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ESG REPORT

#PLASTICNATURE

We make plastic, responsibly



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Letter to stakeholders

GRI 2-22

Dear Stakeholders,
We are pleased to present the fourth edition of the HIPAC Group's Sustainability Report.

Every year, this document represents far more than a report: it tells the story of a journey shaped by commitment, responsibility, and vision. A journey that, throughout 2025, we have continued with determination, fully aware of the role that our industry—and our work—play within the economic, environmental, and social landscape.

At HIPAC, we deeply believe in the value of plastic.

A material that is often debated, yet at the same time extraordinary: lightweight, durable, versatile, capable of protecting and preserving products, reducing waste, and making supply chains more efficient.

For us, plastic is not simply a raw material.

It is a technology, a tool, and a responsibility. A philosophy embodied in the claim “#PlasticNature – We Make Plastic, Responsibly” which we have chosen as the guiding theme of our Sustainability Report.

Behind a stretch film lies a significant technological component: materials research, the development of advanced formulations, the engineering of production processes, and rigorous performance testing. It is precisely this complexity that enables increasingly efficient, safe, and sustainable solutions.

It is where industrial innovation and sustainability meet.

For this reason, once again this year, we have continued to invest with conviction in:

- the development of increasingly efficient and circular solutions;
- reducing the environmental impact of our processes;
- research and technological innovation;
- the quality of our products and the service we provide to our customers.

This journey is not only about what we produce, but also about the way we choose to produce it. For HIPAC, sustainability stems from the ability to bring together product, process, expertise, and everyday responsibility. This is why people are an essential

part of our vision: their skills, experience, and commitment make the technological, organizational, and industrial evolution of the Group possible.

In 2025, we continued to strengthen this valuable asset by investing in professional development, training, health and safety, and in building a working environment based on collaboration, responsibility, and continuity.

At the same time, we continued our dialogue with stakeholders, aware that listening, transparency, and open discussion are essential elements for guiding our decisions, understanding market expectations, and contributing to the responsible evolution of our industry.

In a rapidly changing world, we are fully aware of the challenges ahead. Yet we are equally convinced that, through innovation and the responsible management of resources, plastic can continue to be part of the solution.

This Sustainability Report tells the story of where we stand today and the direction we are taking.

A journey that we will continue with commitment, pragmatism, and responsibility. Together with you.

Alessandra Giorlando
Managing Director – HIPAC S.p.A.

HIPAC: Identity, History and Innovation Serving Industrial Packaging

Who We Are: A European Group Specialized in Stretch Film

The HIPAC Group operates in the industrial stretch film sector, a highly technical field that contributes to the protection of goods, load stability, and the efficiency of production and logistics supply chains. Over the years, the Group has built its identity on industrial expertise, product quality, market responsiveness, and the development of solutions designed to meet customers' needs in a practical and effective way.

The history of **HIPAC** began in 1991 with the establishment of **HIPAC S.p.A.** by the Giorlando family. From the very beginning, the company focused its efforts on the production and commercialization of high-performance stretch films, placing innovation, product functionality, and the ability to support the evolution of industrial packaging at the heart of its growth strategy.

The name **HIPAC**, an acronym for **High Performance Packaging**, reflects this approach: developing packaging solutions that are high-performing, reliable, and aligned with the application needs of the markets served. The experience gained over the years, combined with the professionalism of its people and the continuous development of in-house expertise, has enabled the Group to consolidate its position among Europe's leading stretch film manufacturers.

In 2025, the Group confirms its industrial presence across Europe through three commercial companies: **HIPAC S.p.A.**, headquartered in Cazzago San Martino, serving primarily Italy and the countries of Central and Northern Europe; **IBER-HIPAC S.A.**, based in Saucedilla, Spain, serving the Iberian Peninsula and Southern France; and **HIPAC ROMANIA S.r.l.**,

headquartered in Dragomirești-Vale, supporting the markets of Eastern Europe. This structure enables HIPAC to operate close to its reference markets, ensuring service continuity and the flexibility required to respond to different industrial and commercial contexts. While each Group company maintains its operational autonomy, all share a common vision

based on quality, innovation, responsibility, and continuous improvement, in line with the governance model described in the Governance chapter.



Plastic as a Technical Material to Be Valued

For HIPAC, plastic is a technical material that requires careful design, expertise, and responsible management. In the case of stretch film, the value of the material lies in its ability to protect goods, reduce damage, stabilize loads, and improve efficiency throughout the logistics

chain. The Group's approach is based on a clear conviction: the sustainability of packaging does not depend on the indiscriminate elimination of a material, but on the ability to design it better, use it more efficiently, and continuously improve its environmental performance. Reducing thickness while maintaining high performance, promoting the use of recycled or renewable-source materials, and enhancing recyclability are tangible

levers through which **HIPAC** contributes to the evolution of the industry.

This vision is consistent with the message expressed in the Letter to Stakeholders: plastic, when designed and managed responsibly, can continue to play a valuable role in industrial supply chains, helping to protect products, reduce waste, and improve the efficiency of logistics systems.

#PlasticNature
We Make Plastic, Responsibly

Market Context and Industry Challenges

The industrial packaging market is closely linked to the performance of the manufacturing sector, logistics activities, and international trade flows. As a result, demand for stretch film is influenced by global economic dynamics, supply chain continuity, evolving transportation methods, and companies' ability to adapt to continuously changing industrial and geopolitical scenarios.

In 2025, the European packaging industry continues to operate within a regulatory framework increasingly focused on reducing environmental impacts, preventing waste generation, increasing the use of recycled materials, and promoting circular economy models. Within this context, the Packaging and Packaging Waste Regulation (PPWR), which entered into force in 2025, establishes new expectations and requirements for stakeholders across the packaging value chain.

Fiscal and regulatory measures related to the management of plastic packaging, including initiatives associated with the European Plastic Tax and national legislative frameworks, are also key areas of attention for companies operating in the sector. For HIPAC, these developments reinforce the central role of product innovation, raw material reduction, and the development of solutions capable of combining technical performance, efficiency, and sustainability.



A Long-Standing Specialization

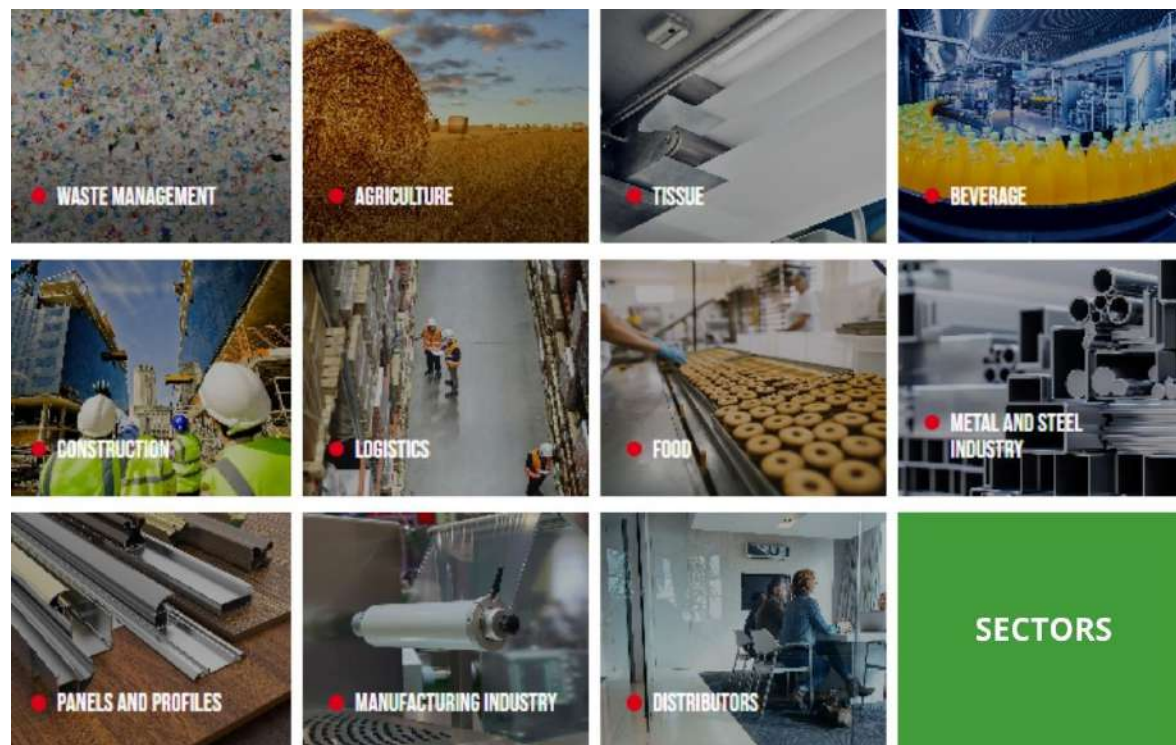
GRI 2-6

Since the beginning of its entrepreneurial journey, **HIPAC** has chosen to focus its expertise on stretch film. This specialization has enabled the Group to develop in-depth knowledge of the product and its applications, as well as a thorough understanding of customer needs and the specific requirements of the various industries it serves.

HIPAC stretch films are used across a wide range of sectors, including **tissue, beverage, food, logistics, construction, manufacturing, metallurgy and steel, panels and profiles, distribution, agriculture, and waste management**. This diversity of applications requires solutions capable of ensuring

strength, load stability, adaptability to different packaging systems, and the efficient use of resources.

Over time, the Group's portfolio has evolved into several product families: **traditional films, Premium films, Collation Stretch, Ecostretch**, and **AgrHipac** agricultural solutions for silage production and forage preservation. Traditional films include standard high-strength solutions designed for both manual applications and semi-automatic wrapping machines with medium or low output levels. **Premium films** are technically advanced, downgauged products developed to deliver high performance while using less material. **Collation Stretch**, on the other hand, is a solution designed for cold wrapping applications and represents an alternative to conventional shrink films for secondary packaging applications.



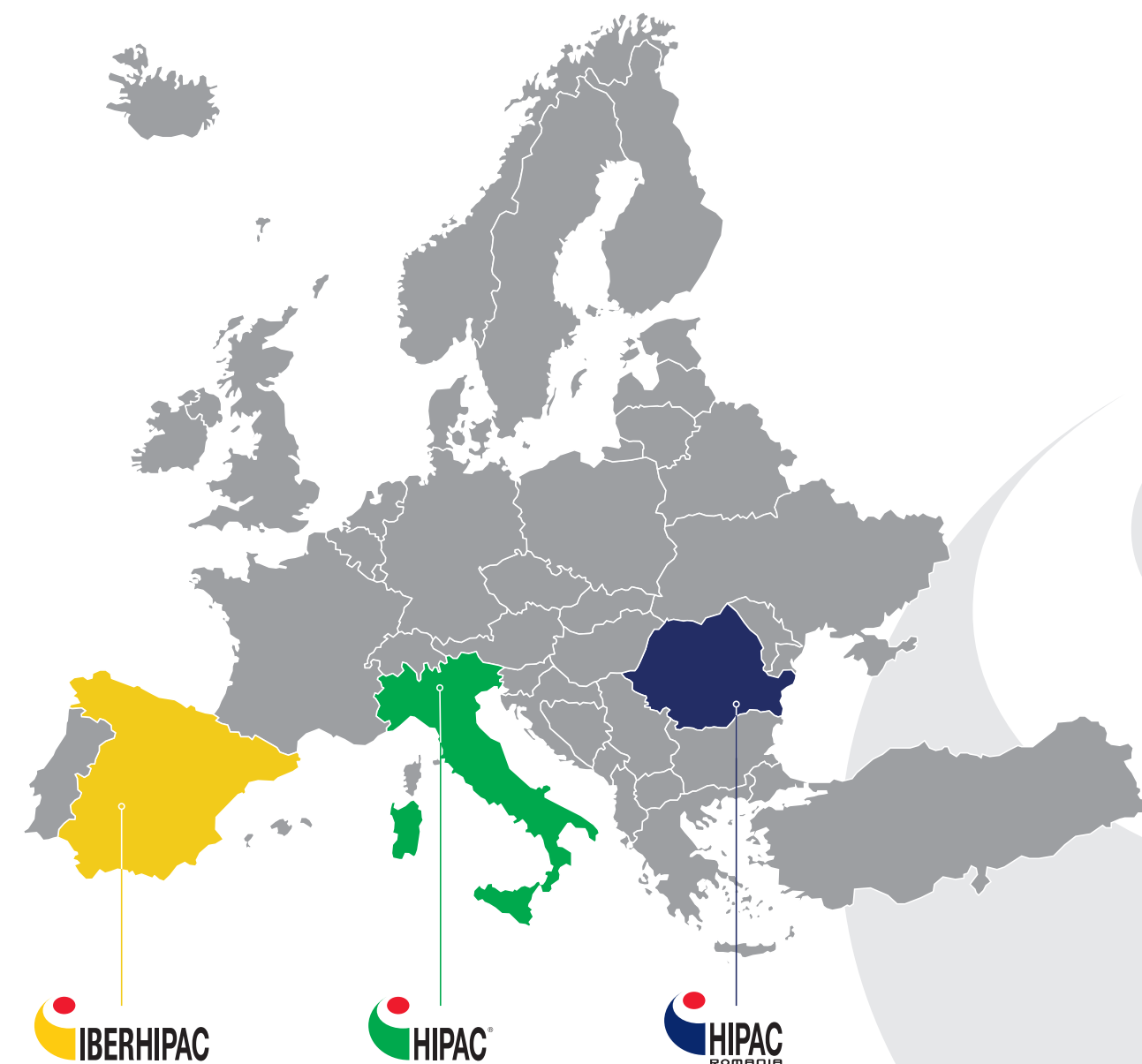
The Strength of a European Sales Network

GRI 2-6, GRI 2-25, GRI 418-1

The decision to locate our companies in Italy, Romania, and Spain reflects a targeted **strategy of proximity to our key markets**. This configuration enables us to optimize both logistics and administrative processes while ensuring greater responsiveness and accuracy in meeting

our customers' needs.

