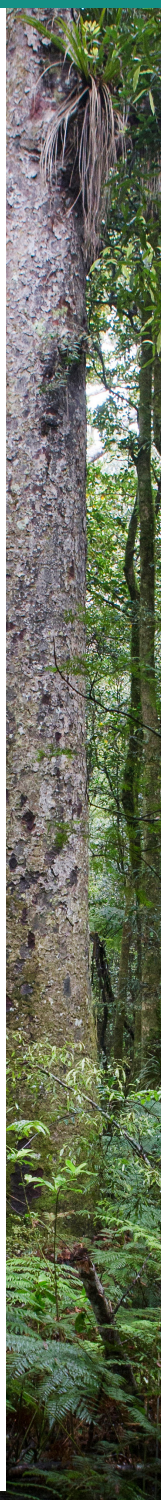




2025 SUSTAINABILITY REPORT

THE 2025 SUSTAINABILITY REPORT MARKS THE BEGINNING OF A NEW PHASE FOR EUROMATIC





EUROMATIC

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EUROMATIC

SUSTAINABILITY REPORT 2025

The Euromatic Sustainability Report, now in its second edition, serves as a tool for transparently communicating Euromatic's commitments and progress in the areas of environmental, social and governance (ESG) responsibility.

This report was prepared through a data collection process that involved various business functions, following the 2022/2464/EU directive (CSRD) and the international standards of the Global Reporting Initiative (GRI).

EUROMATIC IN 2025

€28 mln
PRODUCTION VALUE

49%
OF ELECTRICITY FROM RENEWABLE SOURCES

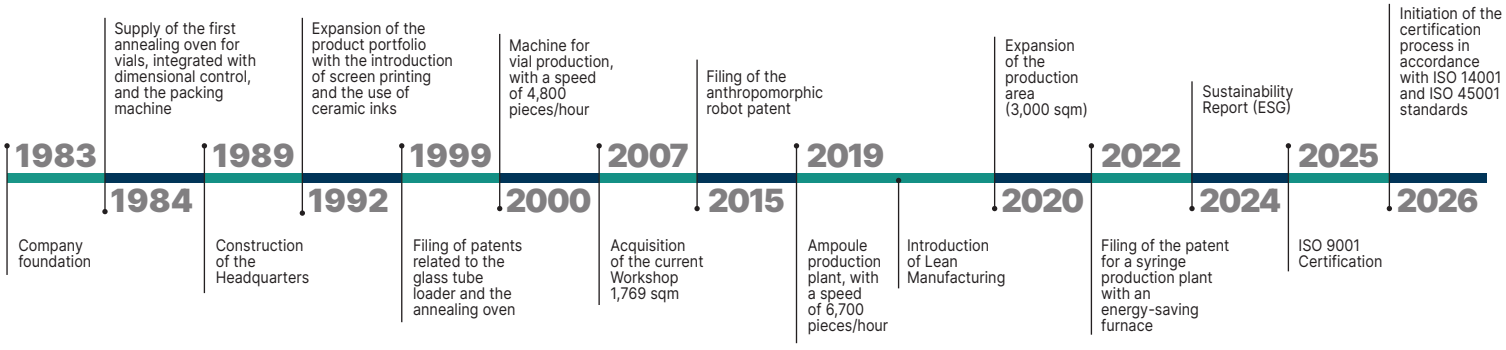
3278
HOURS OF TRAINING

111
EMPLOYEES

1 ABOUT US

[GRI 2]

Since its foundation in 1983, Euromatic has never stopped growing. Starting from the design and production of machines characterised by a strong mechanical component, Euromatic has evolved by introducing automated movements and ensuring total coverage of the glass tube conversion production process, still in expansion.
Concrete experience gained over the years, guaranteed product quality and innovative vision have made Euromatic a leading company in the industry.
Today Euromatic is a solid and well-organized group with facilities of over 10'000 square meters and 111 employees operating in technical, administrative departments and production, with whom it enjoys a strong bond of mutual trust.



1.1 HEADQUARTERS

[GRI 2-1]

It is the company's historic headquarters, where the business was started in 1983 and where, in addition to the office space, the production activities are located. The total area is approximately 10,000 square meters, and it currently houses 111 employees.





