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## sustainability report 2024

# about this report

## methodological note

This document is Coster's eighth Sustainability Report, presenting the key highlights of the company's environmental, social, and governance performance for the year 2024, aligned with its commitment to Corporate Social Responsibility across the entire value chain.

**This report has been prepared "with reference to" the 2024 consolidated edition of the Global Reporting Initiative (GRI) Standards, as included in the Annual Report dated December 31, 2024, and follows the Core option.**

A more comprehensive version "in accordance with" the GRI Standards is planned for release later this year. The methodological framework is based on clearly defined and measurable KPIs across all corporate functions. The content has been reviewed by the Executive Committee, including the President and CEO, to ensure that all material topics are thoroughly addressed.

Unless otherwise indicated or required by context, the terms "Coster," "Coster Group," "Group," and "Company"

refer to all entities consolidated under Coster Tecnologie Speciali S.p.A. The term "Customer," as used in this report, denotes the end user of our products or services.

This edition also reflects updates to the reporting scope, including the addition of Coster Packaging do Brasil Ltda, which commenced operations in March 2024, and the removal of Coster France S.A.S., which ceased operations in June 2023. Coster Asia Pacific Pte Ltd and RxPack S.r.l. have been excluded for other specific reasons.

For any inquiries related to this non-financial report, please contact Andrea Raineri, Chief Innovation & Sustainability Officer, at +39 0461 726457 or via email at [andrea.raineri@coster.com](mailto:andrea.raineri@coster.com).

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## a message from the board

Reflecting on the past year, we are proud and honoured to share our significant progress and achievements in sustainability. Our unwavering commitment to innovation and environmental stewardship continues to drive every aspect of our operations, and these values are clearly reflected in our successes.



At Coster, our stakeholders are central to our vision. We are dedicated to delivering the best solutions to ensure mutual success. By aligning our sustainability goals with the needs of our stakeholders, we generate shared value throughout the entire value chain.

The 2024 marked a significant milestone in our journey towards sustainability.

The Group have achieved Zero Waste to Landfill (ZWL) certification in the Trentino region and we have transitioned to 100% renewable energy for all our key operations globally, underscoring our commitment to reducing our carbon footprint and promoting clean energy solutions. We have also introduced new sustainable product solutions such as the metering bag-on-valve (BOV) system, which features precise dosing built right in and Leaf, the new recyclable dispenser pump.

We continue to enhance our manufacturing processes and invest in advanced technologies to ensure the highest quality and efficiency. Our new facility in Brazil is now operational, showcasing our dedication to expanding our global footprint with environmentally responsible practices and we celebrated the 50<sup>th</sup> anniversary of Catidom, our in-house anodization company.

Our focus on recyclability, post-consumer plastics, and alternative propellants has pushed the boundaries of innovation. Our machinery business unit has been at the forefront of developing cutting-edge machines capable of managing the new generation of green propellants particularly in the high-demanding pharmaceutical market. These advancements not only support our sustainability goals but also provide our customers with state-of-the-art solutions that meet the highest environmental standards.



Looking ahead, we are confident that we will continue to grow and innovate, always keeping our values of sustainability, industrial excellence and collaboration at the forefront. Thank you for your continued support and dedication.

With gratitude,

**Bernard MSELLATI**  
President and CEO

**Martina SEGATTA**  
Vice President

# 2024 sustainability highlights

## key achievements

In 2024, Coster achieved pivotal milestones, reflecting its unwavering commitment to sustainability and its ability to tackle global challenges through innovative and responsible solutions.

<p><b>54% reduction</b> in scope 1 &amp; 2 emissions vs 2021</p>	<p><b>2 targets</b> validated by SBTi in line with 1,5°C climate pathway</p>	<p><b>80% waste reduction</b> to landfill vs 2022 at Group level</p>
<p><b>PP inserts</b> launched the first PP micro-mist insert (POM removal program)</p>	<p><b>118 tons PCR resin</b> purchased across all our manufacturing sites vs 49 tons (2023)</p>	<p><b>13 PCR stock items</b> actuators, pumps and overcaps available as stock items</p>
<p><b>80% GMP Plants</b> India, USA, Netherlands and Brazil earned ISO 22715-22716</p>	<p><b>ISO 20400 &amp; ISCC+</b> Sustainable Procurement renewed certifications</p>	<p><b>21.808 hours</b> of training and education 65% increase vs 2023</p>



**New plant in Brazil**  
inaugurated a state-of-the-art plant in Cabreúva, São Paulo

**100% electricity from renewable sources**  
worldwide

**8 ZWL plants**  
every plant in the Trentino region has gained the Zero Waste to Landfill certification

**Leaf launch**  
new recyclable dispenser pump

**mBOV launch**  
the first metered dose bag-on-valve on the market

**1<sup>st</sup> green gas filling machine for pMDIs**  
for new generation green propellants (HFA 152a & HFO 1234ze)

# 2024 sustainability highlights

## recognitions & subscriptions

Last year, Coster received several prestigious recognitions that underscore our active role within global networks. These achievements reflect our enduring commitment to operational excellence and our standing as a reliable company in the sector.



**Ecovadis Gold medal**  
for outstanding sustainability performance and commitment to responsible practices



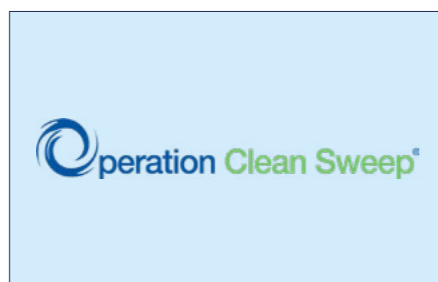
**CDP B rating**  
for effective climate action and commitment to transparency



**2x SBTI targets**  
for ambitious climate targets and commitment to science-based goals



**Ellen MacArthur Foundation**  
proudly signatories since 2020



**Operation Clean Sweep program**  
committed to eliminating plastic resin loss



**Manufacture 2030**  
measure, manage, and reduce emissions

Goal description	Target	2024 result
<b>Energy 1</b> Injection moulding electric consumption normalised on weight of transformed plastic [kWh/kg plastic]	-15% (2,22) vs 2018 by the end of 2026	2,15
<b>Energy 2</b> Assembly electric consumption normalised on assembled finished goods [kWh/1000 pcs]	-10% (4,5) vs 2018 by the end of 2026	3,85
<b>Energy 3</b> [%] Electricity from renewable sources	100% by the end of 2026	100%
<b>Procurement 1</b> [%] of cardboard boxes from recycled material or FSC certified fibers	>90%	100%
<b>Waste</b> Landfill free waste management	<1% by the end of 2026	2%
<b>Carbon emission 1</b> Absolute Scope 1 + 2 (Market based) - CDP [metric tons CO <sub>2</sub> e]	0 by the end of 2028	1.205
<b>Carbon emission 2</b> Absolute Scope 3 reduction (categories 1- purchased good and 5- Waste) [metric tons CO <sub>2</sub> e]	-42% vs Base year 2022 by the end of 2030	+26%
<b>H&amp;S 1</b> Injury Frequency Index: number of recordable injuries*10 <sup>6</sup> /hours worked	Zero incidents by the end of 2026	18,42
<b>EcoVadis</b> EcoVadis CSR Rating – Overall score	≥ 75	78
<b>Governance</b> Number of issues reported to Whistleblowing Supervisory Board	0	0
<b>Compliance</b> Increase ISO Certification coverage for integrated management systems	Reach >60% mfg sites with ISO 14001 and ISO 22716	72% ISO 14001 & 80% ISO 22715/16

## a message from our CI&SO

2024 marked a pivotal year in our sustainability journey. From achieving full renewable electricity to advancing circular materials and reducing emissions, we've turned ambition into action.

We have made significant strides in energy efficiency, achieving 100% renewable electricity across all sites and reducing electric consumption for injection molding and assembly processes. Our carbon emissions reduction targets have been validated by the Science Based Targets initiative, and we have successfully reduced Scope 1 and 2 emissions. Additionally, our Italian production sites earned "Zero Waste to Landfill" certification.

In parallel, we are advancing sustainable material use. Coster has eliminated polyoxymethylene (POM) from some of its product lines and significantly increased the use of post-consumer recycled (PCR) plastics—from 49 tonnes in 2023 to 118 tonnes in 2024. We are also actively reducing packaging materials by optimizing thickness, removing unnecessary components, and transitioning to recyclable alternatives, all while maintaining product integrity. These initiatives reflect our commitment to the circular economy and support our customers in achieving their sustainability goals.

Our social responsibility program, CosterCares, expanded with the Together for Better initiative, supporting meaningful causes within our communities.

With these achievements, we confidently move toward an ambitious 2025, ready to embrace new challenges and goals, empowered by the strength of our people and our unwavering commitment to sustainability.

Thank you for your continued support and effort.



