SUSTAINABILITY REPORT 2025

RONCHI GROUP

SUSTAINABILITY REPORT 2025

RONCHI

PACKAGING MACHINERY

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Letter to Stakeholders

Dear Stakeholders,

Following the publication of our first Sustainability Report last year, we continue our journey with the 2025 edition, strengthening our commitment to transparency, responsibility, and long-term value creation.

2025 has been a very positive year for Ronchi Mario S.p.A., marking a strong recovery compared to 2024. This growth was achieved despite a complex global context, characterized by geopolitical tensions and macroeconomic challenges. In this environment, our ability to remain flexible and consistent with our long-term vision has proven to be a key strength.
As we publish this Report in 2026, this year also holds a special meaning for our Company, as we celebrate 60 years since our foundation. This milestone reflects a journey built on technical expertise, strong relationships, and continuous evolution, and reinforces our commitment to keep innovating for the future.

During 2025, we completed several major initiatives. We finalized the installation of new photovoltaic systems, increasing our renewable energy capacity, and completed the conversion of our heating and cooling systems, moving almost entirely away from gas. Additional improvements, including new windows and fixtures, have been completed, while the final phase of building insulation will be concluded in 2026. We also launched our energy monitoring project, which has already allowed us to identify inefficiencies and achieve initial energy savings. The system will be progressively expanded to support a more structured and data-driven approach to energy management.

From a sustainability perspective, 2025 represents a year of consolidation. We maintained our ISO 14001 certification and continued to strengthen our approach, improving data collection and integrating sustainability more clearly into our decision-making processes. At the same time, our Company continues to grow thanks to its people. The increase in our workforce reflects both business expansion and our commitment to invest in skills and long-term development.

Looking ahead, we will build on these results further by strengthening our monitoring systems and progressively defining more structured objectives. Sustainability remains a continuous journey, based on concrete actions and long-term thinking.

Sincerely,

Fabio Ronchi
Chief Sustainability Officer
Ronchi Mario S.p.A.

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Ronchi Mario S.P.A.

A future driven group shaping the evolution of packaging



Our story: roots, evolution and a forward-looking vision

Ronchi Mario S.p.A. was founded in 1966 from the determination and technical intuition of Mario Ronchi, who began designing and building semi-automatic filling machines in a small workshop in Cologno Monzese (Italy). What started as a craft activity, guided by passion, attention to detail and a deep sense of responsibility, gradually became a company recognized for its reliability and its ability to innovate worldwide.

As the industrial world evolved, Ronchi evolved with it. The shift from glass to plastic containers, the rise of automation, and the growing needs of multinational customers pushed the Company to redesign its solutions and anticipate market expectations. In the 1970s and 1980s, new filling, capping and bottle-handling technologies took shape, supported by close relationships with specialized local suppliers, many of whom still collaborate with Ronchi today. This network of trust, competence and shared values has always been one of the Company's strengths.

In 1996, Ronchi moved its operations to Gessate (Italy), building a modern, state-of-the-art facility designed to support future growth. Here, the Company expanded its production capacity, introduced new testing areas and strengthened its engineering capabilities. This period marked a decisive transformation, with significant progress in technology, robotics and organizational development, creating the foundations for international growth that would follow.

From that moment on, Ronchi's growth accelerated. The Company consolidated its position in the market, strengthened its collaboration with global customers and expanded its international presence. Over the years, **Ronchi America, Ronchi LatAm, Ronchi Asia (Thai), Ronchi China and Ronchi UK** were established, allowing the Group to support customers locally while maintaining its engineering and production heart firmly anchored in Italy.

Despite its growth, Ronchi has preserved the identity of a family-owned company: close to people, guided by a long-term vision, and strongly rooted in the values of quality, respect and integrity. Over time, three generations have carried this legacy forward, combining engineering excellence with the ability to adapt and evolve in a changing market.

Today, Ronchi designs and manufactures advanced filling, capping, unscrambling and orienting systems used worldwide in sectors such as cosmetics, detergents, personal care, pharma, food and specialized chemicals. The Company continues to invest significantly in research and development, strengthening the technologies that support its long-term strategy and ensuring that innovation, efficiency and sustainability evolve together.

After 60 years of activity, **Ronchi Mario S.p.A.** remains faithful to the spirit that inspired its beginnings: doing things well, working with passion, building trust with customers and suppliers, and growing in a way that creates long-term value for people, the community and the environment.



Responsibility as the heart of ethical business

Ethics and Compliance System

The Company has put in place a structured system for ethics and compliance, integrated into its business strategy. The aim is to guarantee a safe, transparent workplace where people and their rights are respected, and where risks are prevented before they turn into problems.

Roles and Responsibilities

Different company functions, together with external certification bodies, contribute to keeping our ethics and compliance system effective:

- **THE SUPERVISORY BODY**
  (Organismo di Vigilanza - OdV) monitors compliance with the Code of Ethics and Model 231.
- **THE ESG TEAM**
  oversees the implementation of sustainability policies and objectives, supporting the integration of ESG principles into business decisions and continuous improvement initiatives.
- **THE HR DEPARTMENT**
  manages policies on people's well-being, diversity, equity and inclusion.
- **THE OPERATIONS AND SUPPLY CHAIN & QUALITY TEAMS**
  integrate ESG principles into processes and supplier management.
- **THE EXTERNAL ISO 14001 AUDITORS**
  carry out annual audits to verify compliance with international environmental management standards.

In addition to these formal audits, **Ronchi Mario S.p.A.** participates in internationally recognized sustainability and compliance assessments, including EcoVadis, CDP (Carbon Disclosure Project), and CyberVadis. These platforms evaluate the Company's environmental, social, governance, and data security performance according to global standards. Over the years, these assessments have helped Ronchi strengthen its internal processes and identify areas for further improvement, supporting the continuous evolution of its management systems.

Industry associations and collaborative networks

Ronchi Mario S.p.A. is an active member of organizations that promote the development of Italian industry and support the growth of family-owned companies.

The Company is part of Assolombarda, one of the most representative industrial associations in Italy, which brings together thousands of companies to foster economic development, support dialogue with institutions and contribute to regional competitiveness. Through this membership, Ronchi benefits from technical guidance, regulatory updates and opportunities for collaboration within the manufacturing ecosystem.

Ronchi is also a member of AIDAF, Italian Family Business Association, which supports the long-term success of family-owned enterprises through education, networking and the exchange of best practices among business leaders. This participation strengthens the Company's commitment to responsible governance and to the continuity of values that have guided its growth since 1966.

Model 231 and Code of Ethics

We have adopted and regularly update our Organizational, Management and Control Model pursuant to Legislative Decree 231/2001. This framework defines the principles, rules and safeguards that guide how we operate, helping us prevent unlawful conduct and manage risks in a structured way. It includes dedicated procedures, clear responsibilities and control measures designed to ensure transparency, integrity and compliance across all business activities.

Within the framework of Model 231, Ronchi assesses the risks of unlawful conduct, including corruption-related risks, associated with relevant business activities. The outcomes of this assessment inform the definition and periodic updating of protocols, responsibilities and control measures aimed at preventing and mitigating identified risks. These measures include specific reporting and approval requirements for gifts, benefits, hospitality and other business courtesies, which may only be offered or accepted where their nature and value are appropriate, do not compromise the Company's integrity and cannot be perceived as intended to obtain preferential treatment or an improper advantage. Any benefit exceeding customary standards of business courtesy must be promptly disclosed to the relevant internal function for assessment and appropriate action.

Ronchi is also committed to combating money laundering and refrains from engaging in transactions involving funds, assets or other benefits that may originate from unlawful activities. To this end, the Company promotes transparency and traceability in financial transactions and business relationships, with the aim of preventing the origin, ownership or destination of illicit proceeds from being concealed.

Alongside Model 231, our Code of Ethics defines the principles that guide us, including integrity, transparency, social responsibility and respect for human rights. In line with these principles, Ronchi does not tolerate any form of child labor, forced or compulsory labor, or human trafficking within its operations and expects the same commitment from its business partners throughout the value chain. The Code applies to everyone in the Company as well as to our partners and is published on our website, making it accessible to all stakeholders.

The Supervisory Body (Organismo di Vigilanza – OdV) is responsible for overseeing the effective implementation of Model 231 and the Code of Ethics. Employees receive training on the principles and requirements of these frameworks, including the prevention of corruption and other unlawful conduct, to strengthen awareness of applicable rules and support responsible behavior in the performance of their duties.

Ronchi is also committed to safeguarding confidential information belonging to the Company and third parties throughout its use and storage. Specific rules govern access to corporate systems and protect data and documents against unauthorized access, disclosure, alteration or loss, in accordance with applicable data protection requirements. Information security risks affecting critical IT components, including data centers, networks, servers and data, are periodically assessed and classified according to their likelihood and potential impact. Moderate and critical risks are addressed through prioritized mitigation plans, whose implementation and effectiveness are monitored and periodically reviewed. The Company has also established procedures for the timely identification and reporting of potential information security incidents. Employees and external personnel are required to promptly notify the IT Department of suspected cybersecurity events, enabling timely intervention and the containment of potential impacts on systems and information.

During 2025 the Company continued to strengthen its cybersecurity governance framework, including through the implementation of measures aimed at progressively aligning its information security practices with the requirements of the NIS2 Directive. Ronchi also initiated the process toward ISO/IEC 27001 certification, further reinforcing its structured approach to information security management.

Whistleblowing and non-compliance

Ronchi has established a whistleblowing channel that allows anyone connected to the Company to report potential violations of the Code of Ethics, internal procedures and applicable legislation in a safe and anonymous way. Reports may concern, among other matters, suspected cases of corruption, information security concerns, potential human rights violations such as child labor, forced labor or human trafficking, discrimination or harassment, and concerns relating to working conditions, including working hours, remuneration and employee benefits.

The system is available not only to employees, but also to consultants, freelancers, collaborators, customers, suppliers, shareholders, volunteers, interns, and individuals with roles of administration, management, control, supervision or representation. The confidentiality of whistleblowers is safeguarded throughout the process, and individuals making reports in good faith are protected against retaliation or other adverse treatment.

Reports are assessed impartially and, where a violation is substantiated, proportionate corrective and remedial measures are defined based on the nature and severity of the case, including cases involving discrimination or harassment. The implementation and effectiveness of the measures adopted are monitored to address the identified issue and help prevent similar incidents from recurring.

The process also provides for the use of external reporting channels, where applicable, transparent investigations based on fair and objective assessments, and periodic reviews of the system's effectiveness, including feedback from users. To ensure that the channel is accessible and well known, its availability is communicated through internal channels, including the HR Portal, and externally through the Company's website.

During 2025, the Company received zero whistleblowing reports concerning potential violations of business ethics, recorded zero confirmed cases of corruption and zero confirmed information security incidents. Accordingly, no substantiated cases of corruption, discrimination or other non-compliance requiring material corrective actions were recorded during the reporting year.

The effectiveness of the ethics and compliance framework is monitored through the activities of the Supervisory Body, the whistleblowing system and the review of reported cases and potential compliance issues. These mechanisms support the ongoing identification and management of ethics and compliance risks and provide the basis for defining corrective actions where necessary.

Training and Awareness

We believe that ethics must be part of everyday life in the Company. For this reason, we organize training activities for employees and managers on topics such as compliance, workplace safety, prevention of risks, cybersecurity and correct behavior. In addition, employees have access to digital learning tools and awareness initiatives that help strengthen a culture of responsibility, integrity and respect across the organization.

Managing the supply chain responsibly

For **Ronchi Mario S.p.A.**, suppliers are not just service providers but partners who contribute to the quality and reliability of our business. We know that the way we manage our supply chain has a direct impact on sustainability, and for this reason we have started to equip ourselves with the right tools to raise the standards and ensure that our values are shared along the entire chain.

Supplier Procurement Policy

The first step in strengthening the sustainability of our supply chain has been the publication of our Supplier Procurement Policy (SPP), available on our website. This document sets out clear expectations for all suppliers in terms of environmental protection, human and labor rights, ethical business conduct, health and safety, and responsible resource management.

The SPP defines the principles that guide our purchasing decisions and represents the basis for a more structured and transparent supplier management system. It requires partners to comply with applicable laws, protect workers' rights, prevent corruption and conflicts of interest, promote fair competition, ensure safe working conditions, and adopt environmentally responsible practices such as reducing emissions, managing waste correctly, and avoiding prohibited substances.

