchase rates.



02

Our approach to sustainability

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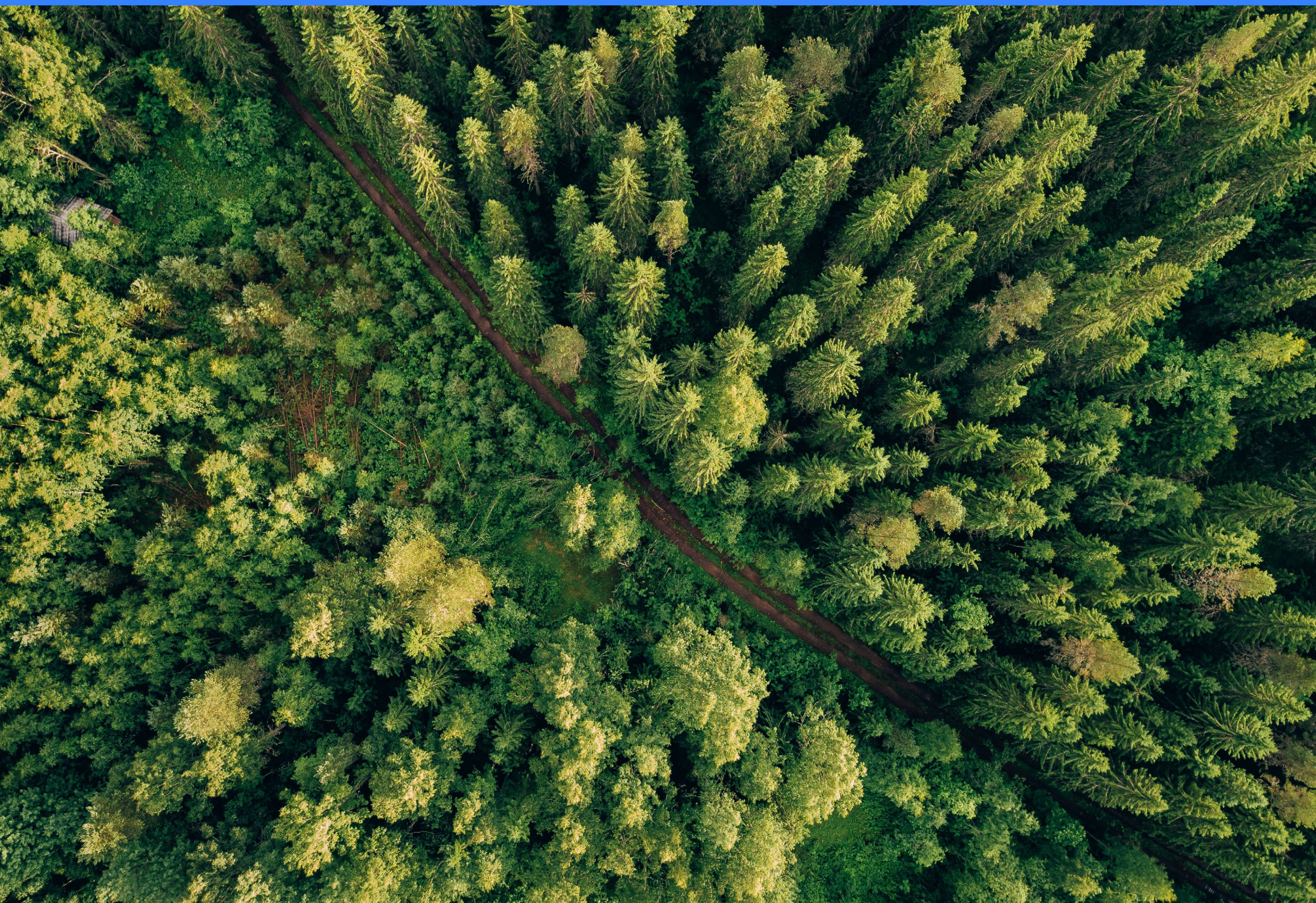


2.1 Alimac Group's main stakeholders

Stakeholders' engagement is an essential process for strategic planning and business development, as well as for sustainability activities and programs aligned with the United Nations 2030 Agenda Sustainable Development Goals. It represents a key action for companies aiming to contribute to environmental and social responsibility.
Through proactive and authentic engagement, companies can build strong relationships that prevent risks, open up opportunities for innovation, and adapt more effectively to a dynamic market demand. Stakeholders' engagement makes it possible to identify potential issues, needs, and requirements of corporate interlocutors, gathering diverse perspectives on Alimac Group's approach to creating economic, social, and environmental value.
The most relevant actors (individuals, groups, or organizations) with a direct or indirect interest in Alimac Group's business activities have been divided into 15 different clusters and classified according to the influence–dependence criterion. In addition to internal and external stakeholders, we have chosen to include those "silent" entities that do not have a direct voice or active role in business operations but still represent important actors for the company, so as to give Alimac Group a more comprehensive representation of the external context.