**Andrea RAINERI**  
Chief Innovation & Sustainability Officer



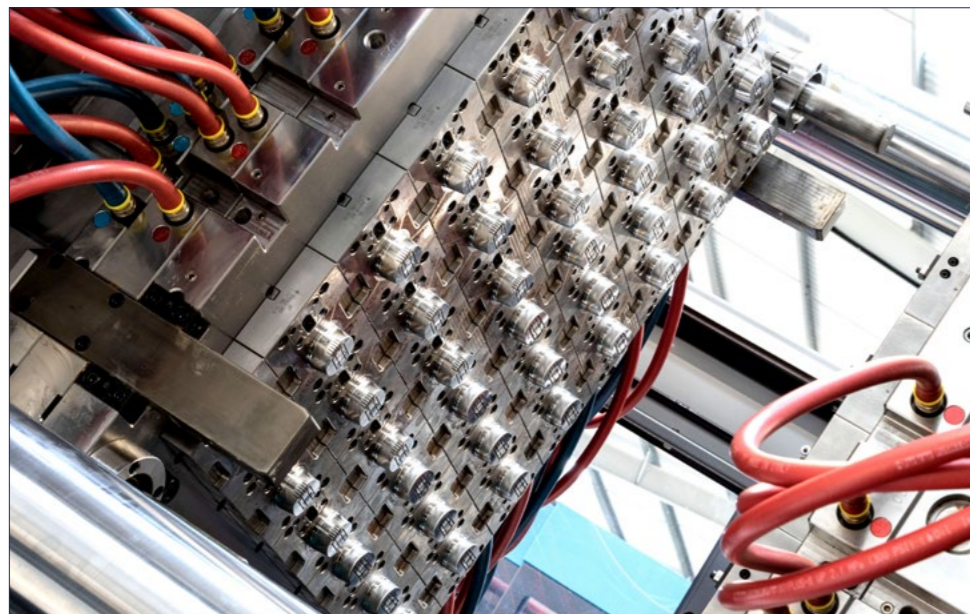
# about Coster


Unique in the industry, Coster is the only company with a long-standing history of manufacturing both aerosol and dispensing packaging components as well as filling equipment, providing it with reliable and extensive know-how in the market.

Established in 1963 in Italy, Coster is a multinational leader in spray packaging and aerosol filling equipment. With a workforce of nearly 1,000 FTE employees and operations in 11 countries across 4 continents, Coster provides a comprehensive range of products, including aerosol valves, spray caps and actuators, spray pumps, dispensers, aerosol filling equipment, and anodizing services.

The company, headquartered in Northern Italy, maintains a global production footprint across Europe, Latin America, Southeast Asia, and the U.S.

Committed to innovation and sustainability, Coster continues to invest in forward-looking solutions. With more than six decades of expertise, Coster remains the main reference for companies seeking reliable, sustainable, and innovative dispensing solutions.





  
**Family and women-owned**

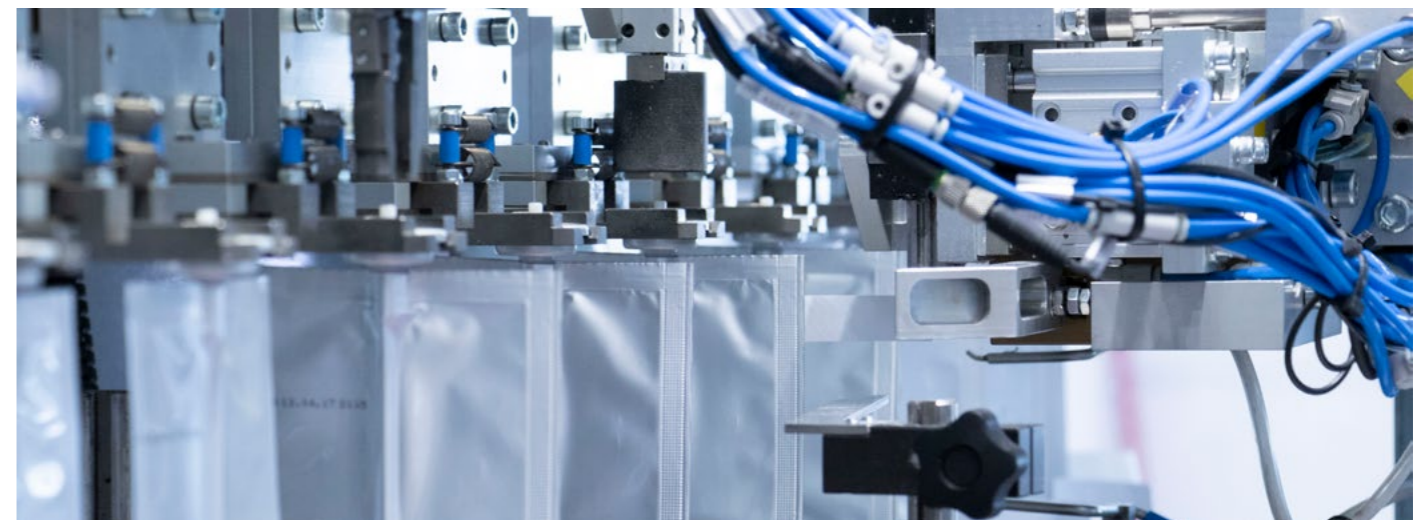
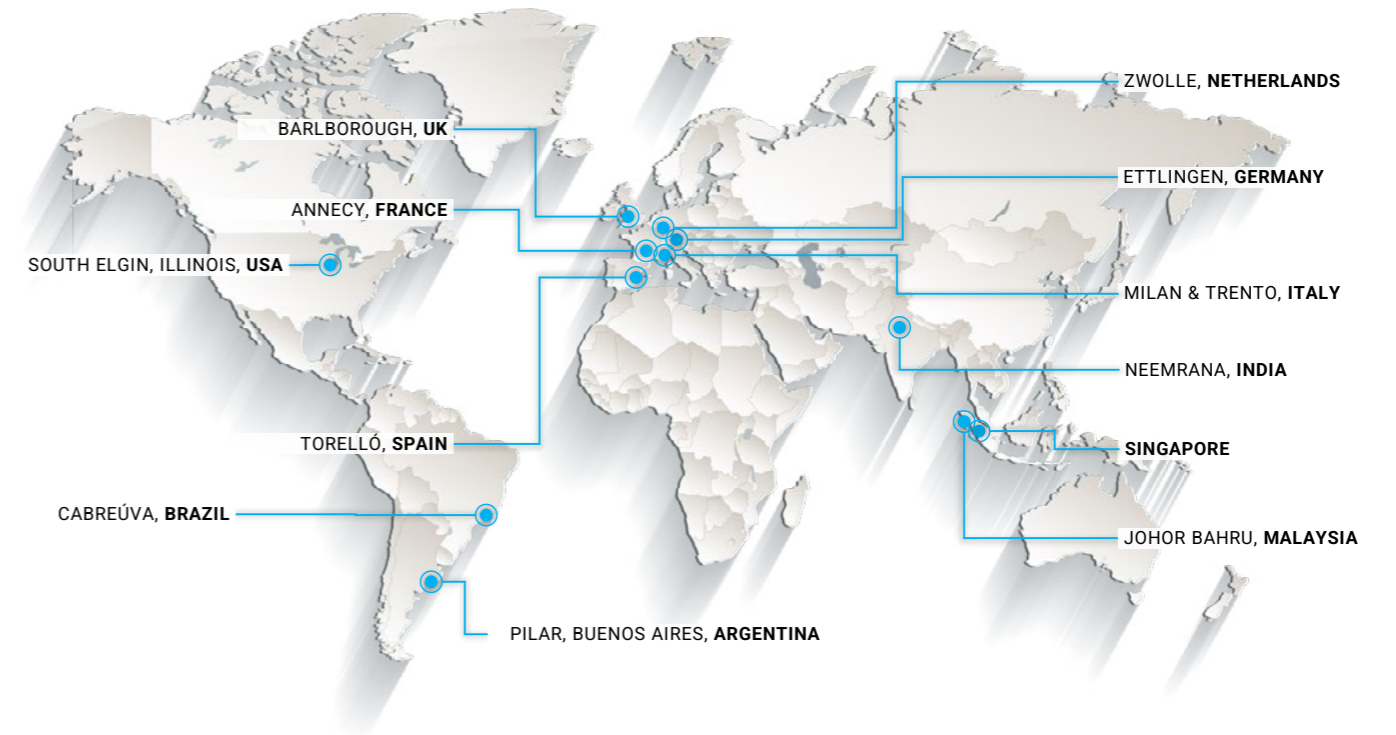
  
**17 manufacturing sites**

  
**282,5 M€ turnover**  
 + 8% vs 2023

  
**10%**  
 capex / turnover ratio

  
**> 4 billion**  
 products manufactured

  
**3 BU:** packaging, machinery, anodization



# governance

## organization

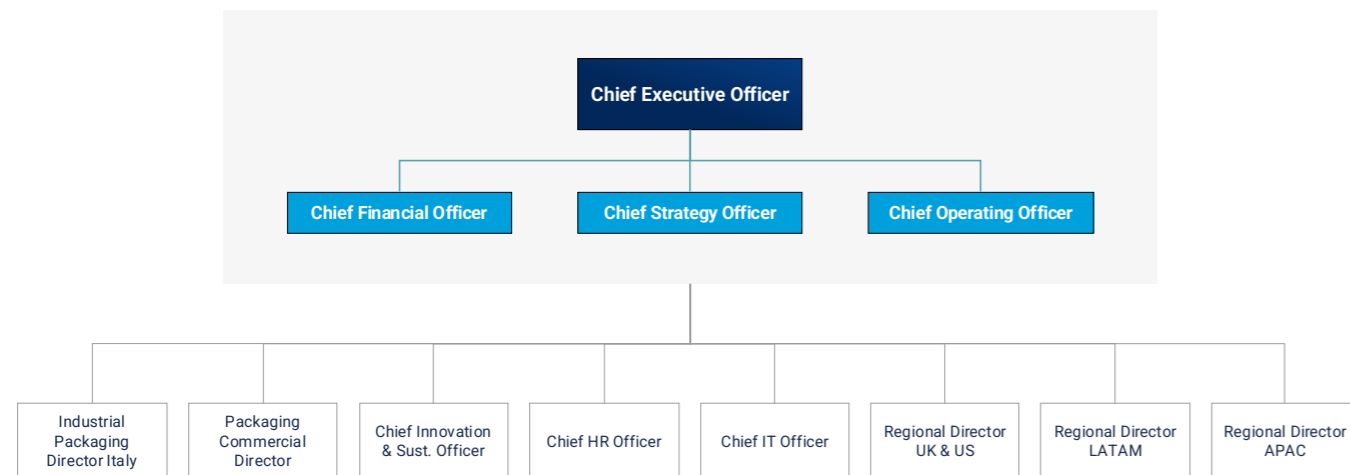
### empowered leadership of a women-owned enterprise



Coster proudly operates as a woman-owned business, with strategic leadership and vision driven by its Vice President, who is also the main shareholder. As a member of WECconnect International, Coster is part of a global network that connects women-owned enterprises with major international buyers.

