

# SUSTAINABILITY REPORT **2024**

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# Letter to Stakeholders

Dear Stakeholders,

With great pride, we publish the first Sustainability Report of Ronchi Mario S.p.A. This is an important milestone in our history: for the first time, we disclose publicly, transparently, and methodically the many initiatives, values, and commitments that have always distinguished our Company.

Sustainability was never something that has been a slogan for us. It has been a part of who we are since day one, in our approach to conceive our machines, organizing our operations, and building relationships with our people, our partners, and the environment around us. Now, with this Report, we are taking an additional step: having a conversation with each of you and making a commitment to report and monitor our progress along the way.

Throughout 2024, we laid down strong foundations, starting with the re-design of our production plants on a structural basis, to be more energy efficient and with less environmental impact. At the same time, we continued to invest in projects for our people and for building the company in the long term. Over the next few years, we will consolidate what has been started and launch new projects that will support our sustainable growth.

We are convinced that putting sustainability into all we do is not merely the right thing to do, but the method of long-term value creation for our customers, employees, suppliers, and society as a whole.

This Report is thus simultaneously a report on what we have done up to now and a commitment to the future: to do even better still, year by year, responsibly and transparently.

Thanks for accompanying us on this important journey.

Sincerely,

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

**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 recognised for its reliability and its ability to innovate all around the world.

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 the close relationship with specialised 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. These advancements reshaped our way of designing and building machines, creating the foundations for the 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 footprint. Over the years, **Ronchi America, Ronchi LatAm, Ronchi Asia, 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 long-term vision, and strongly rooted in the values of quality, respect and integrity. Throughout the decades, three generations have carried this legacy forward, combining engineering excellence with an ability to read the market and reinvent solutions when needed.

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 specialised chemicals. The Company continues to invest significantly in research and development, strengthening the technologies that support our long-term strategy and ensuring that innovation, efficiency and sustainability evolve together. Sustainable growth requires both technological progress and responsible choices, and this mindset guides the way we operate and plan for the future.

Almost sixty years after its foundation, 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.
- **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, Ronchi's scores have steadily improved, confirming the effectiveness of its actions and the continuous progress of its management system.

## Industry associations and collaborative networks

Ronchi Mario S.p.A. is an active member of organisations 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. Through this system, we strengthen a governance model that is clear, reliable and aligned with the highest standards of ethical conduct.

Alongside this, our Code of Ethics defines the principles that guide us: integrity, transparency, social responsibility, and respect for human rights. It applies to everyone in the Company as well as to our partners, and is published on our website so it is accessible to all stakeholders. The Supervisory Body (Organismo di Vigilanza - OdV) is responsible for ensuring that both Model 231 and Code of Ethics are correctly applied.

## Whistleblowing and Non-Compliance

Ronchi has set up a whistleblowing channel that allows anyone connected to the Company to report potential violations in a safe and anonymous way. 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.

Reports are managed impartially and, where necessary, followed by corrective measures to prevent recurrence. The process also includes:

- the option to use external channels, where applicable;
- transparent investigations with fair and objective evaluations;
- periodic reviews of the system's effectiveness, including feedback from users.

To make the channel accessible and well known, we communicated its availability through various internal (HR Portal) and external (website) channels.

## Training and Awareness

We believe that ethics must be part of everyday life in the Company. For this reason, we organize training sessions for employees and managers on topics such as compliance, workplace safety, prevention of risks, and correct behavior. These initiatives help us spread a culture of responsibility 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.

The Policy also includes a reporting mechanism, enabling suppliers to raise concerns or report potential violations through a dedicated channel, with full confidentiality guaranteed. By adhering to the SPP, suppliers formally commit to these standards, creating a shared foundation for long-term, responsible collaboration.

## ESG questionnaire

To go further, we are preparing a supplier ESG questionnaire, which will allow us to assess the current state of our supply base on key environmental, social, and governance issues. The questionnaire will cover around 80% of our supply chain by value, meaning the large majority of our strategic partners. The results will give us a clearer picture of where our suppliers stand and, at the same time, will help us make decisions for the future: requesting improvements where necessary and, if standards prove insufficient, reconsidering collaborations.

## Local sourcing and support for the economy

Our supply chain related to the production of machinery 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 want our relationship with suppliers to be based on transparency and trust. For this reason, we keep an open dialogue through meetings, periodic contacts, and participation in industry events. This exchange helps us to strengthen relationships and to explore opportunities for joint initiatives that can improve efficiency and reduce impacts.

## Future improvements

Looking ahead, our sustainability journey will increasingly involve the stakeholders who contribute to our growth. These include our customers, who expect high-performance and responsible solutions; our suppliers and strategic partners, who play a central role in advancing sustainable practices along the value chain; and our financial partners, whose support enables long-term investment. Internally, our employees remain essential to achieving these goals, while the local communities in which we operate continue to be important stakeholders with whom we aim to build positive and lasting relationships.

# 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.

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 new 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.

