

The background of the entire page is a photograph of industrial machinery, likely a conveyor system or a sorting machine, with various metal frames, rollers, and belts. A semi-transparent green digital overlay with binary code (0s and 1s) is scattered across the image, particularly concentrated on the right side and bottom. In the center, there is a white rectangular box containing the company logo and tagline.

SINCE 1967

CROCCO

ONE STEP AHEAD

SUSTAINABILITY REPORT 2024



Editorial support and graphic design:



Aequilibria S.r.l - SB
www.aequilibria.com

Photo references:

©Mark/stock.adobe.it; ©Parradee/stock.adobe.it;
©fizkes/stock.adobe.it; ©PaeGAG/stock.adobe.it;
©Alena/stock.adobe.it; ©Ольга Лукьяненко/stock.adobe.it;
©Zulfa/stock.adobe.it; mikael/stock.adobe.it;

CONTENTS



1. OVERVIEW	3
Letter to stakeholders	3
Our story	3
Crocco Group in figures	5
Our Business Model – Products and Services	5
Corporate structure – Group and Benefit Company	7
<i>The Group</i>	7
<i>Benefit Company</i>	8
2. GOVERNANCE	9
2.1 G1 Business conduct	13
3. GENERAL INFORMATION - ESRs 2	17
4. ENVIRONMENTAL INFORMATION	30
Taxonomy	30
4.1. E1 Climate Change	32
4.2. E2 Pollution	44
4.3. E3 Water	47
4.4. - E5 Resource use and circular economy	49
5. COMPANY INFORMATION	55
5.1. S1 Own workforce	55
5.2. S4 Consumers and end-users	71
6. AWARDS AND RECOGNITION	73
7. ESRs INDEX	79

1. OVERVIEW

LETTER TO STAKEHOLDERS

I am delighted to present our fourth Sustainability Report. It is an opportunity to tell you what we have done, as well as to explain how we are tackling environmental and social challenges with practical, measurable and, above all, effective tools.

In 2024, we took an important step forward in the field of recycling. We introduced advanced chemical recycling into our production processes, which allows us to use regenerated plastic even for critical applications such as food packaging, while maintaining the same quality and safety standards as

virgin plastic. Unlike mechanical recycling, chemical recycling works at the molecular level, allowing us to recover materials that would otherwise end up in landfill. And as always, we are doing this methodically and transparently, adopting a certified mass balance system, to guarantee you traceable and verifiable circular content.

Technology alone, however, is not enough. We believe that sustainable innovation also involves shared scientific research. For this reason, in 2024, we strengthened our collaboration with UniSMART – University of Padua Foun-

dation and with the University itself, working side by side on frontier projects in the field of materials, eco-design and industrial sustainability. It is an investment in the future, in the skills and relationships that will enable us to grow and remain competitive in the long term.

At the same time, we have continued to invest in people. 2024 was our first year as a Benefit Company, and we wanted to give immediate substance to this commitment. This new corporate welfare plan includes birth bonuses, scholarships for children, life insurance and health courses. Because for us, taking care of the environment means, first and foremost, taking care of those who work at Crocco.

This year, our Greenside programme was once again our guiding light. Collaborative eco-design, environmental impact measurement and transparent sharing of results are the tools we use to transform sustainability into a real, daily, verifiable practice.

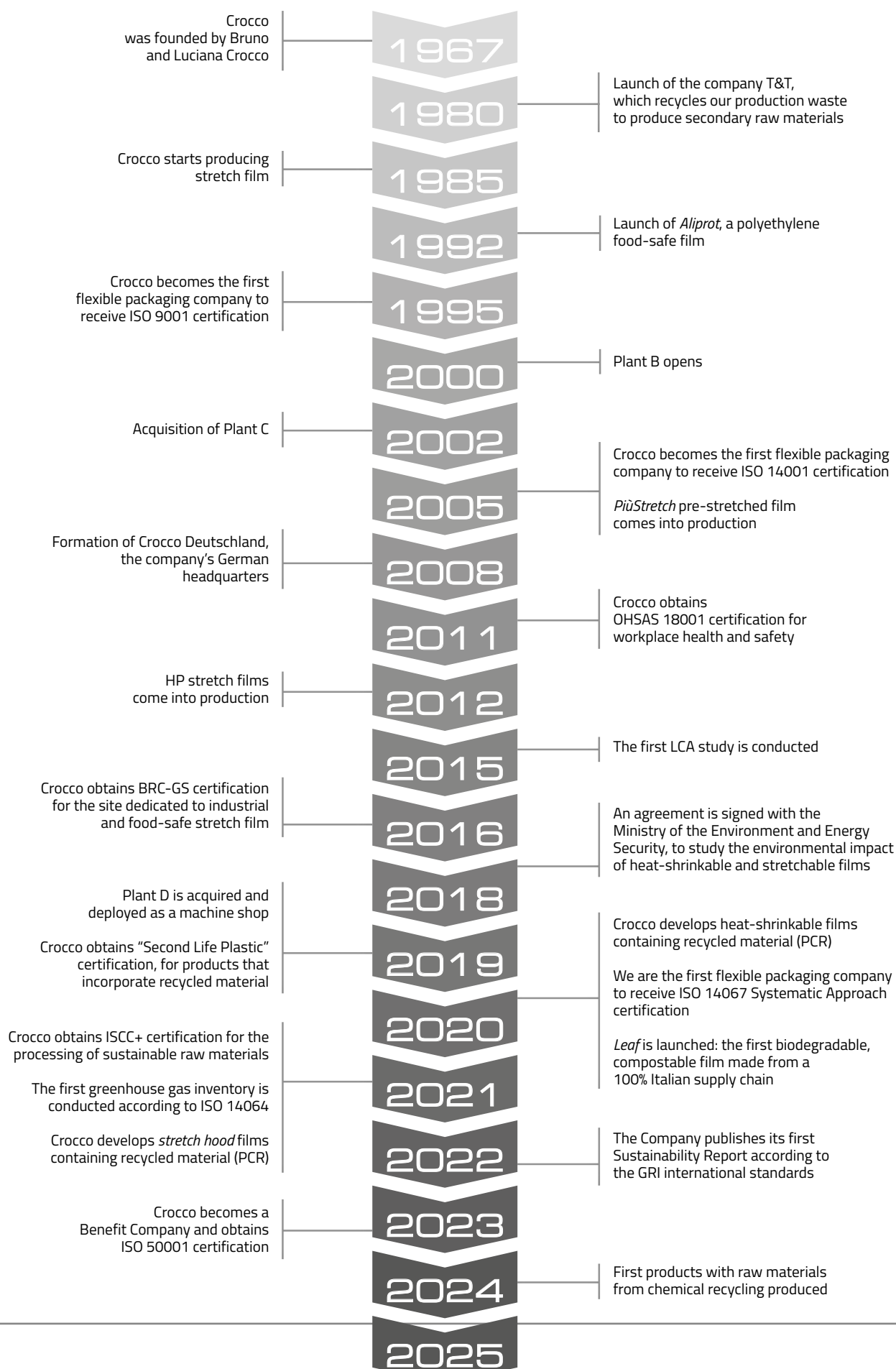
This report is our way of telling you who we are today and where we are headed. Always one step ahead, with the conviction that true innovation must also bring responsibility, method and courage.