Internal

Shareholders & investors
Board of directors
Management team
Employees

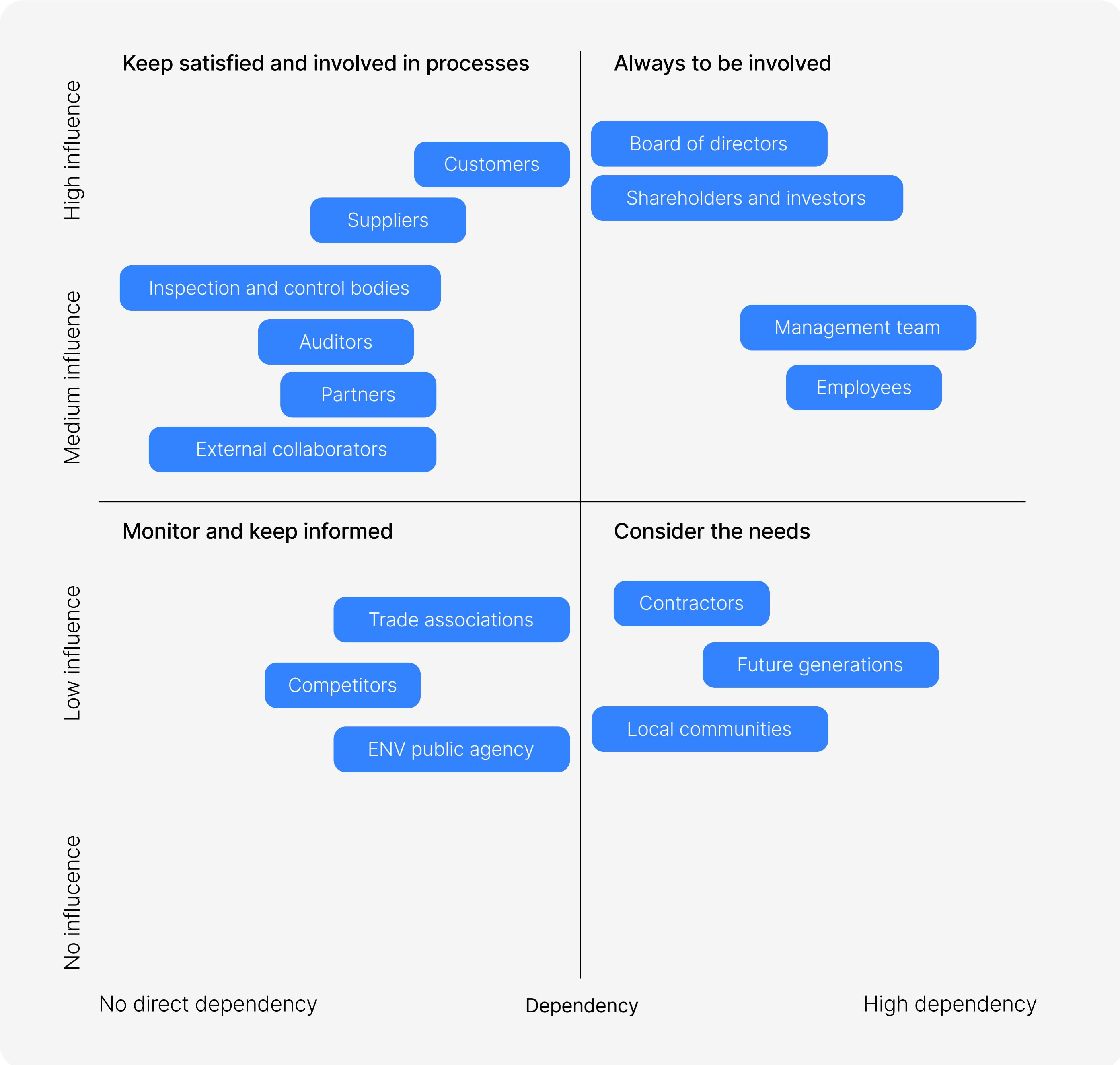
External

Customers (distributors & direct customer)
Suppliers
Competitors
Partners (packaging materials)
Partners (packaging automation)
External collaborators (e.g. consultants)
Contractors (e.g. for maintenance)
Trade associations
Inspection and control bodies
Auditors

Silent

Local communities
Future generations

Through an interactive workshop involving our executives and department heads, in 2024 we identified the main stakeholders, subsequently evaluated according to the influence–dependence criterion. The first aspect assesses each stakeholder's ability to influence both Alimac Group's objectives and decision-making processes, while the second measures the extent to which the stakeholder is influenced by our operations. Based on the workshop voting results, the identified stakeholders were then plotted along the two axes of a matrix representing their degree of dependence and influence. The four quadrants correspond to the different communication approaches that Alimac Group will adopt to manage stakeholder engagement on its path toward integrating sustainability into corporate strategy.



The stakeholders' positions within the matrix indicate the most appropriate actions to take with each of them:

Engage continuously
These stakeholders exert considerable influence on decision makers and our reporting activities. It is essential to maintain close communication with them to manage their expectations effectively.

Consider their needs
It is important to keep these stakeholders adequately informed and maintain regular communication with them to ensure that no significant issues arise. They often can provide valuable insights and assistance regarding sustainability performance reporting.

Keep satisfied and involved in processes
These stakeholders must be kept informed of sustainability reporting progress, as they hold significant power. It is crucial to manage them carefully, since their dissatisfaction could lead them to exercise their influence negatively.

Monitor and/or inform
Monitoring them and/or keeping them informed allows the company to reach every stakeholder, although in this case it is not strictly necessary to devote too much time and energy to communication.

This categorization enables us to develop an effective stakeholder engagement plan, outlining how they will be involved in reporting activities from now on, how their needs and concerns will be addressed, and how their expectations will be managed. Alimac Group will consider using this matrix as a reference point for building communication strategies regarding its commitments and objectives, gradually involving stakeholders in future projects.

Stakeholder feedback is essential for obtaining valuable insights into the effectiveness of our actions. Moreover, they can support Alimac Group in selecting the material environmental, social, and governance topics on which the company has, or could have, positive and negative impacts. Therefore, for this first reporting cycle, Alimac Group decided to engage the internal stakeholder clusters (managers and employees) to conduct a preliminary assessment of the potential topics to include in this report.

By integrating stakeholder engagement as a fundamental component of our strategy, we aim to cultivate stronger relationships, enhance transparency, and build trust with our stakeholders. Alimac Group is committed to maintaining an ongoing dialogue that promotes mutual understanding and collaboration, with the goal of generating positive impacts not only for the company itself but also for the environment and society.

2.2 Materiality assessment

In sustainability reporting, materiality analysis plays a crucial role in identifying and prioritizing the most relevant topics for our business and our stakeholders.
This evaluation ensures the integration of ESG priorities into our corporate strategy, turning them into a determining factor for long-term success. In this way, Alimac Group is able to allocate human and financial resources more efficiently to understand and actively address the concerns and expectations of its key stakeholders.

As a key element, in preparing this voluntary report we employed the procedure for the impact materiality assessment outlined by European Sustainability Reporting Standards in order to be prepared to integrate in the future also the financial materiality to update our material topics. The process that led Alimac Group to select its material topics was carried out as follows:

1. Context analysis

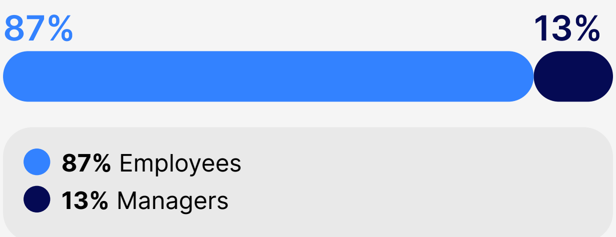
In this initial phase, we examined our main business processes and analyzed our mission, values, existing sustainability strategies, and practices to align the materiality analysis with Alimac Group's objectives. We also conducted benchmarking and studied social and environmental trends within our sector to gain broader knowledge of the most addressed sustainability topics (for example, climate change, resource scarcity, social inequalities, technological advances).