In 2024, 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 not based on existing policies, procedures, and controls aimed at preventing or mitigating negative outcomes; i.e. evaluating impacts with a gross approach, not considering mitigating actions.
- **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.	<b>Severity:</b> Informative Scale: Medium Scope: Limited Irremediability: Remediable with some effort (time and cost) <b>Likelihood:</b> Very likely	<b>Relevant (considering value chain)</b>  <b>Non-Relevant (considering direct operation)</b>

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.	<b>Severity:</b> Significant Scale: Medium Scope: Broad Irremediability: Remediable with some effort (time and cost) <b>Probability:</b> Likely	<b>Relevant (considering value chain)</b>  <b>Non-Relevant (considering direct operation)</b>
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.	<b>Severity:</b> Significant Scale: Medium Scope: Limited Irremediability: Difficult to remediate <b>Probability:</b> Possible	<b>Non-relevant (both along value chain and direct operation)</b>
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.	<b>Severity:</b> Significant Scale: Medium Scope: Wide Irremediability: Remediable with some effort (time and cost) <b>Probability:</b> Likely	<b>Relevant (considering value chain)</b>  <b>Non-Relevant (considering direct operation)</b>

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.	<b>Severity:</b> Significant Scale: High Scope: Global Irremediability: Remediable with some effort (time and cost) <b>Probability:</b> Very likely	<b>Very relevant (both along value chain and direct operation)</b>
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.	<b>Severity:</b> Significant Scale: High Scope: Limited Irremediability: Remediable with some effort (time and cost) <b>Probability:</b> Unlikely	<b>Non-relevant (both along value chain and direct operation)</b>
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).	<b>Severity:</b> Critical Scale: High Scope: Global Irremediability: Very difficult to remediate <b>Probability:</b> Certain	<b>Very relevant (both along value chain and direct operation)</b>

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.	<b>Severity:</b> Informative Scale: Medium Scope: Limited <b>Probability:</b> Likely	<b>Non-relevant (both along value chain and direct operation)</b>
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	<b>Relevant (considering value chain)</b>  <b>Non-Relevant (considering direct operation)</b>
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.	<b>Severity:</b> Critical Scale: Catastrophic Scope: Global Irremediability: Irreversible <b>Probability:</b> Certain	<b>Very relevant (both along value chain and direct operation)</b>

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 or forced labor. Failure to uphold these rights could negatively affect the company's reputation, reduce employee retention, and in extreme cases lead to legal violations.	<b>Severity:</b> Significant <b>Scale:</b> High <b>Scope:</b> Global <b>Irremediability:</b> Very difficult to remedy <b>Probability:</b> Possible	<b>Relevant (considering value chain)</b>  <b>Non-Relevant (considering direct operation)</b>
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.	<b>Severity:</b> Important <b>Scale:</b> Medium <b>Scope:</b> Global <b>Irremediability:</b> Remediable with some effort (time and costs) <b>Probability:</b> Possible	<b>Non-relevant (both along value chain and direct operation)</b>
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.	<b>Severity:</b> Significant <b>Scale:</b> High <b>Scope:</b> Concentrated <b>Irremediability:</b> Very difficult to remedy <b>Probability:</b> Possible	<b>Non-Relevant (considering value chain)</b>  <b>Relevant (considering direct operation)</b>
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.	<b>Severity:</b> Important <b>Scale:</b> High <b>Scope:</b> Concentrated <b>Probability:</b> Guaranteed	<b>Non-relevant (considering value chain)</b>  <b>Very Relevant (considering direct operation)</b>

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.

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 were 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 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	<b>Magnitude:</b> Significant <b>Probability:</b> Very likely	<b>Very relevant</b>
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	<b>Magnitude:</b> Informative <b>Probability:</b> Very likely	<b>Relevant</b>
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	<b>Magnitude:</b> Important <b>Probability:</b> Possible	<b>Non-Relevant</b>

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	<b>Magnitude:</b> Important <b>Probability:</b> Likely	<b>Relevant</b>
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	<b>Magnitude:</b> Important <b>Probability:</b> Possible	<b>Non-Relevant</b>
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	<b>Magnitude:</b> Informative <b>Probability:</b> Possible	<b>Non-Relevant</b>
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	<b>Magnitude:</b> Informative <b>Probability:</b> 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	<b>Magnitude:</b> Informative <b>Probability:</b> Possible	<b>Non-Relevant</b>
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	<b>Magnitude:</b> Significant <b>Probability:</b> Likely	<b>Relevant</b>
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	<b>Magnitude:</b> Significant <b>Probability:</b> Unlikely	<b>Non-Relevant</b>
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	<b>Magnitude:</b> Important <b>Probability:</b> 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	<b>Magnitude:</b> Significant <b>Probability:</b> Possible	<b>Relevant</b>
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	<b>Magnitude:</b> Significant <b>Probability:</b> Very likely	<b>Very relevant</b>
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	<b>Magnitude:</b> Important <b>Probability:</b> Possible	<b>Non-Relevant</b>

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	<b>Magnitude:</b> Important <b>Probability:</b> Possible	<b>Non-Relevant</b>
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	<b>Magnitude:</b> Important <b>Probability:</b> Possible	<b>Non-Relevant</b>
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	<b>Magnitude:</b> Significant <b>Probability:</b> Unlikely	<b>Non-Relevant</b>

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	<b>Magnitude:</b> Informative <b>Probability:</b> Likely	<b>Non-Relevant</b>
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	<b>Magnitude:</b> Important <b>Probability:</b> Very likely	<b>Relevant</b>
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	<b>Magnitude:</b> Important <b>Probability:</b> Likely	<b>Relevant</b>

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	<b>Magnitude:</b> Important <b>Probability:</b> Likely	<b>Relevant</b>
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	<b>Magnitude:</b> Important <b>Probability:</b> Unlikely	<b>Non-Relevant</b>
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	<b>Magnitude:</b> Important <b>Probability:</b> Possible	<b>Non-Relevant</b>
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	<b>Magnitude:</b> Important <b>Probability:</b> Very likely	<b>Relevant</b>

