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24

CONSOLIDATED SUSTAINABILITY REPORT

A LIFE IN **FILM**



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LETTER TO STAKEHOLDERS

GRI 2-22

Dear Stakeholders,

We are pleased to present the third edition of the HIPAC Group's Sustainability Report, which transparently recounts the activities carried out in 2024 and the actions introduced to guide us towards a development model that is increasingly attentive to the environment, people and innovation.

In this document, which represents an opportunity for reflection and sharing, we explore not only the results we have achieved, but also the ongoing challenges and projects, with the awareness that our growth is enabled through daily, measurable choices, consistent with our values and market expectations.

During the year, we chose to continue investing in new technologies and developing our in-house skills. We have valued people's contributions, supported innovative projects, expanded our product range, initiated strategic partnerships and strengthened our commitment to issues such as environmental sustainability and social responsibility.

In 2024, we continued the LCA analysis of our products, reinforcing our commitment to an increasingly structured measurement of environmental impacts.

We have also continued to work on reducing consumption and waste, on energy efficiency and on the optimisation of resources, conscious that every improvement, however small, generates tangible value both for the customer and for the context in which we operate.

This year we are also proud to celebrate the 25th anniversary of IBERHIPAC, a Spanish company we founded in 1999, marking an important milestone that testifies to vision, solidity and continuity over time.

Thank you for being part of our journey. Your contribution and trust are essential to meet future challenges with determination, inspiring us to continue to innovate, grow and improve.

Daniele Giorlando
Managing Director HIPAC Group



NOTE ON METHODOLOGY

GRI 2-1 | GRI 2-2 | GRI 2-3 | GRI 2-4

This document is the third sustainability report of the GIPAC Group (hereinafter also referred to as “the HIPAC Group”, “the Group”, “HIPAC”, “HIPAC S.p.A.”); a document that has been prepared and published annually since the first edition in 2022.

The information reported herein is the result of the collection and reworking of concepts in order to provide a full understanding of the Group’s environmental, social and economic activities, the results achieved, and the trend and impact produced by them. Specifically, the activities described concern the following Group entities:

- **GIPAC S.p.A.;**
- **HIPAC S.p.A.;**
- **IBERHIPAC S.A.;**
- **HIPAC ROMANIA S.r.l.**

The document has been prepared on a voluntary basis and does not constitute a Sustainability Declaration within the meaning of the (EU) 2022/2464 - Corporate Sustainability Reporting Directive (CSRD) transposed in Italy by Legislative Decree no. 125 of 6 September 2024, as the Group, at the date of publication, is not subject to the obligations laid down in the legislation¹.

The Sustainability Report 2024 of the HIPAC Group has been prepared with line to the GRI standards through the selection of GRI Sustainability Reporting Standards indicators published by the Global Reporting Initiative (GRI). The set of indicators used is indicated in the “GRI Content Index” section of this document. The preparation of this Sustainability Report follows the principles of the GRI standards, namely: **materiality, inclusiveness, sustainability context, completeness, balance between positive and negative aspects, comparability, accuracy, timeliness, reliability, and clarity.**

The sustainability topics described were analysed and reported according to the performance indicators identified and selected following the identification of relevant (material) aspects for the HIPAC Group, carried out through the materiality analysis, detailed in the section “Materiality analysis and matrix”. The content of the Annual Report concerns the year 2024, which is consistent with the year considered for economic and financial reporting (year ending at 31/12).

To ensure the comparability of the Group’s performance, the data are displayed with

specific evidence, where possible, of the impacts generated over the three-year period 2022-2024, also in order to facilitate internal assessment and improvement over time of the environmental, social and governance (ESG) performance of the Group and each operating company.

In cases where a revision of previously defined information has become necessary, any corrections to data provided in the previous Sustainability Report are indicated and justified alongside the presentation of the updated information.

The Sustainability Report is published on the Group’s website.

<https://www.hipac.com/en/download/>

For more information on the contents of this document, please write to the following email address: sustainability@hipac.it

This Sustainability Report was prepared with the methodological support of the



¹ As of the date of publication of this document, the European Parliament had approved the package of proposals to simplify EU regulations on corporate sustainability (the Omnibus Package) that envisages an increase in size limits in order to be among the obliged parties for Sustainability Reporting, which would exclude the Hipac Group.

HIGHLIGHTS - SUSTAINABILITY REPORT 2024

 **1991**
year of foundation

 **87,000 m²**
The total area of the 3 plants

 **103 ML/€**
Turnover

 **3**
Photovoltaic systems
at Group level

Certifications

UNI EN ISO 9001:2015

UNI EN ISO 14001:2015

UNI CEI EN ISO 50001:2018

UNI ISO 45001:2018

Second Life Plastic

ISCC International Sustainability
& Carbon Certification

AENOR Recycled Plastic Content
and Traceability Certification

Acknowledgements



 **57**
Countries served,
with an export % of volumes
sold of **62.9%**

 **46%**
Female employees
compared to total number
of employees in clerical roles

 **3,462 hours**
of training provided, of
which 52% on Occupational
Health and Safety

 **405 tCO₂e**
Avoided through
self-generation from
photovoltaic systems

 **96%**
Recovered waste

 **189**
Employees as at 31.12.2024

 **98%**
Employees hired
on open-ended contracts



HIPAC: THE HISTORY AND ESSENCE OF THE GROUP

Excellence in packaging

The HIPAC Group was founded in 1991 on the initiative of the Giorlando family with the establishment of Hipac S.p.A., which was founded with the ambition of establishing itself as a benchmark in the production and marketing of high-quality stretch film. From the very beginning, the company has placed innovation, sustainability and functionality of its products for packaging and protection of industrial goods at the centre of its mission.

The name HIPAC, an acronym for High Performance Packaging, reflects the Group's identity and strategic direction: a constant focus on research and development of advanced technical solutions, capable of responding effectively to the needs of the markets served and its customers.

This approach, combined with the professionalism of a highly qualified team, has enabled the Group to consolidate its position among the leading European stretch film producers over time. The Group consists of:

HIPAC S.p.A.

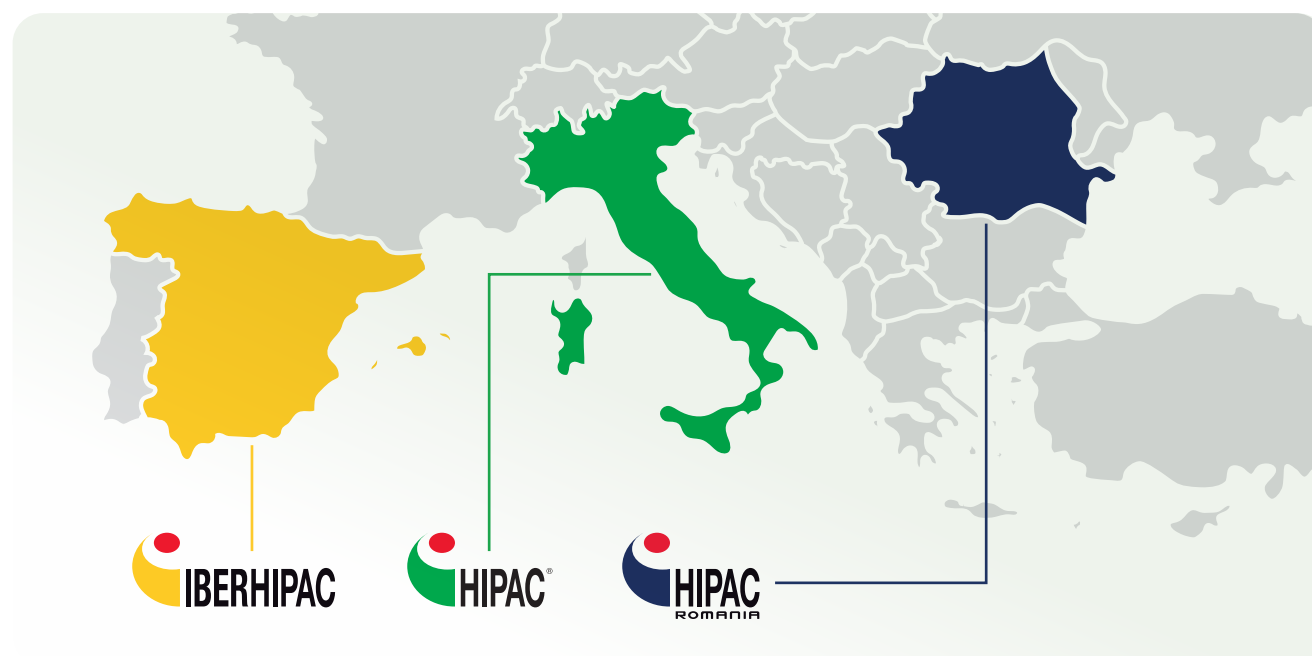
Founded in 1991, HIPAC S.p.A. is headquartered in Cazzago San Martino (BS) and operates mainly in Italy and central and northern European countries;

IBERHIPAC S.A.

Founded in 1999, the Spanish arm is based in Saucedilla (Cáceres - Spain) and operates in the Iberian Peninsula and Southern France;

HIPAC ROMANIA S.r.l.

Founded in 2005, HIPAC Romania S.r.l. is headquartered in Dragomirești - Vale and presides over Eastern Europe.



THE BUSINESS ENVIRONMENT: ANALYSIS AND TRENDS

The industrial packaging market is closely linked to the performance of the manufacturing industry and, more generally, to global socio-economic dynamics.

While the growth of the manufacturing sector and the progressive expansion of trade globally contribute to the increase in demand for industrial packaging, the growing geopolitical instability in different areas of the world and the resulting conflict dynamics may cause disruptions in the global supply chain, possibly leading to interruptions or limitations in sea, rail or air transport, causing difficulties in import and export operations.

In Europe, the plastics production sector is subject to continuous regulatory updates, with an increasing focus on reducing the environmental impacts generated.

A significant step in this direction was taken on 16 December 2024, with the adoption by the European Council of the Packaging and Packaging Waste Regulation (PPWR)², replacing the previous Packaging and Packaging Waste Directive (PPWD).

The regulation aims to limit and reduce the environmental impact of packaging waste by establishing a new set of requirements in line with European regulations, including restrictions on certain types of single-use plastics, increasing the use of recycled material in packaging, and reducing the weight and volume of packaging.

The EU-wide introduction of the Plastic Tax, a tax payable by member countries based on the weight of non-recycled plastic packaging waste generated and contributing to revenue sources for the EU budget 2021-2027, may be a further factor influencing market trends.

The adoption of the European Plastic Tax may lead to the introduction by some member states of specific measures to partially cover the contribution due and which may directly burden the manufacturing companies³.

For all these reasons, product innovation is of paramount importance for businesses to preserve and strengthen market position. Today, more than ever, it is essential that this innovation is directed towards finding solutions that reduce the

² Entering into force on 11 February 2025, the Product Packaging Waste Regulation (PPWR) must be transposed by member states within 18 months of entry into force.

³ With reference to the countries in which the HIPAC Group operates, as of the date of publication of this document, Spain is the only country that has introduced, as of 1 January 2023, a tax on single-use plastic packaging of €0.45 per kg of non-recycled plastic material produced on or imported into Spanish territory. In 2024, Italy postponed until 2026 the adoption of the Italian Plastic Tax, which provides for a contribution of €0.45 per kg of MACSI (single-use items made entirely or partly of single-use plastic) and identifies the private entities subject to the tax.

environmental impact of packaging through the use of recycled and renewably sourced materials.

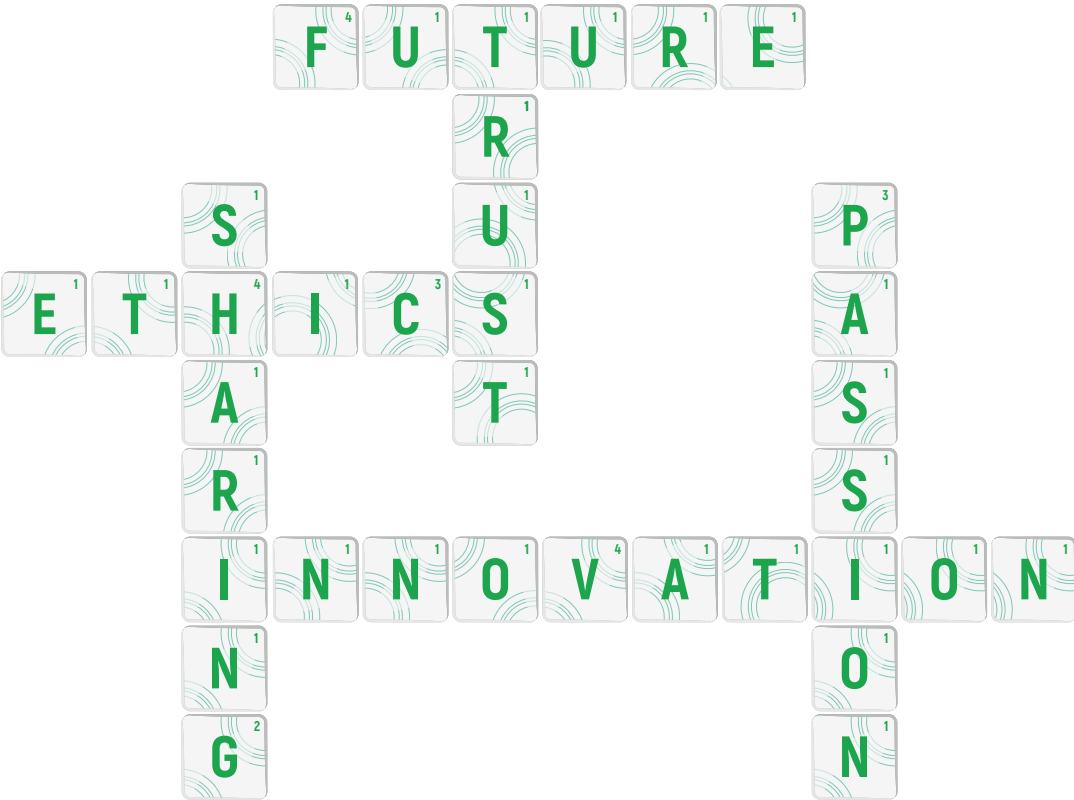
The evolution of the sector and the needs of the market confirm the Group's strategic decision to launch Research and Development projects aimed at developing new products with a lower

environmental impact, as well as the companies' commitment to integrating ESG (Environmental, Social, Governance) criteria into their corporate strategies.

This approach aims to continuously monitor and improve the company's performance, with an increasingly sustainability-oriented focus.