2. Identification of current and potential impacts

In this second step, Alimac Group's management was involved in a workshop to identify a preliminary list of current and potential impacts (and their related material topics) that the company is generating or could generate, using the results of the previous phase for brainstorming activities.

3. Impact evaluation

In this phase, internal stakeholders (managers and employees) were involved in evaluating the material topics based on their level of relevance through a survey. The following chart shows the distribution of respondents by their role within the company:



4. Prioritization of the most significant topics

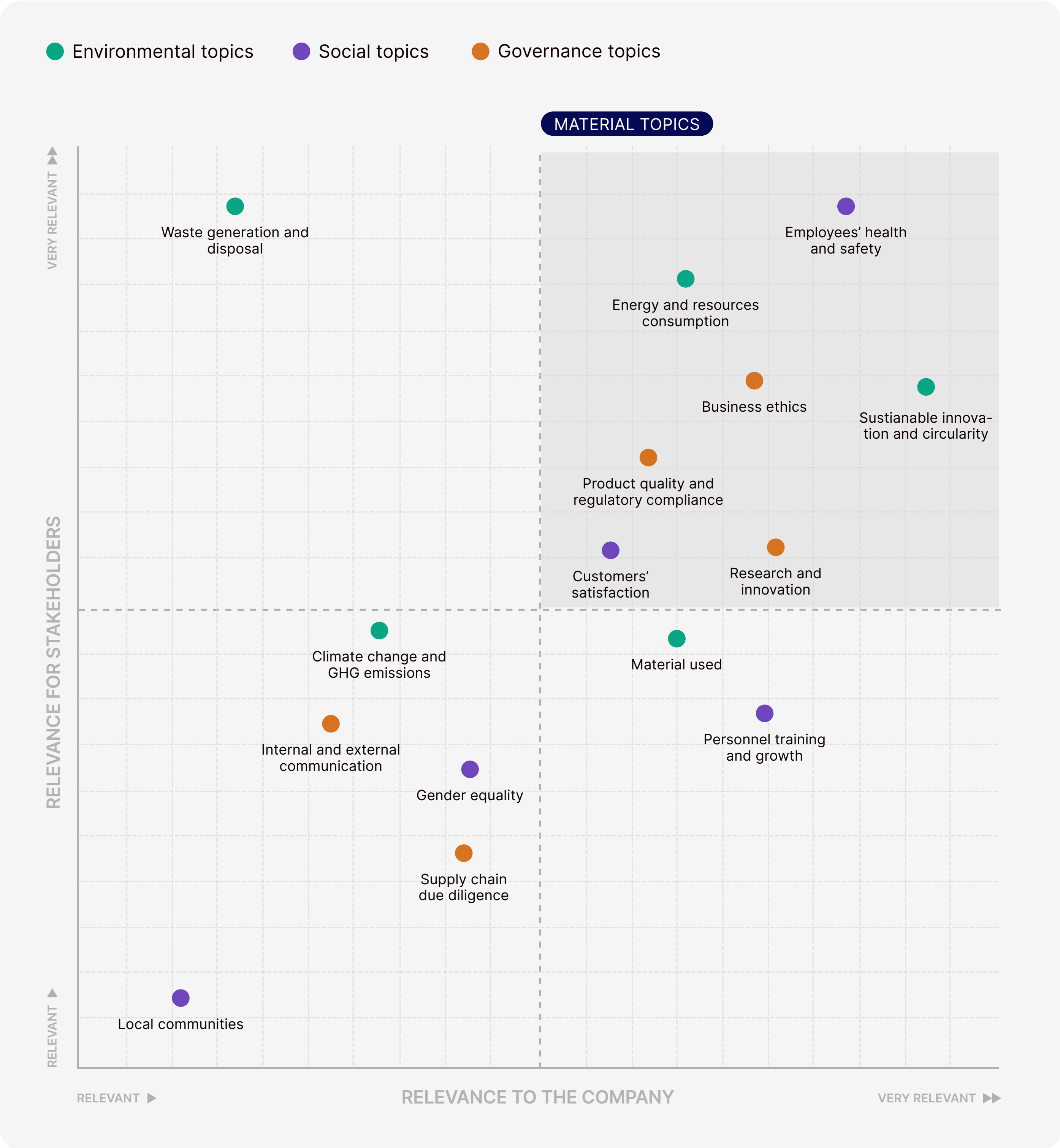
In this final phase, impacts were grouped into potential material topics to assign an overall score to each. After defining a materiality threshold as required by ESRS standards, the topics with the highest scores were validated as the principal ESG areas that Alimac Group must consider in reporting its performance.

Once the set of principal material topics was identified, each was mapped to one or more Sustainable Development Goals (SDGs) to align our efforts with a globally recognized framework for addressing critical challenges.

This step not only demonstrates the organization's commitment to contributing to international sustainability goals but also enhances the transparency and credibility of our sustainability reporting. Clearly linking material topics to specific SDGs enables Alimac Group to provide stakeholders with a clearer understanding of how its actions and initiatives contribute to broader objectives.

2.3 Main results and material topics

The final stage of our materiality process was supported by the materiality matrix, which helps prioritize actions and resource allocation, ensuring that the most critical issues receive the necessary attention.
All potential material topics for Alimac Group were plotted according to their relevance to the group and its stakeholders, synthesizing—on the one hand—the workshop results with senior executives and—on the other—the outcomes of the materiality survey. This graphical representation facilitates strategic decisions by highlighting where Alimac Group's operations most intersect with stakeholders' concerns, aligning business objectives with their expectations.
Thanks to the materiality matrix, we can clearly show stakeholders how their contributions influence the company's sustainability agenda, which will be based on the most significant material topics identified in the top-right quadrant.



The topics represented offer an objective view of Alimac Group, considering its business model and operating context. For each negative impact, various mitigation actions and procedures are described in the corresponding sections of this report. Likewise, for each positive impact, the company undertakes a series of activities to amplify benefits and ensure their long-term effectiveness.

SDG	Material topic	Impact	Description
13 CLIMATE ACTION 7 AFFORDABLE AND CLEAN ENERGY	Energy and resources consumption	Reduction of energy consumption	Adoption of efficient technologies (e.g. heat recovery systems, presence sensors, predictive maintenance) and staff awareness, in order to optimize energy use and reduce waste.
		Adoption of renewable energy sources	Investment in production facilities or purchase of “green” energy from certified suppliers, to reduce the carbon footprint and increase the energy resilience of the company.
		Responsible management of water and resources	Implementation of water consumption monitoring systems and wastewater recovery projects, with the aim of protecting natural resources and minimizing impacts on local water availability.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Sustainable innovation and circularity	Developing circular packaging solutions	Investments in R&D on alternative materials (biopolymers, compostable, recycled) capable of maintaining technical performance while reducing environmental impact, with particular attention to the reduction of CO_2 emissions.
		Research and development of innovative low-impact materials	Creation of partnerships with suppliers, customers and research centers, to develop shared projects on recovery, recycling and innovation, ensuring a supply chain approach and maximizing environmental and economic benefits.