# 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 is part of our model since ever, 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 high-efficiency machinery that reduces energy overall use and waste during operation;
- the adoption of digital monitoring systems to track performance and consumption in real time;
- revamping and upgrading services for existing production lines, allowing customers to modernize their equipment and cut environmental impacts without having to replace 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 we are carrying out a major renovation program in our two oldest facilities in Italy, with 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.** We currently have photovoltaic systems with a total installed capacity of approximately 519 kW. Additional installations are planned as part of the ongoing renovation program, which will bring the total capacity to around 981 kW (estimated production of over 1,000,000 kWh/year of renewable energy). These projects will further reduce dependence on fossil fuels and contribute to lowering the Company's overall carbon footprint;
- **Heating and cooling systems.** The old gas-based systems in both offices and production areas have been dismissed and replaced with new high-efficiency electric heat pump systems. This upgrade not only improves comfort and reliability but also drastically reduces gas consumption and direct emissions compared to traditional gas boilers;
- **Windows and fixtures.** Offices and production halls are being upgraded with new, more efficient windows and fixtures, which will reduce energy loss and improve overall comfort;
- **Facade insulation.** In the office buildings, additional insulation is being installed on the facades to limit energy dispersion and further increase efficiency in heating and cooling.

These actions will significantly increase energy efficiency and reduce emissions, while also making our workplaces more comfortable and sustainable.

## 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 ensure responsible practices. On the operational side, we make sure that every machine delivered to customers is as efficient, reliable and safe as possible. This means optimizing the use of materials and energy during assembly, reducing internal production waste, and applying quality and safety controls so that our machines help customers minimize errors, scrap and resource consumption in their own processes.

At the same time, we collaborate closely with suppliers, asking them to align with our standards on environmental protection, human rights and working conditions. The introduction of our Supplier Procurement Policy and the upcoming ESG questionnaire will further expand monitoring across the supply chain.

Whenever possible, we prioritize local suppliers for 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 protective equipment, carry out regular risk assessments, and update procedures to keep safety standards high.

At the same time, we invest in inclusion and well-being: 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.

## Governance and oversight

Sustainability at Ronchi is driven by the ESG Team, which is responsible for promoting and coordinating all initiatives across the Company. The Team is represented in 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 strategy 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

We are aware that sustainability is a journey that requires time and commitment. Although we have not yet defined quantitative targets, our investments, policies, and monitoring tools are designed to guarantee steady progress. In the coming years we will continue to strengthen our strategy, formalize clear objectives, and explore new collaborations with experts, research institutes, and international initiatives that can support our path towards a more sustainable future. At the same time, we are committed to staying constantly aligned with evolving regulations, ensuring that compliance with sustainability-related laws and frameworks goes hand in hand with our business strategy.

# 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.

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 behaviour 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 organisational decisions reflect the needs and expectations of the people who work with us every day. Looking ahead, we are working on a project to make this listening process more structured and formalised, with clearer tools and timing to ensure even more consistent and systematic engagement in the future.

## 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 our sector traditionally has a predominantly male workforce, we constantly work to ensure fair treatment and opportunities for all.

## Prevention of discrimination and protection of rights

To guarantee fairness in recruitment, development, and career management, we have put in place clear procedures for preventing and managing discriminatory behavior.

These include:

- anonymous and secure whistleblowing channels, compliant with regulations;
- protection against retaliation for those who report in good faith;
- impartial investigations and immediate corrective measures when violations occur;
- active support for affected employees, ensuring respectful and fair solutions.

## A continuous journey

Inclusion is not a one-off initiative but an ongoing journey. By listening, engaging, and protecting the rights of our people, we aim to build a workplace where everyone can feel safe, respected, and able to grow together with the Company.

### EMPLOYEES: GRI 2-7

Category	Gender	Italy	USA	Mexico	China	UK	TOTAL
Permanent Employee	Male	155	15	5	3	2	180
Permanent Employee	Female	19	6	1	1	0	27
<b>Total Permanent Employee</b>		<b>174</b>	<b>21</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>207</b>
Temporary Employee	Male	4	0	0	0	0	4
Temporary Employee	Female	1	0	0	0	0	1
<b>Total Temporary Employee</b>		<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>
<b>TOTAL</b>		<b>179</b>	<b>21</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>212</b>

In 2024, Ronchi Mario S.p.A. employed a total of 212 people across its operations in Italy, the USA, Mexico, China, and the UK. The majority of the workforce is based in Italy, with 179 employees (around 85% of the total). The USA follows with 21 employees, while the UK has the smallest presence with 2 employees.

### EMPLOYEES: GRI 2-8

Category	Gender	TOTAL
Temporary agency worker	Male	11
Temporary agency worker	Female	0
<b>Total Temporary agency worker</b>		<b>11</b>
Intern	Male	11
Intern	Female	2
<b>Total Interns</b>		<b>13</b>
Other non-employee worker	Male	0
Other non-employee worker	Female	0
<b>Total other non-employee worker</b>		<b>0</b>
<b>TOTAL</b>		<b>24</b>

**TURNOVER: GRI 401-1**

Category	Gender	Age	Count	%
New Hire	Male	<30	5	42%
New Hire	Male	30-50	5	42%
New Hire	Male	>50	2	17%
<b>Total New Hire - Males</b>			<b>12</b>	<b>86%</b>
New Hire	Female	<30	2	100%
New Hire	Female	30-50	0	0%
New Hire	Female	>50	0	0%
<b>Total New Hire - Females</b>			<b>2</b>	<b>14%</b>
<b>TOTAL NEW HIRES</b>			<b>14</b>	<b>7%</b>