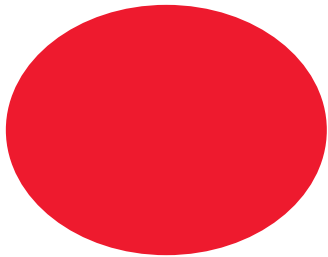


OUR VALUES



VALUES

- Trust
- Innovation
- Sharing
- Future
- Ethics
- Passion



FROM PRODUCT INNOVATION TO CONTINUOUS TRAINING: THE HIPAC PHILOSOPHY

The Group has a clear objective: to continue to be a benchmark in the packaging industry. This is why the Group has chosen to continue investing in several areas, including:

- **Research and Development:** fostering the scientific method and creativity to continue to improve and develop new products;
- **Product innovation:** providing our customers with state-of-the-art, high-performance solutions that meet even the most demanding requirements;
- **Respect for the environment:** developing technologies, processes and products with a low environmental impact;
- **Market focus:** bringing production closer to the people, through responsible management of the three production plants;
- **Continuous training:** ensuring skills development for all our resources;
- **Workplace Safety:** promoting a culture of safety in the workplace on a daily basis.



STRETCH FILM: WRAPPING EVERY PRODUCT IN INNOVATION

GRI 2-6

At the beginning of our entrepreneurial adventure, we made a clear decision, maintained over time with great perseverance, **to specialise in only one packaging sector**, dedicating ourselves to the production of stretch film. Our know-how is not limited to in-depth product knowledge, but extends equally to studying and understanding the specific needs of our customers, who are always looking for optimal solutions for safely packing and transporting goods.

The areas we know and support include:

- tissue,
- beverage,
- food,
- logistics,
- construction,
- manufacturing,
- metallurgical and steel industry,
- panels and profiles,
- distributors,
- agriculture,
- waste.

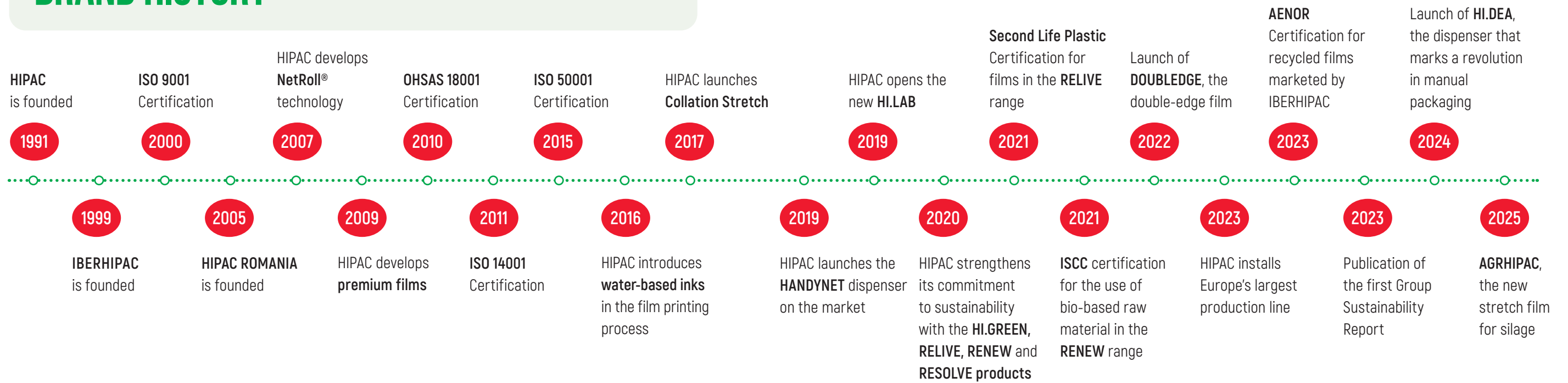
The stretch films we produce are the result of technical and design choices oriented towards production efficiency, waste reduction and the adoption of materials and solutions that ensure the optimal use of resources. We work every day

to combine quality performance and attention with environmental considerations, through concrete and measurable actions.

In addition to our range of traditional stretch film, we offer technically advanced solutions designed to meet specific needs in terms of efficiency, innovation and circularity, such as our premium films offered in the **RELIVE**, **RENEW** and **RESOLVE** versions:

- **RELIVE**, a line of films containing post-consumer recycled (PCR) or post-industrial recycled (PIR) plastics, in percentages certified at **30%** or **60%** according to **Second Life Plastic (IPPR)** and **AENOR** standards, with **Valipac** approval for eligibility for circularity incentives;
- **RENEW**, a line that includes films made with **bio-based polyethylene** derived from **non-fossil renewable sources**, with content certified **up to 100%** according to **I'm green** standards (in the case of RE51, obtained from sugar cane waste) and **ISCC Plus**;
- **RESOLVE**, developed using **non-compostable biodegradable raw materials**, designed to meet the specific demands of evolving sectors.

BRAND HISTORY



Our stretch films can be divided into three large families:

- **traditional film:** standard, high-strength stretch film for manual use and semi-automatic medium/low-performance wrapping machines;
- **premium film:** Technical stretch film with reduced thickness compared to conventional film, for manual use and high performance wrapping machines;
- **collation stretch:** technical stretch films for cold shrink wrappers, the sustainable alternative to conventional shrink films for secondary packaging.

After an intensive engineering and classification phase, in 2025 we officially expanded the product range with new films specifically designed for specific, highly specialised applications, such as silage (silage products) and waste management (waste bale).

We are constantly working to find new packaging solutions that respond more and more effectively to our customers' needs. In 2023, we expanded the premium film family with the **Film 112 Super Power Plus**, which - by reducing the thickness and maintaining the stability and security of the loading unit - can reduce packaging costs by up to 25%.

Another innovation is our service that allows customers to identify the product best suited to their needs via a **guided configuration service**⁴, accessed on the company website, which is supported by our consulting service. In addition, our customers can count on tailor-made stretch film manufactured according to their needs, and on **additional, customised services** such as colouring, printing on film, additives with anti-UV, anti-corrosive and anti-static properties, and low-temperature film suitable for packaging products that have to be stored in low-temperature environments.

NETROLL® AND DOUBLEDGE

NetRoll® was created in 2007 as an innovative alternative to traditional rolls, **thanks to the absence of the classic cardboard tube**. This solution allows us to reduce the waste, emissions and consumption of natural resources associated with the production and disposal of the tube, as demonstrated by the **LCA study conducted in collaboration with the University of Parma**. At the same time, we optimise logistics by being able to transport larger quantities of product in the same space.

DOUBLEDGE, on the other hand, is our **stretch film with reinforced edges**, designed to further reduce thickness without compromising performance. This allows us to use less material per packaging unit, offering advantages in terms of weight.

⁴ The configurator wizard can be found at the following link: <https://www.hipac.com/en/configurator/>.

THE VALUE OF INTERNATIONAL RELATIONS

GRI 2-6 | GRI 418-1 | GRI 2-25

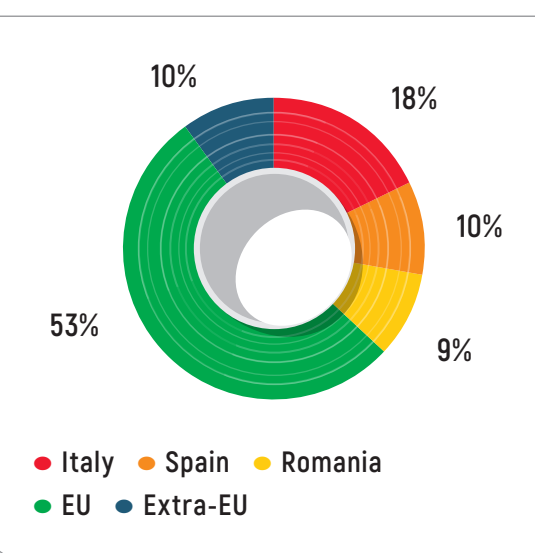
The decision to locate our production sites in Italy, Romania and Spain responds to a targeted strategy to guarantee proximity to our target markets. This configuration allows us to optimise logistical and administrative processes, while ensuring greater responsiveness and precision in meeting our customers' needs.

Our Group operates in 57 countries, serving European and non-European customers; distributors, large companies, and small users with whom we have built long-standing relationships based on mutual trust.

We attend **international trade fairs** where we present our new products and showcase the solutions included in our product portfolio. These events are **valuable levers** for meeting potential customers, partners and industry players, getting in touch with market news and consolidating our market positioning.

In 2024, we participated for the first time at **FachPack** in Nuremberg (Germany), where **we presented the new and innovative Hi.Dea dispenser** designed to improve manual packaging operations. Also in 2024, IBERHIPAC exhibited its new products at the **Empack trade fair in Madrid**, of which we were also a Gold sponsor.

WHERE OUR CUSTOMERS COME FROM 2024



In 2023 we participated in **Interpack**, Europe's most prestigious packaging trade fair, and in May 2022 we attended **IPACK IMA** in Milan, the international trade fair dedicated to processing and packaging materials and technologies for the food and non-food world.

On all these occasions **we presented our latest products developed by the R&D department**, in line with the growing demand for environmental sustainability.

We promise our customers that the principles of **integrity and fairness** and compliance with the relevant regulations and codes of business

conduct shall be observed for the entire duration of the collaboration.

We treat the personal data and privacy of our current and potential customers with care, including by providing continuous training to our employees. In the three-year period 2022-2024, no breaches of personal data were recorded. **Customer satisfaction is an indispensable factor for our Group.**

We monitor this every year through the **Customer Satisfaction Report** required by the ISO 9001 certification.

This tool allows us to examine what works and where we can improve.

The 2023 survey confirmed our strengths: the high quality of our products, the reliability of the Group and the breadth of our product portfolio.

Through our internal **complaints management** procedure, we monitor and analyse any cases of customer dissatisfaction in order to understand the causes and be able to take prompt action.

In 2024, the percentage of complaints on delivered products was 0.3%, in line with the previous year.

A SUPPLY CHAIN BUILT ON TRUST

GRI 2-6 | GRI 204-1

Our supply chain consists of suppliers from different categories:

- **Suppliers of raw materials;**
- **Retailers, brokers, distributors;**
- **Suppliers of ancillary materials;**
- **Service providers.**

Transparency and fairness are hallmarks of the relationships we have built over time with our supply chain, forging ties have led to technical collaborations to develop and test new polymers.

Suppliers play a crucial role for our Group: they help us guarantee product quality and continuity of operations. We are aware that significant environmental and social effects are also generated along the supply chain, which is why we promote practices that are oriented towards environmental, social and ethical criteria and integrate them into our evaluation processes and collaboration with suppliers.

In November 2022, we formalised our **Sustainable Procurement Policy**⁵, which defines the values underpinning our relationships with suppliers, as well as outlining the criteria guiding their selection and evaluation over time.

⁵ The Sustainable Procurement Policy is available at the link: https://www.hipac.com/wp-content/uploads/2024/02/Sustainable-procurement-policy_Hipac-Group.pdf.

Specifically, we ask each supplier to:

- **comply** with applicable regulatory requirements, human rights, laws and standards;
- **protect** the health and safety of its employees and the community;
- **adopt** responsible environmental protection policies, drawing inspiration from ISO 14001 (or equivalent);
- **guarantee** quality, timeliness and flexibility in responding to operational needs;
- **promote** innovation and research into improved technical solutions;
- **protect** the integrity and security of shared data and information;

- **Integrate** management principles inspired by ISO 45001 (or equivalent) that promote continuous performance improvement;
- **promote** and **consolidate** a safety culture that encourages responsible behaviour by workers.

The Policy also defines principles that, for us, are non-negotiable: protection of labour and human rights, honesty and integrity, occupational health and safety and environmental protection.

We invite each member of our supply chain to report any violations of the policy principles by their employees via the dedicated email address:

231.odv@hipac.it

ANCILLARY MATERIALS: FOCUS ON LOCAL SUPPLIERS

Our raw material procurement strategy is based on a global scale to meet the Group's volume requirements.

When it comes to ancillary materials - such as tubes, packaging represented by boxes, corner protectors, layer pads, pallets, spare parts for production equipment and dispensers for NetRoll

reels - we aim to prioritise local suppliers⁶ wherever possible.

In the three-year period 2022-2024, this has resulted in a stable expenditure of more than 90% of the budget to these suppliers, confirming our commitment to investing in the region.

Share of expenditure on local suppliers for ancillary materials - 2022-2024

	2022		2023		2024	
	€	%	€	%	€	%
Total budget spent on local suppliers (HIPAC)	2,893,785.3	99.4%	3,324,796.6	95.5%	3,322,610.1	98.8%
Budget spent on suppliers (HIPAC)	2,910,581.4		3,480,850.8		3,362,878.4	
Total budget spent on local suppliers (IBERHIPAC)	2,388,570.0	98.4%	1,824,397.0	99.1%	1,587,868.7	97.3%
Budget spent on suppliers (IBERHIPAC)	2,428,533.0		1,840,903.2		1,631,226.1	
Total budget spent on local suppliers (HIPAC ROMANIA)	2,209,771.0	95.7%	2,331,708.6	94.5%	2,323,125.0	91.3%
Budget spent on suppliers (HIPAC ROMANIA)	2,309,613.7		2,468,281.3		2,542,261.0	
Total budget spent on local suppliers	7,492,126.3	98.0%	7,480,902.3	96.0%	7,233,603.9	95.9%
Total supplier expenditure	7,648,728.1	100%	7,790,035.2	100%	7,536,565.7	100%

⁶ Local suppliers those are those operating in the countries where the HIPAC Group plants are located (Italy, Spain and Romania).

OUR GROWTH MODEL

TRANSLATING OUR VISION INTO ACTION

At HIPAC we translate our vision into concrete, targeted actions, oriented towards a development that combines care for people, the environment and product quality.

Our research and development projects guide us towards high-performance solutions designed to optimise the use of resources and reduce the environmental impacts associated with processes and materials.

At the same time, we work to continuously improve our ESG performance, aware that these aspects require continuous efforts and an increasingly integrated approach.

In this document we describe the strategies we have defined, the ongoing interventions, the completed initiatives, the awards we have obtained and the goals we have set ourselves. Our aim is to provide a transparent overview of our commitment to solid, context-sensitive corporate growth.

OUR DNA: A LIFE IN FILM

At HIPAC, we work every day to make our products and processes more emission efficient, with the aim of progressively reducing our carbon footprint and contributing to the evolution of the stretch film industry.

This commitment translates into concrete actions built around four fundamental pillars:

- reduction;
- recycling;
- re-use;
- renewability.

These factors are part of the DNA of the HIPAC Group.

Reduction

We apply this concept both to our products, optimising film thickness to reduce material usage while maintaining the required performance, and to our processes, with the aim of improving efficiency in the use of natural resources. For example, we have obtained **ISO 50001** certification, which attests to the adoption of an energy management system aimed at the continuous improvement of our energy performance.

Recycling

We believe it is essential to use and dispose of plastic responsibly, and consequently we have taken the decision to join material recovery and recycling chains.

In 2024, HIPAC SPA obtained the renewal of the **"Second Life Plastic"** certification issued by IPPR - Plastica Seconda Vita confirming the quality of our stretch film that incorporates between 30% and 60% recycled plastic sourced from post-consumer (PCR) and post-industrial waste (PIR).