### Coster Group organization: leading with purpose

The company's governance is led by the Strategic Committee (COSTRAT), chaired by the Group's CEO and President, who holds the authority to represent the company. Supporting this is the Executive Committee (COMEX), which is responsible for implementing strategy, aligning communications, and addressing regional priorities. Both committees are appointed by the CEO and President and approved by the Board of Directors.



### governance model and code of ethics: integrity

Coster Tecnologie Speciali S.p.A. has adopted a comprehensive Governance Model aligned with Italian Legislative Decree 231/2001 to ensure legal compliance and corporate responsibility. This model, extended to all subsidiaries, is reinforced through targeted training and includes clear behavioral guidelines, a whistleblowing system, an inde-

pendent supervisory body, regular audits, and a disciplinary framework.

The model is grounded in Coster's Code of Ethics, which identifies and assesses risk areas to prevent legal violations and foster a culture of ethical conduct throughout the organization.

### supplier code of conduct: shared standards

Coster's Supplier Code of Conduct embodies the Group's values and CSR principles. It serves as a collaborative framework, requiring suppliers to uphold high standards in business integrity, labor and human rights, environmental stewardship, and transparency. Compliance with these standards is essential for ongoing partnerships and long-term collaboration.



### whistleblowing: a culture of openness and trust

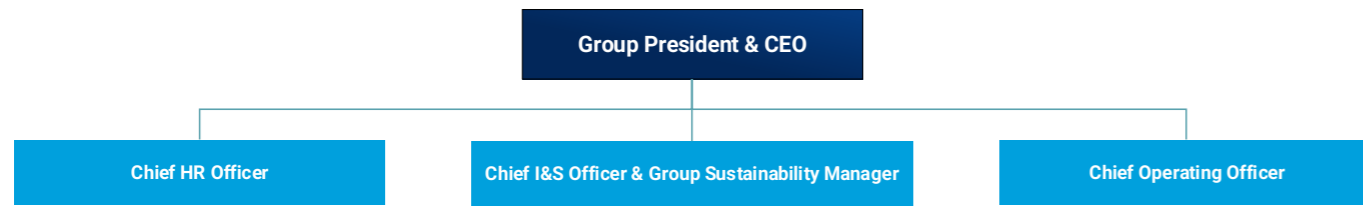
Coster ensures safe and confidential reporting through its IntegrityLog platform, accessible via the company internal portal CNN and the public website. This tool offers alternatives to direct reporting, safeguards anonymity, and ensures data protection.

All reports are handled by trained personnel at headquarters within the Whistleblowing Committee, in full compliance with legal standards and whistleblower protection protocols.

# governance

## sustainability structure

The **Sustainability Board** steers the Group’s sustainability agenda, ensuring regulatory compliance and strategic alignment. It defines the roadmap, tracks evolving regulations, reviews key performance indicators, approves initiatives, and supervises the annual sustainability report. Day-to-day responsibility is held by the Chief Innovation & Sustainability Officer, who reports directly to the CEO and manages all environmental, social, and economic dimensions of sustainability.



Supporting the Board, the **Group Sustainability Committee**—together with a **network of Sustainability Champions** coordinated by the Group Sustainability Manager—monitors progress against the roadmap, tracks performance targets, and fosters the development of new initiatives across the organization.



## commitment to sustainability

Coster places sustainability at the core of its purpose, aligning its efforts with globally recognized frameworks such as the **UN Rio Declaration** and the **Sustainable Development Goals (SDGs)**. While it acknowledges the relevance of all 17 SDGs, the company concentrates on those six that are most closely aligned with its operations: **SDG 4, 7, 8, 9, 12 and 13**. Its sustainability foundation is built on the principles of **ISO 26000** and **ISO 20400**, promoting

ethical conduct, environmental stewardship, and social responsibility throughout the value chain.

By applying the precautionary principle, Coster proactively addresses environmental risks and cultivates a culture of transparency, collaboration, and innovation—driving progress toward a more resilient and responsible industrial ecosystem.



*“Sustainability is not just a goal. It’s a shared responsibility embedded in every decision we make. Our 2024 results show that when we align purpose with action, we create real impact across our value chain.”*

**David SANCHEZ**  
Group Sustainability Manager



# sustainability strategy

## pillars

Our sustainability strategy is a comprehensive approach that focuses on three key areas: Product, Manufacturing Excellence, and People. These areas guide our efforts to create a positive impact on the environment, enhance our operational efficiency, and foster a culture of inclusivity and growth.



### product

**Innovation and sustainability are the twin engines driving our product development.** At Coster, we design high-performance, eco-conscious solutions that aim to satisfy customer needs and market evolution.

Through the implementation of Life Cycle Assessments (LCA), we evaluate environmental impact from cradle to grave, ensuring our products meet the highest standards of circularity and performance.

By integrating post-consumer recycled (PCR) resins and developing mono-material, POM-free, and fully recyclable components, we are expanding our portfolio of sustainable stock solutions.



## manufacturing excellence

Coster stands at the forefront of **automation and smart manufacturing**, guided by a **visionary, engineering-driven mindset**. Since the 1980s, the principles of Industry 4.0 have been deeply embedded in our innovation and growth strategy.

Our smart manufacturing ecosystem integrates advanced digital platforms—including SAP S/4HANA, MES, and WMS—creating a fully interconnected operation. Real-time data insights drive agile decision-making and enhance operational efficiency. Cutting-edge LGV systems and unified software architectures ensure end-to-end traceability, setting new benchmarks in automation.

A demonstration to this commitment is our flagship facility, Coster 2 in Italy—a proud symbol of our pursuit of manufacturing excellence.



### people

**We value our people as our greatest asset.** We are dedicated to creating a safe, inclusive, and empowering work environment that promotes growth.

Our sustainability strategy includes training programs, health and safety initiatives, and community engagement projects.

Through the CosterCares program, we support local communities and drive social responsibility initiatives, ensuring we achieve our sustainability goals while building a resilient and motivated workforce.

# sustainability strategy

## materiality assessment

The materiality analysis is an essential tool for Coster, enabling the company to align its vision and strategy with stakeholder priorities. This process helps identify strategic objectives, potential risks, and opportunities. The resulting matrix is created from input provided by top management and feedback from:

A diverse group of employees from all company sites.

Selected customers and suppliers, chosen based on their business relevance and interest in CSR topics.

These stakeholders contributed through a personalized survey. The analysis covers 20 sustainability-related aspects, which are presented in a "Materiality Questionnaire" to key management functions. Topics are deemed relevant if they reflect Coster's economic, environmental, or social impacts, or if they influence stakeholder decisions, in accordance with GRI materiality principles.

Next year, Coster plans to expand this analysis to include dual materiality, as per the European Corporate Sustainability Reporting Directive (CSRD).

## sustainability roadmap

In 2023, Coster introduced the new Sustainability Roadmap for 2023-2030, aligning it with current global needs, international programs, and market demands. The included KPIs are closely linked to the Materiality Assessment.

In addition to the following KPIs, several other indicators and targets will be reported in the document in compliance with the GRI Standards requirements.

### 2025

- Zero Waste to Landfill (Europe)
- New sustainable products
- Extended energy certification (ISO 50001)