Category	Gender	Age	Count	%
Employee Turnover	Male	<30	2	15%
Employee Turnover	Male	30-50	6	46%
Employee Turnover	Male	>50	5	38%
<b>Employee Turnover - Males</b>			<b>13</b>	<b>100%</b>
Employee Turnover	Female	<30	0	0%
Employee Turnover	Female	30-50	0	0%
Employee Turnover	Female	>50	0	0%
<b>Employee Turnover - Females</b>			<b>0</b>	<b>0%</b>
<b>TOTAL EMPLOYEE TURNOVER</b>			<b>13</b>	<b>6%</b>

In 2024, the Group recorded an employee turnover rate of 6%, with a total of 13 employees leaving the organization during the reporting year (many of whom retired). In the same period, 14 new hires were made, resulting in a hiring rate of 7%.

This figure reflects the total number of employees who have left the undertaking and is calculated against the total workforce at the end of the year.

The relatively low turnover rate suggests a stable employment environment and could indicate a positive level of employee retention and engagement within the Group.

In 2024, the Ronchi Group reported on the indicator concerning the Diversity of Governance Bodies and Employees, encompassing the entire workforce of 212 individuals, which represents 100% of the Group’s global headcount.

**DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES: GRI 405-1**

Category	Age	Count	%
Executive	<30	0	0%
Executive	30-50	0	0%
Executive	>50	5	100%
<b>Total Executive</b>		<b>5</b>	<b>2%</b>
Manager	<30	0	0%
Manager	30-50	6	55%
Manager	>50	5	45%
<b>Total Manager</b>		<b>11</b>	<b>5%</b>
White Collar	<30	15	14%
White Collar	30-50	62	58%
White Collar	>50	29	27%
<b>Total White Collar</b>		<b>106</b>	<b>50%</b>
Blue Collar	<30	9	10%
Blue Collar	30-50	38	42%
Blue Collar	>50	43	48%
<b>Total Blue Collar</b>		<b>90</b>	<b>42%</b>

Category	Gender	Count	%
Executive	Male	4	80%
Executive	Female	1	20%
<b>Total Executive</b>		<b>5</b>	<b>2%</b>
Manager	Male	9	82%
Manager	Female	2	18%
<b>Total Manager</b>		<b>11</b>	<b>5%</b>
White Collar	Male	82	77%
White Collar	Female	24	23%
<b>Total White Collar</b>		<b>106</b>	<b>50%</b>
Blue Collar	Male	89	99%
Blue Collar	Female	1	1%
<b>Total Blue Collar</b>		<b>90</b>	<b>42%</b>

As of the reporting year, 28 employees were women, accounting for 13.2% of the total workforce, while 184 employees were men, representing 86.8%. This data reflects a predominantly male workforce, a trend that aligns with broader patterns observed within the industrial sector. Nevertheless, the Ronchi Group remains firmly committed to advancing gender equality.

# Safety first

The health and safety of our people is a top priority. We fully comply with all legal requirements and have a structured internal system to make sure that everyone can work in a safe, respectful, and legally compliant environment. 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 tools;
- regular replacement and monitoring of PPE to make sure 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 all other regulated installations. All inspection results (internal and external) are recorded, reviewed and used to define corrective actions whenever necessary. This mixed control system not only works effectively in practice, but is fully aligned with the regulatory framework governing workplace health and safety in Italy.

## 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 immediate corrective measures. We also guarantee protection against retaliation for anyone who reports in good faith. Thanks to this structured approach, in 2024 no occupational accidents resulting in days of absence were recorded across the Group.

### OCCUPATIONAL ACCIDENTS - GRI 403-9

Category	2024
Hours worked	373,120
<b>Total number of accidents</b>	<b>1</b>
<i>of which resulting from commuting accidents</i>	1
<i>of which serious work-related injuries, excluding fatalities</i>	-
<i>of which fatalities</i>	-
<b>Injury Rate</b>	<b>2.68</b>

### WORK-RELATED ILL HEALTH - GRI 403-10

Category	2024
<b>Cases of work-related ill health</b>	-
<i>of which fatalities</i>	-

The measures implemented in recent years to safeguard health and safety in the workplace have yielded positive results. In 2024, with a total of 373,120 hours worked, only one accident (commuting accident) was recorded throughout the entire year. This corresponds to an occupational accident rate of 2.68% among employees.

Furthermore, no cases of occupational diseases were reported among the workforce during the reporting period.

## Well-being and quality of life

Health and safety at Ronchi go beyond preventing accidents: we actively promote well-being in the workplace. This includes initiatives to improve work-life balance, policies for creating a healthy and respectful environment, and support for workers who may face difficult situations.

In addition, Ronchi Mario S.p.A. provides all employees with free private health insurance, 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 also available for free, offering a comfortable and shared space that supports daily well-being and helps foster a sense of community within the Company.

Through these actions, we make sure 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 our employees in their professional career, we strengthen both their potential and the ability of the organization to innovate and remain competitive in a constantly 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 efficiency in operations, and strengthen managerial and relational skills. Continuous learning is essential in our sector, where innovation and adaptation are key. In addition to structured courses, the Company supports the professional development of its people by sponsoring specialist training when needed and by offering all employees free access to a comprehensive e-learning platform. This tool provides a wide range of courses, allowing everyone to learn at their own pace and strengthen both technical and cross-functional skills. Training activities are currently only partially tracked, in line with GRI indicator 404-1, as the Company is developing a dedicated tool to consolidate all training data. For this reason, the figures reported in the table below reflect only the hours formally recorded during the year.