After the initial success of this endeavour, we also extended this commitment to Hipac Romania, which obtained the same certification to produce stretch film with guaranteed traceability of the recycled material.

This commitment to certification has been translated across the Group: in this sense, the Spanish subsidiary Iberhipac holds the equally important **AENOR** certification, equivalent to Second Life Plastic. Both certifications are part of **Polycert Europe**, a European platform established to harmonise certification systems on the recycled content of plastic products.

Also on an international level, the solutions in the RELIVE range have received the endorsement of the Belgian organisation **Valipac**, which promotes recyclability and circularity by awarding an economic incentive to customers who purchase packaging with a minimum of 30% PCR from qualified suppliers registered on the Valipac website.

HIPAC has also always believed in the importance of adopting scientific and objective criteria for assessing and quantifying the environmental footprint of its products throughout their life cycle.

This is why we have initiated major LCA studies, which we will explore in more detail in the following chapters, conducted in collaboration with prestigious university bodies and carried out at both corporate and institutional level.

Reuse

For us, re-use means creating new value. When possible, we put materials to a new use.

This concept gave rise to the **Handynet** and **Hi.Dea** dispensers: designed to facilitate manual packaging operations for operators, they are fully reusable and durable, saving valuable resources.

Used in combination with NetRoll reels without a cardboard tube, HIPAC dispensers also offer important environmental benefits: by eliminating the cardboard cores, a reduction in CO₂ emissions of 98 kg per pallet of stretch film is achieved, equivalent to the emissions produced by a medium-sized car on a 500 km journey.

In 2023, we launched **RELOOP**, a circular economy project designed to reduce the environmental impacts of the packaging manufacturing process. We collect the waste (compressed, cleaned and separated from other waste) through an authorised and certified partner, Plastica Seconda Vita, and transform it into new secondary raw material for the production of stretch film.

Through the RELOOP project, we hope to offer stretch film users the opportunity to generate value from waste, reducing waste and contributing to more efficient material management.



Renewability

We have chosen to use alternative sources to traditional raw materials to support a more resource-efficient transition. We make films with polyethylene derived from renewable sources, maintaining the same technical performance as traditional fossil-based films.

Our RENEW products include:

- The **REN51 stretch film**, containing 51% bio-based LLDPE made from sugar cane cultivation waste and certified by I'm green;
- **REN Stretch Film**, ISCC-certified and containing up to 100% bio-based LDPE, in compliance with the international ISCC Plus standard.

A COMMITMENT RECOGNISED IN AWARDS AND CERTIFICATIONS

The year **2024** proved to be a one of great satisfaction for the HIPAC Group, with the achievement of several **prestigious awards**. For the fourth consecutive year, the company received the **Sustainability Award**, an award for companies that have made the most progress in the area of sustainability. This milestone is an important recognition of HIPAC's ongoing commitment to developing innovative solutions that respect the environment and promote sustainability.

The Sustainability Award, promoted by Kon Group in collaboration with ELITE, Azimut Italia, ALTIS Università Cattolica and Politecnico di Milano (with Forbes Italia as media partner),

rewards Italian entrepreneurs who have distinguished themselves for their sustainable development, attention to the environment and social responsibility, innovating processes, systems and products in a forward-looking manner.

Also in 2024, we were one of the winners of the **CONAI Competition for Ecodesign - Ecopack**, which rewards the most innovative and environmentally sustainable packaging solutions.

The **Premium HIPAC 555 Relive REX60 Rigid in 7 micron thickness** was chosen by the panel

as one of the **packaging solutions** that best represented the **merging of environmental sustainability and innovation** thanks to outstanding achievements in the following areas:

- the use of 60% recycled material;
- the saving of raw materials;
- the optimisation of production processes;
- the optimisation of logistics and simplification of the packaging system.

Our project, together with the other participating cases, was analysed using the CONAI Eco Tool, a simplified Life Cycle Assessment tool capable of calculating the effects of prevention actions in terms of energy saving, water saving and CO₂ emission reduction, and, in the case of packaging solutions designed to facilitate recycling, the amount of secondary raw material generated.

In this area, HIPAC scored 14 points, making it one of highest performing companies in the competition.

In addition, we were selected for the prestigious **"Ambasciatori d'impresa"** award, sponsored by KPMG and UBS. This award celebrates the value and importance of family businesses, which represent a model of excellence, resilience and continuity over time. Family-run companies like ours are fundamental to the economic landscape as they manage to combine tradition, innovation and sustainability while maintaining a strong link to their values and ensuring a long-term approach to business. Being included in this award is an honour that **confirms the importance of our ongoing commitment to innovation and sustainable growth**, in a business environment that recognises the family model as a key success factor.

Lastly, another important milestone was achieved by **Hipac Romania**, which received the **prestigious award as part of the "Imprese Vincenti"** initiative promoted by Intesa Sanpaolo. This programme, now in its fifth year, values Italian companies for their contribution to GDP, social impact, investment in innovation, research and sustainability, and their role in the digital and ecological transition. For the first time, this year's programme included an event dedicated to entrepreneurial excellence from Eastern Europe. Hipac Romania was awarded for its capacity for innovation and growth, confirming our commitment at international level.



Last but not least, we would like to congratulate **Iberhipac** on celebrating the **25th anniversary of its foundation**. Such a significant milestone is the result of years of commitment, innovation and determination. The company has faced major challenges in recent years, yet its resilience, ability to adapt to change and ability to synergise with the other companies in the Group has enabled it to consolidate its position in the market. This achievement is not only a testament to past successes, but also represents a firm starting point for tackling future challenges with the same passion and dedication that have characterised every single year of its operation.

This successful year that testifies to HIPAC's strength, vision and ongoing commitment to excellence, innovation and sustainability.

ENGAGING WITH OUR STAKEHOLDERS

GRI 2-29

At HIPAC we consider the interests, expectations and needs of our **stakeholders to be indispensable resources** to guide our business strategies and choices.

Since the first Sustainability Report, we have involved our stakeholders in activities aimed at identifying the most important sustainability issues for our Group, known as material topics, to which we pay special attention. This approach stems from our desire to make informed and responsible decisions and to listen to those who look at us from different perspectives, bringing fundamental points of view that inform how we update our priorities.

In 2023 we asked our stakeholders to express their opinion on the most relevant topics for our industry using an online survey.

In 2024, we continued this process with more specific questions, aiming to understand how informed they were about our commitment and to gather their opinions on the most important environmental, social and governance issues. We involved 8 categories of stakeholders and obtained a response rate of 54%.

The results showed that:

- 67% were aware of the publication of the Sustainability Report 2023;
- 81% were aware of the environmental certifications held by the Group;
- 69% were aware of HIPAC's social commitment.

Among the environmental issues, our stakeholders indicated the following as most relevant:

- waste management;
- atmospheric emissions;
- climate change.

For social issues, they highlighted:

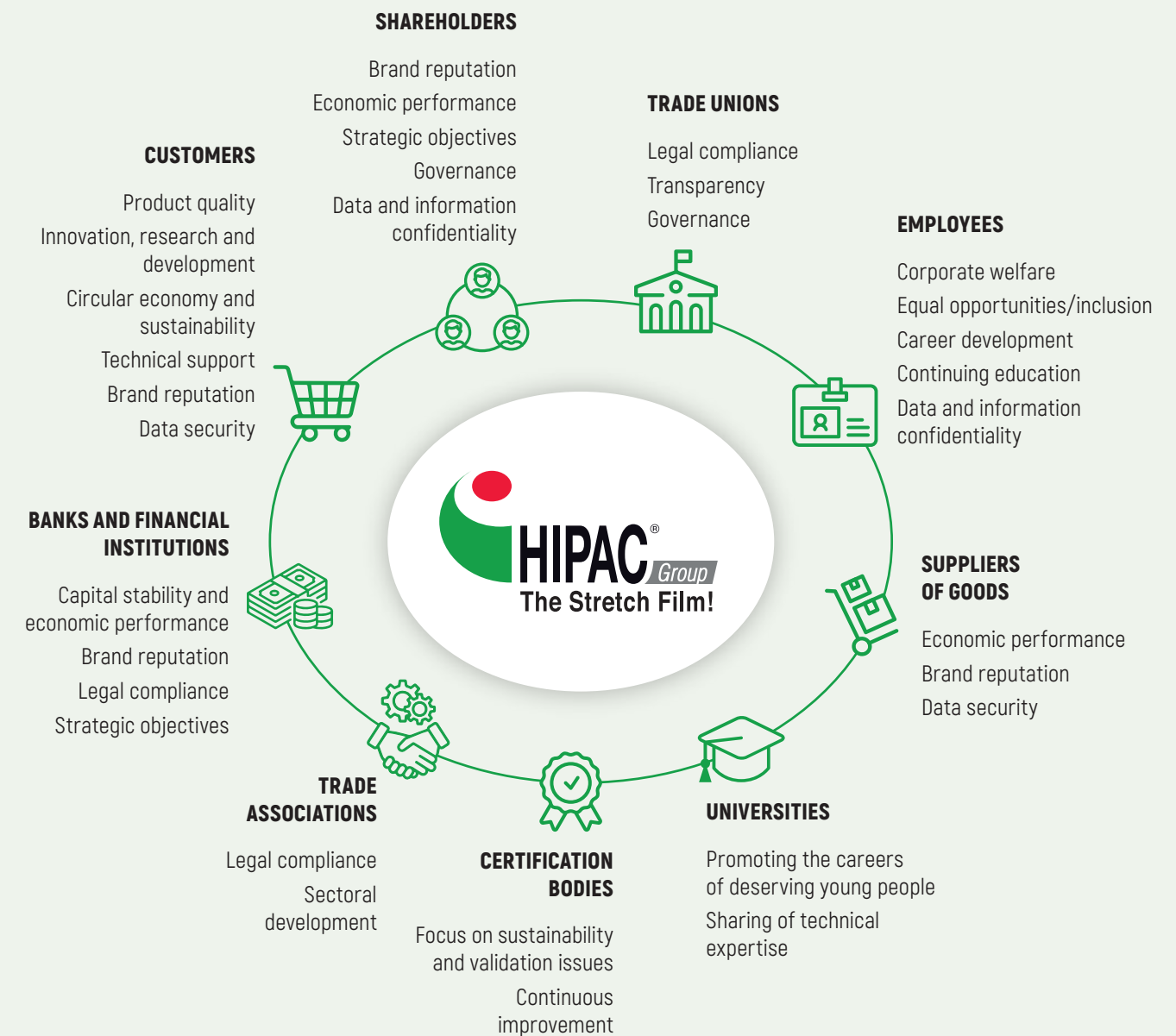
- occupational health and safety;
- welfare;
- professional well-being.

Finally, for governance issues, they reported the following as priorities:

- innovation;
- research and development;
- customer satisfaction.

The following chart and table show the **main categories of stakeholders** with whom we collaborate, the interests that drive them, and the ways in which we engage them. They also highlight the groups involved in the materiality analysis, which is explored in more detail in the section "Materiality Analysis and Matrix".

HIPAC: categories of stakeholders and their interests.



Stakeholders: activities and methods of engagement.

Stakeholders	Materiality engagement 2022	Interest	Methods of Engagement	Frequency
Banks and financial institutions	yes	- Capital stability and economic performance - Brand reputation - Legal compliance - Strategic objectives	Meetings	At events
Employees	yes	- Corporate welfare - Equal opportunities/ inclusion - Career development - Continuing education - Data and information confidentiality	- Employer branding - Individual appraisals - Expectations/Internal climate survey - Corporate events - Code of Ethics - Training and awareness-raising activities, professional development opportunities	Constant
Auditors/ Supervisory Bodies	yes	- Legal compliance - Governance transparency	Meetings, exchange of documentation, audits	At events
Management	yes	- Brand reputation - Economic performance - Strategic objectives - Governance - Data and information confidentiality	- Employer branding - Individual and group appraisals - Expectations/Internal climate survey - Code of Ethics	Constant
Trade Associations	No	- Legal compliance - Sectoral development	Meetings	Monthly

Stakeholders	Materiality engagement 2022	Interest	Methods of Engagement	Frequency
Suppliers of goods	yes	- Economic performance - Brand reputation - Data security	- Periodic meetings - Sharing the Code of Ethics - Participation in events and trade fairs	Constant
Customers	yes	- Product quality - Innovation, research and development - Circular economy and sustainability - Technical support - Brand reputation - Data security	- Customer Care Service - Social networks - App - Direct support channels - Press releases, website - Complaint and dispute management - Fairs - Periodic visits - Training	Constant
Owners/ Shareholders	yes		- Shareholders' Meeting - Periodic meetings - Communication of financial results	Constant
Universities	No	- Promoting the careers of deserving young people - Use of technical expertise	Specific conventions and collaborations	At events
Certification bodies	yes	- Focus on sustainability and validation issues - Continuous improvement	Audits, meetings	At events

ANALYSIS AND MATERIALITY MATRIX

GRI 3-1 | GRI 3-2

By listening to our stakeholders' views, we were able to identify the most relevant material topics for the Group, i.e., those factors that reflect the economic, environmental and social impacts generated by our activities.

To do this, we followed a multi-step process:

1. **We analysed potentially material topics for the industry**, focusing on ESG issues and comparing the practices of our competitors;
2. **We involved the main stakeholders**, as recounted in the section "Stakeholder mapping and engagement". This dialogue allowed us to construct the materiality matrix shown below.

In 2023, we asked stakeholders to rate the importance of each topic on a numerical scale from 1 (not relevant) to 4 (priority).

In 2024, we deepened the dialogue to understand how aware they were of our commitment and which issues they considered most relevant. The size of the infographic reflects their responses.

The matrix shows a good alignment between the expectations and needs of our stakeholders (y-axis) and the company's strategic lines (x-axis).

Relevant topics include those related to the three areas of sustainable development:

- **governance**: innovation, customer satisfaction and transparency;
- **environment**: energy management, atmospheric emissions, climate change and materials management;
- **social**: occupational safety and employee skills development.

The correlation between the Group's material topics and the SDGs

We also examined how these material topics relate to the Sustainable Development Goals (SDGs) defined by the United Nations through the 2030 Agenda. The objective of this activity is to identify the SDGs most relevant to the Group and **make a concrete and transparent commitment** to their achievement.

The HIPAC Group's materiality matrix.



Material topics and their correlation to the SDGs.