That is what we will achieve, every day, together with you.

Renato Zelcher
Chief Executive Officer – Crocco S.p.A



OUR STORY



CROCCO GROUP IN FIGURES



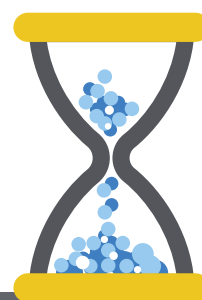
293

PERMANENT
EMPLOYEES AND
CONTRACT STAFF



24

INDUSTRY SECTORS IN
WHICH WE OPERATE



57

YEARS
OF HISTORY



123_{MLN}

IN TURNOVER



49

COUNTRIES SERVED



6

PRODUCTION SITES

OUR BUSINESS MODEL PRODUCTS AND SERVICES

The FBC Srl Group, comprising the parent company Crocco S.p.A. SB and the subsidiaries T&T and Crocco Deutschland, is today one of the benchmarks among Italian industrial companies in the flexible packaging sector, thanks to its fifty years of experience.

Product innovation, focusing on the desire to contribute to reducing environmental impact and attention to customer needs, has consolidated the Group's leadership position at domestic and international level, with Crocco exporting its packaging to almost 50 countries.

The transition of the parent company (Crocco Spa) to a Benefit Company has accentuated the Group's commitment to the environmental and social sustainability of its activities and production.

Crocco's products and services are described below.

PRODUCTS

Throughout its history, Crocco has consistently invested in research and development, anticipating market needs and focusing on the adoption of advanced technologies and solutions with a lower environmental impact. This approach has enabled the company to stand out for the high quality of its products, the reliability of its services and its real commitment to reducing the environmental impact of its packaging solutions throughout their entire life cycle.

With the aim of responding in a timely and customised manner to every need, Crocco offers its customers a broad and diversified product portfolio, developed to ensure high application performance and technical reliability.

The most relevant product categories include:

- Heat-shrinkable films, used in numerous industrial sectors for the protection and packaging of goods and materials
- Stretch films, essential for load



stabilisation during handling and logistics

- Other types of technical films for industrial packaging, developed to meet the specific needs of sectors such as ceramics, logistics, construction and food & beverage.

All the Group's products are designed and manufactured with particular attention to aspects related to the principles of the circular economy, favouring the use of recycled materials, recyclable solutions and formulations aimed at reducing the resources used. This com-

mitment has enabled the company to strengthen its reputation in the field of packaging.

CROCCO'S FLAGSHIP PRODUCTS:

- Neutral printed leaf and single folds
- Pallet covers/Caps
- Non-fusion products
- Stretch Hood > CS, CS slim, CS high, BC big
- Stretch films
- Pre-stretched film > Piùstretch®
- Atmosphere
- Traditional stretch film
- Food-safe stretch film > Aliprot®
- Technical films

The other product categories can be summarised as follows:

- Neutral printed elastic tubing
- Biodegradable compostable film



SERVICES

One of the Group's strengths is its ability to develop customised solutions that strictly comply with applicable European and national regulations and guarantee safety, innovation and continuous improvement, to achieve complete customer satisfaction. Over time, the company has perfected its approach to the point of transforming itself from a simple supplier to a trusted partner, capable of offering

customised solutions that precisely meet the specific needs of each customer.

Crocco was one of the first companies in Italy in the flexible packaging sector to introduce a structured Customer Service to provide both pre- and post-sales support. The team is made up of specialised technicians who support customers during the entire product

cycle, through the following activities:

- Plant visits documented in detailed technical reports
- Provision of samples and detailed advice, ensuring the correct use of materials, rapid responses, and effective solutions.



Crocco's Customer Service is a key part of the company's strategy, providing customers with comprehensive assistance in various areas:

- Technical support, throughout the entire product development

cycle, from design to delivery, in close collaboration with the Marketing department to ensure high performance and consistent quality.

- Assistance to the sales team, providing targeted technical support during the sales phases, useful for defining the most suitable product portfolio and understanding the customer's needs.

- Consultancy for the printing department, providing assistance during the start-up of new printing processes.
- Support to the Blown and Cast departments, ensuring timely assistance in the event of complaints or problems with the use of the films at the customer's premises.

CORPORATE STRUCTURE GROUP AND BENEFIT COMPANY

THE GROUP

Below is the structure of the FBC Group, including the Italian plants and subsidiaries.

The structure coincides with the reporting scope of the Sustainability Report.

Head office:



PLANT A

Via Monte Ortigara 37, Cornedo Vicentino (VI)

Other manufacturing sites:



PLANT B

Località Campagna 59, Valdagno



PLANT C

Via Tezze di Cereda 17, Cornedo Vicentino



PLANT D

Località Campagna 53, Valdagno

Subsidiaries:



CROCCO DEUTSCHLAND GMBH (wholly-owned)

Plant located in Germany



T&T S.R.L. (wholly-owned)

Generic waste and plastic waste recycling

Fully owned
Headquarters: Reichshof (Germany)
Share capital €100,000



Fully owned
Headquarters: Cornedo Vicentino
Share capital €93,600

BENEFIT COMPANY

In late 2023, Crocco S.p.A. adopted the Benefit Company model, embracing an innovative approach that structurally incorporates economic goals with the creation of social and environmental value. This model represents a new business vision, in which the pursuit of profit is accompanied by a genuine desire to protect the well-being of people, communities and the planet, by promoting sustainable and inclusive development.

The adoption of this legal form reflects Crocco's commitment to act in a responsible, transparent and sustainable manner, taking into account the inter-

ests of a plurality of stakeholders, including employees, local communities, regions, the environment, third sector organisations and public and private bodies.

This orientation has been formalised with the inclusion in the company's Articles of Association of common benefit aims, which include environmental, social and governance (ESG) aspects. This is a fundamental strategic and cultural step, which enshrines the company's desire to actively and continuously contribute to a more ethical, fair and environmentally friendly growth model, in line with the principles of regener-

ative economy and corporate responsibility.

Benefit Company activities undertaken in 2024 are described in the Impact Report, approved by the FBC Group Board of Directors and posted on the company website.

The goals envisaged for the Benefit Company for the year 2025 are shown below. The remaining goals have been included in the relevant thematic sections (E1-4, E2-3, E3-3, E5-3, S1-4, S4-4).



ENVIRONMENT

- Limit the amount of packaging material per product by reducing the average thickness of the film.
- Increase the (quantitative) turnover from formulas containing carefully selected raw materials.
- Continue the study and development of more easily recyclable packaging (single-material and/or single-component packaging).
- For films in direct contact with food, the aim is to have an overall migration limit at least 50% lower than the limit set by current European regulations (in particular, Regulation 10/2011).
- Dedicate 20% of annual research projects to sustainability (formulas with biobased, compostable, recycled, reduced thickness raw materials, etc.).

CLIMATE CHANGE

- Calculate the product and organisation carbon footprint in relation to 2024 data.

ENERGY

- Installation of photovoltaic system at site D.
- Install energy meters on the main electrical panels at Plant A (already done at B and C), to assess active and reactive power and "cos phi" phase shift.
- For plant C, reduction of the number of transformers (from 3 to 1), reorganisation of the use of the transformers in the main substation, and replacement of the plant's electrical panel.