These sustainability principles are also progressively integrated into supplier contractual relationships. Suppliers are required to acknowledge and comply with Ronchi's environmental requirements and Supplier Procurement Policy through dedicated contractual provisions, strengthening the application of sustainability criteria beyond the supplier qualification and selection process.

During 2025, Ronchi continued to promote the adoption of these principles across its supply base, strengthening awareness of sustainability expectations among business partners.

ESG questionnaire

To further strengthen supply chain sustainability, during 2025 Ronchi launched its supplier ESG questionnaire, designed to assess the environmental, social and governance practices of key suppliers. The assessment covers approximately 80% of the supply chain by value, representing the large majority of strategic partners.

The questionnaire helps the Company better understand the maturity level of suppliers on topics such as environmental management, labor practices, ethics, certifications, cybersecurity and governance. The results provide a clearer picture of current practices across the supply chain and support future decision-making, helping identify areas for improvement and opportunities for more structured engagement with suppliers.

The first results provide a measurable overview of sustainability practices across the suppliers assessed. Among respondents, 90% reported having measures in place to prevent or reduce environmental impacts, 98% confirmed that waste is managed in accordance with applicable environmental requirements, and 60% reported investments in environmental or social sustainability initiatives. In addition, 100% confirmed their commitment to respecting human and labor rights, environmental principles and transparent business practices.

The assessment also supports the progressive integration of Ronchi's sustainability requirements into the supply chain. Among respondents, 88% formally accepted Ronchi's Sustainable Procurement Policy. The suppliers that did not formally accept the Policy are primarily large international groups that apply their own corporate sustainability and supplier policies across their operations and business relationships. All respondents nevertheless confirmed their willingness to provide supporting documentation upon request.

The results are used to identify potential gaps and areas requiring further engagement and improvement, supporting the progressive integration of ESG considerations into supplier qualification and monitoring activities. The initiative represents an important step toward progressively raising sustainability standards throughout the value chain, while strengthening long-term partnerships based on transparency, quality and shared responsibility.



Local sourcing and support for the economy

Our machinery supply chain is essentially divided into two groups:

- custom parts suppliers: for this goods category, we mainly rely on local suppliers, building long-term partnerships that generate value for the surrounding economy;
- standard commercial parts suppliers: for this goods category, we work with the leading global players in the market, to ensure quality and reliability.

This balance allows us to combine the flexibility and closeness of local partnerships with the strength of international leaders. Favoring local sourcing whenever possible is a conscious choice, as it helps us reduce transport-related impacts and at the same time support the communities where we operate.

Engagement and dialogue

We believe that strong supplier relationships are built on continuity, technical collaboration and mutual trust. Daily interactions, operational meetings and ongoing exchanges help us address challenges, maintain high-quality standards and continuously improve efficiency across the supply chain. This close relationship is particularly important in a business like ours, where customized solutions and technical expertise play a key role.

Future improvements

Looking ahead, Ronchi aims to continue strengthening its sustainability approach through gradual and concrete improvements. On the supply chain side, the Company will continue developing its supplier ESG assessment process, monitoring supplier coverage, identifying areas for improvement and progressively integrating ESG assessment results into supplier qualification and monitoring activities. Where relevant, specific follow-up actions will be defined to address identified gaps and support suppliers in progressively improving their sustainability practices

Dialogue with key stakeholders, including customers, suppliers, financial partners, employees and local communities, will continue to play a central role in supporting long-term growth and creating shared value across the ecosystem in which the Company operates.

Materiality analysis

In line with the evolving European regulatory framework (recently updated through the Omnibus Package), **Ronchi Mario S.p.A.** has carried out an initial assessment of double materiality, in accordance with the CSRD requirements. This broader analysis made it possible to explore not only sustainability related impacts but also potential risks and opportunities.

For this Sustainability Report, prepared according to the GRI Standards with a "with reference to" approach, the material topics have been defined on the basis of the impact materiality assessment, as required by the GRI framework. Since the Company's business model, operations and value chain remained substantially unchanged in 2025, the materiality analysis was not fully reassessed during the reporting year. Instead, Ronchi carried out an internal review to identify any relevant changes in impacts, risks and opportunities compared to the previous assessment. No material changes emerged from this review.

The double materiality assessment performed by the Company remains an important internal tool that supports strategic planning and prepares the organization for future alignment with the evolving European regulatory framework. A high-level summary of its main elements is included in this Report to provide additional context, although it does not constitute a formal disclosure under the GRI Standards.

Ronchi Mario S.p.A. developed its assessment of environmental, social and economic impacts, in accordance with the most recent version of the GRI Sustainability Reporting Standards. As required by the GRI Standards, the identification of material topics was based on the assessment of significant impacts, actual or potential, that the organization causes or may cause to the economy, environment, and people, including human rights impacts across its operations and value chain. These impacts may be positive or negative, short or long-term, actual or potential, intended or unintended, and reversible or irreversible.

A corporate team conducted the materiality assessment through four key phases:

- **Understanding the operational context:** analysis of the industry in which Ronchi operates, using a range of both internal and external sources.
- **Identification of actual and potential impacts:** actual impacts refer to those that have already occurred, while potential impacts may occur in the future.
- **Assessment of impact significance:** all the identified impacts were evaluated through a structured process aligned with the GRI criteria. The relevance of actual impacts was determined by their severity, while for potential impacts, both severity and likelihood were considered. In particular, severity was assessed based on:
  - **Scale:** the magnitude of the impact and the external context, including geography;
  - **Scope:** the extent to which the impact affects the company's value chain;
  - **Irremediable character:** the difficulty of remediating the damage caused.

  The likelihood of potential impacts was assessed without considering existing policies, procedures and controls aimed at preventing or mitigating negative outcomes, thereby applying a gross impact approach.
- **Prioritization of the most significant impacts:** the impacts assessed as most relevant guided the selection of the material topics included in this Sustainability Report.

The identified materiality assessment has been validated by the main company functions involved. The process concluded with the identification of material topics and their corresponding GRI Disclosures.

Identification process				Evaluation	
Impact	**Type**	**Value chain**	**Description**	**Significance**	**Relevance**
Potential harm to ecosystems and local communities due to reduced water availability caused by excessive use of this resource in industrial and civil processes in water-stressed areas.	Potential Negative	Upstream Direct Down-stream	Steel production – and to a lesser extent, plastic manufacturing – requires significant amounts of water. Key activities include machinery and semi-finished product cooling (e.g., furnaces, boilers), chemical processes (such as iron desulfurization), and equipment and pollutant washing. Water consumption linked to these processes may lead to the depletion of water resources available to ecosystems and local communities within the same watershed as the facility, especially in cases where the basin is under water stress.	**Severity:** Informative Scale: Medium Scope: Limited Irremediability: Remediable with some effort (time and cost) **Probability:** Very likely	**Relevant (considering value chain)** **Non-Relevant (considering direct operation)**

Identification process				Evaluation	
Impact	**Type**	**Value chain**	**Description**	**Significance**	**Relevance**
Effluents discharged during the extraction and processing phases of raw materials – such as iron, coal, and oil – used in the production of steel and plastic may negatively impact water resources if not properly treated, potentially contaminating nearby surface and groundwater bodies.	Potential Negative	Upstream	Effluents discharged during the extraction and processing phases of raw materials – such as iron, coal, and oil – used in the production of steel and plastic may negatively impact water resources if not properly treated, potentially contaminating nearby surface and groundwater bodies.	**Severity:** Significant Scale: Medium Scope: Broad Irremediability: Remediable with some effort (time and cost) **Probability:** Likely	**Relevant (considering value chain)** **Non-Relevant (considering direct operation)**
Potential loss of biodiversity and damage to ecosystems due to raw material extraction activities used in production processes	Potential Negative	Upstream	Intensive upstream activities within the value chain — especially the extraction of raw materials such as iron ore, coal, and oil — may negatively affect local biodiversity and contribute to the progressive degradation of ecosystems. The main impacts on biodiversity arise from land use, which reduces the total natural area available, and from disturbances caused by human activities (extraction, processing, and transportation) that affect surrounding habitats.	**Severity:** Significant Scale: Medium Scope: Limited Irremediability: Difficult to remediate **Probability:** Possible	**Non-relevant (both along value chain and direct operation)**
Potential soil pollution due to accidental spills of hazardous substances resulting from specific industrial activities	Potential Negative	Upstream	Accidental spills of pollutants generated during the extraction and processing of raw materials—such as iron, coal, and oil—to produce steel and plastics could have a harmful impact on soil, compromising its health and chemical-physical composition. In addition, cleaning operations and machinery use may lead to unintentional leakage of harmful substances outside the infrastructure designed for their containment.	**Severity:** Significant Scale: Medium Scope: Wide Irremediability: Remediable with some effort (time and cost) **Probability:** Likely	**Relevant (considering value chain)** **Non-Relevant (considering direct operation)**

Identification process				Evaluation	
Impact	**Type**	**Value chain**	**Description**	**Significance**	**Relevance**
Potential land use and pollution of water, air, and soil caused by inefficient and unsustainable management of process waste	Potential Negative	Upstream Direct Down-stream	The extraction and processing of raw materials generate both hazardous and non-hazardous process waste. Additionally, manufacturing and machine use produce waste such as production scraps, oils, and chemicals used for machine operation and cleaning. Managing this waste requires an effective disposal policy; without it, negative impacts on water, air, and soil could occur. Furthermore, improper waste stream management may lead to unnecessary land occupation and increase the risk of environmental pollution.	**Severity:** Significant Scale: High Scope: Global Irremediability: Remediable with some effort (time and cost) **Probability:** Very likely	**Very relevant (both along value chain and direct operation)**
Potential land use and pollution of water, air, and soil caused by the disposal of sold products	Potential Negative	Down-stream	Improper disposal of packaging machines could have negative impacts on water, air, and soil. Therefore, it is important to adopt responsible disposal practices such as recycling, reuse, or material recovery, and to ensure that such machines are disposed of in compliance with local and international environmental regulations.	**Severity:** Significant Scale: High Scope: Limited Irremediability: Remediable with some effort (time and cost) **Probability:** Unlikely	**Non-relevant (both along value chain and direct operation)**
Contribution to climate change caused by the combustion of fossil fuels, chemical reactions in production processes, and F-Gas leaks	Actual Negative	Upstream Direct Down-stream	The consumption of electricity and fuels used for offices and manufacturing plants, as well as the company fleet and F-Gas leaks, contribute to GHG emissions (Scope 1 and 2), generating a negative impact on climate change. The company's purchase of services, materials, and finished products from suppliers, the operation of sold machinery, and various inbound and outbound transport also generate GHG emissions (Scope 3).	**Severity:** Critical Scale: High Scope: Global Irremediability: Very difficult to remediate **Probability:** Certain	**Very relevant (both along value chain and direct operation)**

Identification process				Evaluation	
Impact	**Type**	**Value chain**	**Description**	**Significance**	**Relevance**
Potential positive impact generated by product innovations that enable a reduction of environmental impacts resulting from the use of sold machinery	Potential Positive	Direct	The development of innovative and highly efficient packaging machines could allow the reduction of environmental impacts caused by customers' use of the machines, improving their sustainability performance.	**Severity:** Informative Scale: Medium Scope: Limited **Probability:** Likely	**Non-relevant (both along value chain and direct operation)**
Potential air pollution and deterioration of human health conditions due to emissions of air pollutants (e.g., NOx, PM, VOCs) generated by industrial and civil processes	Potential Negative	Upstream Direct Down-stream	The value chain generates pollutants that could negatively affect air quality, specifically: steel and plastic production release substances such as NOx, SOx, VOCs, and particulate matter; transportation and distribution activities involve internal combustion engines; design and assembly activities consume electricity and natural gas for machine operation and heating; finally, packaging filling operations use electricity to power filling machines, along with other auxiliary activities related to industrial operations. If these substances are released uncontrolled into the atmosphere, they could contribute to pollution and impact on the environment and human health.	**Severity:** Significant Scale: Medium Scope: Global Irremediability: Difficult to remediate **Probability:** Likely	**Relevant (considering value chain)** **Non-Relevant (considering direct operation)**
Negative impact on workers and their families due to the consequences of workplace injuries	Actual Negative	Upstream Direct Down-stream	Activities related to machine assembly (use of equipment and tools for manual work, handling equipment, etc.) and activities along the value chain (extraction and processing of raw materials, use of packaging machines) can negatively affect workers and their families. Workplace accidents have a direct negative impact on the physical and mental health of the worker and on the family members who care for them, especially if the physical and mental damages are difficult to reverse.	**Severity:** Critical Scale: Catastrophic Scope: Global Irremediability: Irreversible **Probability:** Certain	**Very relevant (both along value chain and direct operation)**