HQ Via Ugo La Malfa 4
24047 Treviglio (BG) – Italy

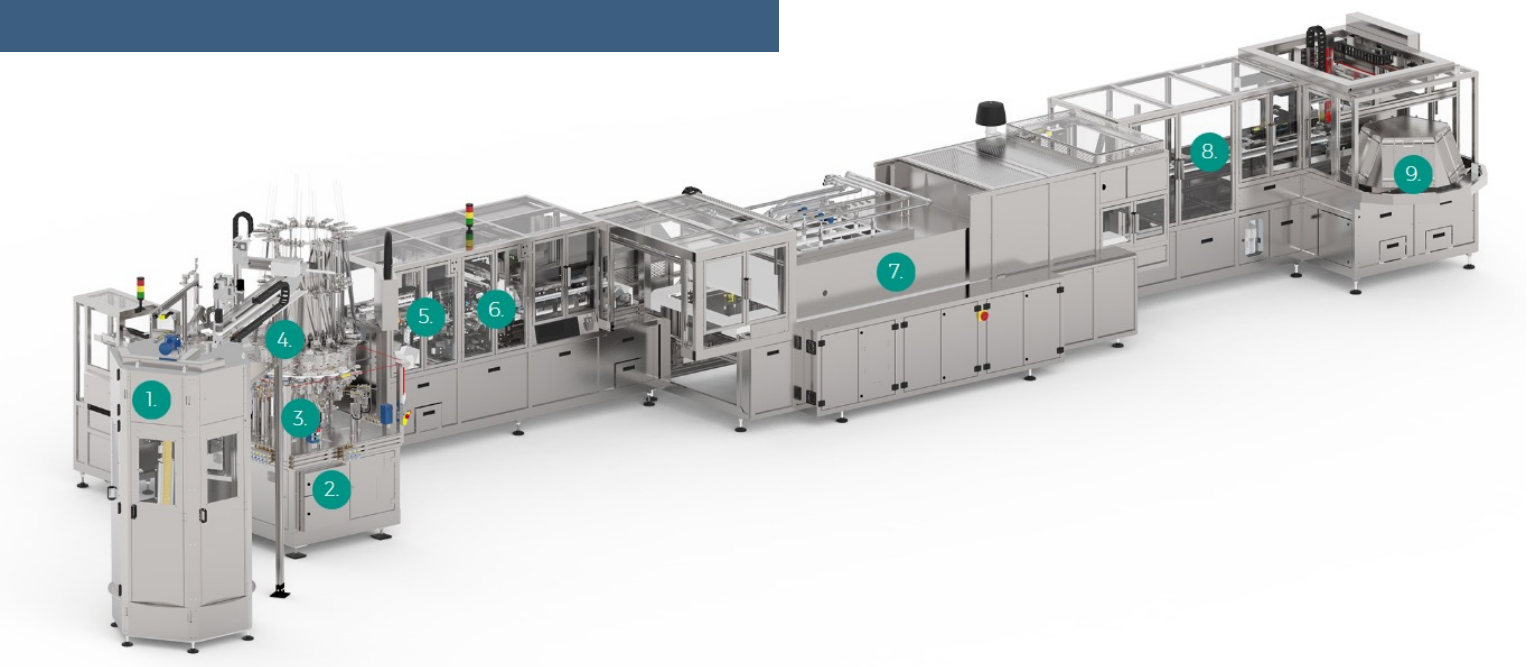
Workshop Via della Costa 11
24047 Treviglio (BG) – Italy

1.2 EUROMATIC'S PRODUCTION UNITS

[GRI 2-6]

1. Tube loader
2. Forming machine
3. Visual inspection system
4. Cooling section
5. Total lenght and bottom concavity gauging heads
6. Silk screen printing station
7. Stress relieving furnace
8. Cosmetic defect inspection system
9. Automatic packing unit

Euromatic's production units are giving shape to the entire variety of glass containers for pharmaceutical use. Euromatic equipment cover the entire converting production cycle: from the conversion of the neutral glass tubing into packaging and filling into trays.



1.3 OUR MISSION

Euromatic is committed to operating with a responsible and sustainable approach, aiming to reduce the environmental impact of its activities through the adoption of eco-friendly and innovative practices. Our mission is to promote energy efficiency, the recovery and recycling of materials, and ensure the proper disposal of non-recyclable waste. We believe in the value of waste prevention at the source and in the active involvement of employees, partners, and customers in green initiatives, to contribute to the creation of a more sustainable future. With a focus on constant innovation and awareness, Euromatic is dedicated to integrating sustainability principles into every aspect of its business operations, creating long-term value for the community, the environment, and future generations.