INNOVATION

- Renew the partnerships activated in the year 2024.

PEOPLE

- Organise an English course for technical and business figures.
- Organise a training course for the first lines in production (department managers, shift managers, deputy shift managers) on soft skills.
- Evaluate new suppliers for the company canteen service, with the aim of proposing healthier menus that are suitable for the intolerances and life stages of all company employees.
- Adopt a Gender Equality, Diversity and Inclusion Policy and a Human Rights Policy at company level, with the aim of promoting ethical principles against gender bias and stereotypes, respecting and protecting people's fundamental rights and fostering an inclusive culture at all levels of the company.

LOCAL COMMUNITIES

- Work with middle schools and high schools in the area, arranging classroom sessions, site tours and workshops on the subject of sustainability.
- Host at least one student in a school-work project during the summer of 2025.
- Sponsor and co-finance an ITS (Higher Education) course on Artificial Intelligence, actively participating in the training plan.

SUPPLIERS

- Organise physical and periodic meetings with the technical departments of strategic suppliers to continue implementing solutions with a reduced environmental impact.
- Implement a tender for selecting carriers with an assessment of the environmental impact of transport.
- Ask raw material suppliers if they have a calculated and certified carbon footprint value for the products they supply.

SUPPLY CHAIN

- Implement at least one other closed-loop project in the year. The project is based on a closed loop in which the customer uses Crocco films for its processing. The packaging waste resulting from this process is collected by a recycler, who collects, selects and washes the granules to create a post-consumer raw material that Crocco reuses in its production process.
- Increase rail traffic with the German subsidiary (Crocco DE), to reduce carbon emissions associated with domestic transport.

2. GOVERNANCE

[GOV-1] Role of the administrative, management and supervisory bodies	14
[GOV-2] Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	15
[GOV-3] Integration of sustainability-related performance in incentive schemes	15
[GOV-4] Statement on due diligence	16
[GOV-5] Risk management and internal controls over sustainability reporting.....	16
2.1 G1 BUSINESS CONDUCT.....	17
[G1-1] Policies on corporate culture and business conduct.....	17
[G1-2] Management of supplier relations	20
[G1-3] Prevention and detection of active and passive corruption	21
[G1-MDR-A] Actions and resources related to business conduct.....	22
[G1-4] Proven cases of active or passive corruption.....	22
[G1-6] Payment practices.....	22

[GOV-1] ROLE OF THE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

The organisational structure of Crocco S.p.A. SB is divided into three main bodies: the Board of Directors, the Board of Statutory Auditors and the Independent Auditors.

The Chief Executive Officer is at the helm and is responsible for guiding the company and its subsidiaries, ensuring that its mission is pursued in line with the company's core values.

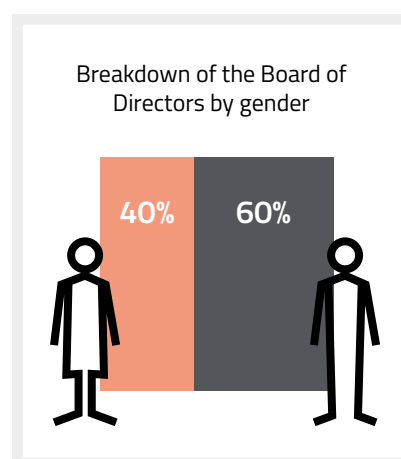
The highest governance body is the Board of Directors. The Board of Directors has broad decision-making powers and is responsible for the management of the company in both ordinary and extraordinary activities, including aspects related to sustainability issues that generate impacts, risks and opportunities. In this sense, it is the body responsible for corporate policies and for the full achievement of the relevant objectives. It is important to emphasise that the top management is not limited to formal governance roles. In fact, they are also directly involved in operational areas, in particular in the production and business areas, ensuring experience and expertise in the Group's sector of activity.

There are no independent members on the Board of Directors.

The management of sustainability issues relevant to Crocco is shared by other people and committees within the company, in addition to the highest governance body:

➤ In the field of occupational health and safety and environmental protection, the Board of Directors has appointed a Special Representative, who is responsible for managing both ordinary and extraordinary administrative operations in these specific areas

➤ In the context of the Benefit Company, the company has appointed an Impact Manager who is responsible for implementing, monitoring and achieving the established common benefit objectives.



The Board of Directors

BRUNO CROCCO	<i>Chairperson</i>
RENATO STEFANO ZELCHER	<i>Chief Executive Officer and Member of the Board</i>
STEFANO ZELCHER	<i>Member of the Board</i>
ROBERTA CROCCO	<i>Member of the Board</i>
ANNA CROCCO	<i>Member of the Board</i>

ESG COMMITTEES

Currently, there are no committees formally responsible for the management of ESG (Environmental, Social, Governance) issues within the company. However, the governance team is actively involved in the management of sustainability-related impacts and aspects:

- The Board of Directors is responsible for defining sustainable development strategies and monitoring their operational implementation by the relevant team.
- The CEO is a direct participant in both the B-Team, the working group that aims to promote and coordinate initiatives related to sustainability and the social and environmental impact of the Benefit Company, and the Energy Team, which is responsible for managing energy performance and the Energy Management System.
- In addition, the company management takes part in the Management System Reviews (Environment, Quality, Energy, Health and Safety), which are key moments for assessing the results achieved during the year and for planning future sustainability objectives.

This structure allows the governance team to be actively involved in the management of the company's economic, social and environmental impacts.

BOARD OF STATUTORY AUDITORS

The composition of the Board of Statutory Auditors of Crocco S.p.A. SB is as follows:

Independent Auditors
ROBERTO LA LAMPA S.A.S.

PAOLA CAMPAGNOLO *Chairperson*
ALBERTO NERI *Statutory Auditor*
ALBERTO MATTEAZZI *Statutory Auditor*
GIUSEPPE MANNELLA *Alternate Statutory Auditor*
MARTINA FAGGIONATO *Alternate Statutory Auditor*

[GOV-2] INFORMATION PROVIDED TO AND SUSTAINABILITY MATTERS ADDRESSED BY THE UNDERTAKING'S ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

The Board of Directors regularly receives information and updates on the management of environmental, social and governance impacts, as well as on the performance of the Group in relation to sustainability.

These updates are provided directly by the Chief Executive Officer, who is

responsible for reporting to the Board of Directors on the progress of the activities, the main results achieved, any critical issues that have emerged and the corrective actions taken, thus ensuring adequate strategic oversight of all ESG issues relevant to the organisation.

Consequently, the highest governance body is able to assess which aspects related to the management and reduction of the relevant impacts for the Group should be integrated into the company's strategy and to monitor the process of identifying and managing risks and opportunities.

[GOV-3] INTEGRATION OF SUSTAINABILITY-RELATED PERFORMANCE IN INCENTIVE SCHEMES

Among its strategic objectives, Crocco has defined the introduction of a corporate system for the evaluation and integration of sustainability-related performance, by 2026. This system will initially be applied to the first lines of management, with the intention of creating a model that can be progressively extended to all levels of the organisation.

To achieve this goal, as a first step, the Group has launched a structured process that envisages the revision of top management job descriptions.