Area	Topic	SDGs			
E	Energy Management	7	8	12	13
E	Waste management	12	13		
E	Management of materials	8	12		
E	Atmospheric emissions and climate change	12	13	15	
S	Welfare and professional wellbeing	3	5	8	
S	Occupational health and safety	3	8	16	
S	Development of employees' skills	4	5	8	10
S	Product and service quality and safety	8	9	12	16
G	Customer satisfaction	12			
G	Innovation, research and development	9	12	13	
G	Business transparency and integrity	8	12	16	17
G	Supply chain management	8	12	13	16
G	Responsible governance	5	8	12	16



GOVERNANCE AND COMPLIANCE: RESPONSIBILITY AND INNOVATION FOR OUR FUTURE

Certifications



Economic value generated
€ 102,354,536

HIPAC GROUP COMPANIES

GRI 2-1 | GRI 2-9 | GRI 2-11 | GRI 405-1

Our group is made up of several companies that operate independently yet always in close synergy, joining forces, resources and ideas to contribute together to company growth.

The companies in the Group are:

- **GIPAC S.p.A.**, parent company based in Cazzago San Martino;
- **HIPAC S.p.A.**, subsidiary with registered office in Cazzago San Martino;
- **IBERHIPAC S.A.**, a subsidiary based in Saucedilla, Spain;
- **HIPAC ROMANIA S.r.l.**, subsidiary based in Dragomirești-Vale.

At each Group company, the governing body is represented by the Board of Directors (BoD), which has the broadest powers for the ordinary

and extraordinary management of the company, including the definition of corporate objectives, strategies and policies.

At HIPAC and GIPAC, the control function is entrusted to the Board of Statutory Auditors, which monitors compliance with the law and the Articles of Association, compliance with the principles of sound administration, the adequacy of the organisational, administrative and accounting structure, and the internal control system.

The companies GIPAC, IBERHIPAC and HIPAC ROMANIA also appoint a statutory auditor, who provides an independent and professional audit of the reliability of the company's accounts. This control increases the transparency and credibility of the financial and accounting information we publish.

GIPAC S.P.A.

As at 31.12.2024, the Board of Directors of the Parent Company GIPAC S.p.A. consisted of 4 members and was led and chaired by Aurora Maria Giorlando. 50% of the members are women and 75% are over 50 years old.

The supervisory bodies in GIPAC are represented by the Board of Statutory Auditors, consisting of 5 members, 80% of whom are over 50 years of age, and the statutory auditor, Luca Pizio, who is responsible for auditing the company.

Board of Directors	Role
Giorlando Aurora Maria	Chair and Managing Director
Giorlando Serafino Daniele	Managing Director
Giorlando Alessandra	Managing Director
Giorlando Giacomo	Non-executive director

Board of Statutory Auditors	Role
Posa Glauco	Chair
Barzanò Antonella	Standing Auditor
Parma Ambrogio	Standing Auditor
Boiocchi Marco	Alternate Auditor
Fortunato Davide Alberto	Alternate Auditor

HIPAC S.P.A.

Board of Directors	Role
Giorlando Aurora Maria	Chair and Managing Director
Giorlando Serafino Daniele	Managing Director
Giorlando Alessandra	Managing Director

Board of Statutory Auditors	Role
Pizio Luca	Chair
Fortunato Davide Alberto	Standing Auditor
Posa Glauco	Standing Auditor
Boiocchi Marco	Alternate Auditor
Ljubljana Giusy	Alternate Auditor

The Board of Directors of HIPAC S.p.A., the Group's Italian subsidiary, is in office until the approval of the financial statements as at 31 December 2024 and consists of three members.

67% of the Board is represented by women and all members are over the age of 50.

The Board of Statutory Auditors, also in office until the approval of the financial statements as at 31.12.2024, consists of five members. 80% of the members are male and aged over 50, while the remaining 20% (1 member) are female and aged between 30 and 50.

IBERHIPAC S.A.

The Board of Directors of the Spanish subsidiary IBERHIPAC S.A. is composed of four members, with a female presence of 50% and an average age of over 50 years.

At IBERHIPAC S.A., Sociedad de Auditoría ABACO - Auditores e Consultores S.L. was appointed as the auditing body responsible for auditing the accounts.

Board of Directors	Role
Giorlando Alessandra	Chair and Managing Director
Giorlando Serafino Daniele	Vice-Chair and Managing Director
Giorlando Aurora Maria	Managing Director
Perez Cordero Ignacio	Secretary



HIPAC ROMANIA S.R.L.

The Board of Directors of the Romanian subsidiary HIPAC ROMANIA S.r.l., in office until removed from office, consists of three members. 75% of the Council is represented by women and all members are over 50 years old.

At HIPAC ROMANIA S.r.l., the company Crowe Romania, the result of the merger of Finexpert - Boscolo Audit & Advisory, is responsible for auditing the accounts.

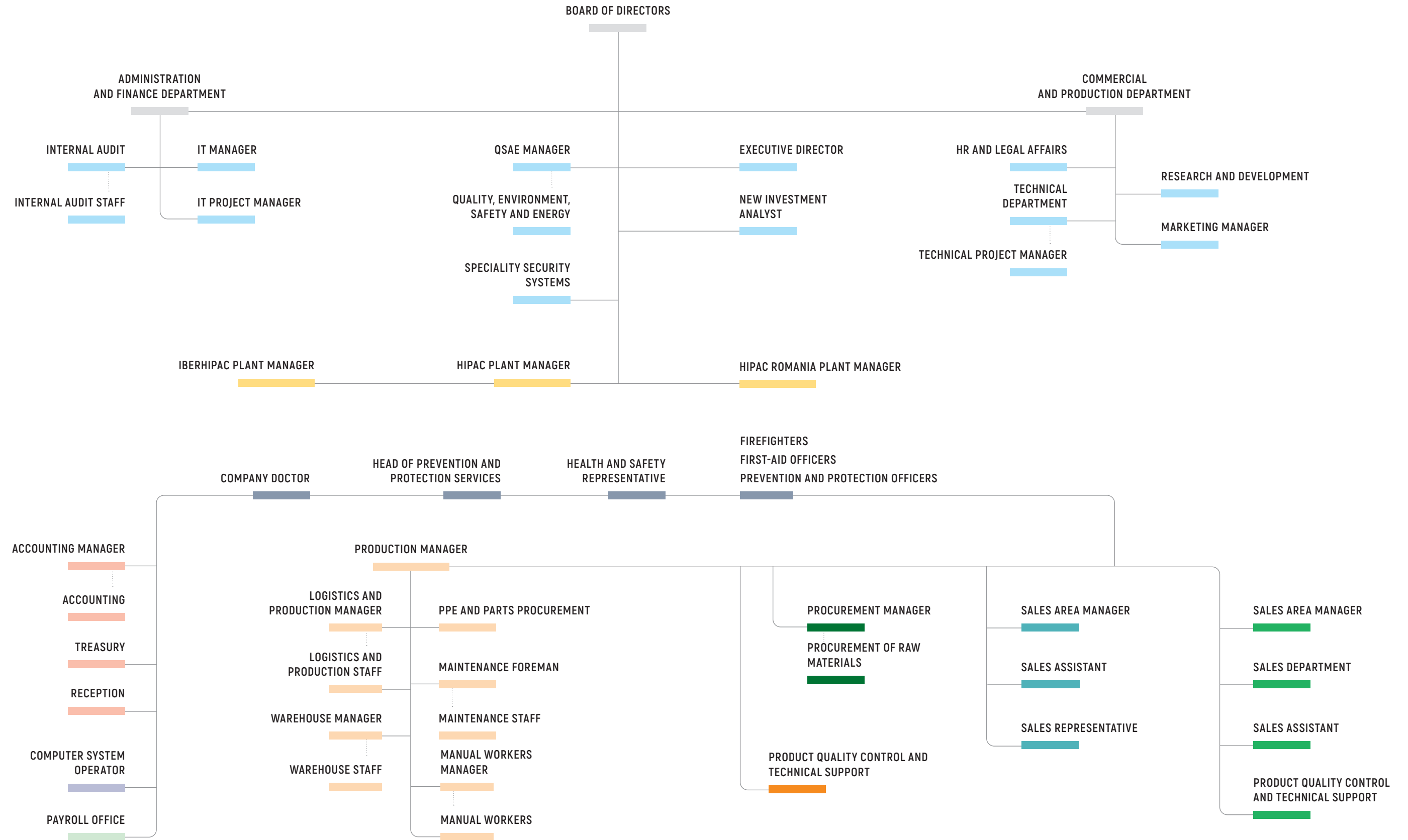
Board of Directors	Role
Giorlando Serafino Daniele	Chair and Managing Director
Giorlando Aurora Maria	Managing Director
Giorlando Alessandra	Managing Director



To help better understand the composition of the HIPAC Group, our organisational structure is presented below.

Although all Group companies operate

independently, the quality and innovation, administrative-accounting, legal and human resources areas collaborate actively, sharing skills and objectives.



The organisational structure of the HIPAC Group

■ GENERAL MANAGEMENT ■ STAFF ■ PLANT MANAGER ■ HEALTH AND SAFETY ■ PRODUCTION AND LOGISTICS ■ ADMINISTRATION AND FINANCE
 ■ ADMINISTRATION ■ HUMAN RESOURCES ■ QUALITY CONTROL ■ PROCUREMENT ■ FOREIGN MARKET SALES ■ DOMESTIC MARKET SALES

THE CODE OF ETHICS AND 231 MODEL

GRI 2-26

The social, cultural, environmental and economic characteristics of the territories and markets in which we operate directly influence the way we work. Each nuance and each difference represents an added value: they stimulate our operations and, at times, prompt us to develop projects or studies to enhance and protect the particular socio-environmental characteristics of each context. These aspects, observed and deepened over time, inspire the values of our Group, which in turn form the basis of the Code of Ethics.

This document is shared with all those who work with us and guides our every decision, in keeping with our responsibility and commitment to the territory and the people.

The Code of Ethics is an integral part of the Organisation, Management and Control Model adopted by Hipac Italia S.p.A., through which the Italian company of the Group has implemented a system of procedures and internal control activities with the aim of preventing the commission of crimes and offences provided for by Legislative Decree 231-01.

We consider the 231 Model to be a valid tool to ensure the conditions of **correctness and transparency** in the conduct of business and economic activities. In this regard, we have included a specific clause regarding the adoption of the 231 Model in our procurement contracts and have communicated its adoption externally via a page in the **News** section of our website.

Pursuant to Legislative Decree 231, we appointed the Supervisory Board (SB) in 2021; since then, the

SB, whose composition has remained unchanged, has met several times to confirm the company's compliance with the management of current situations and to analyse regulatory updates, assessing their applicability to the HIPAC Group. In its most recent review of the activities carried out during 2024, the Supervisory Board declared the contents of the Organisational Model, Code of Ethics, Risk Map and related Procedures to be compliant and effective for the purposes of Legislative Decree 231-2001. In addition, the Supervisory Board analysed the Group's latest Sustainability Report 2023, suggesting that we continue along the path we have undertaken thus far to better understand the impacts generated and initiate improvement actions.

Finally, since the implementation of the **231 Model**, we protect whistleblowers who report illegal or fraudulent activities within the Group.

Any established or suspected breaches of the 231 Model and/or the Code of Ethics may be reported by an employee via their line manager, or via the **whistleblowing system**.

To facilitate this process, we have set up a dedicated email address (231.odv@hipac.it) and have set up a digital reporting platform on the Group's website, managed by an independent third party. This platform uses an encryption protocol that guarantees the protection of the whistleblower.

During the period covered by this report (2022-2024), we did not receive any reports of potential bribery incidents in any of the Group companies, nor did we record any proven cases of corruption.

The values of the Code of Ethics

Lawfulness and professional ethics



We require those who work with us to comply with international, national, and local regulations and rules of professional ethics in force relating to their activities, as well as with the Group's ethics and compliance policies.

The interpersonal relationships, partnerships and collaborations we initiate, as well as the professional practices we adopt every day, are always based on the principles of fairness and transparency.

Honesty and integrity



Loyalty



We undertake to fulfil our commitments and not to create expectations of actions that we cannot carry out or fulfil.

We reject all types of discrimination: age, gender, race, nationality, health conditions, sexual, political and religious orientation. Our recruitment and human resources management policies follow this principle and are free of any form of discrimination.

Labour protection



Respect for people



We demand the utmost respect for the rights of people, their dignity, their unique characteristics and different cultures. We attach the utmost importance to respect for others and tolerance.

We monitor emissions and the impact of the company's activities on the environment, while also encouraging the development of innovative techniques and processes for recovering and recycling materials and reducing the exploitation of natural resources.

Environment



RELATIONS WITH INDUSTRY ASSOCIATIONS

GRI 2-28

Since 2015, as the HIPAC Group, we have been a member of **EUMOS** (European Safe Logistics Association)⁷, a non-profit organisation that aims to improve security throughout the logistics chain. Thanks to the contribution of its member companies, EUMOS constantly updates security standards for logistics in Europe. As a member, we have been recognised as an entity **able to contribute to increased transport safety**, thanks to our commitment to reducing road accidents in Europe.

We are one of the companies accredited by the Belgian organisation **VALIPAC**, the first organisation in Europe dedicated to industrial packaging. VALIPAC supports companies in complying with regulatory obligations, recognizing us as producers who use recycled material and allowing Belgian companies that choose our packaging to benefit from reduced fees.

With reference to the individual subsidiaries, we would like to point out that HIPAC S.p.A. is part of **Confindustria Brescia** and of

Unionplast (Federazione Gomma Plastica). Within Unionplast, HIPAC S.p.A. is a member of the Flexible Packaging Manufacturers Group (**Aimflex**) and is associated with **IPPR** (Istituto per la Promozione delle Plastiche da Riciclo), as well as with **EUPC** (European Plastic Converters). Finally, HIPAC S.p.A. is a member of **Corepla** (Consorzio Nazionale per la Raccolta, il Riciclo e il Recupero degli Imballaggi in Plastica).

As IBERHIPAC S.A. we are part of **ANAIP** (Asociación Española de Industriales de Plásticos) and **Envalora** (Asociación de productores para la rap de envases), which represents a **Collective System of Extended Responsibility of the Manufacturer** (SCRAP) created to help companies fulfil their obligations regarding the management of industrial packaging.

Finally, HIPAC ROMANIA S.r.l. is part of **Confindustria Romania**.

ECONOMIC PERFORMANCE AND VALUE DISTRIBUTION

GRI 201-1

In 2024, the HIPAC Group generated an economic value of €103 million in revenue from sales and services, with 90% of sales and services generated within the EU.

In our Group, the generation of economic value is closely linked to the way we distribute it among our stakeholders.