Today, the Group operates in **57 countries**, serving customers across Europe and beyond, including distributors, large industrial companies, and smaller end users. Over the years, we have built relationships based on mutual trust, creating a **strong, cohesive, and extensive European sales network** that allows us to remain close to our customers and effectively support their evolving requirements.



Our customers can rely on a range of services designed to deepen their understanding of product technical characteristics, which are essential for ensuring safe and efficient packaging operations. Supported by our experienced professionals, we provide a comprehensive assistance program known as **HI.SERVICE**, which includes periodic check-ups, on-site technical consultancy, as well as detailed studies and reports based on dedicated testing activities.

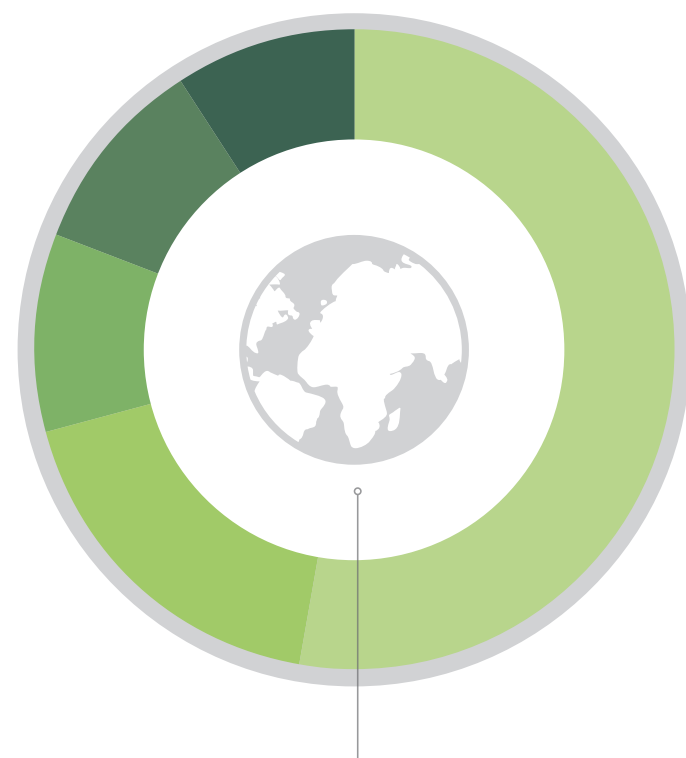
Our extensive experience in the packaging industry and in the development of stretch films also enables us to collaborate with leading wrapping machine manufacturers, maximizing the performance of the machine-film combination. In addition, we share the knowledge and expertise we have gained in the stretch film sector with customers and industry professionals, helping to promote a culture of sustainable and safe packaging through both theoretical and hands-on training courses.

Throughout the duration of our business relationships, we are committed to ensuring compliance with the principles of integrity, fairness, applicable regulations, and commercial codes of conduct. Our customer-centric approach also extends to the utmost care with which we handle personal data and protect the privacy of both existing and prospective customers, supported by the continuous training of our employees.

Customer satisfaction is monitored with the same level of attention through the **Customer Satisfaction Report**, conducted annually as part of the requirements of **ISO 9001 certification**. This tool enables us to assess what is working well and identify areas for improvement. The 2025 survey confirmed our key strengths: the high quality of our products, the reliability of the Group, and the breadth of our commercial offering.

Through our internal **Complaint Management Procedure**, we monitor and analyze any instances of customer dissatisfaction to understand their root causes and ensure timely corrective actions whenever necessary.

Where our customers come from **2025**



UE **53%**
 ITALY **18%**
 EXTRA EU **10%**
 SPAIN **10%**
 ROMANIA **9%**

Research and Development: Innovating to Reduce Impact and Increase Value

Research and development are one of the defining elements of HIPAC's identity. It is not an isolated activity, but rather a continuous process involving technical expertise, production, quality, market knowledge, and customer service. The objective is to develop solutions that simultaneously enhance performance, improve resource efficiency, and increase value for customers in their specific applications.

The evolution of our products follows a clear direction: **developing increasingly high-performance films while reducing material consumption and maintaining packaging safety.** This means

designing thinner yet stronger films capable of ensuring load stability, application consistency, and reliability across a wide range of operating conditions. Alongside product development, **HIPAC** continues to invest in the advancement of manufacturing processes, the adoption of advanced technologies, and performance monitoring. The ability to integrate data, expertise, and application knowledge enables the Group to improve decision-making, enhance process accuracy, and strengthen the connection between research, production, and market needs. Research is therefore driven by a tangible objective: to develop solutions that improve packaging efficiency and support the transition toward more circular models, without compromising the technical performance required by industrial applications.



Solutions for a More Circular Economy

As part of the ongoing evolution of its product portfolio, **HIPAC** has developed a range of solutions designed to meet growing demands for efficiency, innovation, and circularity. These include the **RELIVE**, **RENEW** and **RESOLVE** product lines, which complement the traditional and premium film ranges and provide customers with a broader choice of packaging solutions tailored to their specific needs. Alongside these product offerings, **HIPAC** has also developed the **RELOOP** project, created with the objective of enabling film users to generate value from production

and post-use waste. By reducing waste and promoting a more efficient management of materials, **RELOOP** contributes to the advancement of circular practices across the packaging value chain, helping customers transform stretch film waste into a valuable resource.

- **RELIVE** includes stretch films containing **post-consumer and post-industrial recycled plastic**, with certified recycled content of up to **60%**, in accordance with the **Plastica Seconda Vita** and **AENOR** standards. **RELIVE** responds to the growing demand for solutions that incorporate recycled content and contribute to reducing the use of virgin raw materials.
- **RENEW** comprises films produced using **bio-based polyethylene derived from renewable, non-fossil sources**, with certified renewable content of up to **100%**, according to the **I'm green™** and **ISCC PLUS** certification standards.
- **RESOLVE** is a product line developed using **biodegradable, non-compostable raw materials** to meet the specific application requirements of evolving market sectors. In all cases, the guiding principle remains the balance between technical performance, reliability, and responsible assessment of the end-use application.
- **RELOOP** is **HIPAC's** circular economy project, created with the objective of reducing the environmental impacts associated with packaging production. Through an authorized recycling partner certified under the **Plastica Seconda Vita** scheme, we collect stretch film waste that is compacted, clean, and free from contaminants, transforming it into **secondary raw material** for the production of new stretch films. This approach helps reduce waste, recover valuable resources, and strengthen circularity within the packaging value chain.



New Applications and Specialization in 2025

In 2025, **HIPAC** continued its journey of expanding and further specializing its product portfolio. Following a phase of engineering development and product classification, the Group introduced new films specifically designed for **highly specialized applications**, including the **Silage** sector, related to silage products, and **Waste Management**, with solutions developed for the wrapping of waste bales.

Within this context, **AGRHIPAC**, the new stretch film developed for **silage applications**, was introduced. The development of products dedicated to sectors

with highly specific application requirements demonstrates the Group's ability to understand evolving market needs and transform them into industrial solutions that align with customer expectations.

Specialization also extends to services. **HIPAC** provides customers with a range of tools to support product selection, including a guided product configuration service available through the company website, complemented by dedicated technical consultancy. The Group also offers the possibility of developing custom-made films and tailored services, including colouring, printing, and the incorporation of additives such as UV stabilizers, corrosion inhibitors, antistatic agents, and formulations suitable for low-temperature applications.



NetRoll® and Double Edge: Innovation driving resource reduction, supported by LCA-based evidence of environmental benefits

Although launched in 2007, NetRoll® is an example of innovation that anticipated by many years the principles of resource efficiency and waste prevention that are now at the core of the most recent European packaging regulations. By eliminating the cardboard core, NetRoll® reduces the use of auxiliary materials, minimizes waste, and lowers the environmental impacts associated with both the production and disposal of the core itself. The solution also contributes to **logistics optimization**, enabling a greater quantity of product to be transported within the same space, thereby improving transport efficiency. The environmental benefits of NetRoll® have also been assessed through a **LCA** study with the **University of Parma**.

The results of this study were reported in the article *“Design Strategies for Reducing the Environmental Impacts of Tertiary Packaging Films: The Role of Extensi-*

bility, Coreless Solutions and Recycled Content”, published in early June 2026 by the prestigious international scientific journal **MDPI**.

DOUBLEDGE is a stretch film featuring reinforced edges, specifically designed to reduce film thickness while maintaining the performance levels required by the application. Through this solution, HIPAC aims to minimize the amount of material used per packaged unit, delivering benefits in terms of weight reduction, operational efficiency, and more responsible resource use.

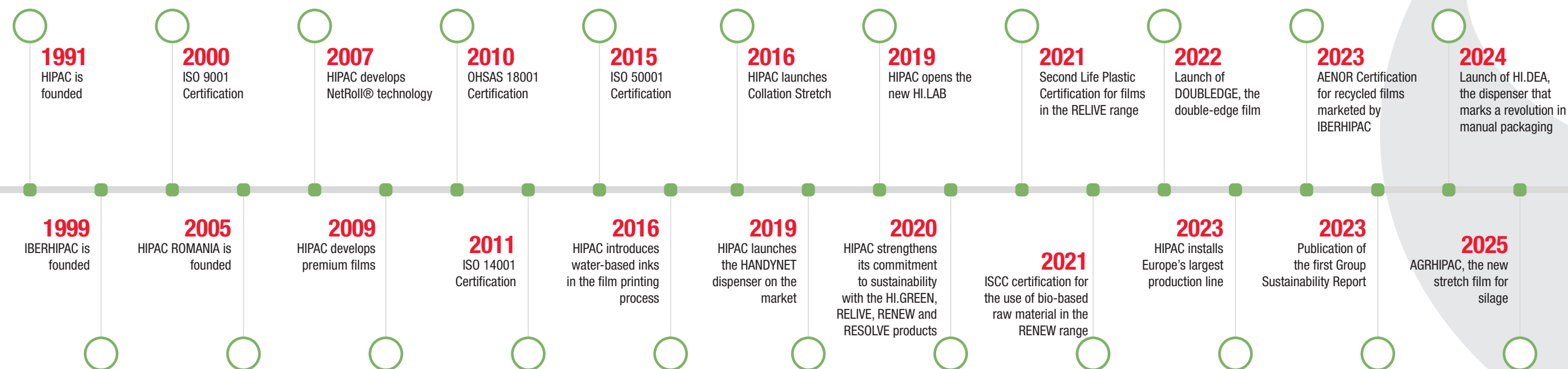
These innovations provide a tangible example of the Group's approach: improving packaging is not only about enhancing performance, but also about rethinking product design to make packaging more efficient, lighter, and better aligned with the sustainability objectives of industrial supply chains.

Brand History: Key Milestones in the HIPAC Journey

The history of **HIPAC Group** is a story of both continuity and transformation. From the establishment of its first company to

the development of a European industrial presence, and from the introduction of proprietary technologies to the achievement of certifications and the launch of

new product lines, the Group has progressively built an identity founded on specialization, research, and the responsible evolution of industrial packaging.



The HIPAC Philosophy: Innovation, People and Responsibility

HIPAC's growth has been driven by an industrial philosophy focused on continuous improvement. The Group continues to invest in **research and development, product innovation, environmental responsibility, market proximity, continuous training and workplace safety**, with the aim of strengthening its ability to create long-term value. People are an integral part of this journey. For HIPAC, sustainability also means investing in **skills, safety, employee well-being**

and **professional development**. Human capital is essential to fostering innovation, ensuring operational continuity and addressing the transformations of the industry with responsibility and vision.

The **dialogue** with customers, suppliers, employees, management, shareholders, financial institutions, certification bodies, universities, research centres and industry associations helps shape the Group's decisions. **Stakeholder engagement** enables HIPAC to identify emerging needs, improve its products, strengthen its processes and contribute to the sustainable evolution of the industrial packaging sector.

Continuity and Vision for the Future

In 2025, HIPAC further confirms its position as a European industrial group capable of combining entrepreneurial continuity, technical specialization and a strong capacity for innovation. The Group's history is one of **steady growth**, built on a **long-term vision** and a **consistent identity**: developing **increasingly high-performance stretch films, reducing the use of resources, integrating circular solutions** and supporting customers in the

adoption of **efficient and responsible packaging solutions**. In a complex and constantly evolving global environment, **HIPAC continues to promote plastic as a technical material that must be designed, used and managed responsibly**. It is through this balance between industrial innovation, environmental responsibility and a people-centred approach that the Group continues its journey, contributing to the development of packaging solutions that are more efficient, safer and better aligned with the environmental, social and economic challenges of today and tomorrow.



HIPAC GROUP AT A GLANCE


1991

Year of foundation


57

Countries served, with an export % of volumes sold of 62,9%


210

Employees as at 31.12.2025


94%

Employees hired on open-ended contracts


3.350

Hours of training provided, of which 66,2% on Occupational Health and Safety


87.000 m²

The total area of the 3 plants


108 ML/€

Turnover


732,2 tCO₂e

Avoided through self-generation from photovoltaic systems



Innovation, Research and Knowledge Sharing: Four Events in 2025 that Reflect the HIPAC Group's Philosophy

The year 2025 began for the **HIPAC** Group with a major inauguration at its Cazzago San Martino plant (Brescia, Italy), where **two new production lines dedicated to pre-stretched film** were brought into operation.