2 THE FINANCIAL RESULTS

[GRI 201-1]

The cautious approach to capital management has allowed Euromatic to maintain a strong financial position. These results highlight Euromatic's ability to combine economic growth with social responsibility, laying the foundation for a sustainable and prosperous future.

2025	
Revenues (M€)	27
EBITDA (%)	18

THESE RESULTS HIGHLIGHT EUROMATIC'S ABILITY TO COMBINE ECONOMIC GROWTH WITH SOCIAL RESPONSIBILITY



3 EUROMATIC'S ORGANIZATIONAL STRUCTURE OVERVIEW

[GRI 405-1]

At the governance level, Euromatic is led by a Board of Directors (BoD) composed of five members, who ensure strategic oversight and transparent management of the company. The BoD plays a crucial role in directing company policies, ensuring that every decision aligns with long-term objectives and the principles of social and environmental responsibility.



BOARD OF DIRECTORS		
GENDER	AGE	
	30-50	>50
Men	1	3
Women	1	

PERMANENT EMPLOYEES				
GENDER	AGE			TOT EMPLOYEES
	< 30	30-50	>50	
Men	20	57	25	102
Women	1	5	3	9
				111

4 SUSTAINABILITY IN EUROMATIC

DOUBLE MATERIALITY ASSESSMENT

[GRI 3-1] [GRI 3-2]

In January 2023, the Corporate Sustainability Reporting Directive (CSRD) came into effect, which requires a double materiality assessment, that is an analysis of financial materiality and social and environmental materiality.

1. Financial materiality (Outside-in):
In this phase, we considered how ESG issues could impact our business model, costs, and revenues.

- **Environmental Regulations (Impact on Business):** environmental regulations, such as those related to the management of 'special' waste and CO2 emissions, have impacted operational costs.
- **Innovation and Demand for Sustainability:** the growing demand for ecological and sustainable solutions from pharmaceutical companies represents a business opportunity. This is why we are developing more efficient machinery to reduce energy consumption.
- **Risk of Supply Disruptions:** we have reduced the risks related to supply chain interruptions due to suppliers located in regions vulnerable to climate change. In this regard, we have diversified sourcing and increased the number of components manufactured in our in-house workshop.

2. Social and Environmental materiality (Inside-out):
In this phase, the impact of business activities on ESG aspects is examined, that is, how the company's production and operations affect the environment and society.

- **Environmental Impacts of Production:** the production of machinery involves the use of energy, water, and materials, some of which may not be sustainable. At Euromatic, we have already taken steps to use recyclable materials where possible (e.g., adhesive tapes for packaging made from recycled paper, etc.) and we use a photovoltaic system and a geothermal system that contribute to the production of clean energy.
- **Workplace Safety:** at Euromatic, we have adopted strict safety policies, both in the design and assembly of machinery, to prevent accidents and occupational diseases among workers.
- **Regulatory Compliance:** our products comply with the machinery directive and regulations regarding safety and quality.

The company has focused its attention and commitment on the key environmental, economic, and social issues, that is, those that generate or are affected by the most significant impacts, both positive and negative, current or potential, along the entire value chain.
This sustainability report has been prepared following the GRI Standards 2021 guidelines, the most widely used globally for non-financial reporting, and the European Sustainability Reporting Standards (ESRS).
Six material topics have been identified on which to focus commitments and resources:

- Circular economy
- Supply chain sustainability
- Energy efficiency and emissions reduction
- Employee welfare and engagement
- Protection of employee health and safety
- Support for the local community

4.1 CIRCULAR ECONOMY

[E1] [GRI 301-1] [GRI 306-3]



Since the beginning, Euromatic has adopted a waste prevention approach, focusing its efforts on the recovery and recycling of materials, as well as the proper disposal of non-recyclable fractions. Information and awareness-raising among people, along with collaboration with companies specialized in waste collection, have led to continuous improvement both qualitatively and quantitatively in the management and recovery/disposal of waste.

We have introduced the automatic shutdown of computers, monitors, warehouse lights, and compressors from 6:00 PM to 7:00 AM on weekdays and throughout the weekend. The annual energy savings are estimated at approximately 667,000 kWh, with a reduction in CO_2 emissions of around 233 tons, significantly reinforcing the company's commitment to sustainability and energy efficiency.