The aim of this review is to clearly and transparently define the specific sustainability skills and responsibilities that each role must possess and oversee.

The integration of sustainability in job descriptions and performance evaluation is a key element in ensuring the effectiveness of the ESG governance system and the achievement of the medium- to long-term goals defined by the corporate strategic plan.

[GOV-4]

STATEMENT ON DUE DILIGENCE

Although the Group does not have a formalised corporate due diligence process, over the years it has developed a series of activities that allow the Group to identify and manage negative impacts, including those generated within the supply chain and which are reported in the sections indicated in the following table.

KEY ELEMENTS OF DUE DILIGENCE INITIATIVES	SECTIONS
IDENTIFICATION AND ASSESSMENT OF NEGATIVE IMPACTS	ESRS 2 IRO-1, ESRS 2 SBM-3, S1 SBM-3, S4 SBM-4, G1-2
TAKING ACTION TO ADDRESS THESE NEGATIVE IMPACTS	G1-1, E1-3, E2-2, E3-2, E5-2, S1-4, S4-4
TRACKING THE EFFECTIVENESS OF THESE EFFORTS	E1-4, E2-3, E3-3, E5-3, S1-5, S4-5, BENEFIT COMPANY

[GOV-5]

RISK MANAGEMENT AND INTERNAL CONTROLS OVER SUSTAINABILITY REPORTING

In 2024, Crocco developed a system for identifying, assessing and managing financial risks related to the ESRS topics of the Corporate Sustainability Reporting Directive (CSRD) within the dual materiality analysis, as described in section IRO-1. In this way, the Group has developed an approach to integrate an effective control method with respect to the factors of its business context that can generate critical elements of financial risk, including advanced methodologies for the development of the model.

Furthermore, a risk management system has been developed by implementing the Integrated Management System for Quality, Environment, Energy, and Health and Safety and the System

for the quality and safety of packaging suitable for food contact. This system identifies potential risks and appropriate measures to prevent them, which are reviewed annually during the Management Review.

There is currently no structured risk management process in relation to Sustainability Reporting, although a control activity is entrusted to the HSE department.



2.1 G1 BUSINESS CONDUCT

[G1-1] POLICIES ON CORPORATE CULTURE AND BUSINESS CONDUCT

CODE OF ETHICS

Since 2019, the Code of Ethics has been the basis of the value principles and operating methods that guide Crocco in all its activities.

The document was approved by the Board of Directors and disseminated internally to allow free and constant consultation by employees.

It is also publicly available on the company website, so that suppliers can view it and be aware of the values and ethical principles that the company has adopted and that it asks its supply chain partners to respect.

Among the fundamental principles set out in the Code, particular importance is attributed to the management of conflicts of interest. All collaborators, including managers, employees and suppliers, are required to act in the interest of the company, avoiding situations that may generate or even simply give rise to the perception of a conflict.

This approach is essential to protect

Crocco's transparency, mutual trust and reputation.

Equally central is respect for confidentiality. All company information must be treated with the utmost discretion and used only for authorised professional purposes.

The topics included in the Code of Ethics and the Code of Conduct are the following:

- Compliance with laws and regulations
- Honesty, equality and fairness in supplier relations
- Prevention of conflicts of interest
- Prevention of corruption
- Forced labour
- Child labour
- Harassment
- Wages
- Working hours
- Non-discrimination
- Health, safety and sustainability
- Environment
- Freedom of association and collective bargaining
- Protection of company assets

During the reporting period, there were no significant cases of non-compliance with laws or regulations, nor were any fines or penalties of any kind imposed.



FORM 231

In 2021, Crocco S.p.A. SB adopted an Organisation, Management and Control Model (OMCM) in line with the provisions of Italian Legislative Decree 231/2001, in order to equip itself with a fundamental governance tool to prevent the commission of offences, ensure regulatory compliance and promote a corporate culture based on ethics and responsibility. In this way, Crocco has established a system of internal controls, which reinforce the company's protection against legal risks and financial penalties related to administrative liability.

The Crocco Board of Statutory Auditors acts as the Supervisory Body

(SB), responsible for monitoring the effective implementation of the OMCM and ensuring its periodic updating to report any violations of the Model to the Board of Directors and propose appropriate corrective actions through an annual report.

The operational components of Model 231 include the whistleblowing reporting system, designed to offer employees and partners the possibility of anonymously reporting any unlawful conduct, violations of the Code of Ethics and the Code of Conduct or other types of non-compliance that may emerge in the company.

Several channels have been set up to protect whistleblower confidentiality:

- A dedicated email address
- A physical mailbox accessible in the company.
- The possibility for staff to contact the Human Resources Office.
- Specific forms for reporting environmental non-compliance.

These tools are essential to ensure confidential and appropriate handling of reports.

The implementation of the Model is reinforced by conducting specific internal training and communication programmes, so that all employees are adequately informed about the contents, the procedures to be followed and expected behaviours.



After almost five years, it can be said that the introduction of the Model has actually contributed to:

- Preventing environmental offences.
- Ensuring regulatory compliance.
- Reducing the risk of administrative penalties.
- Improving corporate governance and ethics.
- Protecting the environment and the rights of the people involved in the organisation's activities.



CODE OF CONDUCT

To complement the Model, a Code of Conduct has been prepared that establishes the rules of conduct to be followed by managers, employees and partners. The Code clarifies which behaviours are not tolerated and the disciplinary consequences for violations.

The Code of Conduct therefore identifies and specifies the behaviour subject to penalties, which include the following:

Acts related to private corruption

Behaviour in relations with political and trade union organisations

Acts related to health and safety

Environmental standards of conduct

Acts related to accounting records

Acts related to taxation

Acts related to company affairs

Acts related to anti-money laundering

Acts related to the management of computer systems

Acts related to copyright and the protection of intellectual/industrial property and free competition

Acts related to counterfeiting

Actions against workers, and acts against the individual

Acts related to organised crime (including transnational crime)

Acts related to racism and xenophobia

Acts related to fraud in sports competitions

Illegal gambling and betting

Acts related to smuggling

COMMON GOVERNANCE BENEFIT OBJECTIVES

As already mentioned in the relevant section, in its transition to a Benefit Company, Crocco has introduced common benefit aims that it intends to pursue. The various points include

the commitment to building relations with the players in the supply chain, based on cooperation, shared values and sustainability targets, by promoting joint campaigns to foster innovative, circular, eco-friendly production models.

[G1-2] MANAGEMENT OF SUPPLIER RELATIONS

The Group's commitment to contributing to environmental and social sustainability also extends to its supply chain, with the aim of building a responsible supply chain, aligned with the ethical and environmental principles that guide the company.

For this reason, Crocco has for years implemented a supplier selection and management process based not only on operational performance but also on Quality and Hygiene, Environment and Safety, and Sustainability. Each new supplier is required to complete an assessment questionnaire that analyses these three key areas, and the answers provided are converted into a score that allows the Group to objectively assess the supplier's reliability in terms of social and environmental responsibility. This tool supports Crocco in identifying and prioritising partnerships with par-

ties that share and promote the same values.

In addition to the assessment questionnaire, Crocco shares its Code of Ethics with all suppliers, expressly requiring adherence to the Principles contained therein as a necessary condition for establishing partnerships.