The new lines are dedicated to the production of **manual and machine-grade pre-stretched film** in low thicknesses, a solution particularly appreciated in picking and logistics handling operations. Thanks to its characteristics, pre-stretched films help optimize material consumption, improve packaging efficiency and ensure greater pallet stability and safety during transportation and

This investment reinforces the Board's commitment to **continuing the development of the Group's production sites**, equipping them with increasingly advanced technologies capable of meeting the demands of a constantly evolving market.

shipment. The installation of the new machinery has also significantly increased the production capacity of the Italian plant, strengthening the Group's ability to respond promptly and accurately to customer requirements, while further consolidating its market position and creating new opportunities for commercial growth.

During the year, **HIPAC** also took part in the first edition of the *International Conference on Safety & Innovation*, organized by **INAIL** (the Italian National Institute for Insurance against Accidents at Work) from 11 to 13 March at its headquarters in Rome. The event provided an important opportunity to exchange knowledge and discuss the most advanced technological and organizational solutions aimed at protecting workers' health and safety.

In this prestigious setting, **HIPAC** presented **HI.DEA**, the innovative dispenser developed by the company's Research & Development team to optimize manual pallet wrapping operations while improving ergonomics and enhancing the safety of logistics operators.

The project was featured in a dedicated conference session, during which the findings of the study "*Ergonomics, Workplace Safety and Pallet Stability: the DEA Project and the New HI.DEA Dispenser*" were presented. The study was carried out in collaboration with the **University of Parma (UNIPR)**.

The assessment was conducted using internationally recognized methodologies, including **HAPO LEA** (HAPO/Ergosanté) software, based on the **RULA** (Rapid Upper Limb Assessment) approach for the ergonomic analysis of workstations, the **Hand Wrapper Tester (HWT)** system, and the **EUMOS acceleration test** promoted by the European Safe Logistics Association. All tests demonstrated significantly favorable results for the new scenario, highlighting a **55% reduction**

in film consumption, accompanied by substantial economic, environmental, ergonomic, and load stability benefits. Thanks to its ergonomic design, lightweight structure, and ease of use, **HI.DEA** represents an innovative solution capable of transforming the manual wrapping process, providing logistics companies with a practical tool to increase efficiency, sustainability, and health and safety in the workplace.

In the autumn of 2025, **Hipac Group** celebrated a particularly significant milestone: the **20th anniversary of Hipac Romania**, founded in 2005 and today a strategic reference point for the company's growth and development in Eastern Europe.



To celebrate this important milestone, a special event was organized, bringing together a delegation of customers from several Eastern European countries and providing a unique opportunity for networking, discussion, and knowledge sharing.

Guests had the opportunity to visit the **Dragomirești production plant**, gaining first-hand insight into the company's manufacturing activities and discussing, together with the Group's management, its objectives, challenges, and future growth prospects. The experience was complemented by a guided tour of **Bucharest**, featuring a journey through some of the most iconic landmarks of the Romanian capital and offering participants the chance to discover its history, culture, and traditions.

Alongside the formal and institutional moments, there were also many oppor-

tunities dedicated to social interaction and personal relationships. These played a key role in creating an atmosphere of strong engagement, participation, and shared experiences, fully reflecting the spirit that has always distinguished the **Hipac Group**.

The celebrations then continued with the involvement of all **Hipac Romania** employees, the true protagonists behind these twenty years of growth and success. To mark the occasion, a special lunch was organized within the company's warehouse, culminating in the traditional cutting of a cake dedicated to the 20th anniversary. This symbolic moment paid tribute both to the journey achieved and to the people whose daily commitment and dedication have contributed to the company's development over the years.

Twenty years of history represent not only an important milestone, but also a new starting point toward the challenges and opportunities of the future, guided by the principles of **innovation, growth, and collaboration** that have always characterized the **Gruppo HIPAC**.

In 2025, **HIPAC** was also selected for the prestigious **"Ambasciatori d'Impresa"**, promoted by KPMG and UBS with the academic support of the **Politecnico di Milano**. This recognition celebrates the value and importance of family-owned businesses, which represent a model of **excellence, resilience, and long-term continuity**.

Family-owned businesses play a fundamental role in the economic landscape, as they are able to combine **tradition, innovation, and sustainability** while maintaining a strong connection to their core values and adopting a long-term approach to business. Being included in this selection is an honor that confirms the significance of the **HIPAC GROUP'S** ongoing commitment to **innovation and sustainable growth**, within an entrepreneurial environment that recognizes the **family business model** as a key success factor.



HIPAC ROADMAP TO 2030

Sustainability is a guiding principle for the **HIPAC GROUP**, shaping its strategic decisions, investments, and innovation efforts. In a global context marked by increasingly significant environmental, social, and economic challenges, the Group has chosen to integrate sustainability into its business model, transforming it into a driver of growth, competitiveness, and long-term value creation.

The **HIPAC Roadmap to 2030** has been developed in alignment with the principles of the **United Nations 2030 Agenda**, the global framework that identifies the **17 Sustainable Development Goals (SDGs)** as key priorities for building a more sustainable, inclusive, and resilient future. Aware of the role that businesses can play in achieving these goals, Hipac has defined a structured pathway that translates global challenges into concrete and measurable commitments.

The roadmap identifies the Group's key areas of action across the environmental, social, and governance dimensions: reducing carbon emissions, improving energy efficiency, advancing the circu-

lar economy, driving product innovation, promoting health and safety and employee well-being, developing talent, strengthening stakeholder engagement, and enhancing increasingly transparent and responsible governance.

The year **2030** represents a major milestone in this journey. Through clear objectives, targeted investments, and a corporate culture focused on continuous improvement, Hipac aims to make a tangible contribution to the transition toward a more sustainable economy by promoting innovative solutions that combine performance, competitiveness, and environmental responsibility.

The **HIPAC Roadmap to 2030** is the translation of our vision into action: a shared journey that, in line with the objectives of the **2030 Agenda**, commits us to creating lasting value for our customers, our people, local communities, and future generations.

Stakeholder Engagement GRI 2-29

At HIPAC, we recognize stakeholder engagement as a fundamental element in guiding our strategic and operational decisions.

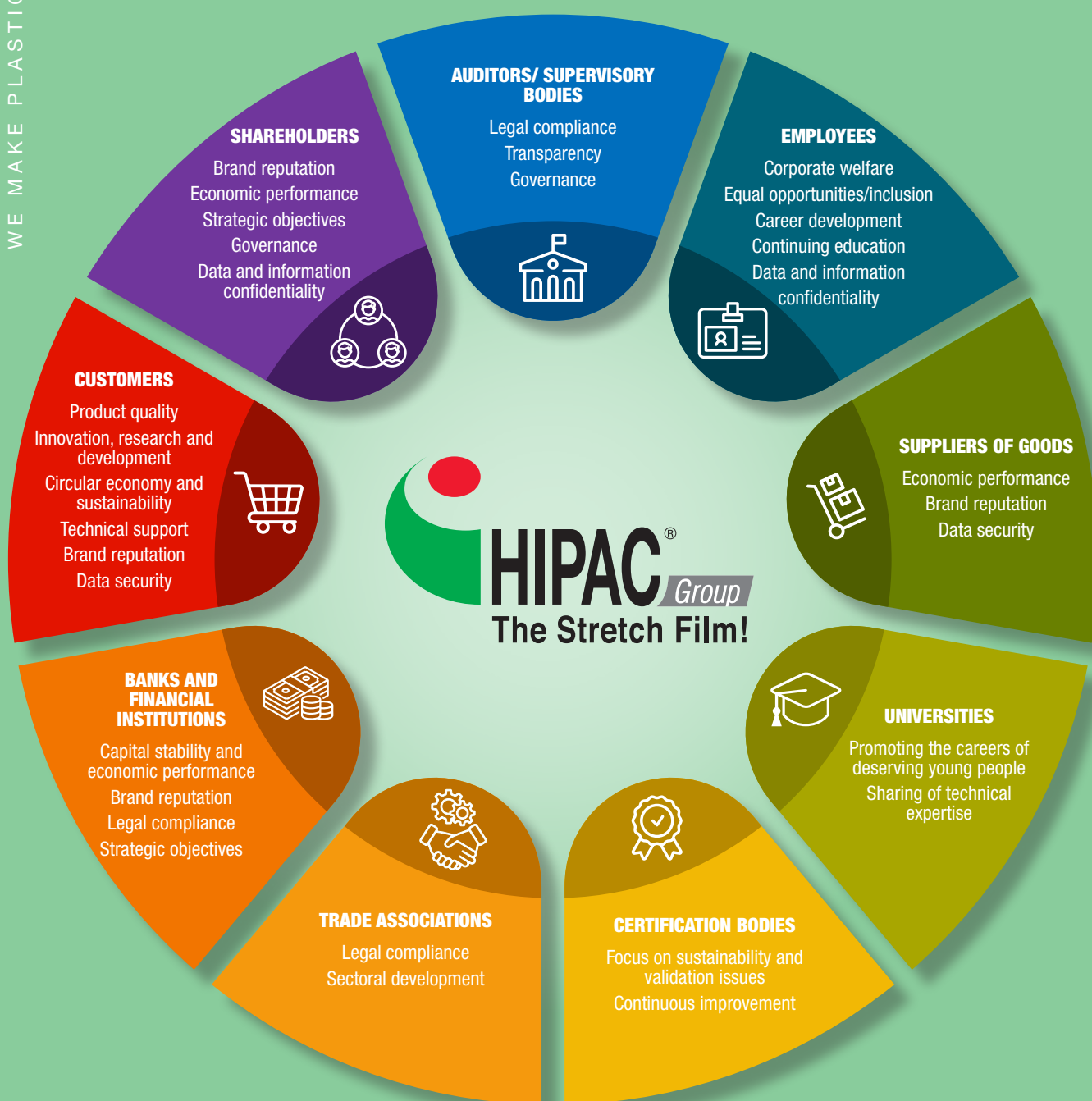
Listening to and involving our key stakeholder groups enables us to continuously understand their expectations, needs, and priorities, while fostering strong and transparent relationships over time.

Engagement with stakeholders takes place through structured activities and both formal and informal interactions, addressing the main dimensions of sustainability—environmental, social, and economic—and supporting the continuous improvement of our performance.

During 2025, HIPAC further strengthened its relationships with key stakeholders by promoting dialogue and collaboration initiatives aimed at:

- monitoring emerging market needs and regulatory developments;
- developing innovative and sustainable solutions;
- ensuring transparency and fairness in business relationships;
- enhancing human capital and internal expertise.

HIPAC: categories of stakeholders and their interests



The main stakeholder groups with which the Group interacts are:

- Customers
- Suppliers
- Employees
- Management
- Shareholders
- Financial institutions
- Certification bodies and regulatory

authorities

- Universities and research centres
- Trade associations

For each stakeholder group, HIPAC has developed engagement approaches that are consistent with the level of interaction and the strategic relevance of the relationship.

Stakeholder	Main Interests	Engagement Channels	Frequency
Customers	• Product quality • Innovation and product development • Sustainability and circular economy • Technical support • Reliability and corporate reputation	• Commercial and technical meetings • Technical support and co-development of solutions • Market needs analysis • After-sales support	Constant
Employees	• Organisational well-being • Equal opportunities and inclusion • Professional development • Continuous training • Data and information protection	• One-to-one and team meetings • Training and professional development programmes • Workplace well-being initiatives • Internal communication activities • Corporate events	Constant
Management	• Economic performance • Strategic objectives • Governance • Data and information confidentiality	• Periodic coordination meetings • Definition of strategies and objectives • Performance monitoring • Implementation of the Code of Ethics and company policies	Constant
Owners/ Shareholders	• Financial performance • Strategic objectives • Corporate governance • Transparency and information disclosure	• Shareholders' meetings and periodic reporting activities • Communication of results and strategic objectives • Institutional and governance meetings	Periodically

Stakeholder	Main Interests	Engagement Channels	Frequency
Suppliers	- Business continuity and long-term partnership - Financial performance - Quality and reliability - Innovation	- Supplier evaluation and qualification - Audits and technical meetings - Collaboration in product development	Periodically
Banks and financial institutions	- Financial strength - Economic performance - Regulatory compliance - Reliability	- Periodic meetings - Sharing of financial and economic information - Institutional relations	Periodically
Auditors/ Supervisory Bodies	- Regulatory compliance - Transparency - Governance	- Audits and verification activities - Institutional meetings - Documentation exchange	According to operational planning and needs
Certification bodies	- Compliance with standards - Continuous improvement - Sustainability	- Certification and surveillance audits - Periodic inspections and assessments - Definition and monitoring of improvement actions	According to audit schedules and operational needs
Universities and Research Institutions	- Innovation - Skills development - Applied research	- Technical collaborations - Joint projects - Internship and training program opportunities	Periodically
Trade Associations	- Industry development - Regulatory compliance - Representation of interests	- Participation in working groups and meetings - Institutional networking activities - Industry events	Periodically

Stakeholder engagement is an essential tool for HIPAC to:

- Strengthen its ability to anticipate market changes;
- Identify opportunities for innovation and improvement;
- Manage the impacts generated by its activities responsibly;
- Build and maintain relationships based on trust and transparency.

In this context, the Group continues to foster an open and constructive dialogue with its stakeholders, with the aim of progressively integrating their expectations and needs into decision-making processes and sustainable development strategies.

Impacts, Risks and Opportunities in Our Business Model

GRI 3-1, GRI 3-2

HIPAC integrates the analysis of Impacts, Risks and Opportunities (IROs) into its materiality assessment process and on-going stakeholder dialogue in order to:

- Identify the most relevant topics;
 - Assess the effects of its business activities;
 - Support strategic decision-making from a sustainable development perspective.
- The identification of IROs is carried out through a structured process that includes:
- Analysis of material topics and the relevant business context;
 - Internal assessments of main corporate functions;
 - Integration of stakeholder input;
 - Priority setting and integration into decision-making processes.