MATERIALS USED IN THE OFFICES [GRI 301-1]		2023	2024	2025
Copy paper	ton	1,42	1,60	0,92
Other paper used in the offices (e.g. post-its, business cards, whiteboard paper, DOX folders, etc.)	ton	0,27	0,21	0,23
Total of toners and cartridges used	q.ty	5	3	3
Customized packing tape	q.ty	0	540	334
FTO envelopes	q.ty	500	0	0

In 2025, the company strengthened its commitment to sustainable waste management, aiming to minimize waste production and promote its recovery and recycling.
The company continues to collaborate with specialized waste management partners to ensure proper disposal and maximum material recovery.

WASTE BREAKDOWN	2024 Total [ton]	2025 Total [ton]
Total	**70,68**	**55,74**
Ferrous	17,82	8,64
Non-ferrous	10,653	9,70
Oily emulsions and oils	4,367	8,00 (due to workshop relocation)
Electrical equipment and cables	1,8	1,18
Glass packaging	1,82	2,50
Mixed material packaging	2,56	5,18
Paper and cardboard	8,97	8,73
Wooden packaging	22,69	11,81



4.2 SUSTAINABILITY IN THE SUPPLY CHAIN

[GRI 204-1]

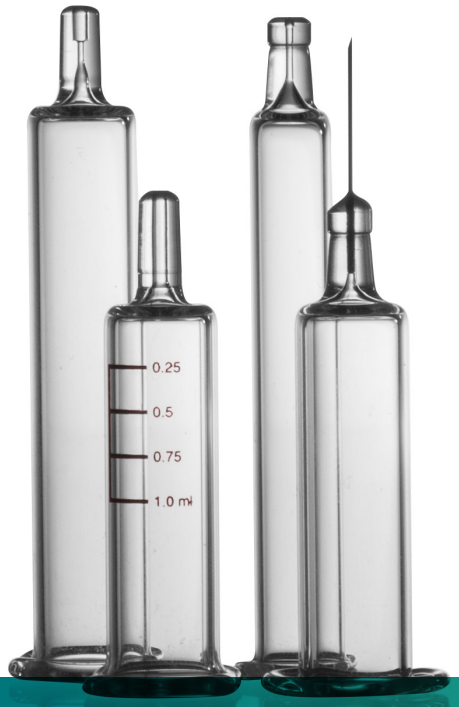
Euromatic relies on a wide, responsive, diversified and secure supply chain. The company adopts an approach aimed at minimizing operational risks and ensuring high-quality standards, both for raw materials and for semi-finished and finished products. Euromatic fosters and strengthens long-term relationships with its suppliers, focusing on the meticulous control of incoming goods to ensure product quality and compliance with the required standards. The company classifies its suppliers based on the products and services offered.

Currently, about 92% of suppliers are located in Italy, thus directing the majority of the total expenditure to companies operating within national and often regional borders, ensuring a stable and continuous supply.

2023	
Suppliers	**q.ty**
ITA	1726
Abroad	**151**
Total	**1877**

2024	
Suppliers	**q.ty**
ITA	1869
Abroad	**163**
Total	**2032**

2025	
Suppliers	**q.ty**
ITA	2013
Abroad	**165**
Total	**2178**





EUROMATIC

4.3 ENERGY EFFICIENCY AND EMISSION REDUCTION

[GRI 302-1]

Throughout the year, the company continued to monitor and optimize its energy consumption with the aim of reducing environmental impact and improving operational efficiency. Special attention was given to the transition to renewable energy sources, with an increase in the share of energy coming from solar sources, which reached 21% of the total energy needs. Additionally, energy efficiency measures were implemented, such as upgrading lighting systems, optimizing the management of air conditioning systems and turning off all computers during night hours, resulting in a significant reduction in energy consumption across our facilities.

Our commitment to sustainability has driven us to set ambitious goals for the coming years, with the aim of further reducing our energy footprint and contributing to the fight against climate change, aligning with international standards for the responsible management of energy resources.

ELECTRICITY CONSUMPTION AND ENERGY MIX [E1-5]	2025 [MWh]
Total electricity consumed	**636,1**
Renewable sources + Photovoltaic	266,63 + 121,67
Coal	7,81
Natural Gas	216,11
Other sources	23,87

CO_2 CONSUMPTION [E1-6] 2025

Item	Value	Unit
Total electricity consumption considered (no photovoltaic)	514,43	MWh
Average electricity emission factor (Italy)	0,1865	kg CO_2/kWh
Total estimated CO_2 equivalent	95,96	tCO_2
CO_2 per unit of energy consumed	0,1865	kgCO_2/kWh

4.4 WELFARE AND EMPLOYEE ENGAGEMENT

[GRI 404-1]

In 2025, the company further strengthened its commitment to employee well-being by developing and implementing a corporate welfare program that promotes a balance between professional and personal life, health and professional growth. We introduced new initiatives designed to meet the diverse needs of our employees, with particular focus on continuous training.