Identification process				Evaluation	
Impact	**Type**	**Value chain**	**Description**	**Significance**	**Relevance**
Potential impact on employees and collaborators due to human rights violations caused by inadequate labor practices	Potential Negative	Upstream Direct Down-stream	Companies throughout the entire value chain must ensure respect for workers' human and civil rights, such as freedom of association, appropriate working hours, and the absence of child labor, forced or compulsory labor, and human trafficking. Failure to uphold these rights could negatively affect the Company's reputation, reduce employee retention, and, in extreme cases, lead to legal violations.	**Severity:** Significant Scale: High Scope: Global Irremediability: Very difficult to remedy **Probability:** Possible	**Relevant (considering value chain)** **Non-Relevant (considering direct operation)**
Potential impact on employees and collaborators due to weak welfare policies, presence of discrimination incidents, and lack of promotion of equal opportunities	Potential Negative	Direct	The failure to protect workers, particularly regarding non-discrimination, respect for equal opportunities, gender equality, protection of minorities, and employee well-being, could negatively affect the company's reputation, reduce retention, and, in extreme cases, lead to regulatory violations.	**Severity:** Important Scale: Medium Scope: Global Irremediability: Remediable with some effort (time and costs) **Probability:** Possible	**Non-relevant (both along value chain and direct operation)**
Potential negative impact on the health of users of sold products due to inadequate quality controls or machine defects	Potential Negative	Direct	Product safety is a critical factor. If machines do not meet certain quality and safety requirements, or if they are used improperly, a negative impact on the health and safety of the end user could occur, with the consequent potential incidents leading to adverse effects on the physical and mental health of the user and their family.	**Severity:** Significant Scale: High Scope: Concentrated Irremediability: Very difficult to remedy **Probability:** Possible	**Non-Relevant (considering value chain)** **Relevant (considering direct operation)**
Positive impact on the community surrounding the production facilities thanks to the development of a "local" supply chain	Actual Positive	Direct	The Group actively transfers its knowledge and expertise to the neighboring area to promote economic development and create local economic benefits.	**Severity:** Important Scale: High Scope: Concentrated **Probability:** Guaranteed	**Non-relevant (considering value chain)** **Very Relevant (considering direct operation)**

As part of its commitment to strengthening sustainability practices, Ronchi Mario S.p.A. has also assessed sustainability-related risks and opportunities. The framework adopted for this analysis is inspired by the European Sustainability Reporting Standards (ESRS) and is structured around the concept of double materiality, which enables the Company to consider both impact materiality and financial materiality.

Ronchi has complemented the impact materiality assessment conducted according to the GRI Standards with an analysis of the financial dimension, thereby integrating the double materiality approach. This integration reflects the Company's intention to reinforce the link between sustainability performance and economic dependencies, and to promote a holistic vision of its business model.

Given the substantial continuity of the Company's business model, operations and value chain, the assessment was reviewed during 2025 to identify any relevant changes in risks and opportunities compared to the previous year. No material changes emerged from this review, although some topics gained increased internal attention.

The methodological process evaluates ESG-related risks and opportunities, focusing in particular on the potential financial effects that may arise from the Company's dependencies, from impacts on people and the environment, and from the sustainability strategies and actions adopted to address them.

The identification process was supported by a review of internal documentation and by direct engagement with internal stakeholders through interviews and targeted consultations. The analysis considered the Company's dependency on critical resources, stakeholders and relationships, including clients, suppliers and human capital.

The corporate team conducted the materiality assessment, as for the impact materiality, through the same four key phases:

- **Understanding the operational context:** (impact materiality, dependencies and sustainability actions);
- **Identification of risk and opportunities;**
- **Assessment risks and opportunities relevance:** different from the impact materiality, the assessment of relevance was conducted by analyzing and multiplying two main variables:
  - the magnitude,
  - the likelihood of occurrence.

  Each risk and opportunity was then classified according to a pre-defined graduated scale: very relevant, relevant, moderately relevant, slightly relevant, and not relevant;
- **Prioritization of the most significant risks and opportunities:**
  - the materiality threshold was pre-defined internally by the competent function and all risks and opportunities rated as "relevant" or "very relevant" were considered material.

The analysis enabled the identification, in addition to the risks, of a series of opportunities that Ronchi may pursue in the medium and long-term. These opportunities, assessed based on their applicability and potential positive impact, will be further explored and may contribute to strengthening the company's competitiveness, operational resilience, and the creation of sustainable value.

Identification process				Evaluation	
R/O	**Description**	**Value chain**	**Time-horizon**	**Variables**	**Relevance**
Operational risk due to physical damage caused by extreme weather events that may impact on the Group's owned assets	The increase in the frequency of extreme weather events, such as floods, hurricanes, wildfires, and heatwaves, could cause damage to the Group's assets, leading to delays or suspensions of internal production activities. The unavailability of assets and/or infrastructure could result in increased costs for restoration and insurance, as well as a negative impact on revenues and service quality due to interruptions in production and assembly processes.	Direct	Medium-to long-term	**Magnitude:** Significant **Probability:** Very likely	**Very relevant**
Operational risk due to physical damage caused by extreme weather events that may impact on the assets owned by the Group's suppliers and customers	The increase in the frequency of extreme weather events, such as floods, hurricanes, wildfires, and heatwaves, could cause damage to assets along the value chain, leading to delays or suspensions of activities, impacting the operations of suppliers as well as those of end customers, and consequently causing shortages of supply materials or delays and reductions in the sales of Ronchi machinery.	Indirect	Medium-to long-term	**Magnitude:** Informative **Probability:** Very likely	**Relevant**
Operational and regulatory non-compliance risk due to non-compliance with climate change legislation	The Group may be exposed to the risk of sanctions if it does not comply with current regulations regarding climate change. Adhering to such regulations would require investment in sustainable technologies and/or modifications to its operational practices. Additionally, non-compliance with environmental laws could prevent the company from accessing funding from investors and financial institutions.	Direct	Medium-to long-term	**Magnitude:** Important **Probability:** Possible	**Non-Relevant**

Identification process				Evaluation	
R/O	**Description**	**Value chain**	**Time-horizon**	**Variables**	**Relevance**
Operational risk related to increased costs associated with the purchase or production of energy	The purchase of energy derived from fossil sources may be subject to significant price fluctuations and, as a result, have a negative impact on the Group's operating costs. A decrease in energy availability could also lead to disruptions in operations, causing delays in deliveries.	Direct	Medium-to long-term	**Magnitude:** Important **Probability:** Likely	**Relevant**
Operational and regulatory non-compliance risk due to suppliers' non-compliance with legislation on pollutant emissions into environmental media or the occurrence of extraordinary events	The supply chains of the Ronchi Group are characterized by industrial processes that have a significant polluting impact on environmental matrices. Exceeding legal limits, as well as the occurrence of extraordinary critical events, could generate a risk of non-compliance for the Ronchi Group. Any limitations on the operations of suppliers, because of these events, could also pose a risk to the business operations of Ronchi.	Indirect	Short-term	**Magnitude:** Important **Probability:** Possible	**Non-Relevant**
Operational risk related to impacts on ecosystems and biodiversity along the value chain	The electronic components supply chain is characterized by industrial processes with a potentially strong impact on natural ecosystems. Such impacts could generate an operational risk for the Ronchi Group if they limit the operations of the supply chain.	Indirect	Medium-to long-term	**Magnitude:** Informative **Probability:** Possible	**Non-Relevant**
Operational and regulatory non-compliance risk due to non-compliance with waste management legislation	The Group could face significant economic sanctions for failing to comply with regulations regarding waste management and treatment, resulting in a direct increase in costs. Furthermore, in the event of non-compliance, the Group would need to invest in adequate infrastructure for proper waste management.	Direct	Medium-to long-term	**Magnitude:** Informative **Probability:** Unlikely	Non-Relevant

Identification process				Evaluation	
R/O	**Description**	**Value chain**	**Time-horizon**	**Variables**	**Relevance**
Operational and regulatory non-compliance risk due to suppliers' non-compliance with waste management legislation	The introduction of stricter laws for the proper management of waste could lead to increased costs for suppliers who must comply with them. Failure to adhere to such laws may result in financial penalties from the relevant authorities, which could, in extreme cases, halt the activities of the company involved and cause a negative impact for the Group.	Indirect	Short-term	**Magnitude:** Informative **Probability:** Possible	**Non-Relevant**
Operational risk due to inadequate protection of the health and safety of the Group's workers	A lack of attention to the health and safety of employees could result in a high injury rate and, consequently, an increase in costs for the Group related to employee care insurance, personnel replacement, as well as severe damage to the company's reputation.	Direct	Short-term	**Magnitude:** Significant **Probability:** Likely	**Relevant**
Operational risk associated with the violation of human rights of the Group's workers	Incidents of forced or child labor within the Group could generate an operational risk, compromising both the value of the corporate brand and its proper operations, should specific production activities be halted because of such incidents.	Direct	Short-term	**Magnitude:** Significant **Probability:** Unlikely	**Non-Relevant**
Strategic risk due to failure to respect and promote equal opportunities for the Group's workers	Failure to protect employees regarding D&I (Diversity and Inclusion) issues could lead to decreased productivity and increased absenteeism. This could, in extreme cases, result in employees leaving their jobs, causing new recruitment, training, and integration costs for new resources. News of discrimination cases could severely damage an organization's reputation, potentially leading to a loss of customers, a decrease in stock value, and difficulties in attracting top talent.	Direct	Short-term	**Magnitude:** Important **Probability:** Unlikely	Non-Relevant

Identification process				Evaluation	
R/O	**Description**	**Value chain**	**Time-horizon**	**Variables**	**Relevance**
Strategic risk related to potential harm to customers' health and safety caused by unsafe products	Inadequate quality control and product safety procedures, particularly during the testing phase, could result in the delivery of defective products to the end customer. These could cause health and safety issues for customers, potentially severe, leading to legal and reputational costs for the Group, also compromising its future performance.	Direct	Short-term	**Magnitude:** Significant **Probability:** Possible	**Relevant**
Operational risk due to potential scarcity of electronic components or rare earth elements	The electronic components supply chain is characterized by a potential scarcity of raw materials, specifically rare earth elements. Such scarcity could pose a risk to the operational capabilities of the Ronchi Group in situations of electronic component shortages.	Direct	Medium-to long-term	**Magnitude:** Significant **Probability:** Very likely	**Very relevant**
Operational risk of disruption in suppliers' operations due to lack of water availability	The raw materials used by the Group, particularly steel and electronic components, and to a lesser extent plastic, require a considerable amount of water for their production process. Climate projections indicate that, especially in the medium to long-term, water availability could significantly decrease. This situation could pose a greater risk for suppliers located in areas with limited water availability. Water scarcity could disrupt the supply of these essential materials, negatively impacting the Group's operations.	Indirect	Medium-to long-term	**Magnitude:** Important **Probability:** Possible	**Non-Relevant**

Identification process				Evaluation	
R/O	**Description**	**Value chain**	**Time-horizon**	**Variables**	**Relevance**
Strategic risk due to failure to meet customer requirements in the development of high energy-efficiency and technically advanced machinery	The strategic risk associated with failing to meet customer requirements in the development of energy-efficient and technically advanced machinery could manifest when the offered products do not meet performance and environmental sustainability expectations. This could lead to a loss of trust and credibility in the market, resulting in decreased competitiveness and potential market share losses. Additionally, it could negatively affect brand perception and customer loyalty, with long-term repercussions on the company's success.	Direct	Medium-to long-term	**Magnitude:** Important **Probability:** Possible	**Non-Relevant**
Operational risk due to future regulations promoting the use of non-rigid packaging	If customers were to face new regulations that limit or prohibit the use of rigid packaging, this could have repercussions on Ronchi's business due to a decline in demand for machines. This decline could lead to reduced revenues and a negative impact on the market position, urgently pushing Ronchi towards new types of business.	Indirect	Medium-to long-term	**Magnitude:** Important **Probability:** Possible	**Non-Relevant**
Operational risk due to future regulations mandating the reuse of plastic containers	Operational risk could arise from the introduction of regulations that prohibit the sale of new plastic containers, favoring the use of containers already available on the market (e.g., refill containers). This situation would lead to a decrease in market share and consequently generate less economic value for the Group.	Indirect	Medium-to long-term	**Magnitude:** Significant **Probability:** Unlikely	**Non-Relevant**