The analysis highlights the following:

- Environment:** impacts related to energy consumption, emissions and use of resources; risks associated with regulatory developments and cost increases; efficiency and innovation opportunities.
 - Social:** focus on health and safety, employee well-being and skills development; risks related to workforce management and talent retention; opportunities to strengthen human capital.
 - Governance:** transparency, relationships and supply chain; regulatory and reputational risks; opportunities to reinforce internal controls and stakeholder trust.
- The identified IROs are aligned with:
- The Group's strategic priorities;
 - Stakeholder expectations;
 - The outcomes of the materiality assessment.
- HIPAC integrates the analysis of Impacts, Risks and Opportunities (IROs) into its materiality assessment process and continuous stakeholder engagement activities.

Area	Topic	Key Impacts	Risks	Opportunities
Environment	Energy & Climate	Energy consumption, GHG emissions	Energy cost volatility, evolving regulatory requirements	Energy efficiency, reduction of operating costs
	Materials and Circularity	Raw material use, waste management	Regulatory and market pressures	Sustainable solutions, competitive advantage
Social	Safety and people	Occupational health and safety	Occupational injuries, employee retention	Enhancement of human capital, positive workplace climate
	Skills and Products	Skills and competencies development, Product quality and reliability	Skills gaps, Rising customer expectations	Innovation, quality and reliability
Governance	Ethics and Supply Chain	Customer relationships, service quality	Reputational risks	Customer loyalty and retention
	Etica e supply chain	Transparency, supplier management	Non-compliance risks, supply chain disruptions	Strengthened internal controls, strategic partnerships

HIPAC Group materiality matrix

The matrix represents the relevance of topics for the Group (horizontal axis) and for stakeholders (vertical axis). Topics positioned in the upper right area are considered priorities and guide our sustainability strategies.



ENVIRONMENT

- 1 Energy management and energy efficiency
- 2 Greenhouse gas emissions and climate change
- 3 Resource management and circularity of materials
- 4 Waste management



SOCIAL

- 5 Health and safety in the workplace
- 6 Organizational well-being and employee experience
- 7 Training and development of skills
- 8 Product quality and safety



GOVERNANCE

- 9 Customer satisfaction and centrality
- 10 Innovation, research and development
- 11 Transparency, ethics and business integrity
- 12 Responsible supply chain management
- 13 Corporate governance and control systems



HIPAC's Contribution to the Sustainable Development Goals (SDGs)

As anticipated in the introduction, HIPAC has developed its 2030 Roadmap by analysing the correlation between its material topics and the Sustainable Development Goals (SDGs) defined by the United Nations as part of the 2030 Agenda.

This analysis enables the Group to identify the areas where it can make the most significant contribution to global sustainability challenges, guiding its actions towards coherent and measurable objectives.

In this context, HIPAC is committed to making a concrete and transparent contribution to the achievement of the SDGs that are most relevant to its business activities and stakeholders.



Area	Topic	SDGs
E – Environment	Energy Management	7 8 12 13
	Waste Management	12 13
	Management of materials	8 12
	Atmospheric emissions and climate change	12 13 15
S – Social	Welfare and professional wellbeing	3 5 8
	Occupational health and safety	3 8 16
	Skills development	4 5 8 10
	Product quality and safety	8 9 12 16
G – Governance	Customer satisfaction	12
	Innovation, Research and Development	9 12 13
	Business transparency and ethics	8 12 16 17
	Supply chain management	8 12 13 16
	Responsible governance	5 8 12 16

	Related topic	2026 target	Benefits
Environment	Atmospheric emissions and climate change	LCA and systematic approach, achievement of ISO 14067 certification	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 and more use of PCR (Post Consumer Recycled) and PIR (Post Industrial Recycled) recycled materials
	Energy management	Expansion of the Iberhipac photovoltaic system	Increase in self-generated renewable energy and reduced dependence on fossil fuels
	Energy management	Modernisation of the refrigeration system at Iberhipac	Process efficiency improvement
	Energy management	Integrated Energy Management through the development of the new HiPro! portal	Enhanced monitoring efficiency
Social	Employee welfare and workplace well-being	Introduction of flexible working hours	Increased employee involvement and motivation
	Employee welfare and workplace well-being	Continuation of the HIPAC office renovation project	Organisational improvement and a more modern and efficient working environment
	Local communities	Continuous support to non-profit organisations and associations	Support for social projects
	Occupational health and safety	Continuation of the Safety Pulse project	Promotion of a strong safety culture, fostering higher employee engagement, motivation and retention
	Occupational health and safety	Installation of Automated External Defibrillators (AEDs) in the production departments of HIPAC and HIPAC Romania	Positive impact on the local community
Governance	Occupational health and safety	Deployment of the HI.DEA dispenser to production employees	Promotion of a strong safety culture, fostering higher employee engagement, motivation and retention
	Occupational health and safety	Installation of collective protection systems (fall protection nets) on the roofs of HIPAC production facilities	Promotion of a strong safety culture, fostering higher employee engagement, motivation and retention
	Innovation, Research and Development	Digitalization of internal processes across the HIPAC Group	Improved and more efficient internal process management
	Innovation, Research and Development	Digitalization of payroll and business travel management processes	Improved operational efficiency, process automation and reduced paper usage
	Innovation, Research and Development	Enhancement of the HIPAC Group's cybersecurity capabilities	Further strengthening of cybersecurity

	Related topic	2026 target	Benefits
	Innovation, Research and Development	Installation of a large display screen in the HI.LAB	Enhancing the interactivity and digital engagement of corporate content
	Innovation, Research and Development	New product launches with continuous thickness reduction	Increased competitive advantage due to expanded product offering in line with eco-design requirements
	Innovation, Research and Development	Publish at least one new scientific paper or presentation in collaboration with qualified research institutions on topics related to Life Cycle Assessment (LCA), Carbon Footprint, and eco-design of packaging.	Enhancing the value of research and studies conducted, while strengthening collaboration with qualified research institutions.
	Customer satisfaction	Participation in trade fair Interpack Düsseldorf 2026	Increasing degree of customer involvement
	Customer satisfaction	Webinar	Increased awareness of HIPAC products and technologies
	Customer satisfaction	In-person training	Increased awareness of HIPAC products and technologies



Governance and Compliance: Responsibility, Transparency and Continuity for the Future of the HIPAC Group

In the sustainability journey of the **HIPAC Group**, governance serves as the link between industrial vision, managerial responsibility and the ability to create long-term value. In a highly technical and essential industry such as stretch film for industrial packaging, robust corporate governance structures, clearly defined roles, effective control systems and consistent decision-making are fundamental prerequisites for operating with continuity, reliability and transparency towards all stakeholders.

The year 2025 forms part of a growth trajectory built over time, in which the Group's entrepreneurial identity continues to be rooted in **technical expertise, responsibility, respect and merit**. The continued leadership of the founding family is combined with a long-term organizational model capable of integrating **experience, innovation and risk management**, in line with the evolution of markets, sustainability standards and the European regulatory framework for packaging.

The Group's governance therefore supports a **practical and responsible approach to doing business: it values the autonomy of individual companies, promotes coordination across key functions, and places dialogue at the centre of its relationships with customers, employees, shareholders, suppliers, financial institutions,**

supervisory bodies, certification authorities, universities, research centres and industry associations. This approach enables the progressive integration of stakeholders' expectations, needs and priorities into decision-making processes, strengthening relationships based on trust, integrity and long-term continuity.

Economic Value Generated and Certifications

During the reporting period, the Group confirmed its ability to generate economic value and sustain an industrial model based on quality, efficiency, and responsibility. The **economic value generated**, amounting to **€ 108 million**, reflects the Group's overall economic scale and its ability to contribute to the continuity of the production and logistics supply chains it serves.

To support its management system and continuous improvement approach, **HIPAC** maintains a comprehensive certification framework. Certifications represent not only compliance tools for the Group, but also key elements of methodology, control, and transparency, helping to strengthen **process quality, environmental protection, energy efficiency, occupational health and safety, and the responsible use of resources.**

SCOPE	CERTIFICATION / STANDARD
Quality	UNI ISO 9001:2015
Environment	UNI EN ISO 14001:2015
Energy	UNI EN ISO 50001:2018
Occupational health and safety	UNI ISO 45001:2018
Traceability and Recycled Content	Plastic Second Life - AENOR
Sustainability and carbon certification	ISCC – International Sustainability & Carbon Certification

Product and Process Quality: A Key Pillar of Business Management GRI 2-27

At HIPAC, we are committed to ensuring that our customers and stakeholders receive products manufactured in compliance with industry regulations and certified through our integrated **QSEEn Management System** (Quality, Safety, Environment and Energy), in accordance with **UNI EN ISO 9001, ISO 14001, ISO 45001 and ISO 50001** standards.

Through **UNI EN ISO 9001** certification, we have certified our **Quality Management System**, which also covers container weighing activities for the determi-

nation of the Verified Gross Mass (VGM), in compliance with the amendments to the SOLAS 74 Convention introduced in 2016.

The Group's QSEEn Management System also encompasses the factors that may contribute to and influence the achievement of our strategic objectives, which are regularly reviewed and updated. The effectiveness and adequacy of this system are confirmed by the Audit Report, which validated compliance with the applicable standards and recognized the continuous progress achieved in structural and infrastructure development, as well as investments in research and development that have characterized the Group's activities in recent years.

HIPAC Group Companies
GRI 2-1 | GRI 2-9 | GRI 2-11 |
GRI 405-1

The **HIPAC Group** comprises several companies that operate independently while benefiting from strong industrial and managerial synergies. Each entity contributes to the Group’s shared growth through its expertise, resources, production capabilities, and knowledge of local markets, while maintaining a governance framework aligned with the Group’s strategic objectives.

The corporate structure includes **GIPAC S.p.A.**, the parent company headquartered in Milan; **HIPAC S.p.A.**, a subsidiary headquartered in Cazzago San Martino, Italy; **IBERHIPAC S.A.**, a subsidiary headquartered in Saucedilla, Spain; and **HIPAC ROMANIA S.R.L.**, a subsidiary headquartered in Dragomirești-Vale, Romania.

In each Group company, governance is entrusted to the **Board of Directors**, which is vested with broad powers for

both ordinary and extraordinary management. The Board is responsible for defining objectives, strategies, and corporate policies, ensuring the overall direction of the business and oversight of key decisions. Within **HIPAC S.p.A.** and **GIPAC S.p.A.**, oversight responsibilities are assigned to the **Board of Statutory Auditors**, which monitors compliance with laws and company bylaws, the adequacy of the organizational, administrative, and accounting structure, and the effectiveness of the internal control system.

In addition, **GIPAC S.p.A.**, **IBERHIPAC S.A.**, and **HIPAC ROMANIA S.R.L.** are supported by an **Independent Statutory Auditor or an external auditing firm**, ensuring professional and independent verification of the reliability of accounting and financial information. This governance mechanism strengthens the transparency and credibility of the information disclosed by the Group, thereby contributing to the trust of institutional, financial, and commercial stakeholders.

GIPAC S.p.A.

50% of the members are women and 75% are over 50 years old.

As at 31.12.2025, 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.

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

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.

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
Pizio Luca	Statutory Auditor





HIPAC S.p.A.

HIPAC S.p.A., the Group's Italian subsidiary, maintains a Board of Directors composed of three members. The composition of the governing body reflects 67% female representation, while all members

are over 50 years of age. This structure reflects the Group's management continuity and the direct connection between strategic direction, industrial expertise, and operational responsibility.

BOARD OF DIRECTORS	ROLE
Giorlando Aurora Maria	Chair and Managing Director
Giorlando Serafino Daniele	Managing Director
Giorlando Alessandra	Managing Director

HIPAC S.p.A.'s Board of Statutory Auditors is composed of five members. 80% of its members are male and over 50 years of age, while the remaining 20% is represented by a female member aged between 30 and 50. The Board plays

a central role in overseeing compliance with laws and regulations, sound management practices, and the adequacy of the Company's organizational, administrative, and internal control systems.

BOARD OF STATUTORY AUDITORS	ROLE
Pizio Luca	Chair
Fortunato Davide Alberto	Standing auditor
Posa Glauco	Standing auditor
Boiocchi Marco	Alternate auditor
Lubiana Giusy	Alternate auditor



IBERHIPAC S.A.

IBERHIPAC S.A., the Group's Spanish subsidiary, is governed by a Board of Directors composed of four members. Women represent 50% of the Board, and the average age of its members is

over 50 years. The company contributes to the Group's European industrial presence, strengthening proximity to key markets and ensuring service continuity in an increasingly complex international environment.

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

At IBERHIPAC S.A., Sociedad de Auditoría ABACO - Auditores e Consultores

S.L. was appointed as the auditing body responsible for auditing the accounts.



HIPAC ROMANIA S.r.l.

HIPAC ROMANIA S.r.l., the Group's Romanian subsidiary, is managed by a Board of Directors with an unlimited term of office and composed of three members. The composition of the governing body confirms a significant female representation, while all members are over 50 years of age. The company represents a key component of the Group's industrial presence in Eastern Europe and contributes to the market proximity model that characterizes **HIPAC**, ensuring responsiveness and continuity in serving customers across the region.

BOARD OF DIRECTORS	ROLE
Giorlando Serafino Daniele	Chair and Managing Director
Giorlando Aurora Maria	Managing Director
Giorlando Alessandra	Managing Director

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.