This activity is part of a broader vision of sustainability, which includes not only environmental protection but also social sustainability. In fact, as already reported, Crocco's Code of Ethics promotes respect for human rights, human dignity and best practices in the field of labour and working conditions throughout the supply chain.

To guarantee transparency and fairness, Crocco's Code of Conduct reiterates that the selection of suppliers and the assigning of professional roles must be

based on objective and transparent criteria, inspired by competence, cost-effectiveness and fairness. Furthermore, all phases of the relationship, from establishment to management and termination, must be appropriately documented to safeguard the relationship with suppliers.

Crocco's goal for 2025 is to develop, implement and disseminate a Code of Conduct to its suppliers. The purpose of the document will be to address ethical issues throughout the supply chain, in order to align all our suppliers with the corporate social responsibility conditions assumed by the company.



[G1-3] PREVENTION AND DETECTION OF ACTIVE AND PASSIVE CORRUPTION

The aforementioned Code of Conduct addresses the issue of corruption, analysed both in relations with public authorities and those with private entities. In both contexts, Crocco firmly condemns all forms of corruption and specifically:

In relations with public authorities, it is expressly forbidden to offer donations, advantages or benefits of any kind to public officials, politically exposed persons or members of inspection bodies, including in an attempt to influence purchasing decisions or recommendations in favour of Crocco products.

In relations with private entities, it is not permitted to promise, offer, request or accept benefits or advantages in order to perform or omit acts contrary to one's professional duties or obligations of loyalty to the company.

The whistleblowing system means the company receives reports of corruption incidents and can intervene promptly and appropriately.

In this area, as in others related to the Organisation, Management and Control Model, the Group carries out training activities for employees to disseminate awareness and knowledge of the tools used to report any irregularities.

The results of the active and passive corruption prevention activity are reported to the Board of Directors in the broader annual report on the 231 Model prepared by the Board of Statutory Auditors.



[G1-MDR-A] ACTIONS AND RESOURCES RELATED TO BUSINESS CONDUCT

There are no actions related to business conduct in the reporting year.

[G1-4] PROVEN CASES OF ACTIVE OR PASSIVE CORRUPTION

During the reporting period, no cases of corruption were detected, demonstrating the excellent corporate and ethical culture effectively achieved through the implementation of the Code of Ethics,

Model 231 and the Code of Conduct, as well as training and awareness-raising activities in this regard.

[G1-6] PAYMENT PRACTICES

The Group has not established specific procedures or policies to provide common rules regarding the timing of pay-

ments to its suppliers, as no problems related to this aspect have been encountered in the past.



3. GENERAL INFORMATION - ESRS 2

[BP-1] General criteria for drafting sustainability statements	24
[BP-2] Disclosure in relation to specific circumstances	25
[SBM-1] Strategy, business model and value chain	26
[SBM-2] Interests and views of stakeholders	30
[SBM-3] Relevant impacts, risks and opportunities and their interaction with the business model and strategy	31
[IRO-1] Description of the processes to identify and assess material impacts, risks and opportunities	34

[BP-1] GENERAL CRITERIA FOR DRAFTING SUSTAINABILITY STATEMENTS

This Sustainability Report has been prepared in consolidated form and refers to the 2024 financial year, which covers the period from 1 January to 31 December 2024 and coincides with the financial reporting period.

This Sustainability Report includes in-

formation on the A, B, C and D plants of Crocco S.p.A. – SB and the subsidiaries T&T and Crocco Deutschland.

The Sustainability Report covers the upstream and downstream value chain in relation to the information collected for the development of the GHG inven-

tory, as per section E1-6.

This Report has been prepared in accordance with the European Sustainability Reporting Standards (ESRS).



[BP-2]

DISCLOSURE IN RELATION TO SPECIFIC CIRCUMSTANCES

TIME HORIZONS

The short-, medium- and long-term time horizons used in this text are aligned with the definitions established in ESRs 1.

VALUE CHAIN DATA OF METRICS ESTIMATED USING INDIRECT SOURCES

The ESRs metrics reported in this document include some indicators subject to uncertainty, in particular those relating to the calculation of greenhouse gas (GHG) emissions.

The GHG Inventory was calculated according to ISO 14064-1. The overall level of uncertainty of the GHG Inventory, calculated as required by the standard and assessed using the IPCC and Monte Carlo methodologies as described in section E1-6, was average, mainly for Scope 3 emissions for which secondary data were used. In particular, secondary data from international databases, such as Ecoinvent, were used to calculate the emissions of Value Chain processes not under the direct control of the Group (e.g. production of raw materials, transport).

The Inventory has been verified by an accredited third party.

The Group is committed to continuously improving the accuracy of its measure-

ments by implementing more advanced monitoring tools and promoting collaboration with stakeholders to reduce the uncertainty associated with environmental data.

CHANGES IN THE DRAFTING AND PRESENTATION OF SUSTAINABILITY INFORMATION

To calculate Scope 2 GHG emissions for the year 2024, the Electricity Maps value for Italy was chosen as the emission factor, as required by the FAQ on the

website of the Carbon Footprint Italy (CFI) Programme Operator, with which Crocco is registered.

With a view to data comparability, the correction of the category 2 value for the year 2023, which had been calculated with the AIB source, has been included in section E1-6.

USE OF PHASING-IN PROVISIONS

Crocco uses phasing-in provisions for the following disclosures that refer to material sustainability issues:

SBM-3

Expected financial effects of the company's relevant risks and opportunities (DP48e)

E1-9

Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

E2-6

Anticipated financial effects from material pollution-related risks and opportunities

E3-5

Anticipated financial effects from material water and marine resources-related risks and opportunities

E5-6

Anticipated financial effects from material resource use and circular economy-related risks and opportunities

S1-16

Compensation metrics (pay gap and total compensation)

[SBM-1] STRATEGY, BUSINESS MODEL AND VALUE CHAIN

INTEGRATION OF IMPACTS, RISKS AND OPPORTUNITIES INTO THE BUSINESS STRATEGY

By fully integrating environmental and social considerations with economic objectives, Crocco is able to identify potential risks and pursue further opportunities, creating a process of continuous improvement.

The packaging sector in which Crocco operates is a sensitive one and has long been subject to critical scrutiny by

consumers. This makes it even more important, for the continuation of the business model, to undertake activities that maximise the positive impact on areas such as reducing energy consumption and the circular economy and minimise negative impacts on aspects such as the use of resources and emissions into the atmosphere.

Sustainability is a central element of the governance model adopted, with management playing a direct and active role in the development and achievement of sustainability objectives under the direction of the Board of Directors.

As a demonstration of this commitment, as already described in the relevant paragraph, Crocco S.p.A. has made the transition to a Benefit Company, incorporating common benefit aims in its Articles of Association and committing itself to establishing objectives that benefit the environment and people each year.



DESCRIPTION OF THE VALUE CHAIN

CORE OPERATIONS

Within the entire value chain, the company's core operations coincide with the

production phase. Starting from the purchase of raw materials, the production function encompasses the processing of the raw materials to manufacture products, already described in the relevant section.

The process also includes the recovery

of processing waste, which is managed by T&T to transform it into new raw materials that are reintroduced into the production phase.