### 2026

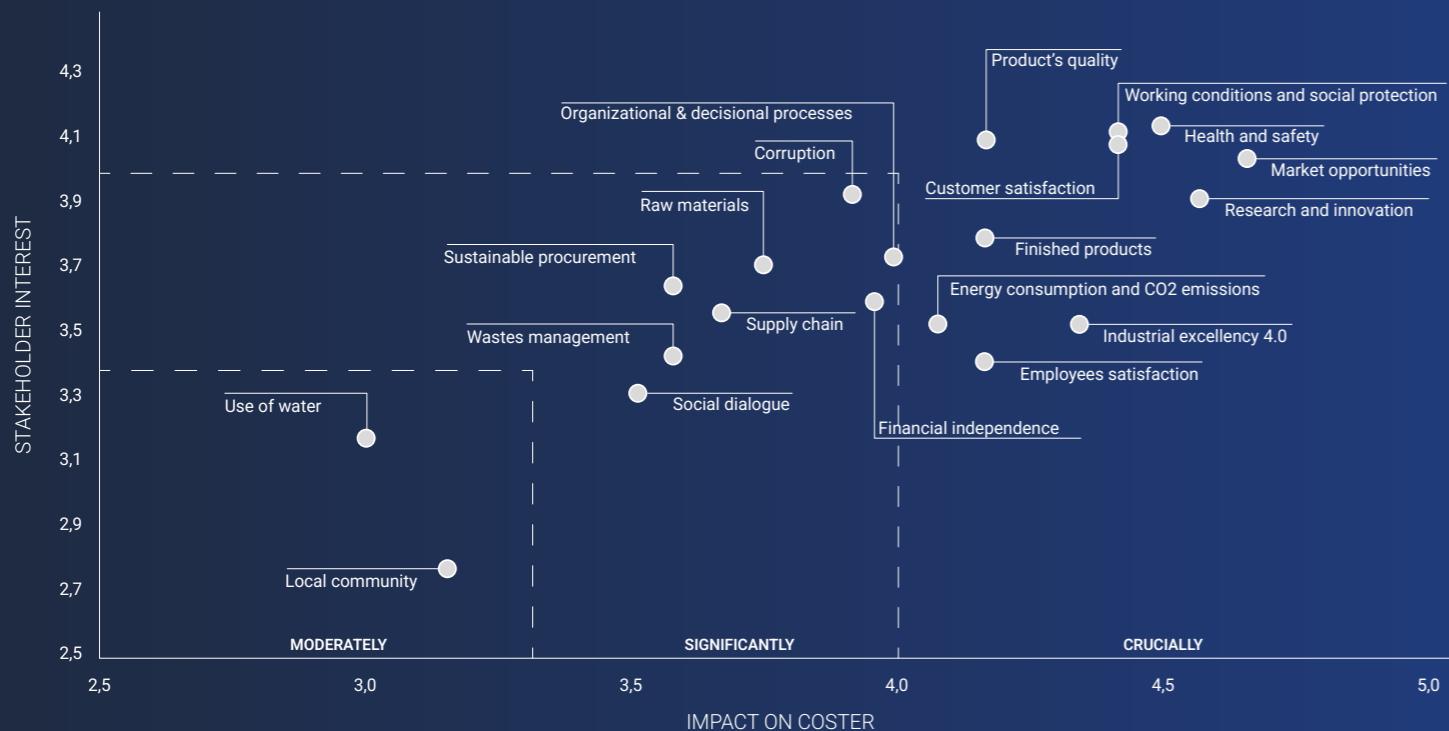
- Zero Waste to Landfill (worldwide)
- Full extension of environmental certifications (ISO 14001)
- Extended ISCC+ certifications
- CosterCares 2<sup>nd</sup> edition
- New sustainable products

### 2028

- Carbon neutral Scope 1&2
- Scope 1&2 SBTi Target reduction

### 2030

- Scope 3 SBTi Target reduction



# products

## overview

With over six decades of expertise, Coster stands as a global leader in the design and manufacture of high-performance filling machines and a diverse range of spray and dispensing packaging for industries including personal care, cosmetics, pharmaceuticals, food, and household products.



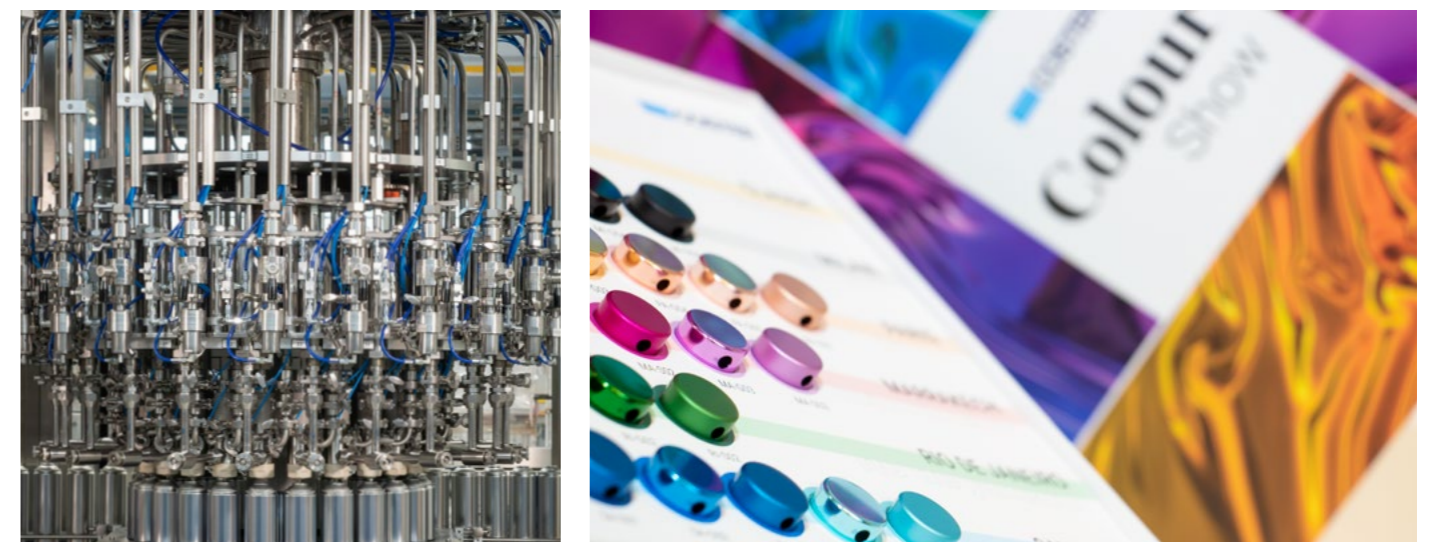
Dedicated to sustainability, Coster performs comprehensive Life Cycle Assessments (LCAs) using SimaPro software and the Ecoinvent database, adhering to ISO 14040-44 standards. These cradle-to-grave studies evaluate all relevant environmental impacts, including global warming potential, and facilitate comparisons between virgin and PCR plastics.

For product recyclability certification, Coster collaborates with qualified bodies and recognized cross-industry initiatives such as cyclos-HTP and RecyClass.



## Innovation

At Coster, the **Innovation & Sustainability** team drives purposeful innovation by merging design, engineering, and sustainability. Headquartered in Italy and operating through a global network, it is structured into **Discovery & Innovation** and **Technical Development**. With 50+ experts and advanced tools, the team delivered a **comprehensive pipeline of product innovation in 2024**, transforming creative ideas into impactful, future-ready solutions.



# products

## innovations spotlight

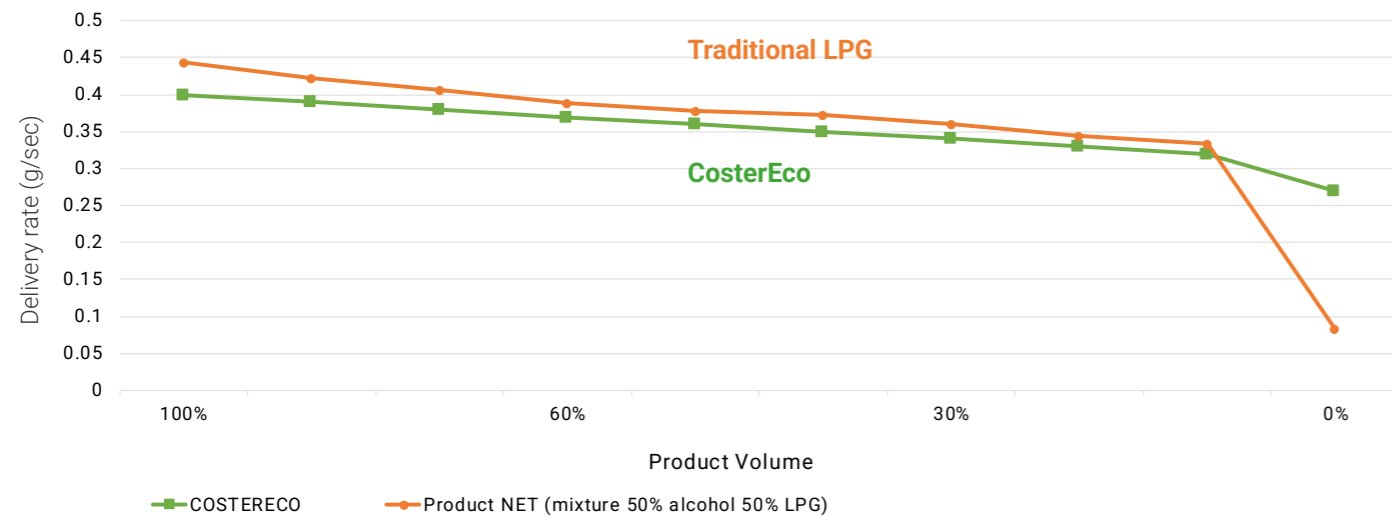
### Bulldog & CosterEco

**Bulldog has selected CosterEco** for its Spray Deodorant collection, **reinforcing its commitment to sustainability and performance.**

The product uses compressed gases as propellants, and thanks to a specially designed valve, actuator, and insert, CosterEco ensures a consistent spray experience throughout the product's life. This guarantees a steady delivery rate and a dry skin feel—without the freezing sensation often associated with traditional LPG systems.

**CosterEco stands out as the most efficient solution for achieving performance parity between compressed gas-propelled aerosols and traditional LPG systems**, while eliminating the environmental drawbacks of fossil-based propellants. Its compatibility with standard filling lines and valve designs allows manufacturers to adopt it without costly retooling. Additionally, CosterEco delivers up to a 70% reduction in CO<sub>2</sub> emissions, avoids pressure drops during use, and maintains consistent spray quality.

**Many thanks to Colep Consumer Products** for trusting CosterEco, introducing it to Bulldog, and supporting our shared commitment to innovation and sustainability.



*"We believe our customers should never have to compromise between sustainability and performance. Both are essential."*

*CosterEco harnesses the physical and chemical properties of compressed gases to replicate the atomization and spray behavior typically achieved with LPG propellants, but with a significantly reduced environmental impact."*

**Massimo CRISTANINI**  
 Technical Customer Service Manager



### pMDI Filling machines green-gases-ready

The **Machinery Business Unit** has taken a decisive step forward in enabling the industry's shift toward more sustainable aerosol technologies.