Indeed, Ronchi Mario S.p.A. is now implementing a new digital system that will allow all training activities to be monitored in a more structured and comprehensive way. This improvement will provide a clearer and more accurate representation of the learning efforts already taking place across the organization.

### AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE 404-1

Category	Males	Females	Total Training Hours	Avg Hours per Employee
White Collar	225	71	296	2.79
Blue Collar	263	-	263	2.92
Manager	24	-	24	2.18
Executive	-	4	4	0.80
<b>Total Number of Hours</b>	<b>512</b>	<b>75</b>	<b>587</b>	<b>2.77</b>

While these numbers offer an initial overview, they represent only part of the actual training delivered. A significant portion of employee development at Ronchi happens through hands-on, on-the-job learning, especially in technical roles, where skills are built daily through practice, supervision, and real operational experience. This type of training is continuous and deeply embedded in everyday activities, but by nature difficult to quantify.

## **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. We also promote professional development through constant dialogue with managers, clear expectations and recognition based on merit and contribution. This helps people understand how they can grow within the Company and build a long-term path with us.

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 even 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 exclusively on merit, experience, and responsibilities. Our compensation policies ensure that each role is fairly rewarded according to the value it brings to the Company, without any distinction based on gender or personal characteristics.

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

The results of our 2024 pay analysis confirm that there are no significant pay differences between men and women (1%), demonstrating that compensation at Ronchi is driven solely by competence and performance.

All employees based in Italy (who represent the majority of the Group's workforce) are covered by the National Collective Labor Agreement for the Metalworking Industry (CCNL Metalmeccanico). This contractual framework guarantees fair and transparent working conditions, ensures compliance with minimum wage levels, and provides additional protections related to welfare, leave, and occupational safety.

The same principles apply across our international subsidiaries. Local compensation practices follow market benchmarks and are complemented by additional benefits and welfare measures, ensuring that all employees (regardless of country) can count on fair and competitive working conditions



## Employee involvement

We believe that decisions are stronger when they include the voices of our people. For this reason, we involve employees through consultations that take place in different ways, depending on the topic and the moment. The process is carried out roughly once a year and can include anonymous surveys as well as individual conversations, allowing us to collect both quantitative and qualitative feedback.

These consultations help us understand how people perceive their work environment, workloads, internal communication, team dynamics, and overall well-being. The most recent assessment conducted through a structured methodology aligned with national guidelines showed a low level of work-related stress risk for the Company and highlighted several strengths, such as 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 guided concrete actions and will continue to support the evolution of our HR policies.

Looking ahead, we are working to transform this structured consultation process into a formalized and recurring program, with clearer timing, structured tools, and better follow-up actions. The goal is to make employees listening an even more stable pillar of our management approach, ensuring that people continue to have a real and proactive role in how the Company evolves.

## 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 been closely connected to the areas where it operates. We believe that a company grows stronger when it also creates value for the communities around it. For this reason, we are committed to initiatives that promote dialogue, collaboration, and shared development.

## **Dialogue and participation**

We maintain an open dialogue with our stakeholders through periodic consultations, meetings, and participation in external initiatives. These activities allow us to collect feedback, evaluate the effectiveness of our policies, and identify opportunities to improve. Discussions with employee representatives are also an important channel, helping us align corporate decisions with the expectations of the people who work with us every day.

## **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 studies, for example by offering scholarships, and we regularly welcome young people for internships and training periods. Many of these experiences are designed as a first step towards employment within the Company, allowing us to train future professionals and create opportunities for young talent.

In this way, we not only contribute to the development of the next generation of workers, but also strengthen the link with our local community, supporting education and employment in the territories where we operate.

## Practical actions

Our contribution to communities takes different forms. On one hand, we focus on our role as an employer by ensuring:

- safety and professional development programs;
- monitoring and improvement activities to guarantee compliance with regulations and best practices;
- internal listening channels and secure reporting mechanisms to support employees, with positive effects also on the families and communities connected to them.

At the same time, we extend our commitment beyond the Company through solidarity initiatives. These include, in addition to the scholarships mentioned before, financial contributions to organizations that support young people with disabilities, associations that promote inclusive sports, and institutions that provide assistance to people in need. Through these actions, we aim to strengthen the social fabric of our territories and contribute to a community that is more inclusive and supportive.

## Looking ahead

We see community engagement as a continuous commitment rather than a one-off initiative. In the coming years, we will continue along the path already taken, maintaining the activities and donations that have supported our communities in the past. Where possible and meaningful, we aim to expand the scope of these initiatives, broadening our contribution and strengthening our role in promoting inclusion, solidarity, and sustainable development.

Through this ongoing effort, Ronchi contributes not only to the packaging sector, but also to the well-being and resilience of the communities where we live and work.

# 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 has been certified according to ISO 14001, which provides a structured framework for managing environmental aspects. This certification strengthens our governance model by requiring 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 all decisions.

ISO 14001 also reinforces a systematic approach: 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.

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.

Alongside ISO 14001, our Supplier Procurement Policy extends environmental principles along the value chain. Suppliers are required to adhere to the same standards of responsibility that guide our business, ensuring that impacts are managed not only within our plants but also in the upstream supply chain.