SDG	Material topic	Impact	Description
3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH	Employees’ health and safety	Minimization of workplace incidents	Strengthen compliance with safety regulations and invest in machinery safety systems to reduce accidents and occupational diseases.
		Continuous improvement of safety culture	Periodic staff training, internal and external audits, and promotion of a culture of prevention, in order to create a healthy and safe working environment for all employees.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Customers’ satisfaction	Product excellence and reliability	Implement rigorous quality controls at every stage of production and tests on finished products, ensuring consistent performance and compliance with the standards required by the market and regulations.
		Efficient customer service and claims management	Ensure on-time deliveries, reduce response times to requests and effectively manage complaints, thus promoting customer loyalty and improving company reputation.

SDG	Material topic	Impact	Description
16 Peace, justice and strong institutions	Business Ethics	Strengthening internal compliance	Define and enforce a clear code of ethics, conduct periodic audits and integrate whistleblowing procedures, to prevent corruption and illicit activities.
		Promoting an ethical supply chain	Select suppliers and partners according to criteria of transparency, traceability and respect for human and environmental rights, maintaining high standards.
9 Industry, innovation and infrastructure; 12 Responsible consumption and production	Research and Innovation	Advanced R&D for circular solutions	Increase investments in R&SD to develop new materials, technologies and production processes that improve product performance and circularity.
12 Responsible consumption and production; 16 Peace, justice and strong institutions	Product quality and regulatory compliance	Robust internal quality management system	Define control and traceability protocols for raw materials, constant tests and checks throughout the production process, to ensure high standards and regulatory compliance.
		Continuous improvement and innovation in QA	Integrate certifications and continuous updating processes, to ensure quality, anticipate non-conformities and promote continuous improvement.

03 Environmental awareness

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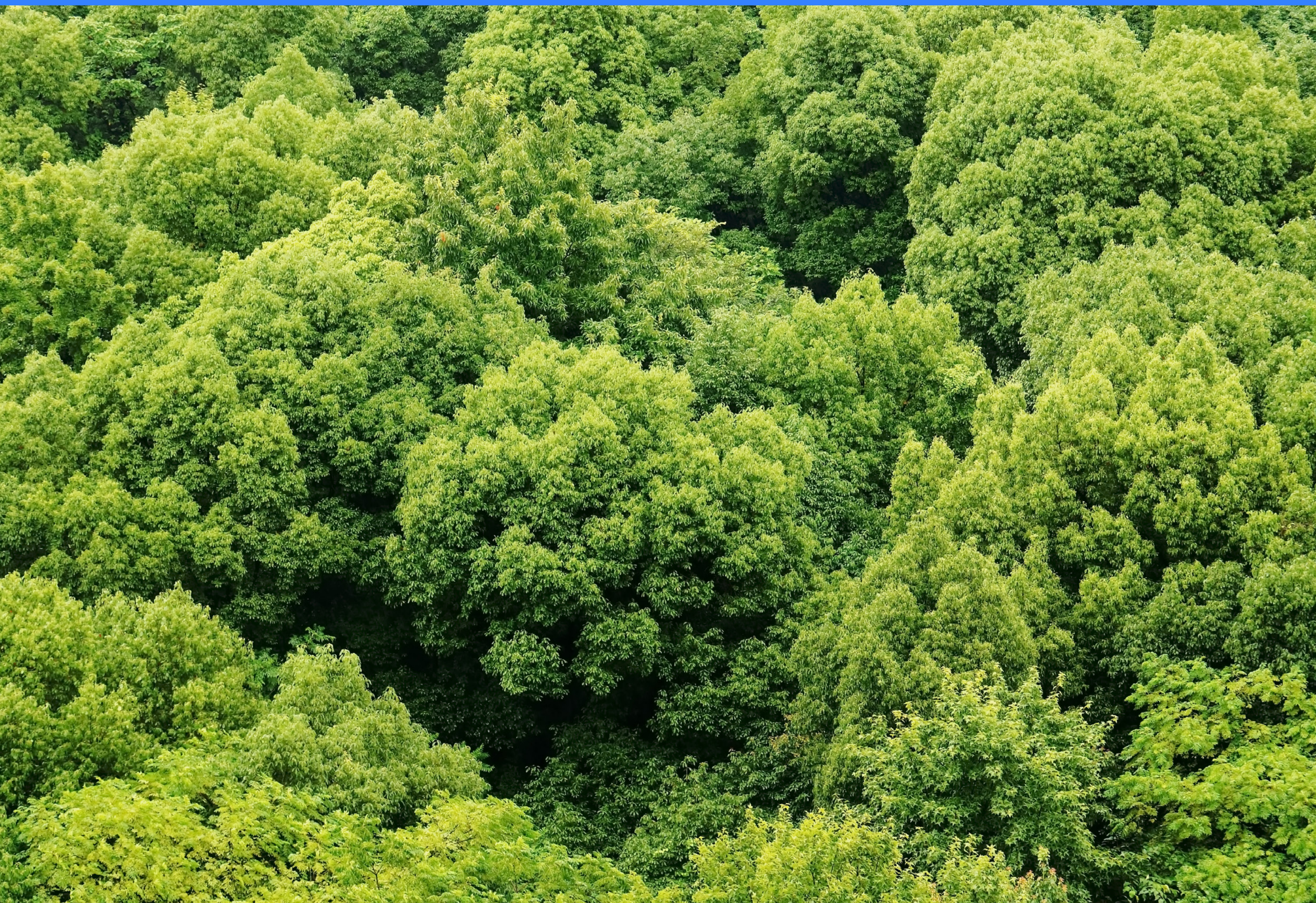

3.1 Our commitment towards a positive impact

Alimac Group demonstrates a comprehensive environmental consciousness that is starting to be embedded in its corporate identity and operational strategies. As a leader in carry handle tapes and secondary packaging solutions, the Group aligns its pursuit of operational excellence with a clear commitment to sustainability and a particular focus on continuous improvement across products, processes, and organizational practices.