Therefore, based on the profit and loss account items for the period covered by this document (financial year as at 31.12.2022, 31.12.2023 and 31.12.2024), we defined the economic value generated and made distinctions between distributed and retained economic value. Specifically:

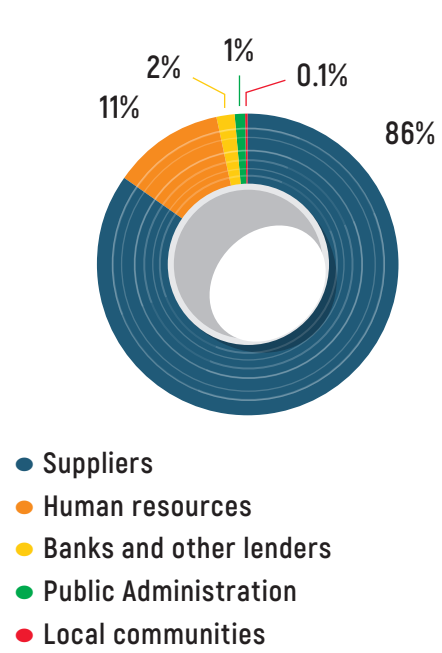
- The **economic value generated** refers to the value of production, which includes net revenues from the provision of services and other revenues and income;
- the **value received** concerns contributions received from the public administration (PA);
- the **economic value distributed** includes costs reclassified by stakeholder category;

Revenues from sales and services before discounts and premiums granted to customers	
Country	€
EU Sales	92,369,124
Extra-EU Sales	10,141,364
EU Services	1,358,912
Total	103,869,400

- the **economic value retained** relates to the difference between the economic value generated and distributed.

In 2024, we generated an economic value of **€102,354,536**, and distributed €100,713,014 (or 97.7% of the value generated and received) among the stakeholders.

ECONOMIC VALUE DISTRIBUTED



For the sake of clarity, the reconciliation of retained value is also shown below, calculated as the difference between the economic value generated and the economic value distributed, along with the net result for the period in the balance sheet.

⁷ More information is available at the following link: <https://eumos.eu/supporting-members-by-activity/>.

Direct economic value generated and distributed	2022	% on tot.	2023	% on tot.	2024	% on tot.
Economic value generated and received	139,030,299	100.0%	106,164,466	100.0%	103,098,946	100.0%
Economic value generated	137,274,544	98.7%	104,760,339	98.7%	102,354,536	99.3%
Economic value received	1,755,755	1.3%	1,404,127	1.3%	744,410	0.7%
Economic value distributed	128,687,859	92.6%	95,696,421	90.1%	100,713,014	97.7%
Suppliers	115,311,096	82.9%	81,143,514	76.4%	86,382,731	83.8%
Human resources	10,180,752	7.3%	11,666,038	11.0%	11,476,877	11.1%
Banks and other lenders	1,329,450	1.0%	1,891,467	1.8%	1,818,413	1.8%
Public Administration	1,703,919	1.2%	803,076	0.8%	889,604	0.9%
Local communities	162,642	0.1%	192,326	0.2%	145,389	0.1%
Economic value retained	10,342,440	7.4%	10,468,045	9.9%	2,385,932	2.3%

	2022	2023	2024
Economic value retained	10,342,440	10,468,045	2,385,932
Unallocated economic value	3,070,948	6,231,447	(1097318)
Changes in inventories of work in progress, semi-finished and finished products	(290650)	692,614	(2107864)
Other income	(977314)	(626664)	(776719)
Costs for services	214,111	234,760	318,911
Amortisation of intangible fixed assets	335,234	405,462	428,448
Depreciation of tangible fixed assets	3,851,361	4,236,771	4,648,749
Write-downs of receivables included in current assets and cash and cash equivalents	12,726	11,924	4,696
Changes in inventories of raw, ancillary and consumable materials and goods	(406741)	1,210,706	(3836096)
Sundry operating expenses	204,806	61,837	212,577
Forex gains and losses	(6574)	4,037	9,980
Write-downs of equity investments	133,989		
Operating profit	7,271,492	4,236,598	3,483,250

PRODUCT AND PROCESS QUALITY: A CENTRAL ASPECT OF BUSINESS MANAGEMENT

GRI 2-27

At HIPAC, we are committed to guaranteeing our customers and stakeholders that our products are manufactured in accordance with procedures and processes that comply with the relevant legislation and are certified through the **QSAE** (Quality, Safety, Environment and Energy) integrated management system, according to UNI ISO 9001, 14001, 45001 and 50001.

With UNI EN ISO 9001, we have certified the company's Quality Management System, which also includes container weighing activities to determine the "Verified Gross Mass of Container" (VGM), in accordance with the 2016 SOLAS 74 Convention amendments made in 2016⁸.

Our QSAE Management System is based on clear and specific principles:

- **constant focus on customer satisfaction** in terms of quality, safety and compliance with international norms and standards;
- **continuous product innovation** to improve economic impact and reduce consumption and costs per packaging unit;
- **strengthening investment and R&D activities**, thanks to the HI.LAB, our in-house laboratory equipped with state-of-the-art equipment and experienced technicians in new product research and development and quality control;

- **constant staff training** on laws and good practices related to safety, environmental protection and the quality of products and services offered;
- **environmental protection** through the design of solutions incorporating alternative materials such as recycled or bio-based plastics, the adoption of technologies aimed at reducing resource use and waste, the promotion of material recovery and recycling activities, and a commitment to the efficient use of energy and natural resources;
- **promotion of occupational health and safety** through technical organisational measures and health checks;
- **information and updating of stakeholders** thanks to transparent and continuous communication.

The company's QSAE Management System also includes factors that can contribute to and influence the achievement of our strategic goals, which we review and update periodically.

The effectiveness and adequacy of this System is confirmed by the Audit Report, which validated compliance with the reference standards and acknowledged the continuous progress in structural, infrastructural and research and development investments that have characterised the Group's activities in recent years.

⁸ The SOLAS Convention (Safety Of Life At Sea) is an international agreement drawn up by the IMO (International Maritime Organisation). The amendments that came into force on 1 July 2016 require certified procedures for carrying out weighing activities to determine the verified gross mass of the container (VGM) according to Method 2.

NON-CONFORMITY MANAGEMENT

To prevent, intercept and quickly remedy any deviations from company practice and any anomalies, we have adopted an internal **procedure for handling reports**.

This procedure considers the incoming material, the production process, the finished product (generally related to non-conformity of the material used, plant anomalies or human error) and the transport of goods (outsourced).

In addition to these aspects, the procedure also examines events related to the internal organisation, such as non-compliance with

internal operating procedures or product and service operation, and addresses health and safety aspects, analysing near misses and accidents.

In the three-year period 2022/2024, there were no instances of non-compliance with laws and/or regulations in economic, environmental and social matters. Furthermore, the Group has not received any monetary sanctions or restrictions from governments, regulators or public bodies regarding business operations or activities.

PRODUCT CERTIFICATIONS

The quality of our products is confirmed by the certifications obtained over the years by the individual Group companies.

HIPAC S.p.A. has obtained the Plastica Seconda Vita certification (the only Italian scheme among the six approved by the Circular Plastics Alliance - CPA)⁹ renewed also in 2024 for the following products:

- REC60 with 60% PCR;
- REC30 with 30% PCR;
- REX 60 with 60% PIR;
- REX 30 with 30% PIR.

In 2021, the same products were awarded the voluntary ISCC Plus¹⁰ certification, renewed in subsequent years, attesting to the traceability of the bio-based and circular raw material content throughout the production chain.

For the Spanish subsidiary IBERHIPAC, the path to AENOR certification began in 2022. This goal was achieved in the first half of 2023 and maintained in 2024 for the following products:

- REC60 with 60% PCR;
- REC30 with 30% PCR;
- REX 60 with 60% PIR;
- REX 30 with 30% PIR.

HI.SERVICE: TRAINING AND TECHNICAL SUPPORT FOR CUSTOMERS

Our customers can rely on a range of services designed to deepen their knowledge of the technical characteristics of our products, which are necessary to ensure safe and efficient packaging.

With the help of our experienced professionals, we provide them with a comprehensive **support service**:

- a **technical consultation in the field**, to assess the correct functioning of the wrapping machines and the initial quality of the packaging;
- an in-depth **study** with data supporting the optimisation opportunities associated with the use of our premium films;
- a **detailed report** to assess the suitability of the film with respect to the wrapping machine and the type of pallet to be wrapped;

- **periodic check-ups** to verify the actual performance of the film supplied in relation to the wrapping machine and to guarantee the performance of our films over time;
- a **load acceleration test**, conforming to the international standard EUMOS 40509-20;
- a **load restraint force analysis test**, conducted at customer sites and in accordance with ASTM-D8314_20.

Our experience in the packaging and stretch film industry also allows us to work with leading wrapping machine manufacturers in order to make the most of the machine-film combination. In addition, we share our knowledge of stretch film with customers and operators in the sector in order to spread the culture of sustainability and packaging safety, including through theoretical and practical training courses.

⁹ The Circular Plastics Alliance (CPA) is an alliance of private companies, academia and public authorities formed with the aim of increasing the use of recycled plastics and bringing the EU recycled plastics market to 10 million tonnes by 2025.

¹⁰ ISCC Plus certification is part of the International Sustainability & Carbon Certification scheme, and is a reliable standard designed for the circular economy and bio-economy.



INNOVATION, RESEARCH AND DEVELOPMENT

The investments we have made in these areas reflect our determination to go further by expanding the potential of our facilities, production and management activities.

L13: Europe's largest production line

In 2023, we installed Europe's largest production line in the Cazzago San Martino plant in Brescia, Italy.

The new L-13 line has a production width of six metres and is equipped with high-performance multi-layer extrusion technology, delivering a high output of 3,800 kg/h.

Technological innovation is always supported by targeted investment in research and development, which has always been a priority at HIPAC. The aim is to reduce the amount of plastic needed for packaging, while maintaining - and where possible improving - the stability of the load and the safety of goods during storage and transport.

Technology combined with skills development

Our vision translates into the elimination of non-essential elements, such as cardboard support (e.g. NetRoll® technology), and the continuous optimisation of products in terms of performance and efficiency.

In practice, our research and development activities include experimenting with new polymers to improve technical films, researching all production and plant sets to enhance their

performance, and exploring application areas where our films can be an effective technical alternative to other packaging materials. The **research and development activities** are carried out by a team of specialised engineers in the **HI.LAB**, the Group's **central laboratory**, equipped with the most advanced equipment for the physical-mechanical analysis of stretch film. The HI.LAB **collaborates actively with the laboratories of the Spanish and Romanian sites**, which are also equipped for measuring film performance.

This synergy enables an integrated and comprehensive approach to quality control and innovation, strengthening the Group's ability to develop cutting-edge technical solutions.

In recent years, these activities have turned towards digital technological innovation to improve various aspects of production, such as operational management, logistics flows, monitoring and traceability of consumption.

The new premium 112 film: high performance with less material

One of the latest innovations successfully pursued by the R&D team is **the new premium 112 film** (Super Power Plus), designed to offer **high pre-stretch capacity** with reduced thickness compared to conventional Super Power films.

This feature allows more efficient material utilisation and can help reduce the volumes of plastic used per packaged unit, which also benefits costs and environmental impacts.

The product was presented to the **international market for the first time at Interpack**, the world's leading packaging trade fair, held in Düsseldorf, Germany, from 4 to 10 May 2023.

Participation in international events is one of the strategic elements of our business, helping to strengthen the dialogue with stakeholders and promote our most advanced solutions globally.

The DEA project and the new dispenser: ergonomics, work safety and pallet stability

In 2023 we completed the DEA (Dispenser Eumos Application) project, designed to investigate every aspect of manual packaging and define a more rational and objective method, overcoming the subjectivity associated with the human operator.

With the input of highly specialised product designers, we developed a durable, cost-effective and ergonomic dispenser that supports the operator during manual packing operations and contributes to high standards of occupational health and safety.

In addition to the development of the dispenser, the DEA project encompasses many other aspects, including:

- the product, the ultra-thin 555 rigid film. The film reel is lighter (1 kg or less) and easier to use. The NetRoll and/or RELIVE versions reduce the environmental impact of the film, which was quantified through an LCA study conducted in collaboration with the University of Parma;
- the correct method of packaging, thanks to an optimisation study and the production of a practical video tutorial for practitioners;
- load safety, certified by sled acceleration tests according to Eumos standard 40509-20;
- the positive impact on the safety and health of manual packaging workers, including a reduction in musculoskeletal injuries and disorders, monitored through the LEA postural analysis system and the ergonomic standard RULA (Rapid Upper Limb Assessment).

In 2024 we completed **production of the HI.DEA dispenser prototype**, which was presented at the FachPack (Nuremberg, Germany) and Empack (Madrid, Spain) trade fairs. In order to test its effectiveness, we involved some of our customers in a pilot usage project.

A MEASURABLE AND IMPROVEMENT-ORIENTED ENVIRONMENTAL APPROACH

 **405 tCO₂e**
Avoided through self-generation from photovoltaic systems

 **96%**
Recovered waste

 **3**
Photovoltaic systems in Italy, Spain and Romania

 **11,667 tCO₂e**
Produced (Scope 1&2)

Concrete actions for the environment

From the outset, we have been committed to optimising the use of resources, improving packaging efficiency, containing waste and promoting solutions geared towards the reuse and recycling of materials.

Efficient use of water at production sites

At HIPAC, the **consumption of water** mainly concerns the sanitation of the offices and the cooling of the equipment of the Italian and Spanish sites.

Water is supplied by both well and mains supply sources.

To conserve water resources and allocate drinking water to priority uses, at the Spanish site we use non-potable water for irrigating the surrounding green areas.

Details of water withdrawals for the three-year period 2022-2024 are given below. In 2024, there is a reduction in water withdrawal compared to the previous year, due to a drop in production in Spain.

	UoM	2022	2023	2024
Water withdrawn from the mains	cubic metres	27,485	25,050	19,159
Water withdrawn from wells	cubic metres	40,262	41,243	41,241
Total	cubic metres	67,747	66,293	60,400

Part of the water we withdraw is used in evaporative towers to cool the plants, with **constant monitoring of water quality**.

The quantities taken and discharged of during the period under review are detailed below. The increase in water discharged in 2024 is due to weather conditions: higher outside temperatures required more evaporation to cool the incoming water.

	UoM	2022	2023	2024
Water withdrawn	cubic metres	60,903	58,804	54,018
Water discharged	cubic metres	17,894	17,554	23,738
Total water consumed	cubic metres	43,009	41,250	30,280

EFFICIENCY AND SELF-GENERATION: OUR ENERGY STRATEGY

GRI 302-1

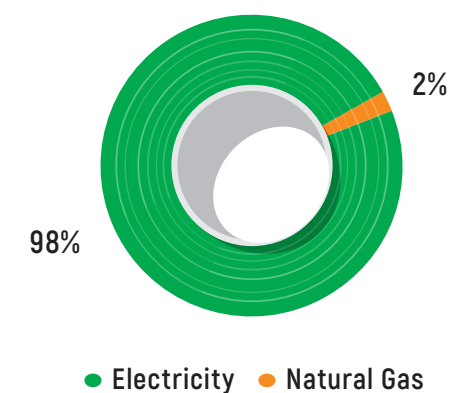
We are aware of the environmental impact of energy consumption and consider the continuous improvement of energy performance a key priority. That is why since 2015 we have been using a UNI CEI EN ISO 5001-compliant **energy management system**, which allows us to have a clear and up-to-date view of our company's consumption, facilitating the immediate identification of energy efficiency solutions. As part of the ISO 50001 certification, we regularly conduct internal audits to assess the effectiveness of the management system in place, as well as potential improvement activities and their technical-economic feasibility.