With a clear focus on innovation and regulatory readiness, the team has developed a **new generation of filling machines specifically designed to handle low-GWP propellants** such as HFA 152a and HFO 1234ze, particularly for the most demanding pharmaceutical market. These machines are ATEX certified, ensuring explosion-proof operation and full compliance with safety standards required for flammable gases.



*"We have designed equipment to safely and efficiently handle green propellants, meeting the highest standards of performance and compliance. This is especially critical in the pharmaceutical sector, where precision and reliability are non-negotiable. We're proud to support our partners in navigating this transition with confidence."*

**Michele MICHELETTI**  
 General Manager Machinery Business Unit



## mBOV - metered dose bag-on-valve

mBOV is the first bag-on-valve with an integrated metering system on the market and it marks a significant advancement in both sustainability and precision dispensing.

Developed to meet the needs of both pharmaceutical and cosmetic markets and available in three different dosages, the mBOV delivers a consistent, dosed amount of product—whether spray, gel, or lotion—while ensuring full separation from the propellant and protection from air and light exposure.

- Delivers a **dosed amount of product** (spray, lotion or gel)
- **Product integrity:** full separation from the propellant
- **Product preservation:** not in contact with air and light
- **Hygienic and sterilizable** (gamma irradiation max 12,5 kGy)
- **Safe, quick and clean filling** through the valve
- **360° dispensing:** better consumer experience
- Steady product flow
- **Low product retention**
- **Eco-friendly:** propelled by air or other compressed gases
- **Food-grade** compliant materials



*"We are proud to have developed mBOV as a new packaging solution designed for a wide range of market applications, including cosmetics, pharmaceuticals, and perfumery. With its precise dosage and excellent aerosol performance, mBOV enables new possibilities while maintaining compatibility with existing BOV filling processes for seamless integration."*

**Fabio TROMBIN**  
Project Manager



## Leaf - recyclable dispenser pump

Leaf is Coster's **recyclable dispenser pump**, designed with sustainability at its core.

Made entirely from polyolefins—primarily polypropylene (PP), Polyethylene (PE) and thermoplastic olefin (TPO)—Leaf is engineered for compatibility with PET, PP, and HDPE bottles, ensuring seamless integration into existing recycling streams.

Its recyclability has been assessed and certified by Recyclass and Cyclos-HTP, confirming that the aggregated pump and clip meet the criteria for recycling with standard plastic packaging.

With its **ultra-light design**, minimal component count, and ISTA 6 readiness, Leaf delivers a **high-performance**, eco-conscious solution without compromising on aesthetics or user experience.



 <b>FULL-PLASTIC 100% POLYOLEFINS</b>	 <b>RECYCLABLE</b>	 <b>ULTRA-LIGHT</b>	 <b>PERFORMANCE WITHOUT COMPROMISE</b>	 <b>TRADITIONAL AESTHETICS</b>	 <b>E-COMMERCE READY</b>
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Recyclability assessment (aggregated pump + clip)	with PET bottle	with PP bottle	with HDPE bottle
Recyclass	<b>A</b>	<b>B</b>	<b>C</b>
Cyclos-HTP	<b>86% - 89%</b>	<b>86% - 88%</b>	<b>70% - 71%</b>

*"From the very beginning of the development of Leaf, our aim was to provide our customers the lightest full-plastic recyclable dispenser, engineered to deliver robust performance while preserving the timeless aesthetics of traditional packaging.*

*The result is something we're truly proud of."*

**Alfeo TECCHIOLLI**  
Head of Discovery & Innovation



# manufacturing excellence

## main achievements from 2024

### new plant in Cabreúva, São Paulo

In mid-2024, Coster inaugurated a cutting-edge facility in Cabreúva, São Paulo. Completed in under 12 months, the 18,000 m<sup>2</sup> site—with 5,000 m<sup>2</sup> of built-up area—complies with ISO 22715-22716 and SMETA 4-Pillar standards, reinforcing our presence in South America. Outfitted with advanced technology, the plant manufactures aerosol valves, actuators, and pumps, and serves as a strategic center for perfumery solutions. This milestone marks an important advancement in the Group's global expansion strategy.



## new certifications

Four additional sites—India, USA, Netherlands, and Brazil—achieved ISO 22715-22716 certification for cosmetic Good Manufacturing Practices (GMP), raising global compliance with top-tier industry standards to 80% of all sites. Furthermore, the renewal of ISO 20400 (Sustainable Procurement) and ISCC+ certifications further strengthens our commitment to a sustainable supply chain and transparent material traceability.



Neemrana, Rajasthan  
India



South Elgin, Chicago  
USA



Zwolle  
Netherlands



Cabreúva, São Paulo  
Brazil

## DIGIT project in Coster 2 plant, Italy

The DIGIT project, launched in 2021 and completed in 2024 at the Coster 2 plant, was conceived to create a state-of-the-art facility, becoming a flagship for the Group and a benchmark for future industrial advancements.

At the heart of the initiative is the integration of cutting-edge digital systems, including SAP for production planning and data management, and a Manufacturing Execution System (MES) for real-time monitoring and control of manufacturing operations. This comprehensive digital transformation significantly enhances operational efficiency, traceability, and data-driven decision-making across the plant.



*"Our new Cabreúva facility brings us closer to our customers and strengthens our ability to deliver top-tier manufacturing performance. It reflects our commitment to local responsiveness, operational precision, and long-term growth in the region."*

**Tiago MARION**  
Brazil Country Manager



*"Industrial excellence isn't optional—it's something we build every day through ongoing investment and improvement. Efficiency and sustainability go hand in hand, helping us deliver top-quality solutions on time while reducing waste and driving long-term value for our customers."*

**Andrea FRAINER**  
Senior Plant Manager Coster 2

# social

## Coster's people

In 2024, the Group reaffirmed its commitment to human capital by fostering a workplace culture rooted in respect, inclusion, and continuous development.

Coster places great importance on the value of its workforce, recognising that the company's success is deeply rooted in the dedication, skills, and wellbeing of its people. In 2024, the company continued to foster a supportive and inclusive working environment, promoting professional development and encouraging active participation at all levels.

The company's approach to labour practices is guided by internationally recognised standards, including regular **SMETA 4-Pillar audits**, which help ensure compliance with ethical, social, and environmental principles.

Health and safety remain a fundamental priority. Coster maintains robust systems and certifications, such as **ISO 45001**, to ensure a safe and healthy

workplace. Preventive measures, continuous training, and a strong culture of accountability reflect the company's dedication to protecting all employees and visitors across its global operations.

Coster also invests in **learning** and development as a strategic lever for growth. Training programmes are designed to enhance technical capabilities, support career progression, and promote a culture of continuous improvement. This approach contributes to employee engagement and strengthens the company's long-term competitiveness.


The company's people strategy reflects a broader commitment to social responsibility, inclusion, and sustainable growth, aligned with its values and long-term vision.



*"At our company, talent means growing through challenges and using experience to shape the future. We support our people to grow the business with ethics, consistency, and courage."*

*We don't aim for swans – we want bold ugly ducklings, ready to face the next challenges with rising responsibility and determination!"*


**Alessandro PROTTI**  
Chief HR Officer



**SMETA-4 pillars audits**  
at 9 sites in 4 countries



**991 FTE employees**



**21,808 h training**



**19.52 h/employee avg**



**Zero-incident culture**  
ISO 45001 certifications & PPE protocols



**11 CSR audits**  
18% of the procurement spend for group's top-20 suppliers

## social responsibility



Coster is committed to making a meaningful contribution to society by promoting social inclusion, wellbeing, and shared value through concrete and long-term initiatives in the areas where it is present.

Launched in 2021, **CosterCares** is Coster's social responsibility programme dedicated to fostering positive impact across the communities where the company operates. In 2024, the initiative was further strengthened through the launch of **Together for Better**, a collective action that deepened Coster's commitment to social engagement and inclusion.

**Coster Academy**  
16 students, 5 days, 12 sessions

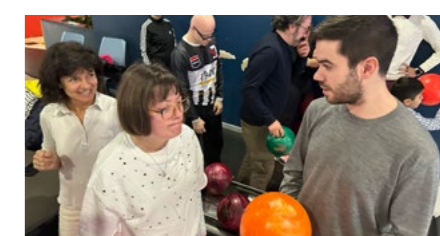
**Volunteering activities**  
Italy, Spain, India, Malaysia, UK, Germany, Argentina, Netherlands, UK

**Well-being seminars**  
20 seminars completed

**Vocational guidance**  
12 high-school guidance  
10 university guidance

**Family days**  
Netherlands, Spain, India, Malaysia, UK, USA, Argentina, Italy

**Bright Futures**  
3<sup>rd</sup> donation to an after-school in India



# environment

## highlights

Coster's environmental performance in 2024 reflects a strong commitment to decarbonisation, resource efficiency, and circularity, supported by measurable progress across all key sustainability indicators.

In 2024, Coster achieved **100% renewable electricity supply across all sites**, with electricity accounting for 90% of total energy use. A new solar installation in the UK contributed over 1.5% of total consumption. **Fourteen environment initiatives** were implemented, delivering measurable savings.

**Scope 1 and 2 emissions** were reduced by **54%** com-

pared to 2021, while **Scope 3 emissions rose by 19%** due to improved data accuracy. **Water consumption per 1,000 units sold decreased by 21%** versus 2022, reflecting enhanced efficiency. **Waste generation dropped to 0.64 kg per 1,000 units sold**, and **PCR plastic usage more than doubled**, reaching 118 tonnes—demonstrating strong progress toward circularity and material optimisation.