A cornerstone of Alimac's environmental approach is the definition of measurable and ambitious goals for all EU legal entities and manufacturing sites. By 2030, the Group aims to have at least 20% of its product portfolio composed of circularly designed packaging solutions—recyclable, plastic-free, and made from renewable or recycled materials. In parallel, Alimac is committed to significantly reducing its environmental footprint by enhancing energy efficiency, maximizing the recovery and recycling of at least 50% of its waste, and transitioning entirely to electricity coming from renewable sources by the same deadline.

Alimac recognizes that the fulfillment of its sustainability goals is only possible through the active participation of all its people and partners. As such, it sets clear expectations for employees and business collaborators. These include strict adherence to legal and internal regulations, proactive reporting of any risk or deviation that might affect environmental integrity, and consistent contribution to company-defined environmental performance targets. In addition, business partners must be selected based on legal compliance and alignment with Alimac's sustainability values. To safeguard its environmental commitments, the Group enforces a zero-tolerance policy for any deliberate violation of its environmental principles or policies. This firm stance ensures accountability at all levels and reinforces the Group's credibility and dedication to continuous environmental improvement.

3.2 GHG emissions' quantification

Alimac Group has decided to report on its greenhouse gas emissions categorised in accordance with the guidelines outlined in the Greenhouse Gas Protocol (GHG Protocol), since it is crucial for understanding and managing the climate impact of our operations. The GHG Protocol is a global standard recognised as the most widely used framework for calculating and reporting greenhouse gas emissions by companies and institutions. Emissions are classified into direct emissions related to the activities that fall under the operational control of the company (Scope 1), indirect emissions associated with the purchase of electricity (Scope 2), and indirect emissions generated along the entire company's value chain, both upstream and downstream (Scope 3).

Alimac Group has quantified emissions of all the three Scopes in order to obtain a comprehensive view of the company's carbon footprint, allowing for the identification of critical areas and the development of effective strategies to mitigate environmental impact. The primary goal of this reporting is to establish a solid basis for a clear and transparent path towards decarbonisation to be realised in the near future, continuously enhancing the company's environmental performance. This not only strengthens Alimac Group's commitment towards environmental sustainability, but also meets the growing expectations of stakeholders who demand greater transparency and accountability in addressing climate-related issues. Reporting emissions is therefore key for aligning with international standards and actively contributing to global efforts to address and fight climate change.

For our Carbon Footprint calculation, we were supported by Up2You, and through their CliMax platform, we monitored the greenhouse gas emissions generated by our business activities. To confirm the authority of the quantification performed, the CliMax platform has been validated by RINA, certifying the compliance and accuracy of the algorithms in accordance with the GHG Protocol standards.

In 2024, Alimac Group's total corporate greenhouse gas emissions amounted to approximately 41,450 tonnes of CO_2 equivalent, inclusive of the impacts generated by the three legal entities Alimac SRL, Alimac Deutschland GmbH and Alimac Iberia s.l.u.. This inventory covers direct emissions (Scope 1), indirect emissions from purchased electricity (Scope 2, market-based) and the most relevant Scope 3 categories. A significance analysis was carried out in order to evaluate which emissions' sources should have been included in the calculation perimeter. The total greenhouse gas emissions related to Alimac Group's activities, across the three Scopes, for the base year 2024 are presented in the following table.

Emissions' scope	Measurement unit	Total emissions
Scope 1	ton CO_2 eq.	344.52
Scope 2 - Market based	ton CO_2 eq.	0
Scope 3	ton CO_2 eq.	41,105.38

The analysis of Alimac Group's greenhouse gas emissions reveals that the majority of emissions come from Scope 3, accounting for 99% of the total. This figure includes indirect emissions along both upstream and downstream segments of the value chain.

Emissions from Scope 1 and Scope 2, which pertain respectively to activities directly controlled by the company and purchased energy, make up a smaller portion of the total emissions for the reporting period (1% combined).

Scope 1 and 2

Direct emissions, represented by Scope 1, accounted for about 345 tonnes CO_2 eq (1% of the total). This small share belies a significant internal achievement: the Italian site's reliance on liquefied petroleum gas (LPG) and toluene combustion during production processes was carefully quantified, revealing that 94% of the Group's direct emissions arise from "other direct" sources, primarily toluene used combustion steps of steps of the production processes. Company-owned vehicles contribute the remaining 6%, underscoring an opportunity to switch to lower-carbon fuel or electrified fleets.

Scope 1 sources	Measurement unit	Total emissions
Natural gas	ton CO_2 eq.	12.24
Refrigerant gases	ton CO_2 eq.	0.27
Fuel from corporate vehicles	ton CO_2 eq.	27.04
Other direct emissions	ton CO_2 eq.	304.97
TOTAL	ton CO_2 eq.	344.52

The calculation of Scope 2 emissions can be performed using two methodologies:

Location based Approach
This method considers the average emission factor for the electricity consumed, based on the national energy mix of the country where the company operates;

Market based Approach
This method takes into account the amount of energy used produced from renewable sources directly purchased by the company, provided it is certified by the GSE through the issuance of a certificate of origin.

Scope 2 emissions, calculated on a market-based approach, were completely offset by 100% renewable electricity procurement across all facilities. This resulted in zero market-based Scope 2 emissions, testament to both long-term power purchase agreements and targeted investments in renewable energy certificates. In combination with the negligible Scope 1 footprint, this outcome demonstrates the effectiveness of strategic sourcing decisions and positions Alimac Group to pursue on-site generation - such as photovoltaic installations - to further insulate operations from grid-based emissions.

Scope 2 approaches	Measurement unit	Total emissions
Location based approach	ton CO_2 eq.	2,018.43
Market based approach	ton CO_2 eq.	0

Scope 3 - Selected emissions' categories

The 15 categories within Scope 3 offer a structured overview of the measurement and management opportunities for emissions across the entire value chain. However, a company should focus only on those categories including the activities that might represent the main sources of emissions. Based on the available data and the significance assigned to each category, the selection made is shown in the following table:

Selected Scope 3 categories
3.1 Purchased goods and services
3.2 Capital goods
3.4 Upstream transport and distribution
3.5 Waste generated in operations
3.6 Business travels
3.7 Employees' commuting
3.9 Downstream transport and distribution
3.12 End-of-life treatment of sold products

Only for Alimac Iberia s.l.u. the emissions' categories 3.2 and 3.5 were not quantified as the significance assessment did not qualify them as relevant for the Spanish company.

By far the largest component of Alimac Group's carbon footprint resides in Scope 3, at roughly 41,105 tonnes CO_2 eq or 99.16% of the total emissions Within Scope 3, purchased goods and services dominate, accounting for 79% of emissions. Detailed analysis revealed that pre-glued film materials and plastic insert rolls alone represent 44% of these upstream emissions. The second most significant contributor is inbound transport and distribution at 9.6%, followed by end-of-life treatment of sold goods at 7.6%. This distribution underscores the critical importance of addressing upstream supply-chain impacts through materials selection, supplier engagement and logistics optimization.