In addition, we have set up an internal **team** dedicated to energy management, consisting of: Quality System Manager, Chief Technical Manager and Project Manager.

We use the following energy carriers to carry out our business activities:

- **electricity**, used for production lines and office lighting;
- **natural gas**, used for heating in HIPAC ROMANIA.

BREAKDOWN OF CONSUMPTION OF THE HIPAC GROUP - 2024

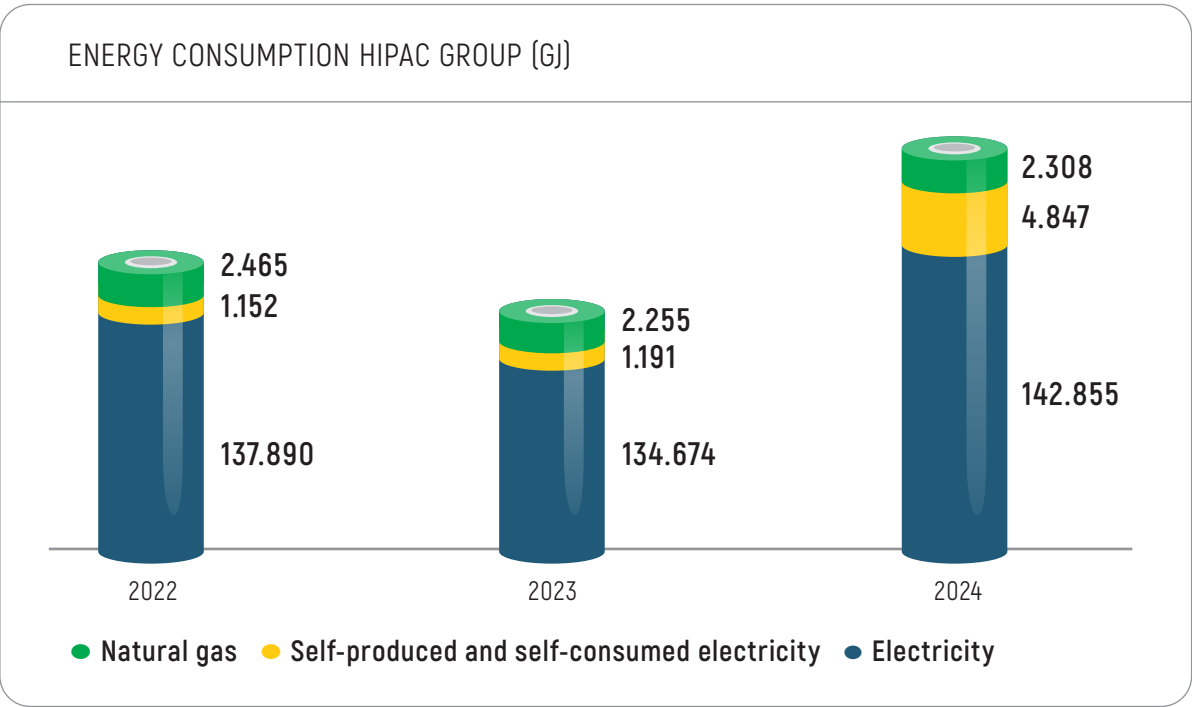


We meet part of our energy needs through self-generation, thanks to the photovoltaic systems installed at our sites in Italy and Spain.

In order to increase our margin of energy self-sufficiency and consequently mitigate our exposure to fluctuations in energy prices, we have developed plans to extend our photovoltaic systems at all Group locations. In 2024, we upgraded the photovoltaic system at the Italian headquarters of HIPAC S.p.A. (0.5 MW capacity) and completed both the feasibility study

for the construction of the second photovoltaic plant in Spain and the plan for the construction of the photovoltaic plant of HIPAC ROMANIA, which will enter into service at the beginning of 2025.

For several years we have been using a **real-time monitoring system**, which allows us to constantly monitor, measure and analyse the energy consumption and performance of our plants. The Group's energy consumption figures are broadly in line across the three-year reporting period.



Internal energy consumption within the organisation (Gj) ¹¹	UoM	2022	2023	2024
Purchased electricity	GJ	137,890	134,674	142,855
Of which electricity purchased from the grid	GJ	136,738	133,483	138,008
Of which electricity produced by photovoltaic system - renewable source	GJ	1,180	1,223	4,871
Of which electricity produced and sold to the grid	GJ	28	33	24
Natural gas	GJ	2,465	2,255	2,308
Total Group internal energy consumption	GJ	140,355	136,929	145,163

CARBON FOOTPRINT MONITORING AND EMISSION REDUCTION

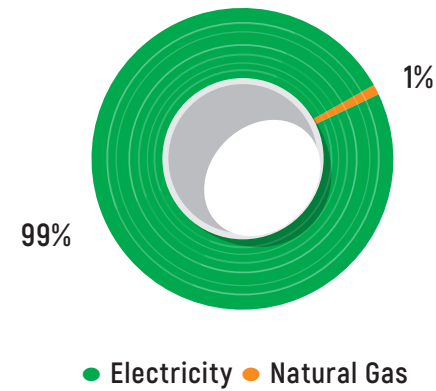
GRI 305-1 | GRI 305-2

We know how crucial it is to quantify a company's carbon footprint, to monitor trends in business-related carbon emissions over time, to take effective action to reduce them and to align with international emissions reduction targets, such as those promoted by the United Nations.

In order to find out the Group's carbon footprint, we quantified the emissions recorded during the three-year period covered by this report, considering direct emissions (Scope 1) and indirect emissions from the purchase of energy carriers (Scope 2) directly related to the consumption shown in the table "Internal energy consumption within the organisation".

The measurement of emissions has shown that, thanks to the partial coverage of electricity needs by self-generation from our photovoltaic systems, **we have avoided 405 tCO₂e** in 2024.¹²

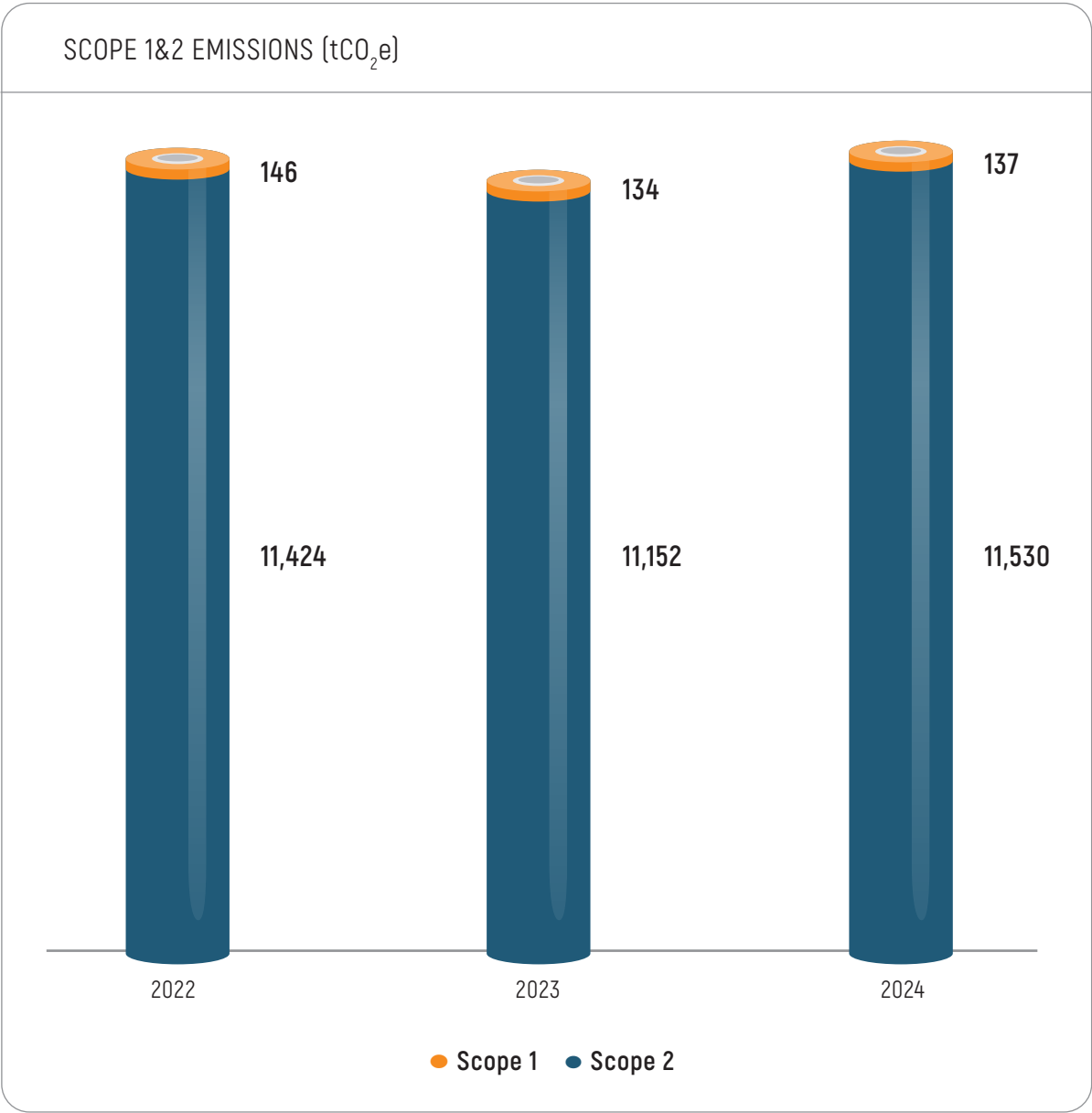
BREAKDOWN OF EMISSIONS BY SCOPE 1 AND SCOPE 2 - 2024



By regularly measuring our emissions, we are able to identify effective actions to reduce the scope and overall amount of the Group's carbon footprint. One example of this is activation in 2005 of the shuttle service, which connects the factory in Romania to the metro station.

¹¹ Source of conversion factors used:
● electricity: IPCC 2021 GWP 100; ● natural gas: Table 1 EEN Resolution 9/11.

¹² The avoided emissions correspond to the difference between those that would have been generated by using electricity purchased from the grid and the zero impact of electricity production by photovoltaic systems, which involves no direct emissions.



Total GHG Emissions Scope 1 ¹³	UoM	2022	2023	2024	Total GHG Emissions Scope 2 ¹⁴	UoM	2022	2023	2024
Natural gas	tCO ₂ e	146	134	137	Purchased electricity	tCO ₂ e	11,424	11,152	11,530
Total Scope 1	tCO ₂ e	146	134	137	Total Scope 2	tCO ₂ e	11,424	11,152	11,530

Emission details Scope 1 - Scope 2/Energy consumption of the HIPAC Group

¹³ Source of emission factors used:

- natural gas: Ecoinvent 3.10 - heat_production__natural_gas__at_boiler_condensing_modulating__min100kW__heat__central_or_small_scale__natural_gas__Cutoff_U__Europe_without_Switzerland- kgCO2eq/smc;

¹⁴ Source of emission factors used:

- electricity - Ecoinvent 3.10 - Electricity, high voltage, production mix | electricity, high voltage | Cutoff, U - kgCO2eq/kWh.

LCA STUDIES: MEASURING THE ENVIRONMENTAL IMPACTS OF OUR PRODUCTS

In 2024, we continued to collaborate **with the University of Parma** to initiate a **joint research project on the calculation of the carbon footprint of packaging film**, using a Systematic Approach.

The ultimate goal of the project is to develop a **tool capable of scientifically calculating the carbon footprint of our products**: an innovation that will enable the entire Group to further increase its commitment to real and certified sustainability, actively involving all our employees in the process of continuously improving our environmental practices.

“Packaging Film Alternatives in a Circular Economy Perspective: Comparison of Three Scenarios with a Life Cycle Assessment Approach” is the title of the scientific publication presented at the IFAC INCOM 2024 conference, an international benchmark for progress and challenges related to the digital and environmental transformation of companies, held in Vienna at the end of August 2024.



In particular, the study, the result of the collaboration with the University of Parma, was presented within the section dedicated to new technologies for the circular economy and business sustainability.

In the case study presented, three separate scenarios were analysed, comparing the environmental performance of a standard traditional film, a Netroll film without a cardboard tube containing 60% recycled plastic, and a thinner, high-performance film with a 200% pre-stretch level of our own production. Through a Life Cycle Assessment analysis, it was found that the traditional film performs the least well from an environmental point of view, while the option with 60% recycled plastic and no cardboard tube performed better. However, the solution that generated the greatest benefits in terms of sustainability was the thinner, high-performance film. The reduction in thickness, combined with the high pre-stretch, led to a significant reduction in environmental impacts, allowing optimisation of the use of resources and the reduction of production and transport emissions, despite not being produced from recycled material. This highlights how the adoption of thin technical films can be a key strategy to achieve substantial environmental benefits, confirming that the synergy between science, technology and product design is crucial in improving overall sustainability.

In 2024, HIPAC and a number of member companies of AIMFLEX (the Flexible Packaging Manufacturers Group of Unionplast - Plastics Rubber Federation) took part in a joint study aimed at assessing the LCA (Life Cycle Assessment) values of different types of flexible packaging.

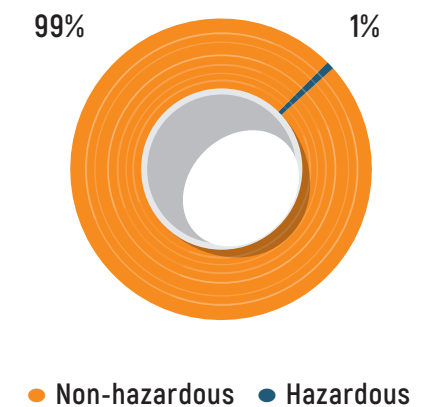
This collaborative work culminated in 2025 with the publication of an industry EPD (Environmental Product Declaration) that provides transparent, verified and comparable data on the environmental impact of packaging throughout its life cycle. The EPD is an important tool to promote sustainability in the industry and to support more conscious purchasing choices by customers and stakeholders.

In 2025, we will continue our collaboration with the University of Parma to conclude the projects we have started, which testify to our commitment to an increasingly accurate management of the aspects concerning the environmental impacts generated by our activities, with the aim of increasing our awareness and identifying the points on which we can leverage to reduce them.

Aware of the impact on the environment and people's health, we have taken measures over the years that have proven to be effective and also appreciated by the public. These include the replacement of solvent-based paints with water-based ones in 2013 and the decision to purchase pallets with characteristics suitable for reuse, directly from suppliers. The latter action was rewarded in Italy and Spain with the **PRS Green Label**, awarded to those who actively promote the controlled reuse and shared use of CP-type pallets for the European polymer sector.