### 100% electricity from renewable sources. Worldwide

For the first time in its history, Coster operated globally using **100% electricity sourced from renewables**—achieved through a combination of direct supply and certified credits (iRECs, GOs). This achievement crowns years of energy efficiency initiatives, which led to savings of nearly 7 GWh between 2017 and 2024.

### Zero Waste to Landfill (ZWL) certification



All eight Trentino sites have earned Intertek-certified **Zero Waste to Landfill (ZWL)** status, successfully **diverting 99.995% of waste from landfill and incineration**. Notably, 98.4% of this is achieved through material recovery and recycling.

With a clear roadmap to certify all European sites by 2025 and global sites by 2026, Coster is raising the bar for transparent and responsible resource management. This progress is made possible through the active commitment of all employees to reduce and properly manage waste, and through strategic partnerships with certified recycling companies, ensuring accountability throughout the entire post-consumption lifecycle.

### Science Based Targets (SBTi)

Coster's **emissions reduction goals were officially validated by the SBTi** as being in line with the 1.5°C climate pathway. This endorsement reinforces our commitment to a transparent and scientifically grounded decarbonization strategy.



### solar energy at Coster UK

Our plant in UK has taken a major step toward sustainability with the installation of a **1.24 MW solar array at its Barlborough facility**.

Since going live on November 25<sup>th</sup>, the solar system has already reduced carbon emissions by 0.55 tonnes and generated 9,753 kWh of clean electricity by December. **The installation is expected to produce over 1 million kWh annually**, offsetting nearly 25% of the site's total energy demand—and up to 40% during summer months.

This project not only supports Coster's Science Based Targets initiative, which confirms its emissions goals are aligned with the 1.5°C climate trajectory, but also reinforces its commitment to industrial excellence and responsible energy use.



*"Even in November, the UK sun is proving its worth. Our solar panels are now generating clean energy, marking a meaningful step toward reducing our environmental footprint and advancing our sustainability goals."*

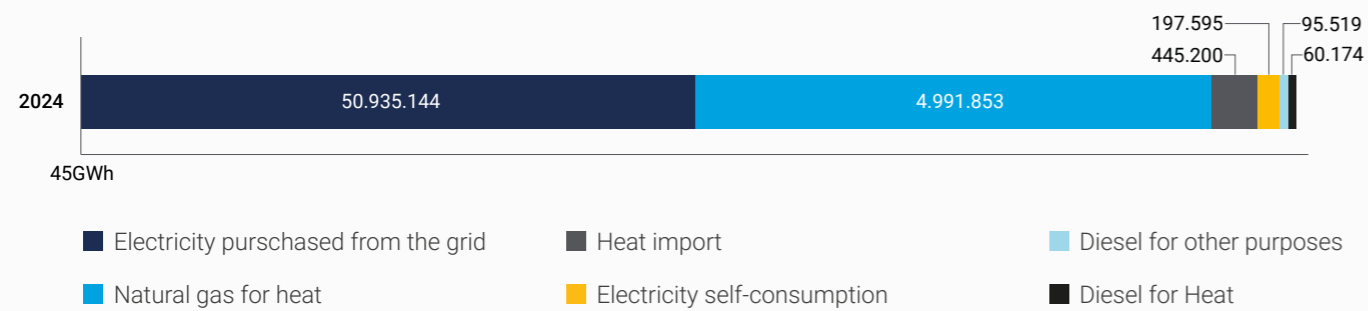
**David Bennett**

Managing Director at Coster Aerosols Ltd & Coster USA Inc.

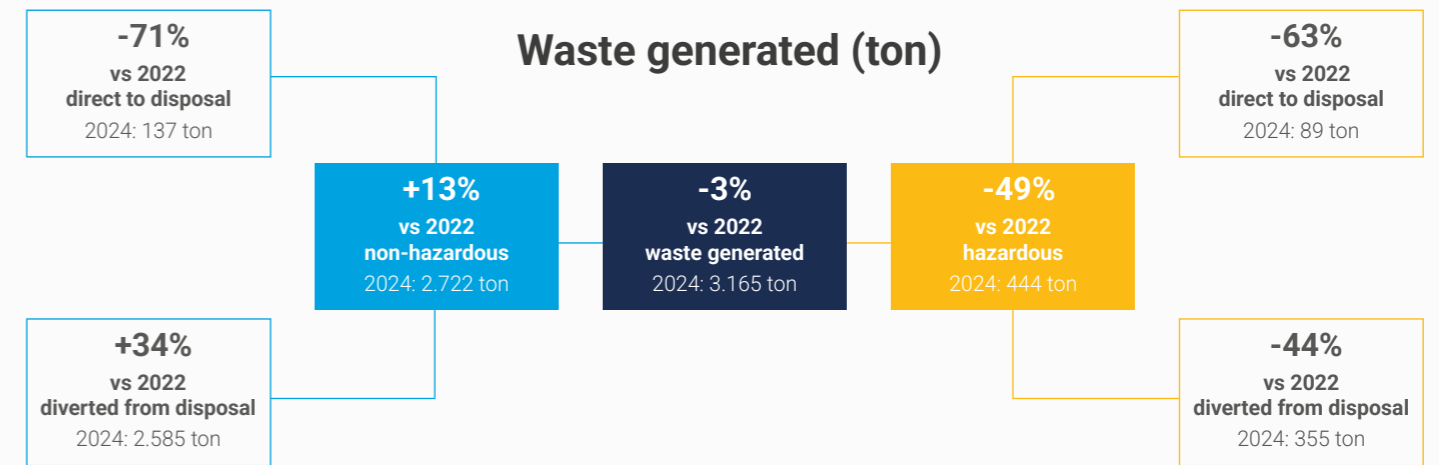
# environment

## environmental data

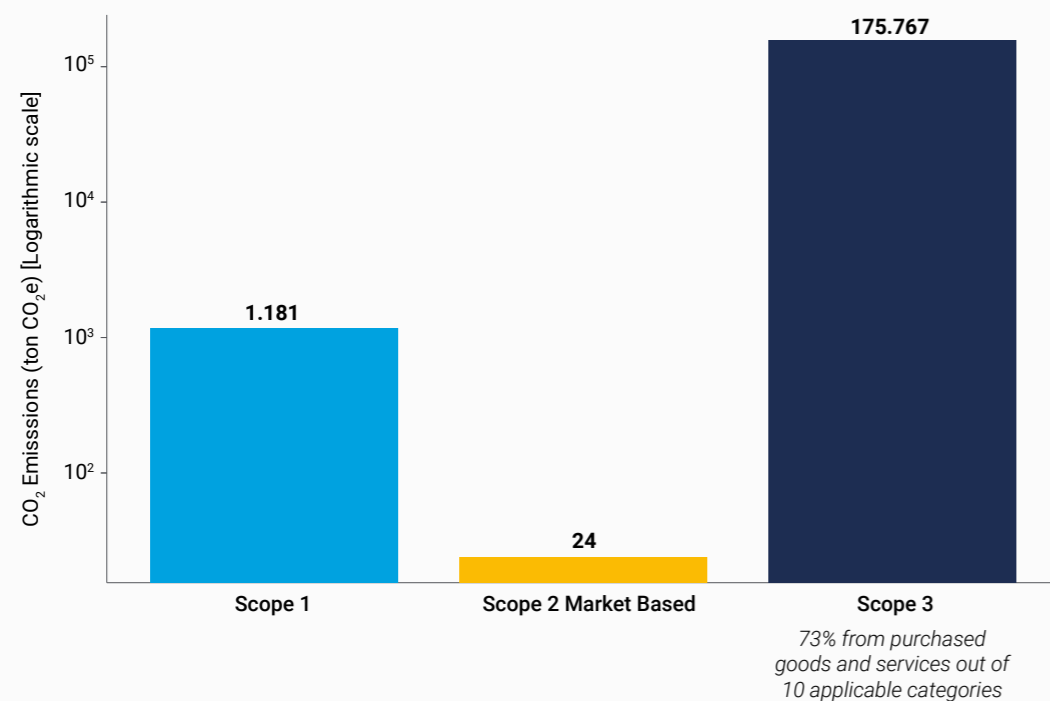
### Total energy consumption (kWh)



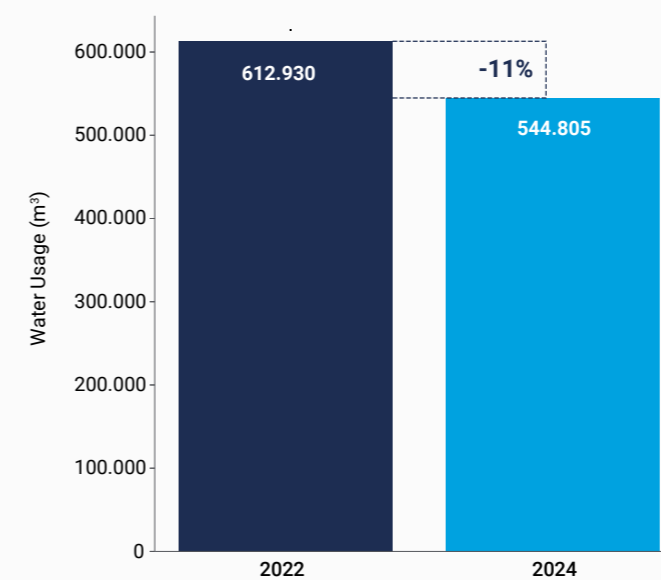
### Waste generated (ton)



### Total carbon emissions at group level (scope 1, 2 & 3)

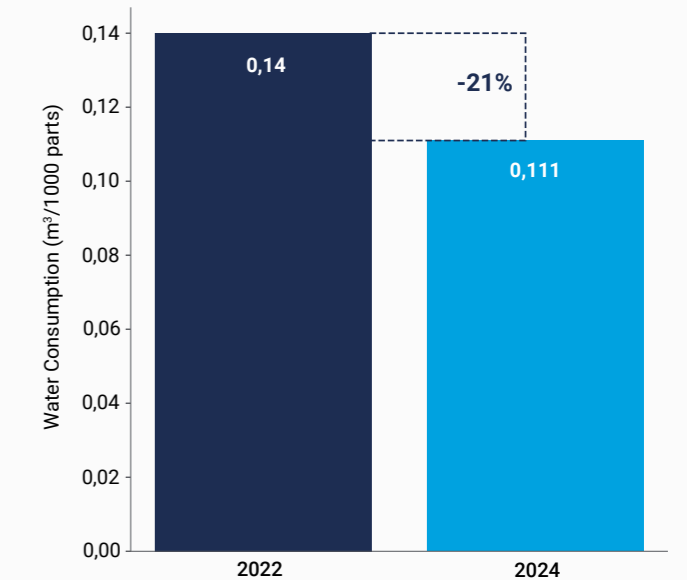


### Total water usage (input)



### Water consumption

normalized by number of sold finished parts \* 1000



# GRI content index

## disclosure references

**Statement of use:** Coster Technologie Speciali, SpA has reported with reference with the GRI Standards for the period 2024 January 1<sup>st</sup> to December 31<sup>st</sup>.