## Investments and actions

Concrete results are achieved through investments. Between 2024 and 2026, Ronchi Mario S.p.A. is carrying out a set of environmental improvement initiatives designed to reduce emissions, increase energy efficiency and strengthen resilience to climate risks. The main actions underway include:

- installation of photovoltaic systems, bringing our total renewable energy capacity to approximately 981 kW and enabling the production of over 1,000,000 kWh/year of renewable energy;
- replacement of old gas-based heating and cooling systems with new electric heat pump solutions, lowering energy consumption and eliminating direct emissions from combustion;
- insulation of office buildings and renewal of windows and fixtures across production halls, reducing energy dispersion and improving the overall efficiency of our sites;
- digitalization and automation of internal processes, improving operational efficiency and reducing waste across production activities;
- progressive introduction of ESG criteria in supplier evaluation, supporting the decarbonization of the supply chain and promoting responsible sourcing.

# Facing the climate changes and crisis with commitment

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 our business, like all industrial activities, generates impacts, but also that we can play an active role in reducing them and in supporting the transition to a low-carbon economy.

## Risks and opportunities

We have assessed the resilience of our operations along the entire value chain, from the procurement of raw materials (upstream) to our internal processes and the use of our machines by customers (downstream). Physical risks include exposure to extreme weather events, higher energy costs, and potential damage to production infrastructure. Transition risks are mainly linked to stricter regulations, technological obsolescence of less efficient machinery, and possible constraints in accessing capital.

At the same time, we also see opportunities: access to subsidized financing for green investments, stronger competitive positioning thanks to the development of high-efficiency machinery, and lower operating costs through renewable energy and advanced energy solutions.

## GHG emissions mapping

To better understand our climate footprint, we monitor greenhouse gas emissions across different scopes:

- Scope 1: direct emissions from fuel and energy use in production processes;
- Scope 2: indirect emissions from purchased electricity and thermal energy;

This mapping allows us to improve the accuracy of our climate assessments and to guide targeted actions for reduction.

## Objectives and monitoring

Our environmental objectives include improving energy efficiency, reducing emissions, and increasing the share of renewable energy. While we have not yet set quantitative targets, all initiatives are monitored through performance indicators covering energy, emissions, and waste. This system ensures that progress is measured and that improvements are continuous.

## Recent initiatives

In recent years we have already taken important steps:

- obtaining ISO 14001 certification in 2024, which reinforces monitoring and continuous improvement practices;
- launching major energy efficiency projects in our facilities;
- introducing ESG criteria in supplier selection and qualification processes;
- investing in renewable energy and digital solutions for production.

Through these actions, Ronchi demonstrates that tackling climate change is not only a necessity, but also an opportunity to innovate, reduce costs, and strengthen our competitive positioning in the long term.

Additional investments in research and development (R&D) have been launched to design innovative technological solutions aimed at reducing the environmental impact of machinery and supporting customers in their ecological transition.

## Energy consumption

The data are expressed in MWh and refer to the total energy consumption within Ronchi S.p.A. in 2024, which amounted to 2.531 MWh. The largest share was the electricity from the grid, with 1.004 MWh, followed by natural gas at 903 MWh. Electricity from renewable sources accounted for 89 MWh and will increase more in the next years thanks to the new photovoltaic system being installed.

**ENERGY CONSUMPTION WITHIN THE ORGANIZATION - GRI 302-1**

Category	UoM	2024
Natural Gas	MWh	903
Diesel	MWh	267
Gasoline	MWh	268
Electricity from the grid	MWh	1,004
Electricity from renewable energy sources (auto produced)	MWh	89
<b>Total energy consumed</b>	<b>MWh</b>	<b>2,531</b>

**GHG EMISSIONS - GRI 305-1 305-2**

Category	UoM	2024
<b>Direct GHG Emissions - Scope 1</b>	<b>tCO<sub>2</sub>eq</b>	<b>319</b>
From stationary combustion	tCO <sub>2</sub> eq	-
From combustion of fuels in company-owned vehicles and diesel generators	tCO <sub>2</sub> eq	-
From refrigerant gas	tCO <sub>2</sub> eq	-
<b>Indirect GHG Emissions - Scope 2</b>	<b>tCO<sub>2</sub>eq</b>	<b>89</b>
Location Based (LB)	MWh	227
Market Based (MB)	MWh	502
<b>Total Scope 1 and Scope 2 (LB)</b>	<b>tCO<sub>2</sub>eq</b>	<b>546</b>
<b>Total Scope 1 and Scope 2 (MB)</b>	<b>tCO<sub>2</sub>eq</b>	<b>821</b>

The Ronchi Group's direct GHG emissions (Scope 1) for the reporting year amounted to 319 tCO<sub>2</sub>eq, indicating a certain level of emissions primarily attributable to the consumption of natural gas and fuels. Regarding indirect GHG emissions Scope 2 have been reported using both the location-based and market-based approaches: specifically, location-based emissions accounted for 227 tCO<sub>2</sub>, while market-based emissions amounted to 502 tCO<sub>2</sub>eq. The combined total of Scope 1 and Scope 2 emissions under the location-based methodology was 546 tCO<sub>2</sub>eq, which is notably lower than the total of 821 tCO<sub>2</sub>eq calculated using the market-based approach.

In proportional terms, Scope 1 emissions represented 58% of the total Scope 1 and Scope 2 emissions under the location-based method, with Scope 2 location-based emissions comprising the remaining 42%. Conversely, under the market-based approach, Scope 1 emissions accounted for 38% of the total, while Scope 2 market-based emissions constituted 62%.