The Group's Organizational Structure

The **HIPAC Group's organizational structure** reflects a governance model based on a balance between unified strategic direction, the operational autonomy of its companies, and collaboration across different business functions. At the top level, the Group's **Board of Directors** defines the strategic guidelines and ensures overall coordination, supported by corporate functions that oversee cross-functional areas and promote consistency, control, and management continuity.

The Group's operating companies maintain their own organizational structures and management responsibilities, aligned

with their respective markets and production environments, while operating within a shared framework of principles, objectives, and working methods. This approach makes it possible to **enhance local expertise and specificities** while simultaneously **strengthening integration across the Group's businesses, promoting the sharing of knowledge, process alignment, and a coordinated response to the needs of customers, markets, and stakeholders.**

In this way, **HIPAC** combines operational proximity with a Group-wide vision, maintaining an organization that is both flexible and structured, capable of supporting growth, risk management, innovation, and the continuous improvement of industrial, managerial, and sustainability performance.



**HIPAC GROUP BOARD
OF DIRECTORS**

EXECUTIVE DIRECTOR

**CORPORATE
FINANCE**

**INTERNAL AUDIT
& COMPLIANCE**

**CORPORATE
ICT**

**SUSTAINABILITY
& ESG**

**CORPORATE
COMMUNICATION**

**CORPORATE
COORDINATION**

IBERHIPAC

GENERAL MANAGER

SALES & MARKETING

PRODUCTION & SUPPLY CHAIN

ENGINEERING & TECHNICAL CONTRIBUTION

QUALITY, HEALTH, SAFETY,
ENVIRONMENT & ENERGY

HUMAN RESOURCES

FINANCE

HIPAC

EXECUTIVE MANAGEMENT

SALES & MARKETING

PRODUCTION & SUPPLY CHAIN

R&I & TECHNOLOGY CONTRIBUTION

QUALITY, HEALTH, SAFETY,
ENVIRONMENT & ENERGY

HUMAN RESOURCES

FINANCE

HIPAC ROMANIA

GENERAL MANAGER

SALES & MARKETING

PRODUCTION & SUPPLY CHAIN

ENGINEERING & TECHNICAL CONTRIBUTION

QUALITY, HEALTH, SAFETY,
ENVIRONMENT & ENERGY

HUMAN RESOURCES

FINANCE

The Code of Ethics and 231 Model GRI 2-26

The social, cultural, environmental, and economic characteristics of the territories and markets in which the Group operates directly influence the way HIPAC conducts its business. Each context represents a unique set of specific features that must be understood and valued: regulatory, cultural,

and operational differences encourage the organization to develop solutions that are consistent with local needs while remaining aligned with the Group's shared principles. This attention gives rise to the values that form the foundation of the **Code of Ethics**, a document shared with everyone who works with HIPAC and a reference point for guiding decisions in a manner consistent with responsibility towards people, local communities, and stakeholders.

THE VALUES OF THE CODE OF ETHICS	APPLIED ETHICAL PRINCIPLE
Lawfulness and professional ethics	The Group requires everyone who works with HIPAC to comply with international, national, and local regulations, the professional codes of conduct applicable to their activities, and the Company's ethical and compliance policies.
Honesty and integrity	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.
Loyalty	The Group is committed to honouring the commitments it undertakes and to avoiding the creation of expectations regarding actions that it is unable to fulfil or uphold.
Labour protection	HIPAC rejects all forms of discrimination, including those based on age, gender, race, nationality, health conditions, sexual orientation, political beliefs, or religion. The Group's recruitment, development, and human resource management policies are guided by this principle.
Respect for people	The Group requires respect for the rights, dignity, individuality, and cultural diversity of all people, placing the utmost importance on mutual respect and tolerance.
Environment	HIPAC monitors emissions and the environmental impact of its business activities, promoting innovative technologies and processes aimed at material recovery, recycling, and the reduction of natural resource consumption.

The Code of Ethics forms an integral part of the **Organisation, Management and Control Model** adopted by **HIPAC S.p.A.**, through which the Group's Italian company has implemented a system of procedures and internal control activities designed to prevent the commission of offences and unlawful acts pursuant to **Italian Legislative Decree 231/2001**. For HIPAC, the **Model 231** represents a practical tool for ensuring fairness, transparency, and integrity in the conduct of its business and economic activities.

Confirming the importance attributed to this governance framework, HIPAC has included a specific clause concerning the adoption of the **Model 231** in its procurement contracts and has also communicated its adoption externally through dedicated disclosures. Pursuant to Legislative Decree 231/2001, the **Supervisory Body (Organismo di**

Whistleblowing, Reporting and Anti-Corruption GRI 2-26

The adoption of Model 231 is complemented by the protection of individuals who report unlawful or fraudulent activities within the Group. Any actual or suspected violations of **231 Model** and/or the **Code of Ethics** may be reported by employees through their direct supervisor or via the **whistleblowing system** established by **HIPAC**.

To facilitate access to reporting channels, the Group has established the dedicated e-mail address **231.odv@hipac.it** and has made available, through its website,

Vigilanza – OdV) was appointed in 2021. In 2025, the composition of the OdV remained unchanged, and the Body continued its activities of verification, analysis of regulatory developments, and assessment of their applicability to the **HIPAC Group**.

During its most recent review of the activities carried out, the Supervisory Body confirmed the compliance and effectiveness of the **Organisational Model**, the **Code of Ethics**, the **Risk Map**, and the related procedures for the purposes of Legislative Decree 231/2001. The OdV also reviewed the Group's sustainability reporting journey, recommending the continuation of its development in order to gain an increasingly comprehensive understanding of the impacts generated and to identify further opportunities for improvement.

a digital reporting platform managed by an independent third party. The platform uses encryption protocols designed to ensure the protection of whistleblowers and the confidentiality of the information submitted.

During the reporting period covered by this ESG Report, **no reports concerning potential corruption-related incidents were received** by any of the Group's companies, and **no confirmed cases of corruption were recorded**. This result confirms the absence of reports within the reporting perimeter and forms part of the broader system of prevention, control, and accountability promoted by the Group.

Relations with Industry Associations

GRI 2-28

Dialogue with industry associations represents an important channel for **HIPAC** to engage in discussion, stay informed, and contribute to the responsible development of the industry. In a market shaped by evolving regulations, technological innovation, and increasing attention to packaging circularity, participation in industry networks enables the Group to contribute to working groups, share expertise, and maintain an active role in addressing strategic issues affecting the sector.

Since 2015, the **HIPAC Group** has been a member of **EUMOS – the European Safe Logistics Association**, a non-profit organization committed to improving safety throughout the logistics chain. Through the contribution of its members, EUMOS continuously updates logistics safety standards across Europe. As a member, HIPAC has been recognized for its contribution to increasing transport safety through its commitment to reducing road accidents across Europe.

The Group is also among the companies accredited by the Belgian organization **VALIPAC**, the first European organization dedicated to industrial packaging. VALIPAC supports companies in complying with regulatory requirements and recognizes **HIPAC** as a manufacturer that uses recycled materials and provides Belgian businesses with solutions aligned with the objectives of responsible industrial packaging management.

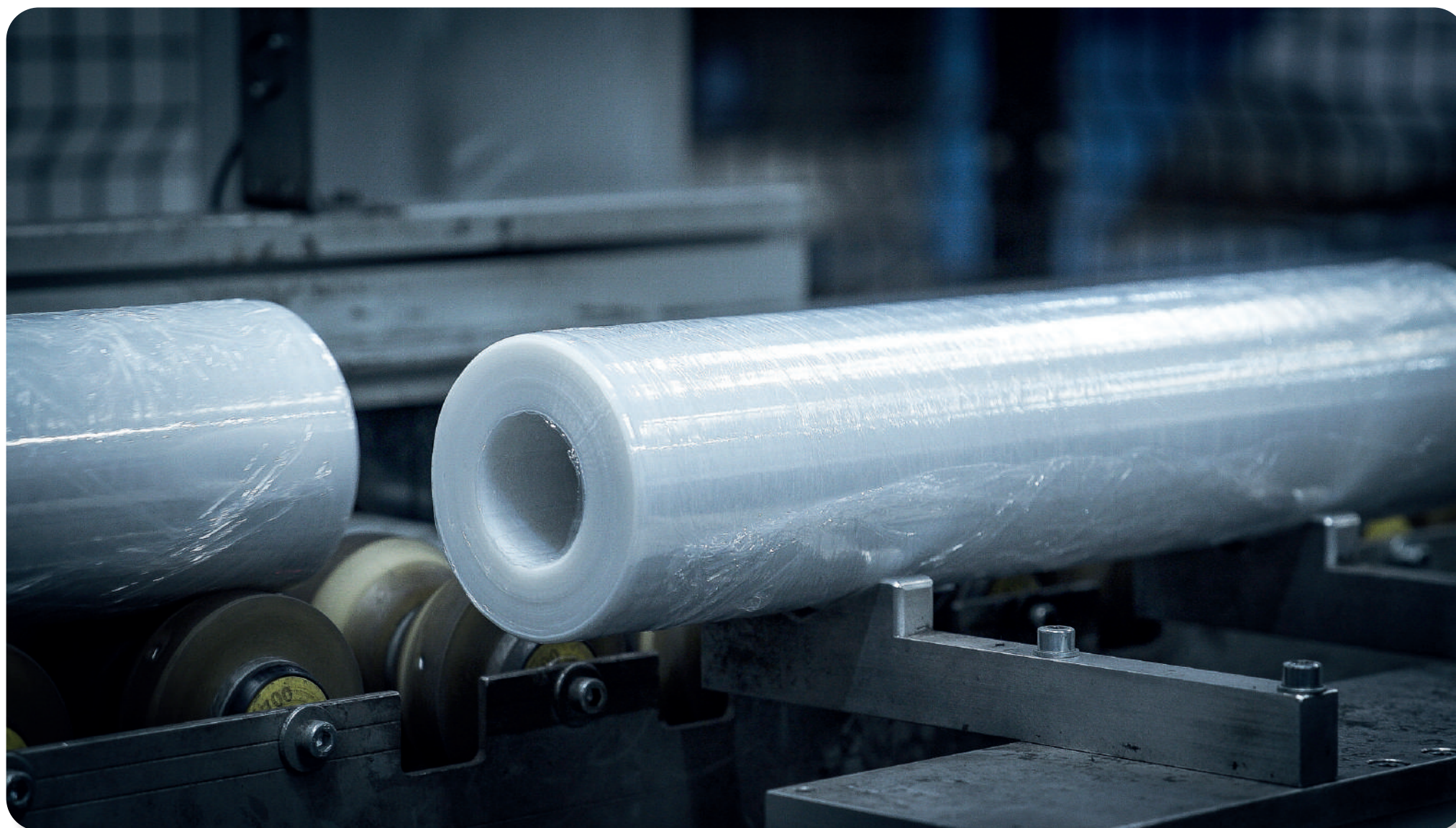
With reference to the individual subsidiaries, **HIPAC S.p.A.** is a member of **Confindustria Brescia** and **Unionplast**, the Federation of the Rubber and Plastics Industry. Within Unionplast, HIPAC S.p.A. participates in **Aimflex**, the Flexible Packaging Manufacturers

Group. The company is also a member of **IPPR – Institute for the Promotion of Recycled Plastics** and **COREPLA – the National Consortium for the Collection, Recycling and Recovery of Plastic Packaging**.

At Group level, **HIPAC** is a member of **EuPC – European Plastics Converters**, the European association representing plastics converters, and **EuPF – European Plastic Films**, the sector group representing European plastic film manufacturers, actively engaged in sustainability, innovation, and industry regulatory matters.

IBERHIPAC S.A. is a member of **ANAIP – Asociación Española de Industriales de Plásticos** and **Envalora – Asociación de Productores para la Responsabilidad Ampliada del Productor de Envases**, a Collective Extended Producer Responsibility (EPR) System established to support companies in meeting their obligations related to the management of industrial packaging.

HIPAC ROMANIA S.r.l. is a member of **Confindustria Romania**, further strengthening the Group's institutional and industry representation within the Romanian business environment.



Economic Performance and Value Distribution

GRI 201-1

In the HIPAC Group’s sustainability journey, economic performance represents an essential dimension of its ability to generate lasting value over time. Consistent with its governance model, industrial identity, and commitment to people and the responsible use of resources, the Group’s 2025 results confirm HIPAC’s role as a European industrial player capable of supporting growth, operational continuity, investment, and employment, while creating value for all stakeholders. In 2025, the Group achieved **revenues of €108 million**, representing **growth of 4.9% compared with the previous financial year**, demonstrating the strength of its business model and its ability to develop sustainably over the long term.

The assessment of economic performance goes beyond the analysis of revenues or annual results alone and considers how the value generated is distributed across the stakeholder chain, including **suppliers, employees, the financial system, public administrations, local communities, and the organization itself**. This approach enables the economic dimension to be viewed as an integral component of the Group’s sustainability strategy, linking industrial strength, responsible management, and the capacity to reinvest in the future.

Economic Value Generated, Received and Distributed

The reporting of economic value generated and distributed provides insight into how the wealth created by the Group is shared among its key stakeholder categories. For the purposes of this chapter, **economic value generated** includes revenues and other income reported in the 2025 management reclassification; **economic value received** includes grants and benefits recorded separately, with particular reference to the **Industry 4.0 tax credit**; and **economic value distributed** represents the main costs allocated by stakeholder category.

In 2025, the Group’s **economic value generated and received**, based on the items available in the management reclassification, amounted to **€ 108 million**. The **value distributed to stakeholders totalled €98 million, corresponding to 90.46% of the value generated and received**. The **retained value**, calculated as the difference between the value generated and received and the value distributed, amounted to **€ 10 million**, equivalent to **9.8%**.