Scope 3 category	Measurement unit	ALIMAC S.r.l.	Alimac Deutschland GmbH	Alimac Iberia s.l.u.
Purchased goods and services approach	ton CO_2 eq.	12,005.92	20,678.73	3.22
Capital goods	ton CO_2 eq.	122.47	5.43	-
Upstream transport and distribution	ton CO_2 eq.	3,119.85	326.57	546.82
Waste generated in operations	ton CO_2 eq.	278.1	65.21	-
Business travels	ton CO_2 eq.	16.38	2.51	14.33
Employees' commuting	ton CO_2 eq.	61.9	22.74	1.58
Downstream transport and distribution	ton CO_2 eq.	296.67	255.55	123.33
End-of-life treatment of sold products	ton CO_2 eq.	2,338.67	771.52	47.89

End-of-life treatment emissions (Scope 3, category 3.12) were quantified by first mapping the geographical distribution of all products sold by Alimac Group and then applying country-specific disposal and treatment emission factors to each volume shipped. In practice, the team estimated the tonnage of polymer-based products reaching each destination market, distinguished between waste-management pathways (e.g. landfill, incineration, recycling) in that country, and multiplied these flows by the appropriate GHG emission factor for each treatment process.

This approach captures national differences in end-of-life impacts (for instance, higher emissions per tonne for incineration in one jurisdiction versus landfill in another) and aggregates the resulting CO_2 eq. burden into a single figure. The 7.6 percent share of Group Scope 3 emissions (≈ 3,120 t CO_2 eq.) thus reflects both product volumes and the specific end-of-life profiles of each market served.

Viewed together, the three profiles highlight how ALIMAC S.r.l. and Alimac Deutschland must focus on decarbonizing their raw-materials supply (through low-carbon sourcing, material substitution and supplier engagement), whereas Alimac Iberia's priority lies in optimizing transport logistics (via modal shifts, route consolidation and nearer-market suppliers) and end-of-life solutions. Each entity's tailored strategy should thus reflect these differentiated Scope 3 landscapes.

Commitment towards decarbonisation path

Building on this data-driven foundation, the company has been defining a tailored decarbonisation strategy, which includes both operational and technological interventions, aiming to set realistic 2030 reduction targets and align with international sustainability standards, such as the Science-Based Targets initiative (SBTi).
Direct emissions (Scope 1) are mainly associated with toluene and LPG use at the Italian headquarters, while Scope 2 emissions from electricity have been fully neutralised thanks to the 100% renewable electricity supply at all company sites.

Key initiatives already underway include:

Replacement of the outdated coating line with a more efficient machine, enabling the Group to increase the internal capacity for coated film by reducing external purchased material amount, thereby shifting emissions from Scope 3 to Scope 1 and/or 2.

Upgrading of boilers and chillers, with investments already approved and underway, to enhance the energy efficiency of the production sites.

Decommissioning of an obsolete extrusion line, favouring newer and more energy-efficient systems.

Progressive use of recycled materials, such as post-consumer polypropylene, and development of paper-based handles and recyclable mono-material solutions, already validated by ReciClass and certified as “Plastica Seconda Vita”.

To address these areas, Alimac has initiated:

A strategic re-evaluation of its supply chain, aiming to reduce the amount of raw materials supplied by non-European manufacturers, particularly from China and Japan, with more local alternatives.

Preliminary steps toward sustainable procurement policies, incorporating ESG criteria and selecting lower-impact and certified materials.

A detailed analysis of production waste, with the goal of reducing current waste by at least 10%, supported by new coating equipment and optimised process management.

Alimac is committed to defining measurable and achievable emission reduction goals by 2030, firmly grounded in current investment plans and customer expectations. These targets are also linked to improvement objectives for sustainability ratings, such as EcoVadis. The company is also exploring carbon offset initiatives, with a careful approach to ensuring the integrity and credibility of the selected projects.
To support decision-making and stakeholders' engagement, the Group is leveraging the CliMax platform to create interactive and customised reduction scenarios, evaluating both the environmental impact and financial viability of each proposed initiative. Alimac Group's decarbonisation approach is characterised by methodological rigour, a pragmatic action plan, and a comprehensive long-term vision. The Group aims not only to meet regulatory requirements but to become a leader in the sustainable transformation of the packaging sector, in alignment with market demands and global climate goals.

04

Our commitment towards people

4.1 Employees health and safety 26
4.2 Human rights and people equality 26
4.3 Employees' well-being and engagement 27

In 2024, Alimac Group counted for 128 workers, including 119 employees, 5 workers engaged through third party and 4 members of the top management team diversified as follow:

Employee distribution in Top Management by gender

	Men	Women	Total
Top management	4	0	4

The complete workforce of Alimac Group among the three legal entities included in the reporting perimeter is divided by gender and contract type as described in the following table.

	Men	Women	Total
Non-guaranteed hours employees	0	0	0
Temporary employees	2	1	3
Permanent employees	99	17	116
Self-employed workers	0	0	0
Workers engaged through a third party	4	0	4

4.1 Employees' health and safety

Alimac Group also acknowledges the broader impact of its operations on various stakeholders, including employees, contractors, suppliers, customers, and local communities. Therefore, it actively monitors and seeks to reduce environmental and social impacts across all activities. Social compliance, particularly in terms of worker rights and transparency, is treated with equal importance and is integrated into the company's governance objectives.

A top priority is ensuring a safe and healthy workplace. Alimac Group has set a clear objective to eliminate workplace injuries, aiming to achieve zero Lost Time Accidents by 2025. To reach this goal, the Group adopts proactive measures to reduce risk factors associated with operational activities. This includes the implementation of safety procedures, investments in equipment and infrastructure, and the ongoing monitoring of working conditions. The company actively works to minimize potential hazards, ensuring that the physical and mental well-being of all employees is protected.

The Group places the highest priority on occupational health and safety. All employees at Alimac S.r.l. and Alimac Deutschland GmbH - being the production sites - are covered by a company-wide health and safety system, regularly audited externally on a monthly basis. Alimac Iberia, functioning as a commercial office, does not maintain such a system due to its operational context. In 2024, no fatalities were recorded across any entity, though Alimac S.r.l. and Alimac Deutschland reported two and five work-related accidents respectively. These incidents resulted in a total of 200 lost working days.