With regard to the waste generated by our business activity, we are committed to managing it responsibly, providing for its storage and deposit in specific areas and then entrusting it to authorised transporters and disposers.

WASTE BY TYPE



SUBSTANCES, MATERIALS AND WASTE: RESOURCE AND WASTE MANAGEMENT

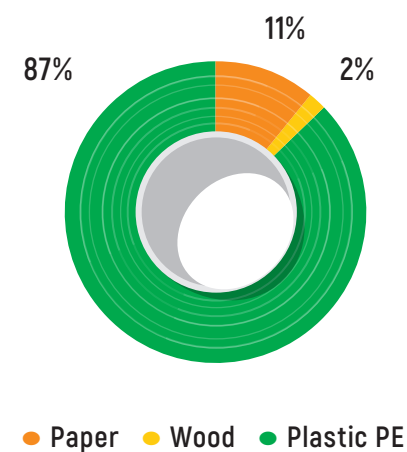
GRI 306-2 | GRI 306-3 | GRI 306-4 | GRI 306-5

We monitor and quantify the materials we use in the production process every year, so that we can manage them more effectively and find solutions to encourage their reduction, reuse and recycling.

The main purchase items for production, in terms of materials and materials, include:

- **raw materials** consisting of virgin polyethylene plastic granules and recycled polyethylene granules;
- **Ancillary material**, referring to cores for stretch film reels and packaging material (boxes, corner protectors and layer pads, plastic dispensers and wooden pallets).

MATERIALS USED - 2024

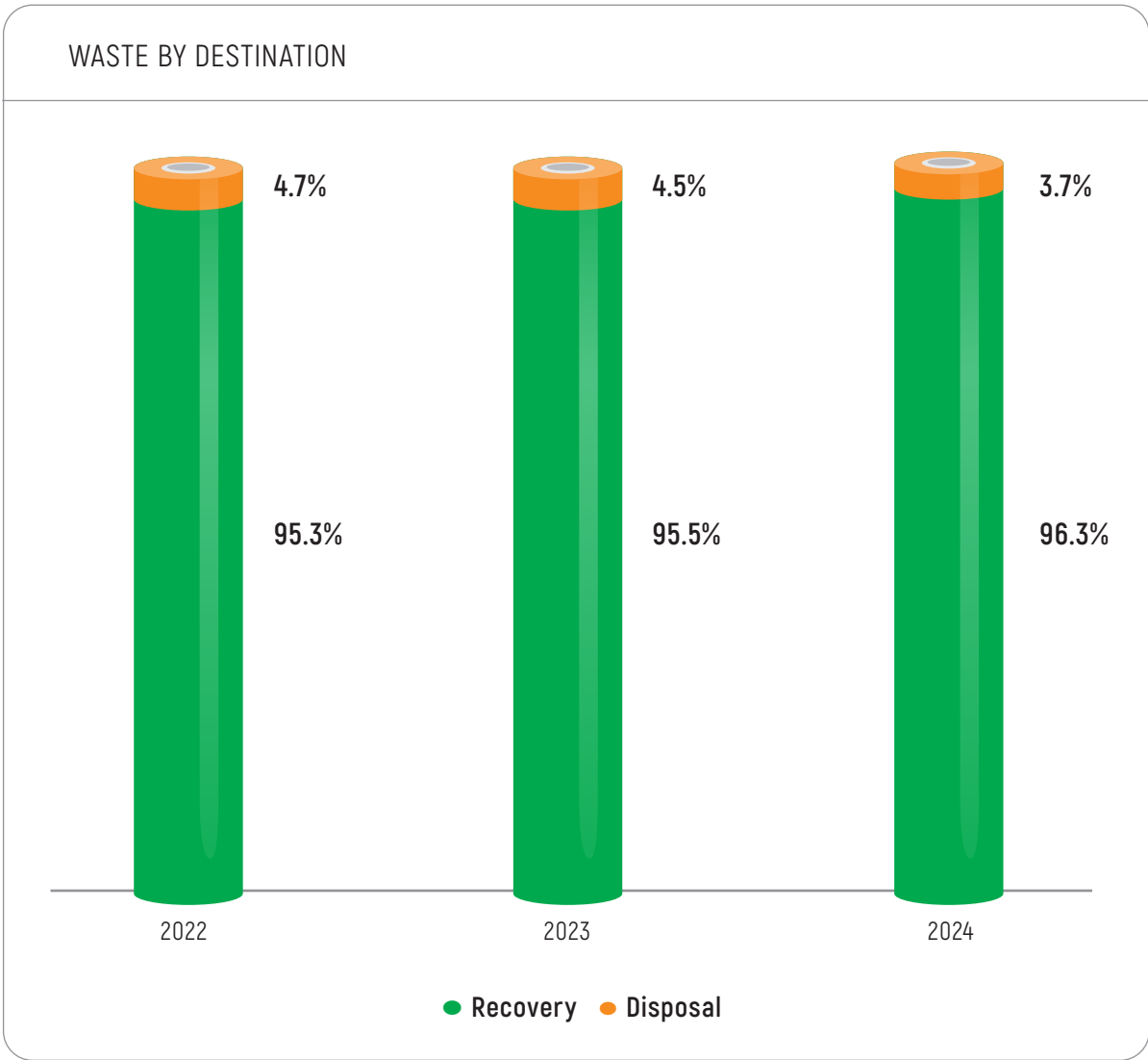


Thanks to the internal monitoring system, we collect and store all information on waste generated by the company's activities, from production to administration. The system collects the following types of information:

- the **EW C (European Waste Code)**, with details of the relevant specifications and the expected volume before collection by the authorised waste transportation company;

- the **actual disposal** following collection by the transportation company;
- the **various disposals**, catalogued in chronological order, in order to provide an overview of the total amount of waste disposed of or recovered at year-end.

During 2024 we produced 1182.3 tonnes of waste, 99.8% of which was non-hazardous, and recovered **96.3% of the waste produced**.



Type of waste	UoM	2022	2023	2024
Hazardous	ton	1	11	1.8
Non-hazardous	ton	902	970	1180.5
Total	ton	903	981	1182.3

Waste destination	UoM	2022	2023	2024
Recovery	ton	860	936	1138.0
Disposal	ton	43	45	44.3
Total	ton	903	981	1182.3

WASTE GENERATED AND DISPOSED OF BY THE HIPAC GROUP IN THE THREE-YEAR PERIOD 2022-2024

Waste directed to disposal

CER Code	Description	UoM	2022	2023	2024
Non-hazardous waste					
20 03 01	Unsorted municipal waste	ton	43	44	44.3
Total waste directed to disposal		ton	43	44	44.3

Hazardous waste - sent for recovery

CER Code	Description	UoM	2022	2023	2024
08 03 12	Ink waste containing hazardous substances	ton		1.0	-
08 03 17	Exhausted printing toners containing hazardous substances	ton	0.0	0.0	0.0
13 02 05	Mineral-based non chlorinated engine, gear and lubricating oils	ton	0.5	0.4	-
13 02 08	Other engine, gear and lubrication oils	ton	0.8		0.9
15 01 10	Packaging containing residues of or contaminated by hazardous substances	ton	-	0.6	0.8
16 02 13	Discarded equipment containing hazardous components other than those mentioned in 16 02 09 and 16 02 12	ton	-	0.2	-
16 06 01	Lead batteries	ton	-	0.1	-
17 06 03	Other insulation materials containing or consisting of hazardous substances	ton		8.4	-
20 01 21	Fluorescent pipes and other mercury-containing waste	ton	0.0	0.0	0.0
20 01 35	Discarded electrical and electronic equipment other than those mentioned in 20 01 21 and 20 01 23 containing hazardous components	ton	0.1	0.1	0.0
Total Hazardous waste sent for recovery		ton	1.5	10.8	1.8

Non-hazardous waste - sent for recovery

CER Code	Description	UoM	2022	2023	2024
03 03 99	Wastes not otherwise specified	ton	93.3	92.3	100.7
07 02 13	Plastic waste	ton	6.5	6.5	45.2
08 03 18	Waste printing toner other than those mentioned in 08 03 17	ton		0.2	-
12 01 05	Plastic filings and turnings	ton	11.8	-	-
15 01 01	Paper and cardboard packaging	ton	17.6	19.9	47.5
15 01 02	Plastic packaging	ton	261.7	253.9	254.1
15 01 03	Wooden packaging	ton	257.8	343.3	483.2
16 02 14	Discarded equipment, other than those mentioned in 16 02 09 to 16 02 13	ton	-	0.4	0.0
16 06 04	Alkaline batteries (except 16 06 03)	ton	0.0		-
17 02 01	Wood	ton	208.9	160.2	175.4
17 04 02	Aluminium	ton			-
17 04 05	Iron and steel	ton	1.4	48.8	29.2
17 04 07	Mixed metals	ton			0.4
20 01 36	Discarded electrical and electronic equipment other than those mentioned in 20 01 21, 20 01 23 and 20 01 35	ton			-
20 01 40	Metal	ton			-
Total non-hazardous waste sent for recovery		ton	858.9	925.5	1,136.2

SOCIAL: INITIATIVES FOR EMPOWERMENT AND SHARED GROWTH

Highlights

 **189** employees as at 31.12.2024

98% employees hired on open-ended contracts

46% women employees out of total workforce in clerical roles

+2% company turnover in clerical roles

1,654 training hours provided, excluding those in occupational health and safety

PEOPLE: A VALUE TO CHERISH AND GROW

GRI 2-4 | GRI 2-7 | GRI 2-30 | GRI 405-1 | GRI 406-1

At HIPAC, people are a distinctive and central value, and we want to protect and develop them by offering paths to develop their personal and professional skills, together with interventions aimed at creating and maintaining a fair, meritocratic and respectful working environment.

This attitude stems from the awareness that each individual effort contributes to achieving the Group's growth objectives and to winning

awards that attest to the perceived value of our business in the sector and markets in which we operate.

In line with the materiality topics highlighted by the materiality analysis and in compliance with the GRI standards used in this document, in the following paragraphs we will describe the composition of the company's workforce and the initiatives undertaken to enhance the value of our personnel.

THE COMPOSITION OF THE COMPANY WORKFORCE

As at 31 December 2024, our Group comprised 209 people (202 in 2023), of whom 189 were employees (185 in 2023) and 20 collaborators (17 in 2023).

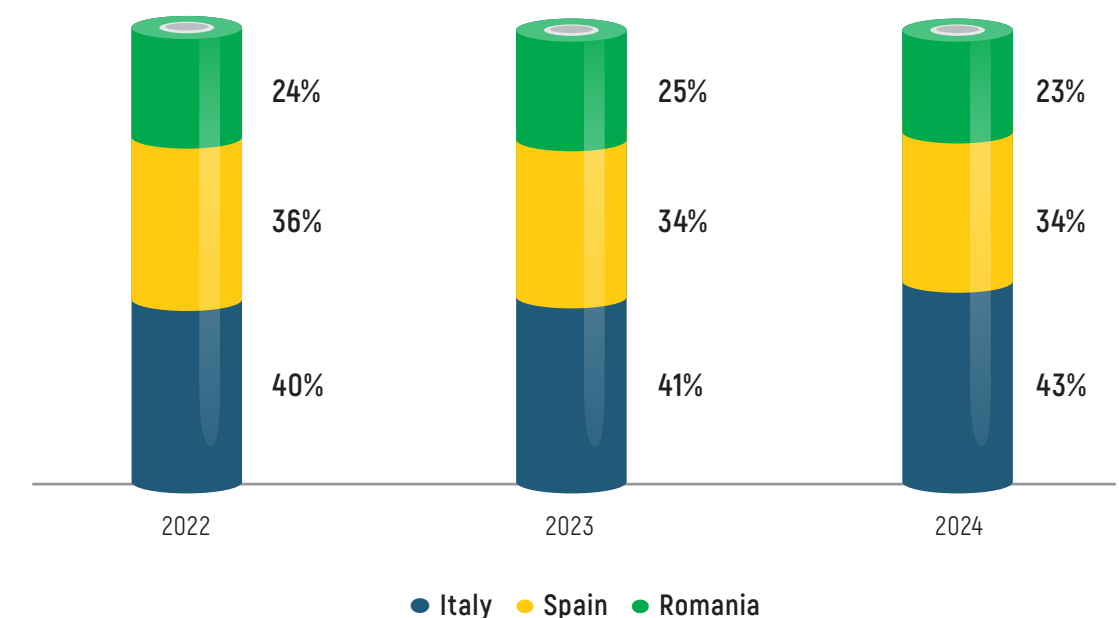
In Spain and Italy all employees are protected by the national collective contract of the country of reference; in Italy we apply the Gomma-Plastica CCNL and in Spain the Quimicas contract.

As at 31.12.2024, HIPAC had 82 employees, IBERHIPAC 64 and the remaining 43 employees were employed by HIPAC ROMANIA.

In 2024, 98% of our employees are employed on open-ended contracts and 97% are employed on full-time contracts. Women account for 46% of total clerical staff.

The following tables show the breakdown of the Group's personnel, expressed in headcount: each person corresponds to one unit, regardless of working hours (full-time or part-time).

OUR EMPLOYEES BY GEOGRAPHICAL AREA



Employees by gender	2022	2023	2024
HIPAC Group			
Women	35	39	41
Men	152	146	148
Total	187	185	189

Employees by gender and contract type	2022	2023	2024
Fixed-term			
Women	3	2	2
Men	1	2	2
Open-ended			
Women	32	37	39
Men	151	144	146
Total	187	185	189

Employees by employment type	2022	2023	2024
Full-time			
Women	33	36	37
Men	151	145	147
Part-time			
Women	2	3	4
Men	1	1	1
Total	187	185	189

Employees by professional figure and gender	2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Managers		2	2		2	2	-	3	3
Middle Managers	2	6	8	2	8	10	2	9	11
Office Workers	33	39	72	37	40	77	39	45	84
Manual Workers		105	105		96	96	-	91	91
Total	35	152	187	39	146	185	41	147	189

Employees by professional category	2022	2023	2024
Managers	2	2	3
Middle Managers	8	10	11
Office Workers	73	77	84
Manual Workers	104	96	91
Total	187	185	189

Employees by age group and gender HIPAC Group	2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Up to 29 years	3	2	5	6	5	11	6	10	16
30-50 years	19	103	122	23	91	114	24	85	109
>50 years	15	45	60	10	50	60	11	53	64
Total	37	150	187	39	146	185	41	148	189



THE RESPONSIBLE MANAGEMENT OF PERSONNEL SELECTION AND RETENTION ACTIVITIES

GRI 401-1

Selection processes and programmes to further the development of professional skills follow **clear and uniform evaluation criteria**. We manage these processes with full respect for equal opportunities and without any discrimination regarding the private lives and opinions of candidates. For recruiting activities we use both digital channels, such as LinkedIn, and the “Work with us” section on the website; this also allows us to collect applications submitted on spec. When recruiting highly qualified profiles, we let ourselves be guided and supported by third-party headhunting companies.