ITEM	2024	2024%	2025	2025%
Economic Value Generated and Received	103.098.946 €	100,00%	108.138.507 €	100,00%
Economic Value Generated	102.354.536 €	99,30%	108.015.164 €	99,89%
Economic Value Received	744.410 €	0,70%	123.343 €	0,11%
Economic Value Distributed	100.713.014 €	97,70%	97.819.328 €	90,46%
Economic Value Retained	2.385.932 €	2,31%	10.319.179 €	9,54%

Value Distribution to Stakeholders

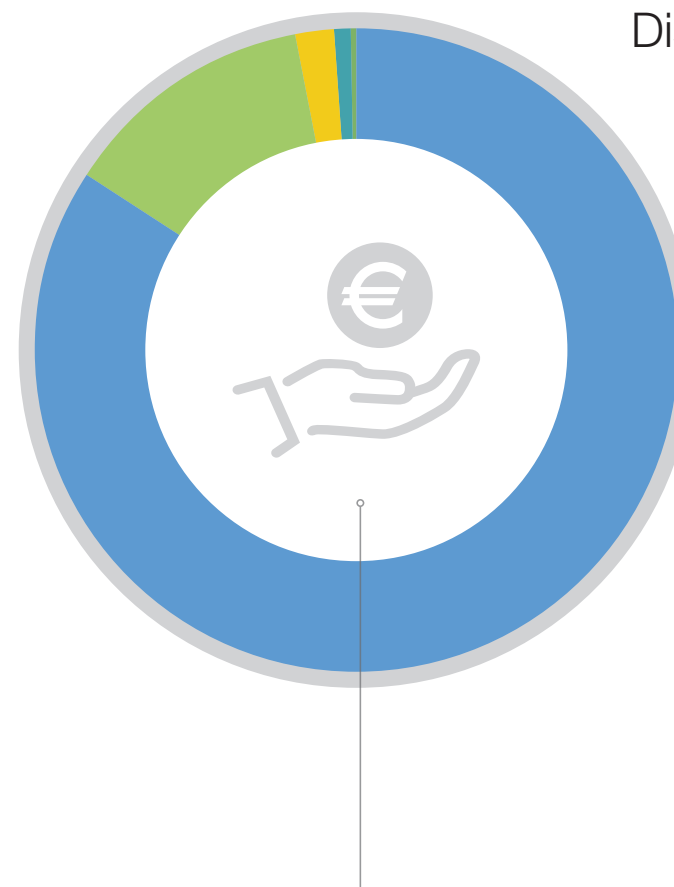
The largest share of the value distributed is allocated to suppliers, reflecting the significance of raw materials, energy, industrial services, logistics, and other operational inputs required to support the Group's manufacturing activities. In 2025, the value attributed to suppliers, according to the adopted management reclassification, amounted to € 82 million, representing 84.21% of the economic value generated and received.

Employees represent the second-largest stakeholder category in terms of value distributed. In 2025, total personnel costs amounted to € 12.5 million, corresponding to 12.76% of the economic value generated and received. This figure is closely linked to the initiatives described in the chapter dedicated to people,

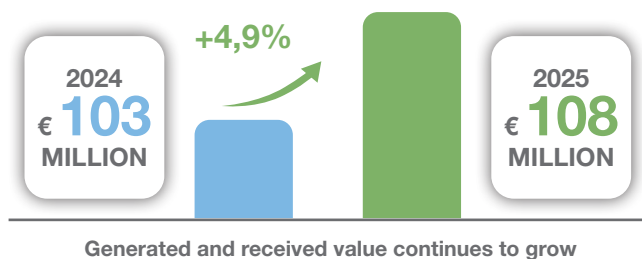
where workforce growth, employment stability, and investment in training confirm the central role of human capital in the creation of sustainable value.

The distribution of value to banks and other financial institutions, amounting to €0.7 million, reflects the management of the Group's financial structure and the costs associated with debt capital. Payments to Public Administrations and local communities amounted to € 2.2 million, based on the items reported in the 2025 management reclassification. Overall, the distribution of economic value highlights the Group's ability to generate positive impacts throughout its value chain, supporting business partners, employees, financial stakeholders, public institutions, and local communities, while maintaining the resources necessary to ensure long-term growth and competitiveness.

Distributed economic value 97.819.328 €



The economic value generated by the Group is growing and is responsibly distributed, creating shared benefits for all people, institutions, and communities in which we operate.



In 2025, the Group distributed **€ 97,8 million** to suppliers, employees, institutions, financial providers and local communities.

EMPLOYEES

€ 12,5 M
12,76%

Investment in people, a fundamental driver of the Group's sustainable growth.



BANKS AND OTHER FINANCIAL PROVIDERS

€ 0,7 M
0,76%

Financial charges paid to banks and other financial providers.



SUPPLIERS

€ 82,4 M
84,21%

The largest share of distributed value is allocated to our supply chain partners.

€ 97,8 MILLION
Economic value distributed in 2025



PUBLIC ADMINISTRATION

€ 2,1 M
2,16%

Contributions to society through taxes and duties.



LOCAL COMMUNITIES

€ 0,1 M
0,10%

Support for initiatives and projects in the communities where we operate.

People: Growing Together, Creating Value GRI 2-7

In the HIPAC Group's sustainability journey, people represent an essential driver of industrial continuity, innovation, and long-term value creation. Technical expertise, experience, day-to-day collaboration, and process knowledge constitute a valuable asset that supports the Group's development across the various countries in which it operates, enabling it to respond more effectively to changes in markets, technology, and the regulatory environment.

In line with the identity described in the chapters "Who We Are" and "Governance", HIPAC considers human capital an integral part of its growth model. The Group's specialization in stretch film production, the continuous evolution of manufacturing processes, the focus on

quality, and the strengthening of skills all require an organization capable of attracting talent, enhancing internal competencies, and fostering a working environment based on responsibility, safety, and collaboration.

In 2025, the Group continued to strengthen its workforce through **new hires, expanded training programmes**, initiatives dedicated to **health and safety**, and a **constant focus on the quality of the working environment**. The increase in headcount recorded during the year reflects the Group's commitment to supporting its industrial and organizational development through consistent investment in people, recognizing their central role in achieving long-term sustainability and business success.

SCOPE	HIGHLIGHTS 2025
Workforce	210 employees as of 31 December 2025, up from 189 in 2024.
Employment	36 new hires and 15 contract terminations, resulting in a positive employment balance.
Employment Stability	197 employees were employed on permanent contracts, representing 94% of the total workforce.
Training	3,350 total training hours were delivered during the year.
Safety	2,218 hours dedicated to occupational health and safety training.
Accidents	4 lost-time injuries were recorded; no serious incidents or systemic issues were identified.



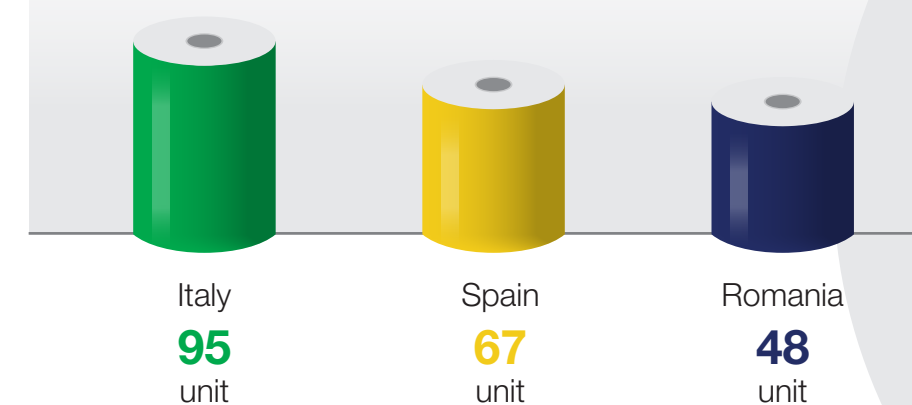
The Strength of Human Resources GRI 2-30, GRI 405-1

As of 31 December 2025, the **HIPAC Group** employed **210 people**, representing an increase of **21 employees compared with the previous year**. This growth was primarily driven by operational activities and is consistent with

the evolution of the business, the consolidation of production capabilities, and the progressive strengthening of the Group's organizational structure.

As of **31 December 2025**, **HIPAC S.p.A.** employed **95 people**, **IBERHIPAC S.A.** employed **67 people**, while the remaining **48 employees** were employed by **HIPAC ROMANIA S.r.l.**

Our employees by geographical area



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.

The Group's workforce remains highly stable, with 197 employees on permanent contracts, representing 94% of the total workforce. This figure highlights the Group's commitment

to fostering long-term employment relationships and to enhancing skills through professional development paths built over time.

INDICATOR	2025	2024
Total employees	210	189
Women	37	41
Men	173	148
Open-ended	197	185
Fixed term	13	4

The professional composition of the workforce reflects the Group's industrial nature. Manufacturing activities continue to play a central role, supported by the technical, managerial, and specialist

expertise required to foster innovation, ensure product quality, deliver customer service, and coordinate the various operational entities across the Group.

PROFESSIONAL CATEGORY	2025	2024
Manual Workers	115	91
Office Workers	74	84
Middle Managers	18	11
Managers	3	3

The increase in headcount was driven primarily by the growth of the blue-collar workforce, in line with the strengthening of the Group's manufacturing activities. At the same time, the presence of white-collar employees, middle man-

agers, and executives ensures effective oversight of the technical, administrative, commercial, and managerial functions required to support the organization's overall growth.

Attracting Talent and Supporting Growth GRI 401-1

The ability to attract new talent is a key factor in supporting the Group's development and ensuring operational continuity across its various sites. During 2025, the Group recorded **36 new hires** and **15 contract terminations**, resulting in a **positive turnover of 21 people**.

The new employees primarily strengthened operational and production areas, supporting growth programmes and contributing to business continuity. The number of contract terminations, con-

sidered alongside the high proportion of permanent employment contracts, confirms the presence of a stable workforce structure, despite operating within an evolving industrial environment.

From this perspective, workforce growth should not be viewed solely as a quantitative indicator, but also as evidence of the Group's ability to support its development through internal expertise, professional continuity, and the progressive integration of its different operating companies. The expansion of the workforce contributes to strengthening organizational capabilities, facilitating the transfer of knowledge, and ensuring the skills required to sustain future growth, innovation, and long-term competitiveness.

INDICATOR	2025
New hires	36
Contract terminations	15
Turnover	+21

Training and Skills Development

GRI 404-1

In an industrial environment characterized by increasing technological complexity, digitalization of processes, and continuous regulatory developments, training is an essential tool for maintaining quality,

competitiveness, and the capacity for innovation. For HIPAC, skills development is not a supplementary activity, but rather an organizational lever that strengthens **professional autonomy, risk awareness, and the ability to contribute to process improvement.**



In 2025, the Group delivered a total of 3,350 training hours, more than double the 1,650 hours recorded in 2024. This significant increase highlights a strengthened commitment to profes-

sional development and to the dissemination of skills aligned with the Group's operational and organizational needs.

INDICATOR	2025
Total Training Hours	3.350
Safety Training	2.218
Non-Safety Training	1.132

Health and safety training is a particularly important component of the Group's training program. Alongside compliance with regulatory requirements, HIPAC promotes a culture of prevention based on risk awareness, individual responsibility, and the adoption of behaviors that support the protection of people in the workplace.

The Group's training commitment in 2025 confirms its belief that the development of skills is one of the key conditions for creating long-term value, supporting innovation, and strengthening a shared corporate culture across the Group's different companies.

TRAINING HOURS DELIVERED IN 2025

Categories	Women	Men	Total
Managers	0	20	20
Middle Managers	80	48	128
Office Workers	374	480	854
Manual Workers	0	130	130
Total	454	678	1.132

AVERAGE TRAINING HOURS PER EMPLOYEE

Categories	Women	Men	Total
Managers	–	6,7	6,7
Middle Managers	11,4	4,4	7,1
Office Workers	11,3	10,2	10,7
Manual Workers	–	1,1	1,1
Total	11,4	3,7	5,1

Health and Safety: A Daily Responsibility

GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-10

Protecting the health and safety of people is a top priority for the HIPAC Group and is directly linked to the way the organization interprets industrial responsibility. The Group's approach is based on **prevention, risk monitoring, continuous training, and the active involvement of employees in day-to-day activities.**



During 2025, the Group delivered **2,218 hours of health and safety training**, compared with **1,811 hours in 2024**. This increase confirms HIPAC's commitment to continuously strengthening a corporate culture focused on prevention and the promotion of safe behaviors, with particular attention to operational and manufacturing activities.

The Group's Occupational Health and Safety Management System cover all employees across the organization. In compliance with the requirements established by the system, HIPAC is committed to continuously assessing the risks to which employees may be exposed and examining the specific situations they encounter while carrying out their duties.

The assessment of occupational health and safety risks considers all categories of risk, including those affecting workers exposed to specific hazards, work-related stress, pregnancy-related risks, gender-related aspects, age-related factors (including young workers and employees with long service), workers from different national backgrounds, and different contractual arrangements. Through this process, the Group identifies hazards that could lead to workplace injuries or occupational illnesses and defines the most appropriate measures to eliminate or effectively manage them.

HIPAC also provides the **resources, tools, information, training, and on-the-job support necessary to safeguard employees' health and safety during their work activities.** Employees are encouraged to report any situation they consider potentially hazardous through their employee representatives and department managers, thereby contributing actively to the prevention process.

Risk assessment activities are based on a range of elements, including **observation of the working environment**

(such as workplace conditions, access routes, and facilities), **identification of workplace tasks, analysis of how individual operations are performed, assessment of existing psychosocial factors**, and other relevant aspects that may affect health and safety performance.