4.2 Human rights and people equality

The cornerstone of the Group's social responsibility is its "Labor and Human Rights Policy," which enshrines a zero-accident goal and explicitly prohibits all forms of child labor, forced labor, and human trafficking. Furthermore, Alimac Group strictly prohibits discrimination in any form - including hiring, pay, training access, promotions, and dismissals - on the basis of race, class, nationality, religion, gender, disability, or political orientation.

This policy aligns with internationally recognized standards such as the UN Guiding Principles on Business and Human Rights and applies not only to employees but also to contractors and suppliers. It is available to all workers in digital format through the company website and is endorsed directly by the CEO, reinforcing top-level accountability. Freedom of association and the right to collective bargaining are fully respected. Employees are supported in forming and joining unions of their choice and are encouraged to participate in open and constructive dialogue with management.
This engagement helps to build trust and fosters shared accountability for workplace improvements.

Although there is currently no structured remediation system in place, a whistleblowing channel – anonymous and directly accessible – has been implemented in all entities, allowing employees to safely report concerns. These reports are tracked through internal digital portals and paper forms, with monitoring conducted through performance indicators. However, during 2024 Alimac reported no complaints, incidents, or sanctions related to discrimination or violations of human rights.

4.3 Employees' well-being and engagement

Work-life balance is supported uniformly across all entities through access to family-related leave. All employees are entitled to such leave under collective bargaining agreements, although data on actual uptake was not reported. This inclusion demonstrates a formal recognition of the importance of family responsibilities within the Group's organizational culture.

To support personal and professional development, Alimac invests in continuous training programs. These initiatives are designed to enhance safety awareness, operational competence, and career growth. Training is provided regularly to all employees and is aligned with the strategic objectives of promoting internal talent and reinforcing a strong organizational culture. Although data on training frequency or participation by demographics is lacking, the general policy underscores the strategic importance of upskilling.

Alimac Group fosters internal engagement by involving its workforce in the dissemination of the labor and human rights policy and the safety culture. Workers are encouraged to actively participate in safety processes, and near-miss tracking has been introduced since late 2024. The emphasis on near-miss reporting indicates an evolving culture toward proactive risk management.

Throughout all activities, Alimac promotes responsible conduct and transparency. Employees and partners are encouraged to report any unsafe behavior or ethical concerns, and clear internal channels are available to ensure timely and confidential handling of such reports. Everyone involved in the company's operations is expected to contribute actively to the Group's goals through responsible behavior, compliance with regulations, and a shared commitment to sustainability.

05

Business governance

5.1 Business' ethics and integrity 29
5.2 Products' quality and customer satisfaction 30

5.1 Business' ethics and integrity

Alimac Group's approach to ethical behaviour is grounded in a set of shared values that underpin its operations, decision-making, and relationships with stakeholders. The Group declares its fundamental belief in legality, integrity, transparency, fairness, professionalism, and sustainability, and translates these principles into concrete commitments and behaviours that extend throughout the organisation.
Alimac Group has adopted a comprehensive ethical policy that provides behavioural guidelines for both internal and external interactions. This policy applies uniformly across all business units of the Group and is signed by the CEO, underlining a top-level commitment to its principles. The policy aligns with best in class international standards and is accessible in physical form at each company location and via the corporate website, ensuring its visibility and transparency for all stakeholders.
Central to our ethical framework is the explicit rejection of all forms of corruption, unlawful conduct, abuse of power, and conflict of interest. These commitments are not merely declarative but are operationalised through specific actions, procedures, and responsibilities that involve all employees and partners. Every individual at Alimac Group is expected to align with these standards in their day-to-day activities, ensuring a consistent application of ethical principles at all levels of the company.

To promote these values internally and externally, Alimac Group fosters a culture of responsibility, in which respect for the law and for people is paramount. The company actively works to disseminate an ethical and legal culture across its workforce, encouraging employees to act with fairness while cultivating an inclusive and respectful environment.

Enhancing transparency and accountability

Transparency is another key element in Alimac's ethical strategy. The Group is committed to guaranteeing clarity and accountability in its internal procedures and external relations, ensuring that decisions are traceable and that responsibilities are clearly defined. This commitment extends to areas such as contract management, supply chain oversight, and financial reporting. In 2024, Alimac implemented a whistleblowing policy supported by a dedicated communication channel, expanding its infrastructure for ethical risk management. The scope of this implementation covers the entire Group, with a medium-term timeframe for action plans. These systems include dedicated reporting channels for non-compliance or suspected misconduct, mechanisms for regular audits and assessments, and defined corrective procedures in case of violations. No incidents requiring remediation were reported during the year, suggesting effective preventive practices or limited exposure. The company, however, has recognised the need to evolve and has stated its intent to further develop its processes to improve ethical performance and detection capabilities.
Throughout the reporting year, there were no confirmed cases of corruption or bribery involving the company or its personnel. No legal proceedings, fines, or terminations related to such misconduct were reported. While Alimac acknowledges the absence of a structured external investigation process or dedicated oversight body, it also outlines future plans to implement these elements as part of its ethical governance evolution

Training and awareness

In terms of strategic targets, Alimac aims to strengthen the integration of its ethical principles into all its business processes. To ensure alignment with its ethical commitments, Alimac offers general training sessions on its Code of Ethics, delivered periodically to all employees. This includes specific anti-corruption and anti-bribery content, with targeted coverage of at-risk functions such as procurement and sales. These training programmes are mandatory for 100% of personnel in critical roles and extend to administrative, supervisory, and management bodies through in-person sessions. The Code of Ethics also serves as the reference for compliance with the United Nations Convention against Corruption, reinforcing the Group's global standards orientation. Ethical behaviour extends to Alimac's supply chain. Supplier relationships are managed based on technical, economic, and strategic criteria, with preference given to well-structured partners, especially for critical raw materials and services. While no vulnerable suppliers were identified, Alimac emphasises reliability and alignment with its values. Commercial agreements with main suppliers include clear payment terms to prevent delays, especially with SMEs.
Looking forward, Alimac intends to enhance its ethical impact by adopting clearer guidelines for evaluating the ethical implications of strategic decisions, expanding its stakeholder engagement processes, and deepening the connection between ethics and corporate sustainability.

5.2 Products' quality and customer satisfaction

At Alimac Group, product quality, innovation, and customer satisfaction are managed through an integrated approach rooted in a group-wide quality policy, which sets out the company's objectives for ensuring the highest standards of performance while maximizing customer satisfaction and achieving process efficiency. Endorsed directly by the CEO, this policy reinforces a top-down commitment and serves as a foundational element of our governance framework.