Identification process				Evaluation	
R/O	**Description**	**Value chain**	**Time-horizon**	**Variables**	**Relevance**
Operational risk due to suppliers' need to adapt to climate change and mitigate their impacts	Suppliers may be called upon to urgently review their production and logistics practices to reduce greenhouse gas emissions, manage resources more sustainably, and increase resilience to extreme weather events. This adaptation process could involve investments in innovative technologies, changes in supply chains, with potential operational disruptions and cost increases that could ripple throughout the supply chain, affecting the stability and efficiency of the Group's operations.	Indirect	Medium-to long-term	**Magnitude:** Informative **Probability:** Likely	**Non-Relevant**
Operational risk associated with suppliers' failure to protect workers' health and safety	In the event of inadequate protection of the health and safety of employees, such as in cases of workplace injuries due to insufficient or ineffective preventive measures, the Group's suppliers could experience delays in their ability to deliver products, an increase in costs related to compensation claims, potential legal penalties, and higher insurance costs. The failure to protect health and safety could compromise supplier performance, resulting in increased costs for the Group.	Indirect	Short-term	**Magnitude:** Important **Probability:** Very likely	**Relevant**
Operational risk associated with suppliers' failure to respect human rights and workers' rights	In cases of human rights violations and incidents within the workforce of the Group's supply chain, due to inadequate measures and protocols, suppliers could face sanctions and legal disputes, potentially limiting their operations, leading to increased costs for the Group and, in some cases, damaging the Ronchi brand by associating it with such incidents.	Indirect	Short-term	**Magnitude:** Important **Probability:** Likely	**Relevant**

Identification process				Evaluation	
R/O	**Description**	**Value chain**	**Time-horizon**	**Variables**	**Relevance**
Strategic risk caused by staff turnover and reduced availability of qualified human capital	The loss or scarcity of specialized personnel could lead to a slowdown in activities and increased costs for training new employees; this risk is also associated with the limited availability of qualified personnel in the labor market.	Direct	Short-term	**Magnitude:** Important **Probability:** Likely	**Relevant**
Operational risk related to incidents of corruption or unfair business practices	Despite the controls implemented by the Group, incidents of corruption or unfair business practices may occur. Such circumstances could cause both reputational and operational damage, financially impacting Ronchi.	Direct	Short-term	**Magnitude:** Important **Probability:** Unlikely	**Non-Relevant**
Operational and strategic risk due to the loss of the Group's strategic data	Data breaches and cyberattacks can cause severe operational damage to the Group's business, as sensitive information and specific internal knowledge (e.g., patents) could be lost. The recovery and restoration of data and cybersecurity may incur significant additional costs.	Direct	Medium-to long-term	**Magnitude:** Important **Probability:** Likely	**Relevant**
Strategic and operational opportunity to access subsidized financing schemes through new investments in renewable energy plants	The combination of reduced energy consumption and the generation of renewable energy through photovoltaic systems could lead to a gradual reduction in the Group's operating costs in the medium-to long-term and the possibility of accessing subsidized financing plans.	Indirect	Short-term	**Magnitude:** Important **Probability:** Very likely	**Relevant**

From packaging to planet: our sustainable strategy

For Ronchi Mario S.p.A., sustainability is not a separate project, but a way of running the business. It has always been part of our business model, and shapes our decisions on innovation, investments, and how we manage our impacts on people, environment, and communities around us. Our strategy is built on a few simple principles: continuous improvement, concrete actions, and long-term responsibility.



Innovation and Research

We continuously invest in research and development to make our machines more efficient and less impactful. The goal is to help customers reduce consumption, limit waste, and improve their environmental performance.

Key projects already started include:

- the design of increasingly efficient and technologically advanced machinery aimed at reducing energy consumption, product waste and material losses during operation;
- the development of solutions capable of handling increasingly lightweight packaging formats, including thinner plastic bottles designed to reduce plastic consumption while maintaining high operational performance;
- the adoption of digital monitoring and simulation tools to optimize machine performance and support more efficient design and production processes;
- revamping and upgrading services for existing production lines, allowing customers to modernize their equipment and reduce environmental impacts without replacing entire systems.

Energy efficiency and emissions reduction

A central part of our strategy is reducing the environmental footprint of our operations. Between 2024 and 2026, Ronchi Mario S.p.A. launched a major renovation and environmental improvement program across its two oldest facilities in Italy, supported by an investment plan of more than €5 million. The objective is to make our plants more energy efficient, sustainable and comfortable for the people who work there.

This program includes:

- **Photovoltaic systems.** During 2025, Ronchi completed the installation of additional photovoltaic systems, bringing the Company's total installed capacity to approximately 981 kW, with an estimated renewable energy production potential of over 1,000,000 kWh/year. This investment significantly strengthens on site energy generation and contributes to reducing dependence on external energy sources and lowering the Company's carbon footprint;
- **Heating and cooling systems.** The replacement of old gas based heating and cooling systems in both offices and production areas has been substantially completed, with the transition to new high efficiency electric heat pump systems. This upgrade improves comfort and reliability while drastically reducing gas consumption and direct emissions. Compared to historical levels, natural gas consumption has already decreased significantly, and further improvements are expected as the final works are completed;
- **Windows, fixtures and insulation.** The replacement of windows and fixtures across offices and production halls has been completed, improving insulation, reducing energy dispersion and increasing workplace comfort. Additional facade insulation works are nearing completion and are expected to be finalized during 2026;

- **Energy monitoring and optimization.** During 2025, Ronchi launched a new energy monitoring and dashboarding system to improve visibility over energy consumption patterns across its facilities. Starting from a first set of measurement points, the system has already enabled the Company to identify inefficiencies and implement targeted optimization actions. Initial results have contributed to a significant reduction in off-hours baseline energy consumption, which decreased from approximately 80 kWh to 30 kWh, supporting both energy savings and operational efficiency. The system will be progressively expanded in the coming years to further strengthen energy management capabilities, supporting periodic assessments of the Company's energy performance and greenhouse gas emissions profile and enabling the identification of further improvement opportunities.

These investments are already contributing to a more efficient and resilient operational model, reducing environmental impacts while improving the quality and comfort of workplaces.

Managing impacts along the value chain

Managing environmental and social impacts requires looking beyond our direct operations. For this reason, we work across the value chain to improve efficiency, reduce waste and promote responsible practices.

On the operational side, we work to ensure that every machine delivered to customers is as efficient, reliable and safe as possible. Through continuous investment in research and development, we design increasingly advanced solutions aimed at reducing material waste, optimizing energy consumption and improving production efficiency. Particular attention is also given to new lightweight packaging formats, including thinner plastic bottles designed to reduce plastic consumption, for which Ronchi develops dedicated technologies capable of ensuring high performance and precision.

At the same time, we collaborate closely with suppliers, asking them to align with our standards on environmental protection, human rights and working conditions. During 2025, the launch of our supplier ESG questionnaire further strengthened supply chain monitoring, providing greater visibility over sustainability practices across key suppliers.

Whenever possible, we prioritize local suppliers for custom components and mechanical parts, supporting the development of the territories where we operate and reducing the environmental footprint associated with transport.

People and Human Capital

Our people are at the heart of our strategy. We put strong emphasis on workplace safety, continuous training, and equal opportunities. We provide personal protective equipment (PPE), carrying out regular risk assessments, and updating procedures to keep safety standards high.

At the same time, we invest in inclusion and wellbeing: we have mechanisms to prevent discrimination, secure channels for reporting issues, and corporate policies designed to promote equity and inclusion. These policies are shared across the organization and aim to both prevent discriminatory behavior and actively encourage diversity, equal opportunities, and respect for different backgrounds and perspectives.

Ronchi is also working to further strengthen and formalize people related processes, with the objective of supporting development, engagement and long-term growth across the organization.

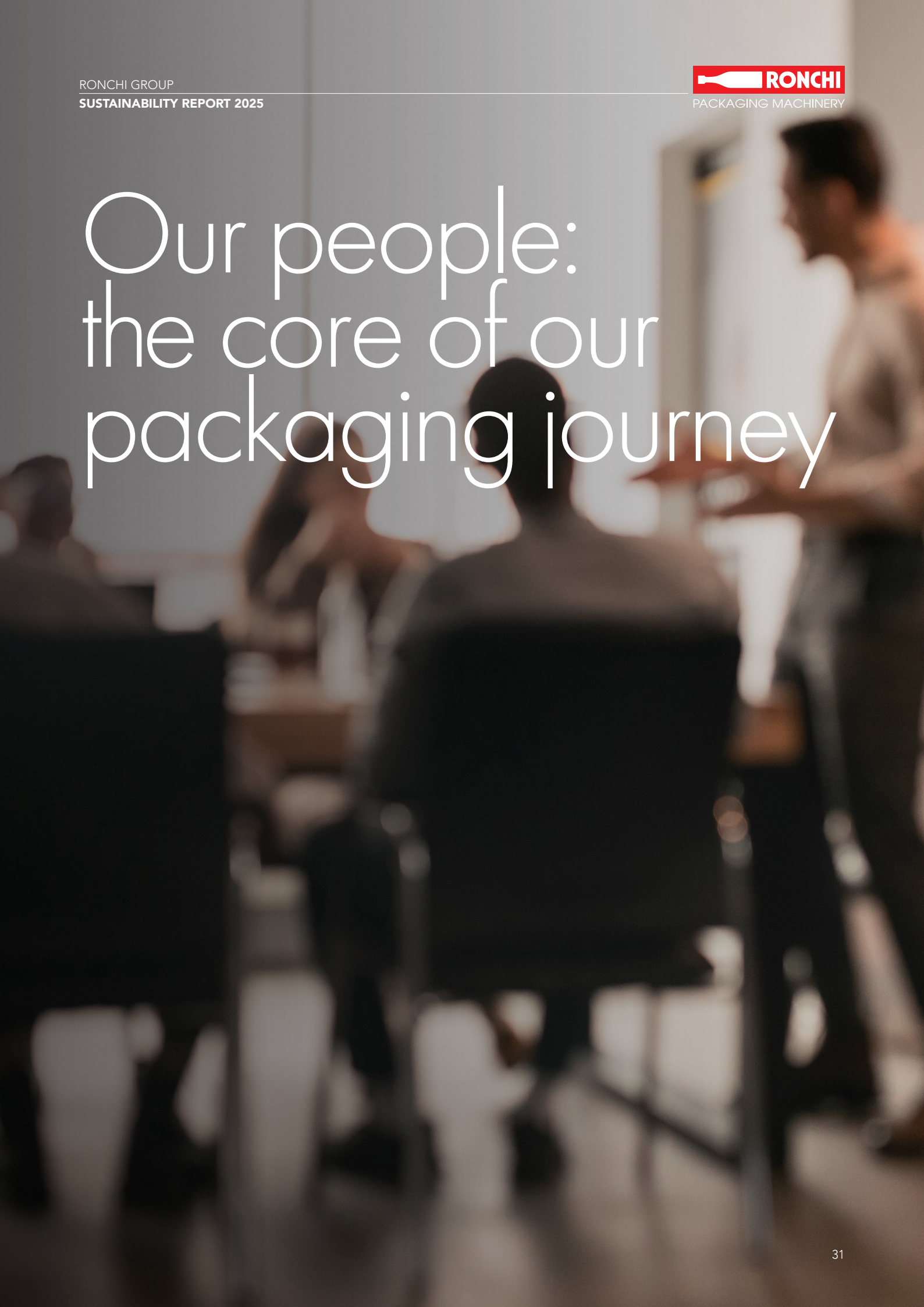
Governance and oversight

Sustainability at Ronchi is coordinated by the ESG Team, which is responsible for promoting and coordinating all initiatives across the Company. The Team is represented on the Board of Directors by the Chief Sustainability Officer (CSO), who is also a member of the owning family. This ensures that sustainability is fully aligned with business strategies and that decisions on growth and operations always integrate environmental and social considerations. Operational functions, including Operations and Quality, are responsible for monitoring environmental performance, while external certification bodies help verify compliance with standards such as ISO 14001. In this way, sustainability is not just a statement of intent but an integral part of how we manage the Company.

Looking ahead

Building on the progress achieved to date, Ronchi will continue to strengthen its sustainability objectives and monitoring framework, progressively expanding the use of quantitative targets and performance indicators across material ESG topics. The investments, policies and monitoring tools already in place provide a solid foundation for measuring progress and supporting continuous improvement over time.

Our people: the core of our packaging journey



People pulse - engage, embrace diversity, empowering equality and inclusion

At **Ronchi Mario S.p.A.**, people are at the center of our growth. We believe that listening, dialogue, and respect are essential to creating a workplace where everyone can contribute and feel valued.