During the year, **four workplace accidents resulting in lost work time** were recorded. These incidents were charac-

terized by limited consequences and, based on the information available, did not reveal any particularly serious situations or systemic issues. The observed dynamics are consistent with the typical risk profile of industrial activities and confirm the importance of maintaining continuous oversight of day-to-day operations, while further strengthening prevention, training, and risk management initiatives across the Group.

SCOPE OF ANALYSIS	2025 HIGHLIGHTS
Centrality of Operational Activities	The incidents were concentrated in operational activities, confirming the importance of maintaining strong oversight of day-to-day behaviors and workplace practices.
Impact Prevention	Impacts and collisions represent a dynamic recurring accident and require continuous attention to workplace layout, signage, available space, and operating procedures.
Severity of Incidents	The recorded workplace accidents did not result in serious consequences or reveal any systemic issues, although continuous monitoring remains essential.
Role of Training	The increase in training activities contributes to strengthening risk awareness and promoting safe behaviors across the organization.
Sharing of Best Practices	The Group-wide analysis promotes the sharing of experience, knowledge, and solutions across the various operating companies.

The information collected is used to identify opportunities for improvement, update preventive measures, and strengthen awareness-raising activities. Building on the path established in previous years, the Group intends to continue enhancing practical and behavior-based training, improving workplace layout and organization, and promoting initiatives focused on the most recurring risks.

We comply with all applicable occupational health and safety requirements. The Group has appointed the **professionals responsible for the health surveillance of HIPAC employees**, who are tasked with conducting peri-

odic medical examinations, carrying out workplace inspections, and contributing to the preparation and review of the **Risk Assessment Document (Documento di Valutazione dei Rischi – DVR)**. More specifically, **HIPAC S.p.A.** has appointed a **Competent Occupational Physician (Medico Competente)**, while in **Romania and Spain** the Group relies on **specialized third-party providers** that deliver **occupational health services**. In addition, **HIPAC ROMANIA S.r.l.** provides employees with **supplementary medical insurance**, further strengthening the health protection measures available to its workforce.

Wellbeing, Engagement and a Sense of Belonging

GRI 406-1

The quality of an organization is not measured solely by its economic performance or the efficiency of its processes, but also by its ability to create an environment in which people can fully express their skills, take responsibility, and realize their professional potential. For HIPAC, **organizational wellbeing, collaboration, and a sense of belonging** are key factors that contribute to operational continuity and the creation of long-term value.

The Group rejects all forms of discrimination based on political or trade union

affiliation, religion, racial or ethnic origin, gender, sexual orientation, marital status, health condition, or socio-economic background. This inclusive and respectful approach is enshrined in the **Code of Ethics**, which serves as the fundamental reference for behaviors and relationships both within and outside the organization.

During 2025, the Group continued to promote a working environment founded on **mutual respect, collaboration, and the recognition of the diverse professional skills present across its companies**. The growth in headcount and the high proportion of permanent employment contracts are evidence of the strength of this approach and of the Group's commitment to building stable and lasting professional relationships.



In an international organization such as HIPAC, employee engagement also plays a strategic role in fostering knowledge sharing, disseminating best practices, and building a common corporate culture. The objective is to maintain a

balance between local identities and the Group's vision, valuing the unique characteristics of different contexts while at the same time promoting shared principles of responsibility, safety, and collaboration.

Resource Management and Environmental Footprint: Measuring to Improve

In **HIPAC Group's** sustainability journey, **resource management** is a key lever for combining business continuity, competitiveness, and environmental responsibility. In line with the Group's identity and the governance model described in this Report, the management of environmental aspects is based on a practical approach: measuring performance, ensuring comparability over time, and using data to guide both operational and strategic decisions.

The year 2025 confirms this approach. The Group continued the systematic monitoring of its main environmental indicators, further strengthening the collection and analysis of data relating to **energy, emissions, water resources, materials, waste, and the sup-**

ply chain. The availability of structured information makes it possible to assess performance trends with greater accuracy, identify areas for improvement, and maintain oversight aligned with stakeholder expectations, evolving European regulations, and the challenges facing the industrial packaging sector.

Resource management is also closely linked to the nature of HIPAC's business. The production of stretch film requires significant use of energy and plastic materials; at the same time, product innovation, downgauging, self-generation of renewable energy, and process improvements represent concrete tools through which the Group can progressively reduce the intensity of its environmental impacts.

SCOPE OF ANALYSIS	HIGHLIGHTS 2025
Renewable Energy	Group photovoltaic generation amounted to 2,526,789 kWh, resulting in the avoidance of 732.2 tCO ₂ e emissions.
Scope 1 and Scope 2 emissions	Scope 1 emissions amounted to 169 tCO ₂ e, an increase compared to 2024, while Scope 2 emissions totaled 11,299 tCO ₂ e, showing a slight decrease year-on-year. Overall, combined Scope 1 and Scope 2 emissions fell from 11,667 tCO ₂ e in 2024 to 11,468 tCO ₂ e in 2025, representing a total reduction of 199 tCO ₂ e, or -1.7%.
Water resources	Water withdrawal amounted to 54,467 m ³ , while actual water consumption totaled 31,716 m ³ .
Materials	Materials used consisted predominantly of plastics, accounting for 87.24% of the total materials consumed.
Waste	Total waste generation decreased compared to 2024, although the share of waste sent for disposal increased.
Supply chain and Scope 3	Spending with local suppliers accounted for 93.61% of total procurement expenditure, while the Group also initiated a process to strengthen the data collection needed for the progressive measurement of Scope 3 emissions.

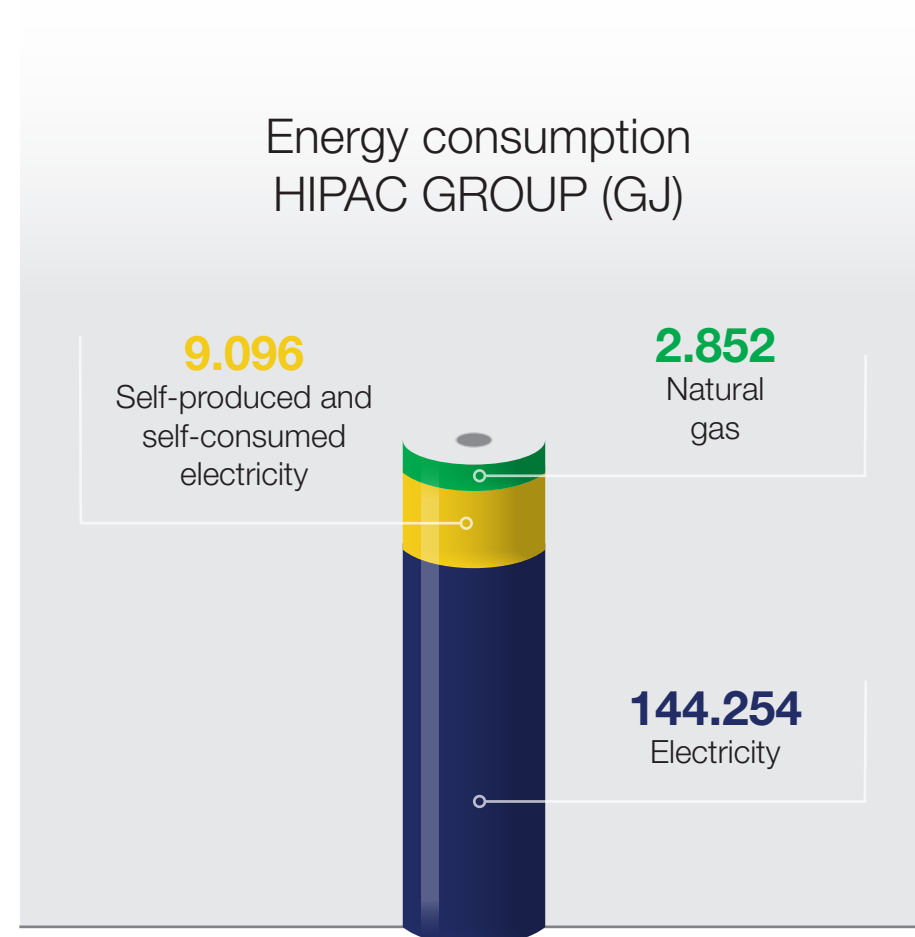
Energy and Efficient Resource Management

GRI 302-1

Energy management remains one of the central pillars of the Group's environmental strategy. Consistent with previous

years, HIPAC maintains a structured approach to monitoring energy consumption and performance, supported by an energy management system compliant with **ISO 50001** and by the use of real-time monitoring tools to track the performance of its production facilities.

Internal energy consumption within the Organisation	Uo M	2022	2023	2024	2025
Electricity consumption	GJ	137.890	134.674	142.855	144.254
Of which electricity purchased from the grid	GJ	136.738	133.483	138.008	135.241
Of which electricity produced by photovoltaic system – renewable source	GJ	1.180	1.223	4.871	9.096
Of which electricity produced and sold to the grid	GJ	28	33	24	83
Natural Gas	GJ	2.465	2.255	2.308	2.852
Total Group internal energy consumption	GJ	140.355	136.929	145.163	147.106



In 2025, the contribution of photovoltaic generation increased significantly. Total electricity produced by the Group's photovoltaic systems reached **2,526,789 kWh**, compared with 1,397,568 kWh in 2024. This increase had a direct impact on **avoided emissions**, which rose

from 405.0 to **732,2 tCO₂e**. The result highlights the positive effect of the greater contribution from renewable energy sources, particularly following the full operational ramp-up of photovoltaic generation at the Romanian site.

PRODUCTION SITE	PV GENERATION 2024 (KWH)	AVOIDED CO ₂ 2024 (T)	PV GENERATION 2025 (KWH)	AVOIDED CO ₂ 2025 (T)
HIPAC (Italy)	352.244	102,1	550.570	159,5
HIPAC Romania	0	0,0	1.010.172	292,7
IBERHIPAC (Spain)	1.045.324	302,9	966.047	279,9
Group Total	1.397.568	405,0	2.526.789	732,2

The 2025 results confirm the importance of energy as a key driver in the Group's environmental improvement journey. Increased self-generation of electricity contributes to greater energy resilience and strengthens the Group's ability to reduce the emissions footprint associated

with electricity consumption. From this perspective, energy efficiency and renewable energy sources represent complementary tools for supporting industrial competitiveness while advancing the reduction of environmental impacts.

Scope 1 and Scope 2: Direct and Energy-Related Indirect Emissions

GRI 305-1, GRI 305-2

The measurement of greenhouse gas emissions is an essential tool for monitoring the evolution of the Group's carbon footprint and guiding emission reduction actions over time. Consistent with the approach adopted in the previous Sustainability Report, the 2025 reporting boundary includes both direct

Scope 1 emissions and indirect **Scope 2** emissions associated with purchased electricity.

In 2025, **Scope 1** emissions amounted to **169 tCO₂e**, an increase compared with 137 tCO₂e in 2024. **Scope 2** emissions totaled **11,299 tCO₂e**, representing a slight decrease from the 11,530 tCO₂e recorded in 2024. Overall, the results show a mixed trend: while direct emissions increased, the indirect emissions associated with purchased electricity improved year-on-year.

GHG EMISSIONS	2022	2023	2024	2025	UoM
Scope 1	146	134	137	169	tCO ₂ e
Scope 2	11.424	11.152	11.530	11.299	tCO ₂ e
Total Scope 1+2	11.570	11.286	11.667	11.468	tCO₂e

Scope 1 and Scope 2 Emissions Trends and Reduction

Considering Scope 1 and Scope 2 together, the Group's total emissions decreased from **11,667 tCO₂e** in **2024** to

11,468 tCO₂e in **2025**. This represents an overall reduction of 199 tCO₂e, corresponding to a year-on-year decrease of 1.7%. The result was driven by the reduction in Scope 2 emissions, which fell by 231 tCO₂e compared to 2024, offsetting the increase in Scope 1 emissions, which rose by 32 tCO₂e.

INDICATOR	2024	2025	ABSOLUTE CHANGE	PERCENTAGE CHANGE %
Scope 1	137 tCO ₂ e	169 tCO ₂ e	+32 tCO ₂ e	+23,4%
Scope 2	11.530 tCO ₂ e	11.299 tCO ₂ e	-231 tCO ₂ e	-2,0%
Total Scope 1+2	11.667 tCO ₂ e	11.468 tCO ₂ e	-199 tCO ₂ e	-1,7%
Avoided emissions from photovoltaic energy generation	405,0 tCO ₂ e	732,2 tCO ₂ e	+327,2 tCO ₂ e	+80,8%

The data confirms the central role of electricity consumption within the Group's emissions profile. In 2025, Scope 2 emissions accounted for approximately 98.5% of total combined Scope 1 and Scope 2 emissions, while Scope 1 represented around 1.5%. For this reason,

enhancing energy efficiency, increasing **self-generation through photovoltaic systems**, and the **progressive improvement of the energy mix** remain the Group's primary levers for reducing both direct and energy-related indirect carbon emissions.



The increase in Scope 1 emissions nevertheless requires continued oversight and detailed analysis of direct emission sources in order to better understand their drivers and identify potential opportunities for reduction. Overall, however, the 2025 results show a decrease

in total Scope 1 and Scope 2 emissions and reinforce the validity of the Group's approach, which is based on measurement, data control, and the continuous improvement of energy and environmental performance.

Scope 3: Resources, Materials, Waste and Supply Chain

Alongside Scope 1 and Scope 2 emissions, the Group recognizes the growing importance of Scope 3 emissions, which are associated with upstream and downstream activities across the value chain. For 2025, this section does not yet include a comprehensive quantitative inventory of Scope 3 emissions; however, it reports a set of environmental and supply chain indicators that provide a relevant foundation for the progressive development of this measurement framework. These indicators include purchased and consumed materials, waste management, water resources, and the share of procurement expenditure directed toward local suppliers.