In addition, training and professional development paths were enhanced, with the goal of fostering the growth of our internal talents and supporting their careers through targeted updating programs.

Our welfare program is part of a long-term vision that places the well-being of people at its core, creating a healthy, motivating work environment focused on collective growth, thus contributing to improving the quality of life for employees and the company climate.

During the year, the company significantly increased the number of training hours delivered compared to the previous reporting period. This result was also made possible by a lower intensity of production activities, which allowed more resources to be devoted to the development of internal skills.
This initiative is part of the company's strategy to enhance human capital and strengthen competencies.

TRAINING	2024 (HOURS)	2025 (HOURS)
FUNCTION-SPECIFIC	956	3010
SAFETY	820	268
TOTAL	1776	3278



4.5 EMPLOYEES' HEALTH AND SAFETY

[GRI 3-3] [GRI 403]

For Euromatic, the health and safety of its employees are essential values on which all company activities are based. Every day, we are committed to ensuring a safe and protected work environment, investing in both continuous training and advanced technologies. Our priority is to create a context in which every employee can work in peace and safety, contributing to the sustainable success of the company. Euromatic carefully analyzes potential internal risks and recognizes the importance of regularly updating this assessment, taking into account the evolution of processes, changes and new activities. In this way, we are able to promptly identify and reduce risks to the health and safety of our employees.
In 2025, Euromatic achieved the goal of zero accidents.

WHISTLEBLOWING

[GRI 2-26]

Euromatic is committed to ensuring a safe, ethical and responsible work environment. To reinforce this commitment, it provides employees, business partners, suppliers and other stakeholders with a whistleblowing system, allowing the reporting of acts of corruption, fraud, or other violations of company policies. In 2025, no reports were recorded.

NUMBER OF SICK DAYS

	2024	2025
EUROMATIC	633	672
% of total capacity (sick days / working days)	2,50	2,68

4.6 SUPPORT FOR THE LOCAL COMMUNITY

[GRI 202]

In 2025, the company continued to strengthen its commitment to local communities by adopting a responsible and inclusive approach that contributes to the growth and well-being of the areas in which we operate. We supported numerous projects and initiatives in favor of education, health, culture and the environment, collaborating with local authorities and institutions to promote sustainable development and improve the quality of life in the surrounding communities.



Below is the list of collaborations:

- Sponsor of the Municipality of Treviglio and Gli Incamminati theater
- Sponsor of the Oratorio Calvenzano football team
- Shareholder of the Enfapi Consortium of Treviglio (2 students hired at the end of the curricular internship)
- Collaboration with ITIS Archimede of Treviglio (4 students hired at the end of the curricular internship)
- Collaboration with the University of Brescia (1 student hired at the end of the thesis curricular internship)
- Collaboration with the University of Pavia – specifically within the FARO project, led by the IRCSS Policlinico San Matteo Foundation, which aims to synergistically unite industrial production with pharmaceutical research and innovation.

5 GRI INDEX

Euromatic has reported the information cited in this GRI content index in accordance with the GRI Standards for the period from January 1, 2025, to December 31, 2025.

According to GRI 1: Foundation 2021.

STANDARD	DESCRIPTION	PAGE
GRI 2	General Disclosure 2021	2
GRI 2-1	Organizational details	3
GRI 2-6	Activities, value chain, and business relationships	4
GRI 201-1	Direct economic value generated and distributed	6
GRI 405-1	Diversity of governance bodies and employees	7
GRI 3-1	Process to determine material topics	8
GRI 3-2	List of material topics	8
E1	Climate Change	9
GRI 301-1	Materials used by weight or volume	9
GRI 306-3	Waste generated	9
GRI 204-1	Proportion of spending on local suppliers	10
GRI 302-1	Energy consumption within the organization	11
GRI 404-1	Average hours of training per year per employee	12
GRI 3-3	Management of material topics	12
GRI 403	Occupational Health and Safety 2018	12
GRI 202	Market Presence 2016	13



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