The selection of a candidate is based on the careful analysis of a set of criteria that combine professional and behavioural factors (experience, professional skills possessed, passion for the job, etc.).

For newly recruited resources, we provide mentoring and shadowing opportunities with professionals who are experts in business practices, so as to convey the HIPAC values that characterise our business model. In addition, we strive every day to **promote constant dialogue**, not only between new and experienced employees, but across all company levels. We reject all forms of discrimination based on political and trade union affiliations,

religion, racial or ethnic origin, gender, sexual orientation, marital, health or socio-economic status.

This inclusive and respectful approach is enshrined in our **Code of ethics**, which is the fundamental reference for behaviour and relations inside and outside the company. Confirming the effectiveness of this commitment, there were no cases of discrimination in the three-year period 2022-2024.

We would also like to highlight the activation of curricular and extra-curricular internships, initiated **in Italy and Spain with universities and specialised technical colleges**.

In 2024, we recorded a total of 24 new hires, of which 37.5% concerned persons under 30 years of age, and 20 contract terminations, mostly due to voluntary resignations or seniority.

These figures are reflected in the staff turnover: in 2024 we had a positive turnover of 13% and a negative turnover of -11%, with an overall staff increase of 2% compared to 2023.

Overall turnover	2023	2024
By gender		
Women	-3%	1%
Men	6%	5%
Total	-1%	2%
By age		
Up to 30 years	117%	55%
30-50 years	-6%	0%
50 years	-4%	-3%
Total	-1%	2%

New hires HIPAC Group	2023			2024		
	Women	Men	Total	Women	Men	Total
Up to 29 years	5	7	12	2	7	9
30-50 years	6	4	10	5	8	13
>50 years	1	3	4	1	1	2
Total	12	14	26	8	16	24

HIPAC Group contract terminations	2023			2024		
	Women	Men	Total	Women	Men	Total
Up to 29 years	1	4	5	1	2	3
30-50 years	7	10	17	4	9	13
>50 years	2	4	6	1	3	4
Total	10	18	28	6	14	20

HIPAC Group Turnover	2023			2024		
	Women	Men	Total	Women	Men	Total
Positive turnover (new hires)	34%	9%	14%	21%	11%	13%
Negative turnover (contract terminations)	-29%	-12%	-15%	-15%	-11%	-11%
Total	6%	-3%	-1%	5%	1%	2%

PROFESSIONAL GROWTH AND DEVELOPMENT: THE PATHS WE OFFER

GRI 2-4 | GRI 404-1

Our employees can count on specific professional development paths, chosen according to personal aptitudes and designed to develop each individual's personal and professional profile. These paths are also intended to motivate and testify to the appreciation that the company has for each individual.

Each resource is provided with a **training plan**, structured according to the needs of the company, the team and the individual. For each employee, we develop an individual training sheet, which includes general training courses and technical courses related to the job.

In the three-year period 2022-2024, in addition to mandatory health and safety training, we engaged our employees in activities to strengthen hard and soft skills, with theoretical and practical courses for concrete application in the field.

Specifically, we provided:

- **technical training** for production workers;
- **sales training** for sales personnel with a focus on social selling index and other sales techniques;
- **technical-administrative training** for personnel affected by regulatory updates and related obligations (e.g. **PPWR** and green claims);

- concepts useful for understanding the issues and tools required for the **digital transition** of the business;
- initiatives to promote an **inclusive work culture**.

The value of sustainability was also the focus of a specific and dedicated training course for Hipac's sales and technical departments, which in October 2024 took part in "Green Tonic - The Dynamic Commercial of the Sustainable Company", organised by a specialised consultancy company. As part of the course, participants learned new techniques for selling and communicating HIPAC's commitment to sustainability in a profound way.

The total hours of training provided in the reporting period (excluding those related to health and safety and coaching of newly recruited resources, which we describe in the following paragraphs) are shown below.

The high increase in training hours compared to 2023 is mainly related to the implementation of the new SAP management system, which required more than 1,300 hours of training for all clerical and managerial staff of IBERHIPAC SA.

	UoM	2022			2023			2024		
Number of employees	HC	Women	Men	Total	Women	Men	Total	Women	Men	Total
Managers	HC	-	2	2	-	3	3	-	3	3
Middle Managers	HC	2	6	8	2	8	10	2	9	11
Office Workers	HC	35	38	73	37	40	77	39	45	84
Manual Workers	HC	-	104	104	-	95	95	-	91	91
Total	HC	37	150	187	39	146	185	41	148	189

UoM		2022			2023			2024		
Training hours - Total	h	Women	Men	Total	Women	Men	Total	Women	Men	Total
Managers	h	-	20	20	-	-	-	-	6	6
Middle Managers	h	-	-	-	-	-	-	20	66	86
Office Workers	h	79	114	193	50	110	160	536	896	1,432
Manual Workers	h	-	48	48	-	130	130	-	126	126
Total	h	79	182	261	50	240	290	556	1,094	1,650

UoM			2022			2023			2024	
Average training hours	h	Women	Men	Total	Women	Men	Total	Women	Men	Total
Managers	h	-	10.0	10.0	-	-	-	-	2.0	2.0
Clerical staff - Managers	h	2.4	2.9	2.7	1.4	2.8	2.1	13.6	17.8	16.0
Manual Workers	h	-	0.5	0.5	-	1.4	1.4	-	1.3	1.4
Total	h	2.3	1.2	1.4	1.3	1.6	1.6	13.6	7.4	8.7

OCCUPATIONAL HEALTH AND SAFETY: A CIVIL DUTY

GRI 403-1 | GRI 403-2 | GRI 403-3 | GRI 403-4 | GRI 403-5 | GRI 403-9 | GRI 403-10

All Group companies are UNI ISO 45001 certified: 2018 - **Occupational health and safety management system**. This standard is aimed at the implementation of systematic actions such as the control, knowledge and management of possible risks related to ordinary and extraordinary activities in the workplace.

The continuous improvement required by the standard allows us to pay special attention to the context in which we operate and to meet the needs and expectations of workers. Furthermore, the System helps us to implement effective actions to protect the physical and mental integrity of our employees.

In 2024, HIPAC S.p.A. joined the Safety Pulse project, promoted by Confindustria Brescia with the aim of strengthening the role of safety

officers and stimulating a renewed culture of safety in the workplace.

The project was implemented through an innovative formula, combining classroom training and emotional coaching in the field to trigger a concrete, tangible change in daily habits and behaviour.

The project began in September 2024, with an initial event dedicated to entrepreneurs, followed by a technical assessment: during 2025, the activities were divided into three training capsules and numerous customised interventions: from awareness of the role of the person in charge, to the perception of risk, to the most effective ways of communicating safety and intervening assertively, each stage was built with the aim of providing real and immediately spendable tools.

This allows us to identify hazards that could cause occupational injuries or illnesses and define appropriate ways to eliminate or manage them. We also provide the means, tools, information, training and support necessary to protect our employees' health while they are working. Employees are also invited to report to us - via their representatives and line managers - any

situations they consider risky. The risk assessment is based on various activities: observation of the working environment (in terms of room requirements, access routes, etc.), identification of the tasks performed at the workplace, observation of how individual operations are carried out, identification of existing psychological factors, and much more.

SAFETY TRAINING: HOW WE PROMOTE IT

People in the HIPAC Group receive general and specific training on occupational health and safety from day one. This training helps disseminate the principles and actions needed to create a healthy and safe working environment in the company. In 2024 we dedicated 1,811 hours to health and safety training.

The courses covered initial training for new employees, refresher training for safety management system figures (workers' representatives, supervisors, first aid officers, etc.), the use of personal protective equipment, working at height, handling emergency situations, the use of special work tools and safety signs at work.

THE RISK ASSESSMENT

Our Health and Safety Management System covers all workers in the Group.

In compliance with the critical areas identified by the System, we are committed to constantly assessing the risks to which employees are exposed and examining the specific situations they face while performing their duties.

The assessment of risks to workers' health and safety considers **all types of risk**: those affecting groups of workers exposed to particular hazards, work-related stress, risks related to pregnancy, gender differences, age (minors and workers with long working lives), origin from other countries, and contract type.

SAFETY AMBASSADOR

In 2024, as HIPAC S.p.A., we participated in the Occupational Health and Safety Working Group of the Confindustria Brescia Safety Observatory. Specifically, we joined the **Safety Ambassadors** project dedicated to the employees responsible

for the health and safety system. These representatives were involved in technical roundtables during which they were able to share experiences and approaches.

OCCUPATIONAL HEALTH: HOW WE MANAGE MEDICINE, ACCIDENTS AND ILLNESSES

We comply with all applicable health and safety obligations. We have identified individuals responsible for the health surveillance of HIPAC personnel, who are in charge of carrying out periodic medical examinations, inspecting workplaces and participating in the drafting and revision of the Risk Assessment Document.

Specifically, for the Italian company HIPAC, we have appointed a Competent Doctor, while in Romania and Spain we rely on third parties to

provide occupational medicine services; in HIPAC ROMANIA, we also provide additional medical insurance.

With regard to accidents that occurred at Group plants and illnesses that occurred during the reporting period of this document, the number of occupational accidents remained stable in 2024 compared to the previous year. Moreover, no cases of occupational ill-health occurred in the three-year period 2022-2024.

FROM LOCAL COMMUNITY SUPPORT TO COMMITMENT TO SHARED DEVELOPMENT

For our Group, sustainability also means caring for the welfare of local communities and people in need. In this regard, for years we have been supporting social projects and contributing to the realisation of initiatives that promote the territorial and economic development of disadvantaged areas.

This commitment is reflected in numerous educational, cultural, health, sports and environmental projects that we have supported by making donations to non-profit associations and local authorities.

	EMPLOYEES			NON-EMPLOYEES		
Number of injuries	2022	2023	2024	2022	2023	2024
Total number of deaths due to work-related injuries	-	-	-	-	-	-
Total no. of accidents (under 60 days)	9	5	3	1	-	-
Total no. of serious work-related accidents (i.e. over 60 days)	3	2	4	-	1	-
Total work-related accidents	12	7	7	1	1	-

	EMPLOYEES			NON-EMPLOYEES		
Type of accident/injury	2022	2023	2024	2022	2023	2024
Falling and slipping	1	1	4	-	-	-
Commuting accidents	2	-	-	-	-	-
Struck by/hit against	6	3	-	1	-	-
Strain	3	3	3	-	-	-
Handling sharp objects (cutters, knives)	-	-	-	-	1	-
No. of hours worked	339,108	325,530	355,048	30,768	68,341	68,864
Rate of serious work-related accidents (excluding fatalities) *	8.84	6.10	11.26	-	14.63	-

* Rate of high-consequence work-related injuries (excluding fatalities)

=

Number of high-consequence work-related injuries (excluding fatalities)

x 1,000,000

The number of hours worked

ESG: CONCRETE OBJECTIVES FOR THE FUTURE OF THE GROUP

Improving the sustainability profile requires clear ideas and reliance on experts in the field who can guide us towards **concrete goals, acting transparently and always in line with our ethical principles and stakeholder expectations.**

This is what we have partly done so far and what we strive to maintain and develop further in the future.

We are pleased to detail below the short-, medium- and long-term objectives identified by the Group.



	Related topic	2025 target	Benefits
Environment	Energy Management	Construction of photovoltaic plant in Romania New photovoltaic system at IBERHIPAC;	• Increased self-generated energy and reduced dependence on fossil fuels
	Atmospheric emissions and climate change	LCA and Systematic Approach Completion of certified tool for the scientific calculation of the carbon footprint of HIPAC products Conclusion of LCA study on four products	• Monitoring of environmental impacts related to HIPAC products
	Management of materials	Investments to optimise the use of recycled materials with the aim of making their storage and handling easier and safer	• Reduction of consumables • More use of PCR (Post Consumer Recycled) and PIR (Post Industrial Recycled) recycled materials
Social	Welfare and professional wellbeing	Creation of digital notice board at HIPAC S.p.A. Corporate video production Office renovation HIPAC S.p.A.	• Increased employee involvement and motivation
	Local communities	Continuous support to non-profit organisations and associations	• Support for social projects
	Occupational health and safety	Participation in the Safety Pulse project Presentation of the HI.DEA dispenser at INAIL	• Promotion of a safety culture resulting in increased motivation and retention of the corporate population
Governance	Innovation, research and development	Go-live of SAP HIPAC ROMANIA (2025)	• Improved and more efficient internal process management
		Digitisation of internal processes HIPAC S.p.A. New product launches with continuous thickness reduction	• Increased competitive advantage due to expanded product offering in line with eco-design requirements
		Silage product marketing	• Business diversification and strengthening market positioning
	Customer satisfaction	Participation in trade fairs Ipack-Ima Milan 2025 and Interpack Düsseldorf 2026	- Increasing degree of customer involvement

GRI CONTENT INDEX

Statement of use	The HIPAC Group has reported the information contained in this GRI content index for the period 01.01.2022-31.12.2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	NOTES	LOCATION (Page)
GRI 2: General Information 2021	2-1 Organizational details		8 - 34
	2-2 Entities included in the organization's sustainability reporting		8
	2-3 Reporting period, frequency and contact point		8
	2-4 Restatements of information		8 - 64 - 70
	2-6 Activities, value chain and other business relationships		17 - 20 - 21
	2-7 Employees		64
	2-9 Governance structure and composition		34
	2-11 Chair of the highest governance body		34
	2-22 Statement on sustainable development strategy		6
	2-25 Processes to remediate negative impacts	2-25 b-d-e	20
	2-26 Mechanisms for seeking advice and raising concerns		40
	2-27 Compliance with laws and regulations		45
	2-28 Membership associations		42
	2-29 Approach to stakeholder engagement		28
	2-30 Collective bargaining agreements		64
GRI 3: Disclosures on material topics 2021	3-1 Process to determine material topics		32
	3-2 List of material topics		32
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		43
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers		21

GRI STANDARD	DISCLOSURE	NOTES	LOCATION (Page)
GRI 302: Energy 2016	302-1 Energy consumption within the organization		53
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		55
	305-2 Energy indirect (Scope 2) GHG emissions		55
GRI 306: Waste 2020	306-2 Management of significant waste- related impacts		59
	306-3 Waste generated		59
	306-4 Waste diverted from disposal		59
	306-5 Waste directed to disposal		59
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		68
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system		72
	403-2 Hazard identification, risk assessment, and incident investigation		72
	403-3 Occupational health services		72
	403-4 Worker participation, consultation, and communication on occupational health and safety		72
	403-5 Worker training on occupational health and safety		72
	403-9 Work-related injuries		72
	403-10 Work-related ill health		72
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		70
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		34 - 64
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		64
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		20

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