This approach is consistent with the Group’s ongoing efforts to strength-

ITEM	2025	UoM
Water withdrawn from the municipal water supply	15.549	mc
Water withdrawn from groundwater wells	38.918	mc
Total water withdrawn	54.467	mc
Water discharged	22.751	mc
Total water consumption	31.716	mc

For this area as well, the Group’s approach remains consistent with the principle of measuring to improve: the availability of consolidated data provides the foundation for identifying **efficiency im-**

provement opportunities and implementing measures aimed at **reducing water consumption** over the medium term.

Water Resource Use

Water resources continue to be subject to careful monitoring across the Group’s sites, with the objective of ensuring efficient use and maintaining control over the main withdrawal, discharge, and consumption flows. In 2025, the Group withdrew a total of **54,467 m³ of water**, of which 15,549 m³ originated from the public water supply network and 38,918 m³ from groundwater wells. Against 22,751 m³ of water discharged or returned, actual water consumption amounted to 31,716 m³.

Materials and Product Innovation

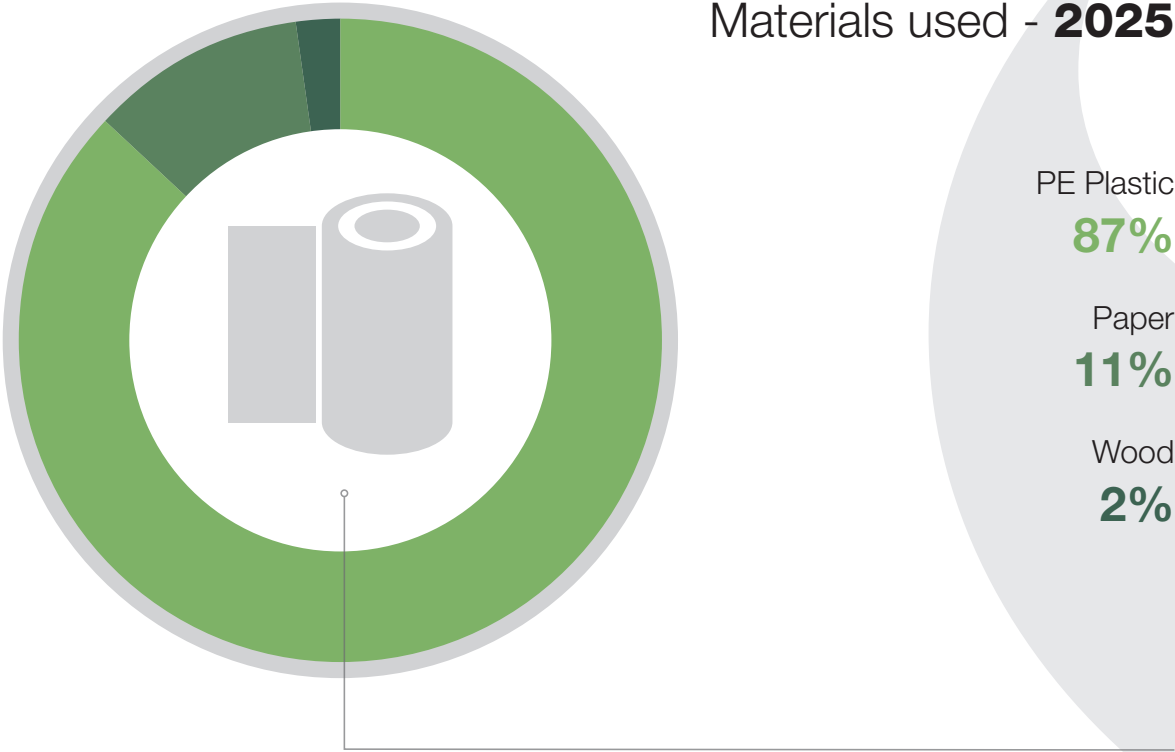
The management of materials used in the production process is closely linked to the objectives of **innovation, eco-design, and the reduction of the environmental impacts** of products. In 2025, the materials used by the Group consisted primarily of **virgin and recycled PE resin**, accounting for **87.24%** of the total. This was followed by **cardboard packaging materials**, representing **10.65%**, and **wood**, accounting for **2.11%**.

The predominance of the plastic component confirms the central role of this raw material in the Group’s business and makes investments aimed at **thickness reduction, formulation optimization, and the increasing use of recycled materials** even more strategic. From this perspective, **product innovation** continues to be a key driver in combining competitiveness, efficiency, and sustainability.



In line with the path already undertaken, the Group also continues to strengthen the environmental assessment tools applied to its products. The collaborative work with the **University of Parma** on calculating the **carbon footprint of packaging films** formed part of a broader initiative that culminated in 2025 with the publication of an **industry-wide Environmental Product Declaration (EPD)**, confirming the Group’s commitment to increasingly transparent, verified, and comparable environmental data.

Materials used - 2025



Waste Management

GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5

The waste monitoring system is one of the central pillars of the Group's environmental management approach. The data collected enables waste streams to be tracked by **EWC code, type, and destination**, providing a reliable basis for assessing overall waste generation trends and the corresponding management methods.

In 2025, the Group generated a total of **985.98 tonnes of waste**, a decrease compared to **1,181.80 tonnes** in 2024. **Non-hazardous waste** accounted for 99.83% of the total, while hazardous waste amounted to **1.71 tonnes**.

INDICATOR	2024	2025	UoM
Hazardous waste	1,80	1,71	ton
Non-hazardous waste	1.180,00	984,27	ton
Total waste generated	1.181,80	985,98	ton
Waste sent for recovery	1.138,0	874,11	ton
Waste sent for disposal	44,3	111,87	ton
Recovery rate	96,3%	88,65%	%

The main component of the waste stream sent for disposal consists of mixed mu-

nicipal waste, identified by EWC code 20 03 01. With regard to treatment routes, **874.11 tonnes of waste**, equal to **88.65%** of the total, were sent for **recovery and recycling operations** in 2025, while 111.87 tonnes were directed to **disposal**. The increase in the share of waste sent for disposal compared to 2024 is attributable to the higher volume of **mixed municipal waste (EWC 20 03 01)**, which rose from **44.3 tonnes** to **111.84 tonnes**.

unicipal waste, identified by EWC code 20 03 01.

CER CODE	DESCRIPTION	2024	2025	UoM
20 03 01	Unsorted municipal waste	44,3	111,84	ton

Despite this increase in the waste stream sent for disposal, the overall 2025 picture remains characterized by a **reduction in total waste generated**. For the Group, the key priority therefore remains maintaining a **high recovery rate** while minimizing the proportion of **non-recov-**

erable waste, in line with the objective of progressively improving waste management performance and resource efficiency.



Supply Chain and Local Suppliers

GRI 204-1

Supply chain management is a significant component of the Group's sustainability journey and also represents an important dimension from a **Scope 3** perspective. In this area, HIPAC relies on its **Sustainable Procurement Policy**, which guides relationships with suppliers according to environmental, social, and economic responsibility criteria, strengthening the alignment between governance, environmental management, and procurement processes.

The Policy encompasses principles such as compliance with **regulatory requirements and human rights**, the protection of **health and safety**, the adoption of **environmentally responsible practices**, the assurance of **supply quality**, the promotion of **innovation**, and the **protection of shared information**. With regard to environmental aspects, particular attention is given to resource use, energy consumption, transportation, waste management, recycled content, and the recyclability of purchased materials. These elements contribute to the progressive development of an information base that will support future reporting of indirect emissions across the value chain.

In 2025, HIPAC maintained a strong commitment to the **local sourcing of indirect materials**, in line with the approach adopted in previous years. The **overall share of spending with local suppliers reached 93.61% of total procurement expenditure**, compared

with 95.90% in 2024. Although slightly lower, this figure still reflects a very high level of local sourcing and is the result of changes in the composition of procurement spending across all major companies within the Group.

COMPANY	2024	2025
HIPAC	98,80%	96,80%
IBERHIPAC	97,30%	91,17%
HIPAC Romania	91,30%	90,53%
Group total	95,90%	93,61%

Maintaining a strong local supply chain continues to generate benefits both in terms of **relationships with local communities** and, potentially, through **greater logistical proximity**. Ongoing monitoring remains essential to assess

over time the evolution of procurement spending and to maintain a balanced approach between production requirements, material availability, and sustainability objectives.

Methodological Note

GRI 2-1 | GRI 2-2

GRI 2-3 | GRI 2-4

This **Sustainability Report** represents the fourth voluntary sustainability disclosure of the **GIPAC Group** (hereinafter also referred to as the **HIPAC Group**, the **Group**, or **HIPAC**) and continues the reporting journey initiated with the 2022 financial year. The document is prepared on an annual basis with the aim of providing a clear, balanced, and comparable representation of the Group's approach to sustainability and its main

environmental, social, and governance performance indicators. The Report covers the **2025 reporting period**, in line with the period considered for financial reporting, ending on **31 December 2025**. Wherever available, data are presented alongside figures for **2024** in order to facilitate an understanding of performance trends and support the internal assessment of the Group's continuous improvement journey.

Scope and Reporting Process

The reporting scope includes **GIPAC S.p.A., HIPAC S.p.A., IBERHIPAC S.A., and HIPAC ROMANIA S.r.l.** Qualitative and quantitative information was collected with the involvement of the relevant corporate functions across the Group's companies and subsequently consolidated and processed to describe activities, results,

and indicators relating to environmental, social, and economic aspects. Where appropriate, data have been aggregated at Group level; when information is specifically relevant to an individual company or operating site, this is expressly indicated in the Report.

Adopted Standards

The **2025 Sustainability Report** has been prepared on a voluntary basis with reference to the **GRI Sustainability Reporting Standards** issued by the **Global Reporting Initiative**, through the selection of indicators considered most relevant to the Group's activities, identified material topics, and

stakeholder expectations. The set of indicators used is presented in the **GRI Content Index** included in this Report.

The Report has been prepared in accordance with the GRI reporting principles, with particular reference to **materiality, stakeholder inclusiveness, sustainability context, completeness, balance, comparability, accuracy, timeliness,**

reliability, and clarity. The reported topics were identified through an assessment of the issues considered most relevant to HIPAC and its

stakeholders, as described in the chapter dedicated to stakeholder engagement and materiality.

Voluntary Reporting and Regulatory Framework

This document has been prepared on a voluntary basis and does not constitute a Sustainability Statement pursuant to **Directive (EU) 2022/2464 – Corporate Sustainability Reporting Directive (CSRD)**, transposed into Italian law through **Legislative Decree No. 125 of 6 September 2024**. At the date of preparation of this Report, the

Group is not subject to the sustainability reporting obligations established by the applicable legislation.

The Group continuously monitors developments in the European and national regulatory framework concerning sustainability reporting, including initiatives aimed at simplifying disclosure requirements, in order to assess over time any potential impacts on its reporting scope and disclosure practices.

Data Quality, Restatements and Contacts

The information presented in this Report has been subject to internal reviews to ensure **consistency, completeness, and comparability**. Any changes in reporting scope, data restatements, methodological refinements, or revisions

to previously reported information are disclosed and explained alongside the relevant updated data. The Sustainability Report is published on the official HIPAC Group website in the download section: HIPAC Downloads. For further information, please contact: **sustainability@hipac.it**.

GRI content index

Statement of use	The HIPAC Group has reported the information contained in this GRI content index for the period 01.01.2022-31.12.2025 with reference to the GRI Standards.		
GRI 1 used	GRI 1: Foundation 2021		

GRI STANDARD	DISCLOSURE	NOTES	LOCATION (Pag)
GRI 2: General Information 2021	2-1 Organizational details		38-73
	2-2 Entities included in the organization's sustainability reporting		73
	2-3 Reporting period, frequency and contact point		73
	2-4 Restatements of information		73
	2-6 Activities, value chain and other business relationships		10-11
	2-7 Employees		54
	2-9 Governance structure and composition		38
	2-11 Chair of the highest governance body		38
	2-22 Statement on sustainable development strategy		4
	2-25 Processes to remediate negative impacts	2-25 b-d-e	11
	2-26 Mechanisms for seeking advice and raising concerns		47
	2-27 Compliance with laws and regulations		37
	2-28 Membership associations		48
	2-29 Approach to stakeholder engagement		27
	2-30 Collective bargaining agreements		48
GRI 3: Disclosures on material topics 2021	3-1 Process to determine material topics		31
	3-2 List of material topics		31
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		50

GRI STANDARD	DISCLOSURE	NOTES	LOCATION (Pag)
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers		71
GRI 302: Energy 2016	302-1 Energy consumption within the organization		64
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		66
	305-2 Energy indirect (Scope 2) GHG emissions		66
GRI 306: Waste 2020	306-2 Management of significant waste- related impacts		70
	306-3 Waste generated		70
	306-4 Waste diverted from disposal		70
	306-5 Waste directed to disposal		70
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		57
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system		60
	403-2 Hazard identification, risk assessment, and incident investigation		60
	403-3 Occupational health services		60
	403-4 Worker participation, consultation, and communication on occupational health and safety		60
	403-5 Worker training on occupational health and safety		60
	403-9 Work-related injuries		60
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GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		57
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		38-55
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		62
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		11

HIPAC Group

ESG Report 2025

This document represents the fourth voluntary sustainability report of the HIPAC Group and outlines the journey undertaken to integrate sustainability, industrial innovation, care for people, responsible resource management, and long-term value creation into its business model.

The Report is available on the official HIPAC Group website in the download section:
www.hipac.com/en/download/

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