Engagement and dialogue

Dialogue with employees takes place naturally through everyday interactions between people, supervisors and management. These exchanges allow concerns, suggestions and ideas to emerge in a direct and informal way, helping us understand how people experience their work environment and where improvements may be needed.

Ronchi respects employees' freedom of association and trade union rights and promotes constructive relationships with employees and their recognized representatives through consultation and collective engagement mechanisms, in accordance with applicable legislation and collective bargaining arrangements. All employees based in Italy are covered by the applicable National Collective Labor Agreement for the Metalworking Industry, which provides a common framework for employment conditions, professional development, training, welfare and the protection of workers' rights. Employee representation also includes the Workers' Health and Safety Representative, who supports consultation and communication on workplace health and safety matters.

Workplace safety is constantly monitored through the collaboration between employees, internal supervisors and external professionals. This continuous exchange supports early identification of potential issues and ensures compliance with regulatory requirements.

The feedback gathered through these channels confirms a generally positive workplace climate and respectful behavior across teams. No recurring issues related to discrimination or harassment have emerged. When concerns are raised, they are managed promptly through established internal procedures and, when appropriate, through the Company's whistleblowing channel, which guarantees confidentiality and protection for those who report in good faith.

Employees' views contribute to shaping HR initiatives and workplace improvements, ensuring that organizational decisions reflect the needs and expectations of the people who work with us every day. Looking ahead, the Company is working to progressively make this listening process more structured, introducing clearer tools and a more regular approach while maintaining the direct and open dialogue that already characterizes everyday interactions.

Diversity, equity, and inclusion

We are committed to building an inclusive and respectful environment, where differences are seen as a strength. Our policies, integrated into the Code of Ethics and supported by Model 231, focus on:

- promoting equal opportunities regardless of gender, age, cultural or professional background;
- preventing harassment or discrimination in any form;
- implementing corporate policies that actively encourage diversity, inclusion and mutual respect.

Although the Company operates in a sector traditionally characterized by a predominantly male workforce and a limited availability of female candidates for certain technical and production roles, Ronchi remains committed to ensuring equal opportunities in recruitment, professional development and career advancement.

Recruitment and selection processes are conducted in an open, transparent and non-discriminatory manner, using objective criteria based on candidates' skills, qualifications, experience and suitability for the role. As part of the recruitment and hiring process, Ronchi also verifies candidates' eligibility for employment, including compliance with applicable minimum-age requirements, in order to prevent the employment of individuals below the legal working age.

Prevention of discrimination and protection of rights

Ronchi is committed to respecting internationally recognized human and labor rights and to ensuring fair and respectful working conditions throughout its operations. The Company rejects all forms of child labor, forced or compulsory labor, discrimination and harassment, and promotes equal opportunities, freedom of association, fair working conditions and appropriate working hours. These principles are embedded in Ronchi's Code of Ethics and are also extended across the value chain through the Sustainable Procurement Policy and the supplier ESG assessment process.

To protect these principles and prevent discriminatory or inappropriate behavior, Ronchi has established mechanisms including anonymous and secure whistleblowing channels, protection against retaliation for those who report in good faith, impartial investigation of reported cases and corrective measures where necessary.

During the reporting year, no cases of discrimination, harassment or retaliation were reported through formal channels.

A continuous journey

Creating a safe, respectful and inclusive workplace is an ongoing commitment. By listening to our people, protecting their rights and supporting professional growth, we aim to foster an environment where everyone can contribute and grow together with the Company.

EMPLOYEES: GRI 2-7

Category	Gender	Italy	USA	Mexico	Thailandia	China	UK	TOTAL
Permanent Employee	Male	163	14	7	4	3	2	193
Permanent Employee	Female	21	6	1	1	2	0	31
Total Permanent Employee		**184**	**20**	**8**	**5**	**5**	**2**	**224**
Temporary Employee	Male	6	0	0	0	0	0	4
Temporary Employee	Female	1	0	0	0	0	0	1
Total Temporary Employee		**7**	**0**	**0**	**0**	**0**	**0**	**5**
TOTAL		**191**	**20**	**8**	**5**	**5**	**2**	**231**

In 2025, Ronchi Mario S.p.A. employed a total of 231 people across its operations in Italy, the USA, Mexico, Thailand, China and the UK. This represents an increase compared to 2024, reflecting both business growth and the continued strengthening of the Group's international presence.

The majority of the workforce remains based in Italy, with 191 employees (around 83% of the total workforce). The USA follows with 20 employees, while Thailand is included in the reporting perimeter for the first time following its entry into the Group's consolidation scope, contributing 5 employees during the reporting year.

NON-EMPLOYEE WORKERS: GRI 2-8

Category	Gender	TOTAL
Temporary agency worker	Male	12
Temporary agency worker	Female	0
Total Temporary agency worker		**12**
Intern	Male	11
Intern	Female	1
Total Interns		**12**
Other non-employee worker	Male	0
Other non-employee worker	Female	0
Total other non-employee worker		**0**
TOTAL		**24**

TURNOVER: GRI 401-1

Category	Gender	Age	Count	%
New Hire	Male	<30	11	58%
New Hire	Male	30-50	5	26%
New Hire	Male	>50	3	16%
Total New Hire - Males			**19**	**86%**
New Hire	Female	<30	2	67%
New Hire	Female	30-50	1	33%
New Hire	Female	>50	0	0%
Total New Hire - Females			**3**	**14%**
TOTAL NEW HIRES			**22**	**10%**

Category	Gender	Age	Count	%
Employee Turnover	Male	<30	2	29%
Employee Turnover	Male	30-50	2	29%
Employee Turnover	Male	>50	3	43%
Employee Turnover - Males			**7**	**88%**
Employee Turnover	Female	<30	1	100%
Employee Turnover	Female	30-50	0	0%
Employee Turnover	Female	>50	0	0%
Employee Turnover - Females			**1**	**0%**
TOTAL EMPLOYEE TURNOVER			**8**	**3%**

In 2025, the Group recorded an employee turnover rate of 3%, with a total of 8 employees leaving the organization during the reporting year. In the same period, 22 new hires were made, resulting in a hiring rate of 10%. Compared to the previous year, turnover decreased while hiring increased, reflecting both workforce stability and the Company's continued growth.

This figure reflects the total number of employees who left the organization and is calculated against the total workforce at the end of the year. The relatively low turnover rate confirms a stable employment environment and suggests a positive level of employee retention and engagement within the Group.

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES: GRI 405-1

Category	Gender	Count	%
Executive	Male	6	86%
Executive	Female	1	14%
Total Executive		**7**	**3%**
Manager	Male	10	83%
Manager	Female	2	17%
Total Manager		**12**	**5%**
White Collar	Male	75	74%
White Collar	Female	27	26%
Total White Collar		**102**	**44%**
Blue Collar	Male	108	98%
Blue Collar	Female	2	2%
Total Blue Collar		**110**	**48%**

Category	Age	Count	%
Executive	<30	0	0%
Executive	30-50	0	0%
Executive	>50	7	100%
Total Executive		**7**	**3%**
Manager	<30	0	0%
Manager	30-50	8	67%
Manager	>50	4	33%
Total Manager		**12**	**5%**
White Collar	<30	19	19%
White Collar	30-50	51	50%
White Collar	>50	32	31%
Total White Collar		**102**	**44%**
Blue Collar	<30	12	11%
Blue Collar	30-50	46	42%
Blue Collar	>50	52	47%
Total Blue Collar		**110**	**48%**

As of the reporting year, the workforce remained predominantly male, reflecting the characteristics of the industrial and manufacturing sectors in which the Group operates. Women represented 14% of the total workforce, with the highest representation among white collar employees (26%), while blue collar roles remained largely male dominated.

The gender composition varies across different organizational levels. As of the end of the reporting year, women represented 0% of the Company's Board of Directors, 14% of executive positions and 17% of management roles.

Although the Company operates in a sector traditionally characterized by a limited availability of female candidates for certain technical and production roles, Ronchi remains committed to ensuring equal opportunities in recruitment, professional development and career advancement, promoting an inclusive and respectful working environment for all employees.

Safety first

The health and safety of our people is a top priority. We fully comply with applicable legal requirements and have a structured internal system to ensure that everyone can work in a safe, respectful and legally compliant environment. Our approach includes periodic risk assessments, appropriate preventive and protective measures, the provision and monitoring of personal protective equipment, and initiatives aimed at protecting employees' physical and psychological wellbeing.

Safety is not seen as a formal duty, but as an everyday responsibility shared across the Company.

Management and prevention

Our safety management system is based on an internal manual dedicated to accident prevention, and it is monitored through a combination of internal controls and independent external checks. The manual defines clear rules and procedures for protecting workers, including:

- strict compliance with national and international safety regulations;
- regular risk assessments at production sites;
- emergency plans and preventive measures to minimize risks;
- provision of personal protective equipment (PPE), such as shoes, gloves, earplugs, helmets and other protective equipment;
- regular replacement and monitoring of PPE to ensure that it is always in good condition.

Safety oversight is ensured through a mix of internal functions and accredited external specialists. The Supervisory Body (OdV) and the Health and Safety Officer (RSPP) carry out periodic checks on workplaces, machinery and equipment. Their work is complemented by independent bodies that perform the mandatory inspections required by law, including checks on electrical systems, lifting equipment, fire-prevention devices, ventilation and air quality parameters, such as fine dust, and other regulated installations.

Occupational health surveillance is carried out under the supervision of the appointed occupational physician and is tailored to the risks associated with employees' roles and activities. Particular attention is given to workers exposed to specific occupational risk factors, supporting the early identification of potential work-related health effects and the timely adoption of appropriate preventive measures.

All inspection and health surveillance outcomes, where applicable, are reviewed and used to define appropriate preventive or corrective actions whenever necessary.

This integrated system of prevention, monitoring and control supports the effective management of workplace health and safety risks and compliance with the applicable Italian regulatory framework.

Training and awareness

We regularly organize mandatory safety courses specific to the different work environments and roles across the Company. These courses ensure that all employees know the correct procedures and preventive measures to adopt in their daily activities, from the use of machinery and equipment to the proper handling of materials and emergency protocols. By tailoring the content to the different functions, we make sure that safety is not only a general concept, but a practical tool that guides everyone in their daily work.

Incident reporting and near-misses

We have clear mechanisms for reporting incidents and near misses. Employees and collaborators can also use anonymous and secure channels to report unsafe behavior or potential risks. Reports are handled impartially and, when needed, followed by appropriate corrective measures. We also guarantee protection against retaliation for anyone who reports in good faith.

In 2025, no recordable work-related injuries were recorded across the Group. During the year, two commuting accidents occurred, while no serious work-related injuries or fatalities were reported. The Company continues to promote a prevention-oriented culture through training, workplace monitoring and continuous attention to safety conditions.

In 2025, the Group recorded a total of 406,560 hours worked. As the two accidents recorded during the year were commuting-related, the rate of recordable work-related injuries remained at 0.00. No days were lost due to work-related injuries or work-related ill health during the reporting period.

Furthermore, no cases of work-related illnesses were reported among the workforce during the reporting period.

OCCUPATIONAL ACCIDENTS - GRI 403-9

Category	2024	2025
Hours worked	373,120	406,560
Total number of accidents	**1**	**2**
of which resulting from commuting accidents	1	2
of which recordable work-related injuries	0	0
of which serious work-related injuries, excluding fatalities	0	0
of which fatalities	0	0
Rate of recordable work-related injuries	**0**	**0**
Case of work-related ill health	**0**	**0**
of which fatalities	0	0
Days lost due to work-related injuries and work-related ill health	**0**	**0**

Well-being and quality of life

Health and safety at Ronchi go beyond preventing accidents: we actively promote wellbeing in the workplace and fair and supportive working conditions. This includes appropriate remuneration, regulated working hours, flexible working arrangements where compatible with operational requirements, and welfare initiatives aimed at promoting employees' wellbeing and work-life balance.

Ronchi applies the compensation and employment provisions established by the applicable collective bargaining framework, including additional remuneration for overtime and work performed outside ordinary contractual hours. Employees may also access family-related leave and flexible working arrangements, including permits, part-time solutions and smart working where compatible with their roles and operational requirements. These measures support employees in balancing professional commitments with personal and family responsibilities.

In addition, Ronchi Mario S.p.A. provides all employees with private health insurance free of charge, which can also be extended to family members under highly favorable conditions.