This analysis highlights the significant impact of electricity sourcing on the Group's overall carbon footprint considering MB approach and underscores the importance of continuing efforts to transition toward lower-emission energy procurement strategies.



# Smart packaging, designed for sustainability

At Ronchi Mario S.p.A., innovation in our machinery goes hand in hand with sustainability. By improving the efficiency and design of our solutions, we help our customers reduce the environmental footprint of their packaging processes and adopt practices that are increasingly aligned with circular economy principles.

## **Eco-design and product circularity**

Our machines are developed following eco-design principles, with a focus on maximizing production efficiency and minimizing waste throughout the packaging process. Each solution is engineered to reduce product losses, optimize resource use, and ensure compatibility with recyclable or compostable packaging materials.

This approach is further strengthened by the growing use of digital twin technology, which allows us to simulate and test machine performance virtually during the prototyping phase. Through these simulations, we can refine every design aspect without building multiple physical prototypes, significantly cutting energy consumption, material waste, and development time.

The modular design of our equipment, combined with advanced digital tools, enables customers to upgrade and adapt their machines over time, reducing obsolescence and extending the overall lifecycle, a concrete example of how innovation and sustainability move together at Ronchi.

## **Revamping and retrofitting**

One of the most effective ways to reduce environmental impact is to extend the life of existing machinery. For this reason Ronchi offers, where possible, revamping and retrofitting services that allow customers to modernize their systems without the need for full replacement. These upgrades improve efficiency, cut resource consumption, and contribute to circularity in packaging operations.

## **Waste management and circular economy**

We promote responsible waste management by prioritizing reuse, repair, and recovery over disposal. This approach not only reduces environmental impacts but also reflects our commitment to applying circular economy principles in the packaging industry.

In line with these principles, waste produced by Ronchi Mario S.p.A. is carefully sorted and managed according to its type and recovery potential. As shown in the table below, the vast majority of waste generated in 2024 was non-hazardous and sent for recovery, mainly consisting of packaging materials (paper, plastic, wood) and metal scrap from production activities. Only minimal quantities of hazardous waste were produced, primarily related to electronic components, and were properly handled in accordance with 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	10,990
15 01 02	Plastic packaging	Non-hazardous	Recovery	20,897
15 01 03	Wooden packaging	Non-hazardous	Recovery	49,890
15 01 06	Mixed packaging	Non-hazardous	Recovery	37,240
17 04 02	Aluminium waste	Non-hazardous	Recovery	500
17 04 05	Iron and steel waste	Non-hazardous	Recovery	6,340
17 04 11	Cables (excluding 17 04 10)	Non-hazardous	Recovery	1,360
<b>Total Non-Hazardous</b>				<b>127,217</b>
16 02 16	Discarded electronic equipment	Hazardous	Disposal	10
<b>Total Hazardous</b>				<b>10</b>
<b>TOTAL</b>				<b>127,227</b>

Overall, more than 99% of total waste was sent to recovery operations, confirming the effectiveness of our internal management system and the strong alignment with circular economy goals.

**Collaboration with customers and stakeholders**

Sustainability is a shared effort. We work closely with customers to co-develop solutions that make packaging processes more efficient and sustainable. In recent years, several projects have focused on improving machine performance and integrating advanced robotics, which significantly reduce product waste and optimize material usage during filling and capping operations. We also support customers through new production lines specifically designed for innovative lightweight packaging formats, including the latest generations of thinner plastic bottles developed to reduce plastic consumption. These solutions require highly precise handling and control technologies, and Ronchi has engineered dedicated systems to guarantee high performance even with more delicate, low-impact containers.

# Appendix

## GRI 305-1: Direct Emissions (Scope 1)

Scope 1	UoM	Total
<b>Fuel</b>		
Diesel	tonCO <sub>2</sub> eq	68
Gasoline	tonCO <sub>2</sub> eq	68
Natural Gas	tonCO <sub>2</sub> eq	183
<b>TOTAL</b>	<b>tonCO<sub>2</sub>eq</b>	<b>319</b>

## GRI 305-2: Indirect Emissions (Scope 2)

Scope 2	UoM	Total
<b>Approach</b>		
Location Based	tonCO <sub>2</sub> eq	227
Market Based	tonCO <sub>2</sub> eq	502

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

GHG emissions	UoM	Total
<b>Scope 1 e 2</b>		
Location Based	tonCO <sub>2</sub> eq	546
Market Based	tonCO <sub>2</sub> eq	821

# Methodological note

The 2024 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.

The Sustainability Report is published annually, with the 2024 edition released on 01/12/2025, and refers to the financial year ending December 31, 2024. The reporting period of the Sustainability Report aligns with the reporting period of the Consolidated Financial Statements publicly filed by the Company:

<b>Ronchi Mario S.p.A.</b>	Via Italia 43, 20060 Gessate, Milan, Italy
<b>Ronchi America</b>	108 Greystone Power Blvd., Dallas, GA 30751, USA
<b>Ronchi LatAm</b>	Rio Panuco No. 127 – Desp.903, CP 06500 Col Cuauhtémoc., Alcaldía Cuauhtémoc, Ciudad de Mexico, Mexico
<b>Ronchi UK</b>	Winnington Hall, Winnington Lane, Northwich, Cheshire, UK
<b>Ronchi Asia</b>	Room E406, Sun Plaza, Xianxia Road 88, Changning District, 200336, Shanghai, China

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 impacts 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. Even though it is the first year of publication, Ronchi will commit to publish annually.
- **Verifiability:** Data is collected, recorded, compiled, and analyzed in a way that allows for the quality of the information to be assessed.