UPSTREAM

Crocco's supply chain is structured in such a way as to favour, where possible, the geographical proximity of suppliers. With this in mind, most of the total expenditure for supplies other than plastic raw material is allocated to local suppliers in Italy, thus strengthening the link with the national economic fabric and helping to reduce the environmental impact associated with the transport of goods.

Plastic raw material comes mainly from EU countries, including Belgium, Austria, France, Germany and Slovakia, which are the company's main foreign trading partners. This choice enables us to maintain superior quality standards, in a harmonised regulatory context, and at the same time guarantees continuity in the supply of strategic materials.

Regarding the type of goods purchased, the predominant part – 91% of total expenditure – is represented by plastic raw materials, purchased directly from manufacturers in the form of granules. These materials form the main basis for the manufacture of our flexible products.

To complement these raw materials, Crocco also procures other materials essential to the production process and logistics, including inks, printing solvents and auxiliary materials for packaging and shipping, such as tubes, boxes, pallets, panels and labels, which contribute to the overall efficiency of the production and distribution chain.

DOWNSTREAM

Crocco's products are used in a wide range of sectors, thanks to their versatility, durability and adaptability to specific needs. The company is able to provide flexible packaging solutions suitable for very different production contexts, demonstrating a high capacity for customisation and innovation.

In addition to being used in highly specialised areas such as agriculture, the medical sector, metalworking, logistics and ceramics, Crocco products play a central role in the country's main industrial and commercial sectors.

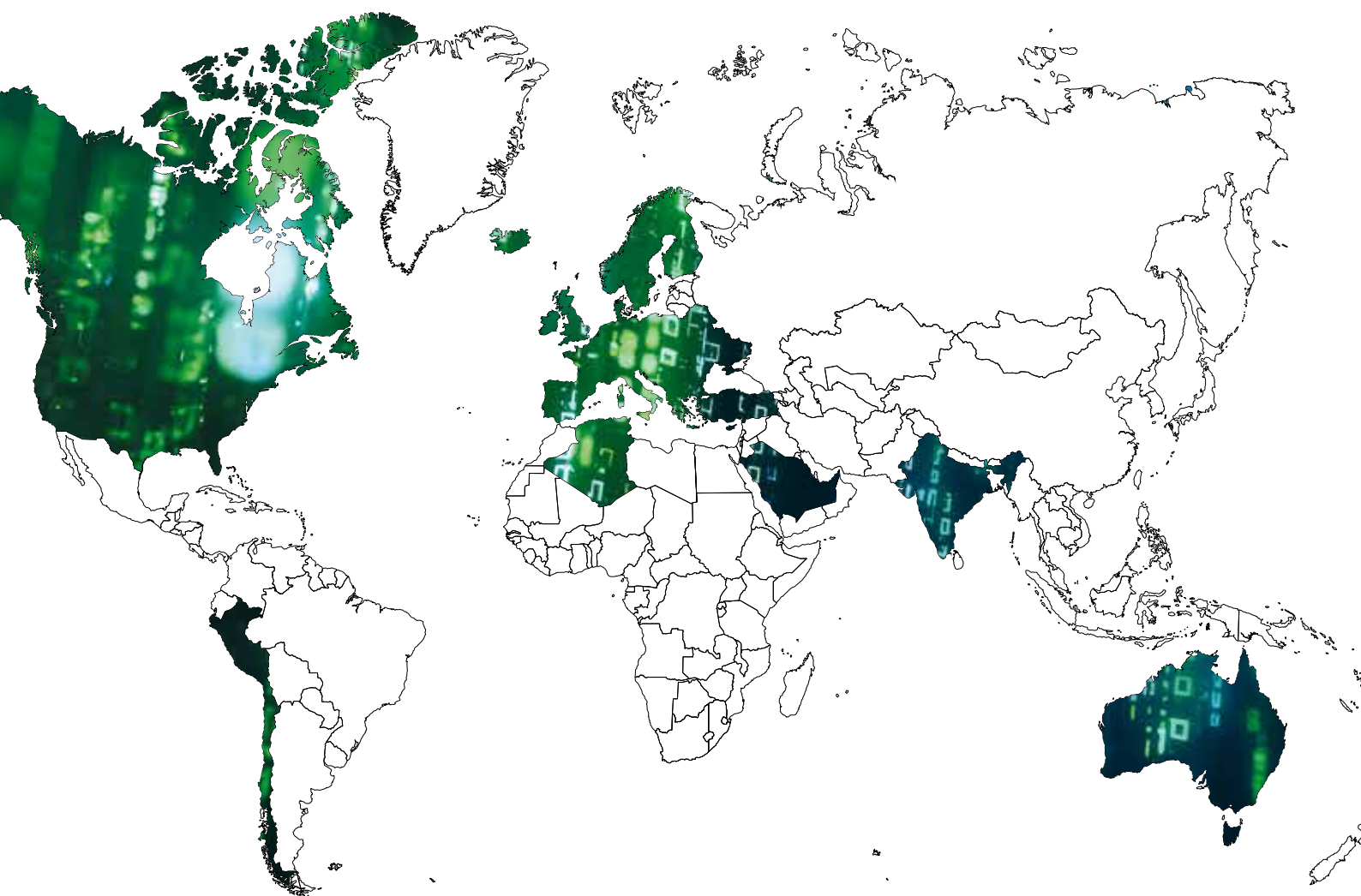
Among the strategic sectors in which Crocco operates on a permanent basis, the following are particularly noteworthy:

- | | |
|--|---------------------------------------|
| ▪ AGRICULTURE | ▪ GRANULAR PRODUCTS |
| ▪ HOTELS, RESTAURANTS AND FOOD SERVICE | ▪ WHOLESALERS |
| ▪ FOOD RETAIL | ▪ WOOL FACTORIES, WEAVING AND FASHION |
| ▪ BEVERAGES | ▪ METALWORKING |
| ▪ PAPER MILLS AND PAPER PROCESSING | ▪ WOODWORKING |
| ▪ MECHANICAL ENGINEERING | ▪ BOOKBINDING AND PUBLISHING |
| ▪ DISTRIBUTORS | ▪ MEDICAL |
| ▪ CONSTRUCTION | ▪ FURNITURE |
| ▪ ELECTRICAL AND ELECTRONICS | ▪ CHEMICAL PRODUCTS |
| ▪ PUBLIC SECTOR AND CHARITIES | ▪ PLASTICS |
| ▪ FOOD PACKERS | ▪ TRANSPORT AND LOGISTICS |
| ▪ LARGE RETAIL | ▪ POTTERY AND CERAMICS |
| | ▪ GLASSWORKS |

Thanks to its extensive international network and the capacity of its production department, the Crocco Group is able to supply the markets of over forty countries around the world.