The quality policy applies across all corporate units and stages of the value chain, including suppliers of raw materials and services. By embracing the internationally recognized ISO 9001 standard, Alimac Group ensures that its quality management system is both robust and adaptable, capable of addressing operational risks, seizing opportunities, and guiding continuous improvement. Accessibility is also a key tenet: the policy is available on the company's website and at production sites, allowing all relevant stakeholders to consult and align with its directives.
To implement this policy effectively, the Group adopts structured actions based on customer feedback. One of the most significant practices is the systematic collection and analysis of client satisfaction data through surveys. While our products are industrial semi-finished goods and not aimed at end consumers, the company still ensures a high level of engagement with its direct industrial clients. Although end users typically address their concerns to the clients of Alimac Group, we take responsibility for monitoring these issues, using them to improve both products and processes. Each complaint is subject to a traceable procedure, ensuring resolution and learning. The feedback obtained feeds directly into improvement plans, which are designed and rolled out across the organization. These plans are defined with both medium- and short-term objectives, ensuring that immediate concerns are addressed while maintaining a long-term strategic trajectory. When quality issues arise, Alimac Group applies a formal complaint management procedure that not only ensures traceability of incidents but also activates appropriate corrective actions. These mechanisms strengthen the organization's responsiveness and resilience. Customer complaints, which serve as a primary indicator of product quality performance are not validated by external assurance bodies, but they are monitored internally and reported monthly to senior management. This regular reporting ensures a continuous feedback loop, allowing top management to maintain direct oversight and swiftly steer corrective actions when necessary.

The Group's innovation focus lies in developing more sustainable products, particularly those aligned with evolving regulatory requirements in the packaging sector. These efforts are driven by a medium-to-long-term outlook, recognizing the time required for new product development, market readiness, and customer adaptation. Those initiatives involve collaboration with clients, automation manufacturers and suppliers, ensuring that new developments reflect real operational needs and deliver added value throughout the supply chain. Although specific quantitative targets for innovation are not currently defined - owing to the complexity and evolving nature of sustainability-related product development - qualitative goals guide our trajectory. These are based on industrial best practices and regulatory foresight. The availability of new products, like C705 HL REC - a prelaminated handle containing post-consumer recycled materials and integrable in a recyclable packaging solution, stands as a tangible result of these R&D efforts.

Methodological note

The first Sustainability Report of Alimac Group represents the tool through which our company voluntarily communicates to all stakeholders its management practices, policies, performance, and future commitments related to non-financial aspects. The report provides an overview of the main environmental, social, and governance (ESG) impacts generated, by disclosing both qualitative and quantitative information and indicators. These aspects contribute to creating added value for both individuals and the communities in which Alimac Group operates.

To provide a timely and quantitative representation of performance, the document has been prepared using the European Sustainability Reporting Standards (ESRS) published by EFRAG. The decision to adopt the ESRS was driven by the desire to prepare for reporting activities aligned with the Corporate Sustainability Reporting Directive (CSRD). The “ESRS Content Index” section includes the list of ESRS indicators disclosed and the corresponding page references within the document.

The drafting and structure of this Sustainability Report, which refers to the period from January 1, 2024, to December 31, 2024 (fiscal year 2024), were coordinated and developed with the involvement of the entire organizational structure within the reporting perimeter. The information contained in the report was selected based on an analysis of both the external and internal context of Alimac Group. The assessment of individual material topics was carried out with the direct involvement of Alimac Group’s key internal stakeholders. Through the combination of stakeholder engagement and an analysis aimed at identifying the main sustainability-related impacts, the material topics were determined. For more details, please refer to the chapter “Our approach to sustainability – Materiality assessment”.

In this first reporting year, we have chosen to include the companies of Alimac Group within the reporting perimeter. In fact, the quantitative and qualitative data have been collected covering the following organizations:

ALIMAC S.r.l. - Via E. Toti, 3 21040 Gerenzano (VA) | Italy
Alimac Deutschland GmbH - Am Busskolk 9 D 46395 Bocholt | Germany
Alimac Iberia s.l.u. - C/Travessera de Gracia, 73-79 3º 3ª 08006 Barcelona | Spain

ESRS content index

ESRS indicator	Content	Reference pages
General disclosures		
BP1	General basis for preparation of the sustainability statements	31
BP2	Disclosures in relation to specific circumstances	31
GOV1	The role of the administrative, management and supervisory bodies	7
GOV2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	7
GOV3	Integration of sustainability-related performance in incentive schemes	7
SBM1	Market position, strategy, business model(s) and value chain	8
SBM2	Interests and views of stakeholders	10-12
SBM3	Material impacts, risks and opportunities and their interaction with strategy and business model(s)	15-16
IRO1	Description of the processes to identify and assess material impacts, risks and opportunities	13-14
Efficient use of energy and natural resources		
DC-P,A,M,T	Policies, actions, metrics and targets to manage or in relation to material sustainability matters	18-19
E1-1	Transition plan for climate change mitigation	23
E1-5	Energy consumption and mix	20
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	19-22

ESRS indicator	Content	Reference pages
Sustainable innovation and circularity		
E5-2	Actions and resources related to resource use and circular economy	23
Health and safety in the workplace		
DC-P,A,M,T	Policies, actions, metrics and targets to manage or in relation to material sustainability matters	26
S1-1	Policies related to own workforce	26
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	27
S1-6	Characteristics of the undertaking's employees	25
S1-7	Characteristics of non-employee workers in the undertaking's own workforce	25
S1-14	Health and safety indicators	26
S1-15	Work-life balance indicators	27
S1-17	Incidents, complaints and severe human rights impacts and incidents	26
Customer satisfaction		
DC-P,A,M,T	Policies, actions, metrics and targets to manage or in relation to material sustainability matters	30
S4-1	Policies related to consumers and end-users	30
S4-2	Processes for engaging with consumers and end-users about impacts	30
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	30

ESRS indicator	Content	Reference pages
Ethical and responsible business conduct		
DC-P,A,M,T	Policies, actions, metrics and targets to manage or in relation to material sustainability matters	29
G1-1	Corporate culture and business conduct policies	29
G1-2	Management of relationships with suppliers	29
G1-3	Prevention and detection of corruption or bribery	29
G1-4	Confirmed incidents of corruption or bribery	29
Innovation and research		
DC-P,A,M,T	Policies, actions, metrics and targets to manage or in relation to material sustainability matters	30
Product quality and compliance		
DC-P,A,M,T	Policies, actions, metrics and targets to manage or in relation to material sustainability matters	30