For most of our employees, particularly those based in Italy, a free in-house canteen service is available, offering a comfortable and shared space that supports daily wellbeing and helps foster a sense of community within the Company. Depending on local practices and needs, employees in foreign subsidiaries may also benefit from additional forms of support and welfare initiatives.

Through these actions, we aim to ensure that respect for people's health, rights and dignity is fully integrated into our way of doing business.

Growing talent

The growth of **Ronchi Mario S.p.A.** depends on the growth of its people. We believe that investing in skills, knowledge and personal development is not only a benefit for individuals, but also a strategic driver for the long-term success and sustainability of the Company. By supporting employees throughout their professional journey, we strengthen both individual potential and the organization's ability to innovate and remain competitive in an evolving market.

Training and development

We regularly organize training programs for all functions, combining technical updates with soft skills and leadership development. These initiatives help employees stay up to date with new technologies, improve operational efficiency and strengthen managerial and relational capabilities. Continuous learning is essential in our sector, where innovation and adaptability play a key role.

In addition to structured courses, the Company supports professional development by sponsoring specialist training when needed and by offering all employees free access to a comprehensive e-learning platform. This tool provides a broad range of content, allowing employees to develop both technical and cross-functional skills at their own pace.

Employees also receive training, operational guidance and awareness materials on a range of sustainability and compliance-related topics. Waste management initiatives promote correct waste segregation, increased material recovery and recycling, and the reduction of improper disposal across Company operations. Information security guidance covers the secure use of corporate IT resources, including access to systems, data and file management, protection against cyber threats and the reporting of security incidents, with the aim of strengthening awareness and responsible behavior. Through the periodic dissemination of the Code of Ethics and its updates via the corporate platform, employees are also informed about the Company's human rights commitments, including the prevention of child and forced labor, discrimination and harassment, supporting an inclusive and respectful working environment.

During 2025, Ronchi introduced a new digital system to monitor and consolidate training activities more effectively, in line with GRI 404-1. As the system was progressively implemented throughout the year and some training activities are still not fully captured, the figures reported in the table below reflect the hours formally recorded during the reporting period and may not yet represent the full extent of learning activities across the organization.

A significant share of learning at Ronchi also takes place through continuous on-the-job experience, particularly in technical and specialist roles, where knowledge transfer happens naturally through day-to-day collaboration and practical experience. Due to its nature, this type of learning remains difficult to quantify systematically.

As the new system becomes progressively more integrated into everyday processes, the Company expects to achieve an increasingly comprehensive and accurate representation of training activities across the organization.

Training performance is monitored annually through dedicated indicators, including the average number of training hours per employee, providing a quantitative measure of the Company's investment in employee development and skills enhancement.

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE 404-1

Category	Males	Females	Total Training Hours	Avg Hours per Employee
White Collar	822	111	**933**	9
Blue Collar	706	-	**706**	6
Manager	46	15	**61**	5
Executive	164	7	**171**	24
Total Number of Hours	**1,738**	**133**	**1,870**	**8**

Training hours increased significantly in 2025 compared to the previous year, reflecting both a stronger focus on employee development and the progressive adoption of the new training tracking system. The increase was observed across different employee categories and included technical, managerial and specialist training activities.

Although the figures reported still do not capture the full extent of learning delivered across the organization, they provide an increasingly representative view of the Company's investment in people development and skills enhancement.

Onboarding and career opportunities

When new colleagues join Ronchi, we support their integration through onboarding activities that help them become familiar with our processes, our way of working and our values. Professional development is supported through continuous dialogue with managers, day-to-day collaboration and growing responsibilities over time.

While these practices are already part of our culture, we know there is still significant room for improvement and we are working to make them more structured and consistent across the organization, so that development opportunities become increasingly clear and accessible to everyone.

Pay equity and inclusion

At **Ronchi Mario S.p.A.**, remuneration is based on merit, experience and responsibilities. Our compensation policies are designed to ensure that each role is fairly rewarded according to the value it brings to the Company, without distinction based on gender or other personal characteristics.

We regularly review salary levels to ensure they remain consistent with market benchmarks and internally aligned across comparable roles. This approach supports transparency, fairness and recognition of individual contribution.

The results of our 2025 pay analysis confirm that there are no significant pay differences between men and women, indicating that compensation at Ronchi is primarily determined by factors such as role, experience, competence and performance.

All employees based in Italy, representing the majority of the Group's workforce, are covered by the applicable National Collective Labor Agreement for the Metalworking Industry (CCNL Metalmeccanico). This collective bargaining framework governs key employment conditions, including minimum remuneration, working hours, overtime, leave and permits, training, welfare and occupational health and safety, providing a common framework for fair and transparent working conditions.

The same principles apply across our international subsidiaries. Local compensation practices follow market benchmarks and are complemented by additional benefits and welfare measures, supporting fair and competitive working conditions across the Group.



Employee involvement

We believe that decisions are stronger when they include the voices of our people. For this reason, employee feedback is gathered through a combination of everyday dialogue, discussions with managers and more structured assessments when needed. This approach allows us to better understand how people experience their work environment, workloads, internal communication, team dynamics and overall wellbeing.

During the most recent work-related stress assessment, conducted through a structured methodology aligned with national guidelines, the Company recorded a low level of risk. The assessment considers organizational factors that may affect employees' psychological wellbeing, including workloads, internal communication, role clarity and workplace relationships, supporting the identification of preventive measures and areas for improvement. Several positive aspects also emerged, including strong engagement, a high sense of purpose and a solid attachment to the Company.

Some areas for improvement also emerged, particularly around internal communication and the clarity of certain organizational processes. These insights have already supported concrete actions and continue to guide the evolution of HR practices.

Looking ahead, Ronchi aims to progressively strengthen and formalize employee listening processes, introducing more structured tools and a clearer follow-up process while preserving the direct and open dialogue that characterizes the Company culture.

Responsibility and governance

Human resources management is overseen by the HR Department, which ensures that policies are applied consistently and that results are integrated into decision-making. General Management monitors the implementation of these initiatives, guaranteeing alignment with the Company's strategy and long-term sustainability goals.

Supporting communities, creating shared value

Ronchi Mario S.p.A. has always maintained a strong connection with the territories where it operates. We believe that long-term business success is closely linked to the wellbeing and development of local communities. For this reason, we support initiatives aimed at fostering education, inclusion and social development.

Ronchi is also committed to respecting human rights throughout its operations and business relationships, with particular attention to the people and communities that may be affected by its activities and value chain. In line with its Code of Ethics, the Company seeks to prevent adverse impacts and promote responsible conduct in its relationships with suppliers, business partners and local communities.

Local engagement

Ronchi Mario S.p.A. has built long-standing partnerships with local professional schools and engineering universities. Through these collaborations, we support students in their educational path, including through scholarships, and regularly welcome young people for internships and training experiences. Many of these opportunities represent a first step toward future employment within the Company, helping us develop technical skills and support the next generation of professionals. Through these activities, we strengthen our connection with local communities while contributing to education, employability and the development of future talent in the territories where we operate.

Practical actions

Our contribution to communities takes different forms. First, we create value through our role as an employer, by investing in people's safety, training and professional development, with positive effects that extend to families and local communities.
At the same time, we support solidarity initiatives through financial contributions to organizations assisting young people with disabilities, associations promoting inclusive sports and institutions supporting people in need. Together with educational initiatives and scholarships, these actions reflect our commitment to contributing positively to the social fabric of the communities around us.

Looking ahead

We see community engagement as a continuous commitment rather than a one-off initiative. In the coming years, Ronchi will continue supporting the activities and initiatives already in place, while evaluating additional opportunities to strengthen its contribution where meaningful and aligned with local needs. Through this ongoing effort, the Company aims to continue creating shared value beyond its direct business activities.

RONCHI
PACKAGING MACHINERY

Environment first: packaging a better tomorrow



Environmental protection integrated into our value creation process

For **Ronchi Mario S.p.A.**, protecting the environment is not a separate activity, but part of the way we create value. Environmental considerations are fully integrated into our strategy and into the daily management of our operations, ensuring that business growth goes hand in hand with the reduction of impacts.

Policies and management system

In 2024, the Company obtained ISO 14001 certification, which provides a structured framework for managing environmental aspects. In 2025, this certification was successfully maintained, confirming the effectiveness of the environmental management system and reinforcing a governance model based on clear objectives, continuous monitoring and periodic external audits. Our environmental policy defines the main areas of action, from energy efficiency to waste reduction, and ensures that environmental protection is embedded in decision-making processes.

ISO 14001 also reinforces a systematic approach to identifying and assessing environmental impacts, defining actions to reduce them, managing risks and opportunities, and ensuring compliance with all applicable regulations. It requires a continuous improvement cycle, where results are measured, reviewed and used to drive further progress year after year.

Ronchi Mario S.p.A. has also established environmental emergency management procedures to ensure preparedness and response to accidental events that could lead to environmental contamination. These procedures define responsibilities and response measures aimed at limiting potential impacts on soil, groundwater and surface water. Employees involved in activities requiring the use, handling or transport of potentially hazardous substances receive specific training on associated risks, safe handling practices and applicable prevention and protection measures. Hazardous materials and substances are managed in accordance with applicable safety and environmental requirements throughout their storage, handling and disposal, with specific measures in place to minimize potential risks for people and the environment.

Through this framework, we make sure that environmental considerations are part of our daily operations, strategic planning and long-term investments, integrating sustainability into the way we design, produce and grow as a Company.

The Environmental Management System covers the environmental aspects relevant to Ronchi's operations, including energy consumption, water use, atmospheric emissions, waste generation and management, resource use and potential pollution risks. These aspects are periodically assessed according to their significance and, where applicable, managed through operational controls, monitoring activities and continuous improvement measures.

Alongside ISO 14001, Ronchi's Sustainable Procurement Policy extends environmental and social principles along the value chain. As part of its sustainability assessment processes, Ronchi assesses actual and potential environmental and social impacts associated with its value chain. The outcomes support the identification of relevant supply chain risks and may inform subsequent supplier qualification, evaluation and monitoring activities.

The Sustainable Procurement Policy translates these principles into procurement practices by integrating environmental and social considerations into supplier selection, qualification and evaluation, alongside traditional criteria such as quality, price, reliability and technical performance. As part of the qualification process, suppliers complete a sustainability questionnaire covering environmental management, occupational health and safety, human and labor rights, non-discrimination, ethical conduct and responsible business practices. Suppliers are also required to accept and commit to the principles set out in the Company's Sustainable Procurement Policy and Code of Ethics.

The information collected supports the assessment of suppliers' sustainability practices and the identification of areas requiring further attention. Compliance with these principles forms part of the requirements governing the supplier relationship, and violations of the Code of Ethics may constitute a contractual breach, potentially leading to contract termination and claims for damages.

Investments and actions

Concrete results are achieved through investments. Between 2024 and 2026, Ronchi Mario S.p.A. has been carrying out a major environmental improvement program designed to reduce emissions, increase energy efficiency and strengthen resilience to climate related risks. During 2025, several of these initiatives reached an advanced stage or were completed.

The main actions include:

- completion of the photovoltaic expansion program, bringing total installed capacity to approximately 981 kW and enabling potential renewable energy generation of over 1,000,000 kWh per year. Due to the connection timeline and the related administrative procedures, the full impact of the new installations will only be reflected in energy data from 2027 onwards;
- completion of the replacement of old gas based heating and cooling systems with new high efficiency electric heat pump solutions across offices and production areas, significantly reducing natural gas consumption and direct emissions;
- upgrade of buildings through the replacement of windows and fixtures and the progressive insulation of office facades, reducing energy dispersion and improving comfort and energy performance;
- launch of an energy monitoring and dashboarding system (ZEnergy), initially implemented across a selected number of measurement points to monitor consumption in real time and identify optimization opportunities. Early actions have already contributed to measurable energy savings, while the system will be progressively expanded in the coming years;
- digitalization and automation of internal processes, improving operational efficiency and reducing waste across production activities;
- progressive integration of ESG criteria into supplier evaluation processes, supporting responsible sourcing and increasing sustainability awareness along the supply chain.

As part of the continued development of its Environmental Management System, in 2025 Ronchi also strengthened environmental awareness across the organization through dedicated employee training. The training addressed key environmental topics relevant to the Company's activities, including environmental management principles, waste management, energy and resource efficiency, pollution prevention and employees' responsibilities within the Environmental Management System. The initiative supports the integration of environmental considerations into day-to-day activities and reinforces the Company's continuous improvement approach.