**GRI 1 used:** GRI 1: Foundation 2021

**Applicable GRI Sector Standard(s):** No sector standards applicable.

The GRI Content Index is made up of two parts: The first contains references to the disclosures reported in accordance with the core option, based on the materiality analysis carried out in the reporting year (**Standard and Reporting Requirement**). The second contains references to additional GRI disclosures that complete the outline of Coster's performance (**Coster's response**).

Standard	Reporting requirement	Coster's response
<b>GRI 2: General disclosures</b>		
<b>THE ORGANIZATION AND ITS REPORTING PRACTICES</b>		
2-1	Organizational details	Pag. 3; 12; 14, 15 Coster is registered as a company with 2 major shareholders, in addition to the CEO and Group President.
2-2	Entities included in the organization's sustainability reporting	Coster Technologie Speciali, S.p.A; Costerplast, S.r.l; Tecnocoster, S.r.l; Cati-dom, S.A.S; Costertec, S.A; Coster Benelux & Scandinavia, B.V; Coster Technologie Speciali, GmbH; Coster Aerosols, Ltd; Coster USA, Inc; Coster Packaging do Brasil, Ltda; Coster Packaging, S.A.U; Costerpack Manufacturing, Sdn-Bhd Coster India Packaging, Pvt. Ltd. Excluded: RxPack, S.r.l and Maninvest, Sdn-Bhd.
2-3	Reporting period, frequency and contact point	Pag. 3
2-4	Restatements of information	Unless deemed relevant, changes from previous versions are not detailed. All data included in this report is accurate and reflects the most current information. No material changes have been made to the preceding report.
2-5	External assurance	No external assurance in place.
<b>ACTIVITIES AND WORKERS</b>		
2-6	Activities, value chain and other business relationships	Pag. 12 Coster sources raw materials and services primarily from suppliers worldwide. However, its sourcing strategy focuses on local procurement, thereby minimizing intercontinental transportation of products. No significant changes in the reporting period.
2-7	Employees	Total workers are expressed in FTE. In 2024, Coster reached 991 employees, 726 men (73%) and 264 women (27%).
2-8	Workers who are not employees	Coster had 212 not employees, 144 agency staff mainly engaged in factory tasks and 68 mainly engaged in cleaning and security tasks.

Standard	Reporting requirement	Coster's response
<b>GOVERNANCE</b>		
2-9	Governance structure and composition	The Strategic Committee COSTRAT constitutes the governance of Coster and is responsible for the definition of long-term strategy, resources allocation, compliance and controlling. The COMEX is responsible for execution and communication, providing inputs to shape the strategy, evaluating regional requirements and for periodic institutional meetings. See Pag. 14, 16
2-10	Nomination and selection of the highest governance body	The COSTRAT and COMEX structure and composition is approved within the Board Of Directors, under the CEO and President submission for the nomination of the members in relation to the responsibilities needed in the company governance.
2-11	Chair of the highest governance body	Group President is also the CEO.
2-12	Role of the highest governance body in overseeing the management of impacts	Pag. 3; Coster's COSTRAT meets on a regular basis, sometimes inviting external participants to discuss function-specific topics, while COMEX meets quarterly. Group Management meetings are periodically decided and have the purpose to communicate, align and assess strategies through companies' managers. Assignment of company-level functions takes place at the annual general meeting. During 2024, there were 2 General meeting, 6 COSTRAT meetings and 5 COMEX meetings.
2-13	Delegation of responsibility for managing impacts	The Sustainability Board is responsible for the definition of sustainability strategy and decide what actions to take for compliance and it's made up by the CEO and 3 Chief Officers. The responsibilities of managing any issue or decision connected to sustainability and its three different economic, environmental and social dimensions are in charge to the Chief Innovation & Sustainability Officer, responding to the CEO in the organisational structure.
2-14	Role of the highest governance body in sustainability reporting	Pag. 3
2-15	Conflicts of interest	Pag. 15
2-16	Communication of critical concerns	Pag. 15
2-17	Collective knowledge of the highest governance body	Pag. 14, 15
2-18	Evaluation of the performance of the highest governance body	Pag. 15
2-19	Remuneration policies	Coster complies with all labor laws in each of the countries in which it operates.
2-20	Process to determine remuneration	Coster complies with all labor laws in each of the countries in which it operates.
2-21	Annual total compensation ratio	Information not available due to confidentiality.
<b>STRATEGY, POLICIES AND PRACTICES</b>		
2-22	Statement on sustainable development strategy	Pag. 5, 18-20
2-23	Policy commitments	All our policies can be found at <a href="http://www.coster.com/downloads">www.coster.com/downloads</a> and are publicly available and approved by our CEO and President. They apply in all our sites and activities.
2-26	Mechanisms for seeking advice and raising concerns	Pag. 15

Standard	Reporting requirement	Coster's response																																							
2-27	Compliance with laws and regulations	Coster has had only one administrative sanction in 2024.																																							
<b>STAKEHOLDER ENGAGEMENT</b>																																									
2-29	Approach to stakeholder engagement	Pag. 20																																							
<b>GRI 3: Material topics</b>																																									
3-1	Process to determine material topics	Pag. 20																																							
3-2	List of material topics	Pag. 20																																							
3-3	Management of material topics	Pag. 20																																							
<b>GRI 101: Biodiversity</b>																																									
101-5	Locations with biodiversity impacts	None of the Coster sites have a significant impact on biodiversity and all of them are located far enough from protected areas of biodiversity.																																							
<b>GRI 201: Economic performance</b>																																									
201-1	Direct economic value generated and distributed	See our financial report																																							
201-4	Financial assistance received from government	See our financial report																																							
<b>GRI 202: Market presence</b>																																									
202-2	Proportion of senior management hired from the local community	98%																																							
<b>GRI 203: Indirect economic impacts</b>																																									
203-1	Infrastructure investments and services supported	Coster has never supported the development of infrastructure investments and services.																																							
<b>GRI 204: Procurement practices</b>																																									
204-1	Proportion of spending on local suppliers	47%																																							
<b>GRI 205: Anti-corruption</b>																																									
205-3	Confirmed incidents of corruption and actions taken	In 2024 Coster does not have: <ul style="list-style-type: none"> <li>any confirmed incidents of corruption.</li> <li>any confirmed incidents in which employees were dismissed or disciplined for corruption.</li> <li>any confirmed incidents when contracts with business were terminated or not renewed due to violations related to corruption.</li> <li>any public legal cases regarding corruption brought against the organization or its employees during the reporting period.</li> </ul>																																							
<b>GRI 206: Anti-competitive behaviour</b>																																									
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	In 2024 Coster did not receive any legal action related to these issues.																																							
<b>GRI 301: Materials</b>																																									
301-1	Materials used by weight or volume	<table border="1"> <thead> <tr> <th></th> <th>Total (Tn)</th> <th>% of recycled</th> </tr> </thead> <tbody> <tr> <td>Material</td> <td>2024</td> <td></td> </tr> <tr> <td colspan="3"><b>Renewable materials</b></td> </tr> <tr> <td>Steel</td> <td>727</td> <td>80 - 90</td> </tr> <tr> <td>Aluminium</td> <td>624</td> <td>60 - 75</td> </tr> <tr> <td>Tin plate</td> <td>6.063</td> <td>65 - 75</td> </tr> <tr> <td>Paper</td> <td>3.236</td> <td>64</td> </tr> <tr> <td>Plastic resin</td> <td>118</td> <td>100</td> </tr> <tr> <td colspan="3"><b>Non-renewable materials</b></td> </tr> <tr> <td>Plastic resin</td> <td>15.447</td> <td>0</td> </tr> <tr> <td>Rubber</td> <td>816</td> <td>0</td> </tr> <tr> <td>Dip-tube (included in plastic resin)</td> <td>1.889</td> <td>0</td> </tr> <tr> <td>Laminate foil</td> <td>297</td> <td>0</td> </tr> </tbody> </table>		Total (Tn)	% of recycled	Material	2024		<b>Renewable materials</b>			Steel	727	80 - 90	Aluminium	624	60 - 75	Tin plate	6.063	65 - 75	Paper	3.236	64	Plastic resin	118	100	<b>Non-renewable materials</b>			Plastic resin	15.447	0	Rubber	816	0	Dip-tube (included in plastic resin)	1.889	0	Laminate foil	297	0
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Standard	Reporting requirement	Coster's response
301-2	Recycled input materials used	See table 301-1
<b>GRI 302: Energy</b>		
302-1	Energy consumption within the organization	The company employs various types of energy in all its processes, electricity, natural gas and diesel oil. The main consumption is electricity (90%), used in all production processes and auxiliary activities and, to a lesser extent, fuels such as natural gas and diesel (10%) for climatization and emergency auxiliary equipment.  See graphics page 34  By 2024 Coster has completed the process of procuring all of its electricity from renewable sources through contracts with suitable suppliers or by purchasing from GO or IREC. In parallel, our self-generation facilities grew in 2024 with a new installation in the UK of 1,24 MWh this will help us to reach more than 1,5% of our total electricity consumption generated by solar panels.
302-3	Energy intensity	Energy intensity ratios for the main processes - kWh Normalised for the production of 1kg of plastic   Normalised for the assembly of 1000 items  
302-4	Reduction of energy consumption	As an energy-consuming manufacturer, Coster is continuously looking for solutions to further reduce its consumption through the establishment of different initiatives aimed at achieving the targets set. In 2024, Coster successfully implemented 14 distinct initiatives, achieving an energy saving of more than 700 MWh.
<b>GRI 303: Water</b>		
303-1	Interactions with water as a shared resource	Water is not considered a materially significant factor in Coster's Materiality Assessment. Its primary use is limited to auxiliary processes such as cooling in injection moulding and general domestic applications (e.g., sanitation facilities and canteens). All water discharges are managed in strict compliance with applicable national regulations and are characterized by a low pollutant load.
303-3	Water withdrawal	All water utilized by Coster is sourced from freshwater supplies, including groundwater and public or private water utilities. The company does not operate in water-stressed regions and maintains only minimal water storage, limited to what is necessary for emergency preparedness. Nevertheless, Coster fully recognizes the critical importance of water to environmental sustainability and is committed to minimizing its impact on water resources. The company continuously seeks to integrate water-saving initiatives and actively promotes awareness among employees to encourage responsible water use.