As it is the first year of publication, it is not possible to ensure the following requirement:

- **Comparability:** Indicators are consistently presented and commented on to allow performance comparison 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, 2024.

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 31/12/2024)) × 100*

*Turnover rate = (Number of terminations / Total workforce (at 31/12/2024)) × 100*

The injury rate includes only incidents that resulted in at least one day of absence from work following the day of the accident. It was calculated as follows:

*Injury frequency rate = (Number of 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 and China 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 2024 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 tCO<sub>2</sub>e 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 2024 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, 2024 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 2024 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 2023 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 2024 data. Green-e residual mix emissions rates, published in 2025 by Green-e, for 2023 data.

## GRI Content Index

<b>Statement of use</b>	Ronchi Mario S.p.A. has reported with reference to the GRI Standards for the period from 1 January 2024 to 31 December 2024.
<b>GRI 1 Used</b>	GRI 1: Foundation 2021
<b>Relevant GRI Sector Standards</b>	N/A

Standard gri / Other source	Information	Location	Omission			Notes
			Requirement(s) omitted	Reason	Explanation	
<b>GRI 2</b>						
<b>GRI 2-1: Organizational details</b>	GRI 2-1: organizational details	Methodological note	No omission	-	-	
<b>GRI 2-2: Entities included in the organization's sustainability reporting</b>	GRI 2-2: Entities included in the organization's sustainability reporting	Methodological note	No omission	-	-	
<b>GRI 2-3: Reporting period, frequency and contact point</b>	GRI 2-3: Reporting period, frequency and contact point	Methodological note	No omission	-	-	
<b>Disclosure 2-4: Restatement of information</b>	Disclosure 2-4: Restatements of information	N/A	N/A	-	-	First year of reporting
<b>Disclosure 2-5: External assurance</b>	305-2 Energy indirect (Scope 2) GHG emissions	N/A	N/A	-	-	No external assurance
<b>GRI 2-6: Activities, value chain and other business relationships</b>	GRI 2-4: Activities, value chain and other business relationships	1-Ronchi Mario S.p.A.: a future driven group shaping the evolution of packaging	No omission	-	-	
<b>GRI 2-7: employees</b>	GRI 2-7: employees	2.1 People pulse – engage, embrace diversity, empowering inclusion	No omission	-	-	

Standard gri / Other source	Information	Location	Omission			Notes
			Requirement(s) omitted	Reason	Explanation	
<b>GRI 2-8: non employees</b>	GRI 2-8: workers who are not employees	2.1 People pulse – engage, embrace diversity, empowering inclusion	No omission	-	-	
<b>GRI 2-9: Governance structure and composition</b>	GRI 2-9: Governance structure and composition	1.1 Responsibility as the heart of ethical business	No omission	-	-	
<b>GRI 2-13: Delegation of responsibility for managing impacts</b>	GRI 2-13: Delegation of responsibility for managing impacts	1 - Ronchi Mario S.p.A.: a future driven group shaping the evolution of packaging	No omission	-	-	
<b>GRI 2-22: Statement of sustainable development strategy</b>	GRI 2-22: Statement of sustainable development strategy	Letter to stakeholders	No omission	-	-	
<b>GRI 2-24: Embedding policy commitments</b>	GRI 2-24: Embedding policy commitments	1.2 Managing the supply chain responsibly 3. Environmental protection integrated into our value creation process	No omission	-	-	
<b>GRI 2-26: Mechanisms for seeking advice and raising concerns</b>	GRI 2-26: Mechanisms for seeking advice and raising concerns	Ronchi Mario S.p.A.: a future driven group shaping the evolution of packaging	No omission	-	-	
<b>CLIMATE CHANGE MITIGATION</b>						
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	3.2 Facing the climate changes and crisis with commitment	No omission	-	-	
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	3.2 Facing the climate changes and crisis with commitment	No omission	-	-	
	305-2 Energy indirect (Scope 2) GHG emissions	3.2 Facing the climate changes and crisis with commitment	No omission	-	-	

Standard gri / Other source	Information	Location	Omission			Notes
			Requirement(s) omitted	Reason	Explanation	
<b>CIRCULARITY AND EFFICIENT USE OF RESOURCES</b>						
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	3.1.2 Waste management	No omission	-	-	
	306-2 Management of significant waste related impacts	3.1.2 Waste management	No omission	-	-	
	306-3 Waste generated	3.1.2 Waste management	No omission	-	-	
	306-4 Waste diverted from disposal	3.1.2 Waste management	No omission	-	-	
	306-5 Waste directed to disposal	3.1.2 Waste management	No omission	-	-	
<b>EMPLOYEE PROTECTION AND DEVELOPMENT</b>						
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	2.1 People pulse - embracing diversity, empowering inclusion 2.2 Safety first	No omission	-	-	
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	2.2 Safety first	No omission	-	-	
	404-3 Percentage of employees receiving regular performance and career development reviews	2.2 Safety first	No omission	-	-	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	2.1 People pulse - embracing diversity, empowering inclusion 2.2 Safety first	No omission	-	-	

Standard gri / Other source	Information	Location	Omission			Notes
			Requirement(s) omitted	Reason	Explanation	
<b>OCCUPATIONAL HEALTH AND SAFETY</b>						
<b>GRI 403: Occupational Health and Safety 2018</b>	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	2.2 Safety First	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	-	-	