Facing the climate changes and crisis with commitmen

Climate change is one of the greatest challenges of our time, and **Ronchi Mario S.p.A.** is committed to addressing it with a structured and forward-looking approach. We are aware that industrial activities generate environmental impacts, but also that companies can play an active role in reducing them and supporting the transition toward a lower carbon economy. For Ronchi, this means combining investments, technological innovation and continuous monitoring to progressively reduce environmental impacts while strengthening operational resilience.

Risks and opportunities

We have identified and assessed climate-related risks and opportunities relevant to our business. Physical risks include exposure to extreme weather events, higher energy costs and potential impacts on production continuity. Transition risks are mainly linked to evolving regulations, technological evolution and the need to continuously improve the efficiency and sustainability performance of industrial solutions.

At the same time, we also see opportunities arising from the transition. These include access to subsidized financing for sustainability related investments, stronger competitive positioning through increasingly efficient machinery and lower operating costs enabled by renewable energy generation and energy optimization initiatives.

GHG emissions mapping

To better understand and monitor our climate footprint, Ronchi maintains a greenhouse gas emissions inventory covering the main emission sources associated with its operations. The inventory distinguishes between:

- **Scope 1:** direct GHG emissions from sources owned or controlled by the Company, including fuel consumption and natural gas;
- **Scope 2:** indirect GHG emissions associated with purchased electricity, calculated using both location-based and market-based approaches.

Emissions are expressed in tons of CO_2 equivalent (tCO_2e) and are calculated using recognized emission factors and methodologies, as detailed in the Methodological Note of this Report. The inventory is updated annually to ensure consistency and comparability over time and to support the identification, monitoring and evaluation of emission reduction initiatives.

Objectives and monitoring

Our environmental objectives include improving energy efficiency, reducing emissions and increasing the share of renewable energy. As part of its 2024–2026 environmental investment program, Ronchi has established a quantitative objective to expand renewable electricity self-generation, reaching approximately 981 kW of installed photovoltaic capacity and an estimated generation potential exceeding 1,000,000 kWh per year. Progress is monitored through indicators covering energy consumption, renewable electricity generation, GHG emissions and waste, allowing the Company to evaluate the effectiveness of implemented initiatives and identify further improvement opportunities over time.

Recent initiatives

Ronchi is committed to mitigating climate change by improving energy efficiency, progressively increasing the use of renewable energy and reducing greenhouse gas emissions associated with its operations. In recent years, the Company has taken important steps to strengthen its environmental performance, including:

- obtaining ISO 14001 certification in 2024 and successfully maintaining it in 2025, reinforcing monitoring and continuous improvement practices;
- completing major energy efficiency projects across production and office facilities, including the replacement of heating and cooling systems and building upgrades;
- significantly expanding photovoltaic capacity to approximately 981 kW, increasing renewable energy self-generation potential;
- launching an advanced energy monitoring and dashboarding system (ZEnergy), supporting more informed energy management and the identification of energy saving opportunities;
- progressively integrating ESG criteria into supplier qualification and evaluation processes;
- investing in research and development to design increasingly efficient machinery and technological solutions that help customers reduce environmental impacts.

Through these actions, Ronchi demonstrates that addressing climate change is not only an environmental responsibility, but also an opportunity to innovate, improve efficiency and strengthen long-term competitiveness. The first results achieved through the Energy monitoring platform further confirmed the value of a data driven approach to energy management, enabling the identification of optimization opportunities and supporting measurable efficiency improvements.

Energy consumption

The data are expressed in MWh and refer to the total energy consumption of Ronchi Mario S.p.A. in 2025, which amounted to 2,064 MWh, compared to 2,079 MWh in 2024. Overall energy consumption remained broadly stable, decreasing by approximately 0.7% despite the increase in business activity recorded during the year.

The most significant change was the sharp reduction in natural gas consumption, which decreased from 451 MWh to 146 MWh following the completion of the transition from gas-based heating systems to high-efficiency electric heat pumps. Electricity purchased from the grid increased as a consequence of this electrification process, while overall energy consumption declined thanks to the combined effect of energy efficiency investments and the first optimization actions enabled by the ZEnergy monitoring platform.

Electricity generated from renewable sources amounted to 75 MWh in 2025. Electricity generated through the Company's photovoltaic systems is self-consumed within operations, contributing to the coverage of energy needs through renewable sources and reducing reliance on externally supplied electricity. The full benefits of the photovoltaic expansion program completed during the year will become increasingly visible in future reporting periods.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION - GRI 302-1

Category	UoM	2024	2025
Natural Gas	MWh	451	146
Diesel	MWh	267	326
Gasoline	MWh	268	198
Electricity from the grid	MWh	1,004	1,319
Electricity from renewable energy sources (auto produced)	MWh	89	75
Total energy consumed	**MWh**	**2,079**	**2,064**

GHG EMISSIONS - GRI 305-1 305-2

Category	UoM	2024	2025
Direct GHG Emissions - Scope 1	**tCO_2eq**	**319**	**160**
From stationary combustion	tCO_2eq	183	30
From combustion of fuels in company-owned vehicles and diesel generators	tCO_2eq	136	131
From refrigerant gas	tCO_2eq	-	-
Indirect GHG Emissions - Scope 2	**tCO_2eq**	**729**	**818**
Location Based (LB)	tCO_2eq	227	269
Market Based (MB)	tCO_2eq	502	549
Total Scope 1 and Scope 2 (LB)	**tCO_2eq**	**546**	**429**
Total Scope 1 and Scope 2 (MB)	**tCO_2eq**	**821**	**709**

The Group's direct GHG emissions (Scope 1) amounted to 160 tCO_2eq in 2025, compared to 319 tCO_2eq in 2024, representing a reduction of approximately 50%. This improvement was mainly driven by the significant decrease in natural gas consumption following the completion of the heating system electrification program.

Indirect GHG emissions (Scope 2) amounted to 269 tCO_2eq under the location-based approach and 549 tCO_2eq under the market-based approach. Compared to the previous year, Scope 2 emissions increased due to higher electricity consumption associated with the transition from gas-based systems to electric heat pumps.

The combined total of Scope 1 and Scope 2 emissions reached 429 tCO_2eq under the location-based methodology and 709 tCO_2eq under the market-based methodology, compared to 546 tCO_2eq and 821 tCO_2eq respectively in 2024.

Ronchi calculates its Scope 1 and Scope 2 greenhouse gas emissions annually in accordance with the GHG Protocol Corporate Standard, enabling year-on-year comparison of results. The inventory covers the Group's environmentally relevant operational perimeter, including the production sites located in Italy and the United States, where manufacturing activities and related energy consumption are concentrated. Commercial offices in Mexico, the United Kingdom, China and Thailand are excluded due to their limited environmental relevance compared with the production sites.

The results of the greenhouse gas inventory and the related environmental performance are shared with external and internal stakeholders through the Sustainability Report and periodic engagement and communication activities, supporting awareness of the progress achieved and promoting a collective contribution to the Company's sustainability commitments.

Overall, despite the increase in electricity consumption, total greenhouse gas emissions decreased under both methodologies. This confirms the positive impact of the Company's energy transition strategy, which combines electrification, renewable energy investments and continuous monitoring of energy performance through digital tools such as the ZEnergy platform.

The results achieved in 2025 represent an important step in Ronchi's ongoing efforts to improve energy efficiency and progressively reduce the environmental footprint of its operations.

Smart packaging, designed for sustainability

At **Ronchi Mario S.p.A.**, innovation in machinery goes hand in hand with sustainability. By continuously improving the efficiency, flexibility and reliability of our solutions, we support customers in reducing the environmental footprint of their packaging processes and adapting to increasingly sustainable production requirements.

Eco-design and product circularity

Our machinery is developed with increasing attention to efficiency, durability and adaptability over time. Ronchi is committed to developing solutions that help customers reduce environmental impacts during the use phase by improving energy efficiency, limiting product waste, material usage and material losses, and optimizing resource use throughout the packaging process.

Particular attention is also given to the evolution of packaging formats. Ronchi develops dedicated technological solutions capable of handling increasingly lightweight containers, including thinner plastic bottles and other lightweight packaging formats designed to reduce material consumption, while maintaining high levels of performance, precision and reliability. This approach is further supported by the growing use of digital twin technologies, which allow virtual simulations during the design, prototyping and testing phases. By testing machine configurations digitally, Ronchi can optimize performance, reduce development inefficiencies and limit the need for multiple physical prototypes.

The modular design of our equipment also enables customers to progressively upgrade and adapt machinery over time, reducing obsolescence and extending useful life. This represents a practical example of how technological innovation can support more sustainable and resource-efficient industrial solutions.

Revamping and retrofitting

One of the most effective ways to reduce environmental impact is to extend the life of existing machinery. Ronchi machines are designed for a particularly long operational life and can remain in service for decades when properly maintained. Through technological upgrades, spare parts, revamping and retrofitting services, Ronchi supports customers in improving operational performance, reducing environmental impacts and extending equipment lifecycles.

The modular architecture of our equipment, together with the availability of spare parts and upgrade solutions, allows customers to modernize and adapt existing production lines to changing production requirements without full replacement, where technically feasible. This helps delay end-of-life, preserve a significant portion of the existing equipment and reduce the need for new machinery and materials.

The growing relevance of spare parts supply and upgrade activities within the Company's business model further supports the extension of product lifecycles and helps customers maintain existing equipment in operation for longer periods, reducing the need for premature replacement and the generation of end-of-life waste. In many cases, revamping projects also enable the integration of newer technologies and improvements in performance, reducing both costs and environmental impacts associated with full replacement.

In parallel, packaging materials generated during operations are managed through segregation and recovery practices aimed at maximizing recycling and minimizing disposal.

Waste management and circular economy

We promote responsible waste management by prioritizing recovery, reuse and proper segregation over disposal. Ronchi is committed to minimizing the environmental impacts associated with materials, hazardous substances and waste by promoting responsible handling, correct segregation, recovery and recycling. This approach helps reduce environmental impacts and reflects our commitment to applying circular economy principles in daily operations.

Waste generated by **Ronchi Mario S.p.A.** is carefully segregated into dedicated streams according to its characteristics, classification and recovery potential. Waste streams are identified by type and applicable waste code and tracked through the relevant documentation from collection to their transfer to authorized facilities for appropriate recycling, recovery, treatment or disposal.

Most of the waste generated consists of non-hazardous materials, mainly packaging materials and metal scrap resulting from production activities, while hazardous waste remains limited and is managed in accordance with applicable legal requirements.

WASTE GENERATION AND SIGNIFICANT WASTE-RELATED IMPACTS - GRI 306-1

EWC Code	Waste description	Type	Recovery/Disposal	Quantity (kg)
15 01 01	Paper and cardboard packaging	Non-hazardous	Recovery	14,370
15 01 02	Plastic packaging	Non-hazardous	Recovery	19,974
15 01 03	Wooden packaging	Non-hazardous	Recovery	55,150
15 01 06	Mixed packaging	Non-hazardous	Recovery	47,910
16 03 06	Organic wastes other than those mentioned in 16 06 05	Non-hazardous	Recovery	10,840
17 04 02	Aluminium waste	Non-hazardous	Recovery	785
17 04 05	Iron and steel waste	Non-hazardous	Recovery	9,540
17 04 11	Cables (excluding those mentioned 17 04 10)	Non-hazardous	Recovery	1,300
Total Non-Hazardous				**159,869**
12 01 09	Machining emulsions and solutions free of halogens	Hazardous	Disposal	520
16 03 05	Organic wastes containing hazardous substances	Hazardous	Disposal	3,340
Total Hazardous				**3,860**
TOTAL				**163,729**

Overall, the vast majority of waste generated in 2025 was sent to recovery operations, confirming the effectiveness of the Company's waste management approach and its alignment with circular economy principles. Non-hazardous waste continued to represent the largest share of total waste generated, mainly consisting of packaging materials and metal scrap related to production activities.

Compared to the previous year, total waste increased, reflecting higher production volumes and operational activity. Hazardous waste also increased, mainly due to the management of specific process related waste streams, which were properly handled and disposed of in full compliance with applicable regulations.

Despite the increase in total waste generation, recovery remained the preferred management route for most waste streams, reflecting the Company's continued focus on resource recovery and responsible waste management.

Collaboration with customers and stakeholders

Sustainability is a shared effort. Ronchi works closely with customers to understand their evolving production and sustainability needs and translate them into practical technological solutions. This continuous dialogue supports the development and adaptation of our machinery to new packaging formats, changing production requirements and increasingly demanding efficiency standards.