CROCCO'S INTERNATIONAL CUSTOMERS



ITALY
GERMANY
FRANCE
SPAIN
SWITZERLAND
AUSTRIA
CROATIA
ROMANIA
POLAND
REPUBLIC OF SAN MARINO
THE NETHERLANDS
SLOVENIA
TURKEY
REPUBLIC OF NORTH MACEDONIA
CHILE
SERBIA

MONTENEGRO
UNITED KINGDOM
CYPRUS
BULGARIA
RÉUNION
ALGERIA
CZECH REPUBLIC
ALBANIA
SLOVAKIA
GREECE
GUADELOUPE
BELGIUM
MALTA
AUSTRALIA
CANADA
UNITED STATES

FINLAND
NORWAY
INDIA
IRELAND
LUXEMBOURG
PERU
SAUDI ARABIA
HUNGARY
TUNISIA
DEMOCRATIC REPUBLIC OF SÃO TOMÉ AND PRINCIPALITY
UKRAINE
PORTUGAL
SWEDEN
UNITED ARAB EMIRATES
ICELAND
DENMARK

[SBM-2] INTERESTS AND VIEWS OF STAKEHOLDERS

Listening to and engaging with stakeholders has always been a strategic element for the Group, essential for deeply understanding the needs of the various stakeholders and for strengthening solid and lasting relationships, both new and established.

In 2022, Crocco S.p.A. SB launched a structured stakeholder engagement process, which enabled it to acquire a structured view of the company's impacts from both an internal point of view, involving employees and management, and an external point of view. This process covered the three key dimensions of sustainability according to the Global Reporting Initiative standards: environmental, social and economic.

This listening and analysis phase marked a significant step for the company, as it allowed material issues for the Group's Italian business to be identified for the first time.

The mapping of the main stakeholder categories was carried out by taking the corporate context as a reference and including the degree of influence and level of exposure to the impacts generated by their activities.

For each stakeholder category, a representative sample was selected, including both internal and external entities, for a total of 145 contacts. They were given an online survey aimed at measuring their perception of the level of significance attributed to the issues that emerged during the previous context analysis phase.

The categories identified and involved were as follows:

- Customers
- Suppliers
- Company management
- Shareholders
- Owners
- Employees
- Press officers
- External advisers
- Environmental associations
- Trade associations
- Local authorities and institutions
- Schools and universities

The quantitative results of the survey were subsequently analysed in one-to-one interviews led by external consultants. The data collected was processed in aggregate form, ensuring the impartiality of the analysis.

This structured stakeholder engagement phase yielded a detailed qualitative view of the current and potential impacts of Crocco's business.

The update of the Context Analysis, carried out in 2024, confirmed the relevant stakeholder categories.

INTERESTS AND OPINIONS OF STAKEHOLDERS IN PARTICULAR STAKEHOLDER CATEGORIES

SBM-2 S1 OWN WORKFORCE

Crocco recognises its workforce as a key stakeholder group, whose active involvement is a prerequisite for the proper implementation of the company's sustainability strategy. For this reason, the Group continues to engage in listening, consultation and participation, aimed at gaining an in-depth understanding of the opinions, expectations and needs of workers in relation to material issues.

SBM-2 S4 CONSUMERS AND END-USERS

Although not included among the Group's stakeholders, Crocco recognises that the relationship with consumers and end-users is not limited to the commercial transactions facilitated through our customers, but involves a series of aspects relevant to sustainability, including product safety. For this reason, it is essential to continuously listen to the opinions, expectations and needs of our customers and, consequently, end consumers, and consider them an integral part of the improvement processes of products and services.

[SBM-3]

RELEVANT IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE BUSINESS MODEL AND STRATEGY

Below is a description of the relevant impacts, risks and opportunities (IRO) identified by the Group through the Dual Materiality analysis described in section IRO-1 of this document.

The description includes the type and classification of impact, the timeline and the location of the impacts, risks and opportunities in the value chain.

LEGENDA

IRO:  Opportunità  Impatto  Rischio	DI IMPATTO:  Positivo Effettivo  Negativo Effettivo  Negativo Potenziale	ORIZZONTE TEMPORALE:  Breve  Medio
--	---	---

ESRS	IRO	DESCRIPTION	TYPE OF IMPACT	TIMELINE	VALUE CHAIN	CURRENT FINANCIAL EFFECT	RELATED POLICIES
E1 Climate change		Contribution to climate change through the generation of direct and indirect greenhouse gas emissions, generated by the activities carried out in the Group's plants and along the value chain.			Cross	N/A	Integrated Quality, Environment, Energy and Health and Safety Policy Code of Ethics
		Risks related to the reduction of GHG emissions. Customer requests to reduce emissions and/or adhere to international emission reduction programmes may generate risks if not met.	N/A		Core operations; Downstream	N/A	
		Supporting the transition to low-emission technologies. The definition of emission reduction targets and actions allows us to meet customer demands to reduce emissions.	N/A		Core operations; Downstream	N/A	
		Energy consumption from non-renewable sources in our own operations and in the value chain contributes to the depletion of energy reserves and the emission of climate-changing gases.			Cross	N/A	
		Investment in the installation of photovoltaic systems for the production and own use of renewable energy leads to a reduction in the consumption of energy from fossil sources			Core operations	N/A	
		Risks related to the implementation of an Energy Management System. The implementation of an Energy System aimed at monitoring and reducing consumption through energy efficiency may involve significant investments to achieve the goals	N/A		Core operations	N/A	
		Opportunities related to energy efficiency. The implementation of an Energy System aimed at monitoring and reducing consumption through energy efficiency and the investment plan in line with Industry 5.0 will lead to a decrease in emissions into the atmosphere related to energy consumption and help to respond to customer demands to reduce emissions.	N/A		Core operations; Downstream	N/A	
		Opportunities related to the quantification of GHG emissions. Understanding the emissions associated with Crocco's products and organisation allows us to establish a route to reducing emissions, which meets market demands, and identify areas of environmental efficiency in the production process.	N/A		Cross	N/A	

ESRS TOPIC	IRO	DESCRIPTION	TYPE OF IMPACT	TIMELINE	VALUE CHAIN	CURRENT FINANCIAL EFFECT	RELATED POLICIES
E2 - Pollution		Emissions of pollutants from production activities, although contained and monitored under the Integrated Environmental Authorisation, contribute to air pollution.			Cross	N/A	Integrated Quality, Environment, Energy and Health and Safety Policy Code of Ethics
		The microplastics generated by the production process could be dispersed in the environment via the wastewater drainage channels.		Medio	Core operations	N/A	
		Risks arising from solvent emissions into the atmosphere There is a financial risk arising from the obligation to keep solvent emissions into the atmosphere below a certain parameter determined in the Integrated Environmental Authorisation which, if not complied with, could result in a financial penalty.	N/A		Core operations	N/A	
E3 - Water and marine resources		Actions, such as rainwater recovery and reusing treatment and cooling water, help reduce the impact of discharged water			Core operations	N/A	Integrated Quality, Environment, Energy and Health and Safety Policy Code of Ethics
		Exceeding the legal discharge limits could have a negative impact			Core operations	N/A	
E5 - Use of resources and circular economy		The use of non-renewable raw materials for production can contribute to the depletion of natural resources.			Upstream	N/A	Integrated Quality, Environment, Energy and Health and Safety Policy Code of Ethics
		The use of recycled materials in products leads to a decrease in the use of virgin raw materials.			Upstream	N/A	
		The development of more efficient products in terms of the consumption of raw materials leads to a decrease in the use of resources			Core operations	N/A	
		Disposal of the by-product as waste and purchase of the same as reggranulate results in a decrease in the amount of waste destined for disposal			Core operations	N/A	
		The new Regulation on Packaging and Packaging Waste may entail a risk related to the obligation that each packaging has a certain amount of recycled content, entailing a risk of increased costs for the purchase of such material.	N/A		Core operations	N/A	
		The development of products with mechanical (or chemical) recycled, biobased and/or compostable materials can generate the opportunity to expand the market share, thus meeting the expectations and demands of customers.	N/A		Core operations; Upstream	N/A	
S1 - Own workforce		The implementation of the Health and Safety Management System and the activities planned and implemented in the context of the System, contribute to reducing the risk of serious or fatal accidents.			Core operations	N/A	Integrated Quality, Environment, Energy and Health and Safety Policy Code of Ethics Code of Conduct
		Risk of dependence on human resources The difficulty in finding personnel in the production field could have a negative impact on the company's operations.	N/A		Core operations	N/A	
		The constant training of staff enables those involved to develop skills and know-how.			Core operations	N/A	
		Creating a better working environment by enhancing staff well-being, valuing individuality, including everyone, combating all forms of harassment and discrimination and protecting workers' rights, including through a constant relationship with their representatives.			Core operations	N/A	
S4 - Consumers and end-users		Guarantee of the quality and reliability of products, especially those used in the food sector, through the implementation of appropriate Management Systems			Downstream, Core operations	N/A	Policy for the quality and safety of packaging suitable for food contact Integrated Quality, Environment, Energy and Health and Safety Policy