Standard	Reporting requirement	Coster's response
303-5	Water consumption	Page 36 Based on the total volume of products sold by Coster's Packaging Division in 2024—representing a 13% increase compared to 2022—Coster calculates water consumption per 1,000 finished units sold. These sales volumes are derived from the Group's Annual Sales Report, with data related to special products and components excluded to ensure consistency with previous years' assessments. As a result of different initiatives and better control of the installations and their consumption, Coster achieved a 21% reduction in water consumption, decreasing from 140 lts per 1,000 units sold in 2022 to 111 lts in 2024.
<b>GRI 304: Biodiversity</b>		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	None of the Coster sites have a significant impact on biodiversity and all of them are located far enough (> 2km) from protected areas of biodiversity.
<b>GRI 305: Emissions</b>		
305-1	Direct (Scope 1) GHG emissions	Pag. 32,33, 34
305-2	Energy indirect (Scope 2) GHG emissions	Pag. 32,33, 34
305-3	Other indirect (Scope 3) GHG emissions	Pag. 32,33, 34
305-4	GHG emissions intensity	For Scope 1: 11,13 Kg CO2e/m2 For Scope 2 (location based): 3,83 Tn CO2e/mln products sold
305-5	Reduction of GHG emissions	In 2024, Coster successfully implemented 14 distinct initiatives, resulting in emissions savings of over 80 tonnes of CO <sub>2</sub> e. Additionally, our last remaining site—located in France—transitioned to 100% renewable electricity, aligning with the rest of our facilities and contributing to an additional reduction of more than 400 tonnes of CO <sub>2</sub> e.
<b>GRI 306: Waste</b>		
306-2	Management of significant waste related impacts	In line with its commitment to reducing material consumption, minimizing the environmental impact of disposal scenarios, and promoting the circular economy—including adherence to the New Plastics Economy Global Commitment (see our performance on EMF website)—Coster has implemented targeted initiatives to improve recovery and reuse rates. Coster is strongly committed to minimizing waste generation, with a particular focus on hazardous waste, and to continually increasing the volume directed toward recovery processes. The company prioritizes reuse and, when reuse is not feasible, ensures materials are recycled wherever possible. If neither reuse nor recycling can be achieved, waste is treated using the least environmentally impactful method available—such as waste-to-energy conversion—reserving landfill disposal strictly as a last resort.
306-3	Waste generated	Pag. 32,35
306-4	Waste diverted from disposal	Pag. 32,35
306-5	Waste directed to disposal	Pag. 32,35
<b>GRI 308: Supplier environmental assessment</b>		
308-1	New suppliers that were screened using environmental criteria	Page 30 In 2024, 11 suppliers were screened upon environmental criteria (8 new suppliers and 3 re-evaluation), that represents 18% of the top-20 spend.

Standard	Reporting requirement	Coster's response						
308-2	Negative environmental impacts in the supply chain and actions taken	The audits did not reveal any suppliers with actual or potential significant negative impacts and the identified shortcomings in both environmental and social aspects were reported and addressed.  Relationships with suppliers were not severed as a result of the assessment						
<b>GRI 401: Employment</b>								
401	Management	At Coster, our multidisciplinary teams combine diverse expertise and professional backgrounds to drive sustainable innovation across our operations. We cultivate a work environment grounded in collaboration, continuous improvement, and accountability—key enablers of our sustainability strategy. By empowering individuals to develop their full potential and seek out more efficient, responsible solutions, we strengthen our capacity to address complex environmental and social challenges. Our global footprint fosters daily cross-functional and cross-regional collaboration, enhancing knowledge transfer and aligning efforts toward shared sustainability objectives.  Through SMETA 4-Pillar audits conducted both at our own sites and across our supply chain, we assess compliance with local regulations and work to align with best practices related to working conditions and the protection of labor rights. This approach reinforces our commitment to ethical conduct, human rights, and continuous improvement throughout the value chain.						
<b>GRI 402: Labour / Management relations</b>								
402-1	Minimum notice periods regarding operational changes	In the European Union (EU), the Council Directive 01/23/EC stipulates that in the event of a transfer of businesses, plants, or parts of businesses or plants, as a result of a contractual sale or merger, an information and consultation procedure must be conducted with employee representatives. The procedure must be initiated a reasonable period of time prior to the transfer. Moreover, the Council Directive 98/59/EC on the approximation of the laws of the EU member states relating to collective redundancies requires the employer to hold consultations with workers' representatives whenever collective redundancies are being contemplated.  For this reason, Coster's notice period is of 90 days (3 months)						
<b>GRI 403: Occupational health and safety</b>								
403-4	Worker participation, consultation, and communication on occupational health and safety	Where committees exist, they meet periodically (at least 4 times a year) and take decisions regarding H&S actions.						
403-9	Work-related injuries	In 2024, Coster registered 19 recordable accidents including one high consequences work-related injury with a total day loss of 651.						
<b>GRI 404: Training and Education</b>								
404-1	Average hours of training per year per employee	Pag. 30						
<b>GRI 405: Diversity and equal opportunity</b>								
405-2	Ratio of basic salary and remuneration of women to men	<table border="1"> <thead> <tr> <th>Managers</th> <th>Middle management</th> <th>Operators</th> </tr> </thead> <tbody> <tr> <td>0,70</td> <td>0,93</td> <td>0,91</td> </tr> </tbody> </table>	Managers	Middle management	Operators	0,70	0,93	0,91
Managers	Middle management	Operators						
0,70	0,93	0,91						
<b>GRI 406: Non-discrimination</b>								
406-1	Incidents of discrimination and corrective actions taken	During the reporting period, there were no cases of discrimination identified by or notified to Coster.						

Standard	Reporting requirement	Coster's response
<b>GRI 407: Freedom of association and collective bargaining</b>		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None of the SMETA Pillar IV audits carried out in 2024 have revealed any risk on this point.
<b>GRI 408: Child labor</b>		
408-1	Operations and suppliers at significant risk for incidents of child labor	None of the SMETA Pillar IV audits carried out in 2024 have revealed any risk on this point.
<b>GRI 409: Forced or compulsory labor</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None of the SMETA Pillar IV audits carried out in 2024 have revealed any risk on this point.
<b>GRI 410: Security practices</b>		
410-1	Security personnel trained in human rights policies or procedures	100% of security personnel, where employed, have received formal training in human rights policies and procedures and their application to security.
<b>GRI 411: Rights of indigenous peoples</b>		
411-1	Incidents of violations involving rights of indigenous peoples	During the reporting period, there were no incidents of violations involving rights of indigenous peoples.
<b>GRI 413: Local communities</b>		
413-1	Operations with local community engagement, impact assessments, and development program	Pag. 31
<b>GRI 414: Supplier social assessment</b>		
414-1	New suppliers that were screened using social criteria	Pag. 30 In 2024, 11 suppliers were screened upon environmental criteria (8 new suppliers and 3 re-evaluation), that represents 18% of the top-20 spend.
<b>GRI 415: Public policy</b>		
415-1	Political contributions	Coster Group does not support with donations any political party or political entities.
<b>GRI 416: Customer health and safety</b>		
416-1	Assessment of the health and safety impacts of product and service categories	Not Applicable.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not Applicable.
<b>GRI 417: Marketing and labelling</b>		
417-1	Requirements for product and service information and labelling	Not Applicable.
417-2	Incidents of non-compliance concerning product and service information and labelling	Not Applicable.
417-3	Incidents of non-compliance concerning marketing communications	In 2024 Coster has not recorded any non-compliance related to marketing communication.
<b>GRI 418: Customer privacy</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2024 Coster has not recorded any complaints concerning this topic.

 **COSTER**