Ronchi is also committed to ensuring high standards of product safety for customers and end users through rigorous design, testing and quality control activities aimed at minimizing potential risks associated with the use of its machinery and ensuring compliance with applicable regulatory requirements. To facilitate the correct and safe operation of the equipment throughout its lifecycle, the Company provides customers with technical documentation and operating manuals covering safe use, maintenance requirements and relevant safety information. Where applicable, dedicated training and operational support are also provided to customer personnel during installation and start-up activities.

Through close collaboration, advanced engineering and continuous innovation, Ronchi aims to support customers in improving the safety, efficiency and environmental performance of their packaging operations over time.

Product safety and quality

Product safety and reliability are integral parts of Ronchi's design, manufacturing and testing processes. Machinery is subject to technical and quality controls throughout the development and production process, including dedicated testing and final verification activities before delivery to the customer. Ronchi machinery is CE marked in accordance with applicable EU requirements, confirming conformity with the relevant health and safety requirements.

Customers are also provided with the required technical documentation, operating and safety instructions necessary for the correct installation, use and maintenance of the machinery. These measures, together with the conformity assessment process and final testing activities, help reduce the risk of defects or unsafe operating conditions and integrate product safety considerations throughout the equipment lifecycle.

Appendix

GRI 305-1: Direct Emissions (Scope 1)

Scope 1	UoM	Total
Fuel		
Diesel	tonCO_2eq	85
Gasoline	tonCO_2eq	46
Natural Gas	tonCO_2eq	30
TOTAL	**tonCO_2eq**	**160**

GRI 305-2: Indirect Emissions (Scope 2)

Scope 2	UoM	Total
Approach		
Location Based	tonCO_2eq	269
Market Based	tonCO_2eq	549

GRI 305: Total GHG Emissions (Scope 1 + Scope 2)

GHG emissions	UoM	Total
Scope 1 e 2		
Location Based	tonCO_2eq	429
Market Based	tonCO_2eq	709

Methodological note

The 2025 Sustainability Report of the Ronchi Group presents the main environmental, social, and economic aspects that characterize the Group's operations.

This report has been prepared with reference to the GRI Sustainability Reporting Standards, updated in 2021 by the Global Reporting Initiative, following the "with reference to" option: minimum requirements include the GRI content index and the "statement of use".

The qualitative and quantitative data and information included in this voluntarily prepared report refer to the Ronchi Group, specifically composed of the following companies: Ronchi Mario S.p.A. (Parent Company), Ronchi America LLC, Ronchi LATAM S DE RL DE CV, Ronchi UK Ltd, Ronchi Asia CO. Ltd., Ronchi China.

The Sustainability Report is published annually, with the 2025 edition released on 01/09/2026, and refers to the financial year ending December 31, 2025. The reporting period and perimeter of the Sustainability Report align with the reporting period and perimeter of the Consolidated Financial Statements publicly filed by the Company:

Ronchi Mario S.p.A.	Via Italia 43, 20060 Gessate, Milan, Italy
Ronchi America	108 Greystone Power Blvd., Dallas, GA 30751, USA
Ronchi LatAm	Rio Panuco No. 127 – Desp.903, CP 06500 Col Cuauhtémoc., Alcaldía Cuauhtémoc, Ciudad de Mexico, Mexico
Ronchi UK	Winnington Hall, Winnington Lane, Northwich, Cheshire, UK
Ronchi Asia	140 One Pacific Place, 18th Floor, Unit No. 1804, Sukhumvit Road, Klongtoey, Klongtoey, Bangkok, 10110 Thailand
Ronchi China	Room E406, Sun Plaza, Xianxia Road 88, Changning District, 200336, Shanghai, China

For further information regarding this Sustainability Report, please contact quality@ronchi.it.

The Report has been drafted with reference to the GRI 1 – Foundation principles, however the following requirements have been ensured:

- **Accuracy:** Information is reported correctly and in sufficient detail to allow for an accurate assessment of the Group's impacts.
- **Balance:** Both positive and negative impacts are presented objectively, enabling users to observe trends over time.
- **Clarity:** Clear and accessible language, along with the use of tables, ensures the Report is understandable and user-friendly for stakeholders.
- **Completeness:** The information provided is sufficient to assess the organization's impact during the reporting period.
- **Sustainability Context:** The impacts are reported within the broader context of sustainable development.
- **Timeliness:** The Report is published regularly to ensure information is available in time to support decision-making.
- **Verifiability:** Data is collected, recorded, compiled, and analyzed in a way that allows for the quality of the information to be assessed.
- **Comparability:** Indicators are presented consistently and, where possible, compared with prior year's data to allow performance trends to be assessed over time.

Key Calculation Methodologies

The qualitative and quantitative social, environmental, and economic-financial information presented in this edition of the Sustainability Report has been collected through direct interviews with the heads of various company departments and through the completion of data collection forms, following an annual reporting process. Below are the main calculation methodologies and assumptions used for the performance indicators reported, in addition to those already described within the Report.

SOCIAL DATA

Employees are reported as the workforce in place as of December 31, 2025.
The Group-level employee turnover rate reflects the total number of employees who left the organization, as defined by the GRI Standards, and is calculated based on the total workforce at the end of the year.

The hiring and termination rates were calculated using the following formulas:
Hiring rate = (Number of new hires / Total workforce (at 31/12/2025)) × 100
Turnover rate = (Number of terminations / Total workforce (at 31/12/2025)) × 100

The rate of recordable work-related injuries is calculated in accordance with GRI 403-9, based on recordable work-related injuries and total hours worked. Commuting accidents are reported separately and are not included in the calculation of the rate of recordable work-related injuries. The rate is calculated as follows:
Rate of recordable work-related injuries = (Number of recordable work-related injuries / Hours worked) × 1,000,000

Hours worked were estimated using the formula:
Hours worked = Number of employees × 8 hours × 220 working days (1,760 hours per person on average)

ENVIRONMENTAL DATA

The environmental data presented in this Report do not include the Mexico, United Kingdom, China and Thailand commercial offices as these have a very limited environmental impact compared to the Group's production activities.

Ronchi's energy consumption is reported in Megawatt hour (MWh). The energy consumption data were processed using the conversion factors of the UK Government GHG Conversion Factors for Company Reporting, published in 2025 by the UK Department for Environment, Food & Rural Affairs (DEFRA) while direct and indirect greenhouse gas emissions were calculated using the emission factors listed below. The unit of measurement used is tCO₂ equivalent, allowing for the aggregation of different greenhouse gases.

Scope 1 – Direct Emissions

The following sources were used to calculate Scope 1 direct greenhouse gas emissions:

- Gaseous fuels (natural gas): UK Government GHG Conversion Factors for Company Reporting, published in 2025 by the UK Department for Environment, Food & Rural Affairs (DEFRA), specifically the "Fuel" worksheet, under the "Gaseous fuels" and "Liquid fuels" tables.
- Fuels (diesel, gasoline): UK Government GHG Conversion Factors for Company Reporting, 2025 edition, DEFRA – "Fuel" worksheet.

Scope 2 – Indirect Emissions

The following sources were used to derive emission factors for Scope 2 emissions:

- **Location-based method:** Greenhouse gas emission intensity of electricity generation in Europe, published in 2025 by the European Environment Agency (EEA), for 2024 data in Italy. e-Grid, published in 2025 by the United States Environmental Protection Agency (EPA), for 2024 data in the U.S. – subregion SRVC. For the U.S. plant, the emission factor (expressed in lb/MWh) was converted into metric tons. The SRVC subregion of Georgia was used, as detailed in the SRL23 tab of the e-Grid dataset.
- **Market-based method:** European Residual Mixes, published in 2025 by the Association of Issuing Bodies (AIB), for 2025 data. Green-e residual mix emissions rates, published in 2026 by Green-e, for 2024 data.

GRI Content Index

Statement of use	Ronchi Mario S.p.A. has reported with reference to the GRI Standards for the period from 1 January 2025 to 31 December 2025.
GRI 1 Used	GRI 1: Foundation 2021
Relevant GRI Sector Standards	N/A

Standard gri / Other source	Information	Location	Omission			Notes
			Requirement(s) omitted	Reason	Explanation	
GRI 2						
GRI 2-1: Organizational details	GRI 2-1: organizational details	Methodological note	No omission	-	-	
GRI 2-2: Entities included in the organization's sustainability reporting	GRI 2-2: Entities included in the organization's sustainability reporting	Methodological note	No omission	-	-	
GRI 2-3: Reporting period, frequency and contact poin	GRI 2-3: Reporting period, frequency and contact point	Methodological note	No omission	-	-	
Disclosure 2-4: Restatement of information	Disclosure 2-4: Restatements of information	N/A	N/A	-	-	
Disclosure 2-5: External assurance	Disclosure 2-5: External assurance	N/A	N/A	-	-	No external assurance
GRI 2-6: Activities, value chain and other business relationships	GRI 2-6: Activities, value chain and other business relationships	1-Ronchi Mario S.p.A.: a future driven group shaping the evolution of packaging	No omission	-	-	
GRI 2-7: employees	GRI 2-7: employees	2.1 People pulse - engage, embrace diversity, empowering equality and inclusion	No omission	-	-	

Standard gri / Other source	Information	Location	Omission			Notes
			Requirement(s) omitted	Reason	Explanation	
GRI 2-8: non employees	GRI 2-8: workers who are not employees	2.1 People pulse - engage, embrace diversity, empowering equality and inclusion	No omission	-	-	
GRI 2-9: Governance structure and composition	GRI 2-9: Governance structure and composition	1.2 Responsibility as the heart of ethical business	No omission	-	-	
GRI 2-13: Delegation of responsibility formanaging impacts	GRI 2-13: Delegation of responsibility for managing impacts	1.5 From packaging to planet: our sustainable strategy	No omission	-	-	
GRI 2-22: Statement of sustainable development strategy	GRI 2-22: Statement of sustainable development strategy	Letter to stakeholders	No omission	-	-	
GRI 2-24: Embedding policy commitments	GRI 2-24: Embedding policy commitments	Responsibility as the heart of ethical business; 1.3 Managing the supply chain responsibly; 3.1 Environmental protection integrated into our value creation process	No omission	-	-	
GRI 2-26: Mechanisms for seeking advice and raising concerns	GRI 2-26: Mechanisms for seeking advice and raising concerns	1.2 Responsibility as the heart of ethical business	No omission	-	-	
CLIMATE CHANGE MITIGATION						
GRI 302: Energy 2016	302-1 Energy consumption within the organization	3.2 Facing climate change	No omission	-	-	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	3.2 Facing climate change	No omission	-	-	
	305-2 Energy indirect (Scope 2) GHG emissions	3.2 Facing climate change	No omission	-	-	

Standard gri / Other source	Information	Location	Omission			Notes
			Requirement(s) omitted	Reason	Explanation	
CIRCULARITY AND EFFICIENT USE OF RESOURCES						
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	3.3 Smart packaging, designed for sustainability	No omission	-	-	
	306-2 Management of significant waste related impacts	3.3 Smart packaging, designed for sustainability	No omission	-	-	
	306-3 Waste generated	3.3 Smart packaging, designed for sustainability	No omission	-	-	
	306-4 Waste diverted from disposal	3.3 Smart packaging, designed for sustainability	No omission	-	-	
	306-5 Waste directed to disposal	3.3 Smart packaging, designed for sustainability	No omission	-	-	
EMPLOYEE PROTECTION AND DEVELOPMENT						
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2.1 People pulse - engage, embrace diversity, empowering equality and inclusion	No omission	-	-	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	2.3 Growing talent	No omission	-	-	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2.1 People pulse - engage, embrace diversity, empowering equality and inclusion	No omission	-	-	

Standard gri / Other source	Information	Location	Omission			Notes
			Requirement(s) omitted	Reason	Explanation	
OCCUPATIONAL HEALTH AND SAFETY						
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	2.2 Safety First	No omission	-	-	
	403-2 Hazard identification, risk assessment, and incident investigation	2.2 Safety First	No omission	-	-	
	403-3 Occupational health services	2.2 Safety First	No omission	-	-	
	403-4 Worker participation, consultation, and communication on occupational health and safety	2.2 Safety First	No omission	-	-	
	403-5 Worker training on occupational health and safety	2.2 Safety First	No omission	-	-	
	403-6 Promotion of worker health	2.2 Safety First	No omission	-	-	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	1.3 Managing the supply chain responsibly; 2.2 Safety first; 3.1 Environmental protection integrated into our value creation process	No omission	-	-	
	403-9 Work-related injuries	2.2 Safety First	No omission	-	-	
	403-10 Work-related ill health	2.2 Safety First	No omission	-	-	

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