ESRS TOPIC	IRO	DESCRIPTION	TYPE OF IMPACT	TIMELINE	VALUE CHAIN	CURRENT FINANCIAL EFFECT	RELATED POLICIES
G1- Business conduct		Generating a positive work environment through a corporate culture based on principles of ethics and integrity, tangibly supported and applied by corporate governance, including through specific policies.	+		Core Operations	N/A	Code of Conduct Code of Ethics Organisational Model 231
		Risks of effective adaptation to regulatory developments The growing regulatory pressure exposes Crocco to the risk of greater challenges in responding adequately to laws and regulations. These challenges concern the organisational culture and the ability to respond to new disclosure and compliance needs.	N/A		Core Operations	N/A	
		Opportunities for effective adaptation to regulatory developments The ability of the culture and organisational model to respond adequately to new compliance needs can generate the opportunity to be fully in line with the regulations.	N/A		Core Operations	N/A	
		Adoption of Management Systems The implementation and maintenance of company management systems leads to an improvement in the internal organisational model, greater efficiency in process management and a strengthening of the corporate culture.	+		Core Operations	N/A	

The ways in which the company has managed the material IROs are illustrated in the relevant sections. In defining the next business objectives, the Group will take greater account of the impacts, risks and opportunities that emerged as significant during the Dual Materiality Analysis process.

CONSIDERATIONS ON SPECIFIC SBM-3 DECLARATIONS RELATED TO ESRS TOPICS

SBM-3 S1 OWN WORKFORCE

The Group is aware of both the current and potential effects that its activities and business choices may have on staff, including company employee and non-employee workers. The Dual Materiality process, described in the following section IRO-1, has identified some impacts and dependencies related to the workforce. The company recognises that these impacts and risks are closely linked to its strategy and business mod-

el, and that they could affect the entire workforce, without significant exclusions.

The analysis performed revealed an extremely low likelihood of human rights violations, discrimination or incorrect and harmful behaviour towards workers within the Group's activities. This is supported by the total absence of incidents in recent years. However, the company does acknowledge the importance of monitoring these issues, as described in the relevant paragraphs.

The description of the impacts and risks is shown in the preceding table.

SBM-3 S4 CONSUMERS AND END-USERS

The Group recognises the current positive impacts on end consumers resulting from internal procedures to ensure the safety of products and, consequently, the health of people who come into contact with them, especially in the food sector packaging. The analysis includes all end-users of its products, without

particular exclusions or areas of vulnerability between the various user categories.

Consumers and customers can rely on clear, complete and easily accessible information about the Group's products. In this context, the Dual Materiality process, as illustrated in the following section IRO-1, enabled the Company to identify an impact, described in the table above, on the protection of end-user health and safety.

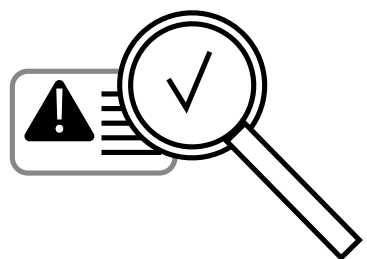
[IRO-1] DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

In 2024, the Crocco Group carried out a process of updating the Materiality Analysis to align it with the Dual Materiality Analysis required by ESRS 1 of the CSRD directive.



CONTEXT ANALYSIS

In this context, the Dual Materiality process, as illustrated in the following paragraph IRO-1, enabled the Company to identify an impact, described in the table above, on the protection of end-user health and safety.



IDENTIFICATION OF IMPACTS, RISKS AND OPPORTUNITIES

After analysing its context, the company undertook an in-depth analysis to identify both current and potential impacts, risks and opportunities, related to so-called sustainability issues.

Regarding impact materiality, Crocco focused on impact identification and adopted a structured approach, starting from the materiality analysis work carried out in previous years, in accordance with the GRI standard. Crocco linked the aspects identified with the official list of sustainability issues reported in Application Requirement (RA) 16 of ESRS 1, which identifies topics, sub-topics and sub-sub-topics relevant to the CSRD.

The impacts identified by the Crocco Group were classified according to their temporal (current or potential) and qualitative (positive or negative) nature.

For the financial materiality analysis, focused on the risks and opportunities related to sustainability issues and their economic effects, Crocco implemented a new process in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD).

The identification of risks and opportunities took into account:

- The evidence emerging from the context analysis
- The sustainability issues set out in Appendix C of RA 16
- Dependencies and direct and indirect impacts along the value chain.

Each risk and opportunity category was associated with a specific financial effect, aimed at accurately describing the potential economic impact should

such a risk or opportunity should materialise.

The potential impacts, risks and opportunities were assessed over three time horizons: short, medium and long term.

Finally, the source of the impacts, risks and opportunities was identified, i.e. whether they are related to the company's own operations, to the upstream and/or downstream value chain or whether they are related to the entire value chain.



ASSESSMENT OF SIGNIFICANCE

The assessment phase of the identified impacts, risks and opportunities was carried out by applying specific assessment scales, in line with the criteria established by the ESRS 1 standard. The impacts were analysed on the basis of the severity criterion, determined by:

- Scale
- Scope
- Irremediability, in the event of negative impacts

In the case of potential impacts, the probability of occurrence was taken into account.

With regard to risks and opportunities, the assessment used the following main parameters: the magnitude, i.e. the extent of the potential financial effects, expressed in terms of impact on Turnover, CapEx and OpEx, and the probability of the effects themselves actually occurring.

The significance assessment was carried out by a small team, composed of the HSE and CFO departments.

Two distinct materiality thresholds were identified: one for impact materiality and one for financial materiality.

These thresholds made it possible to select the impacts, risks and opportunities considered significant for the Group, among those that obtained an assessment higher than the established threshold values.



VALIDATION

The results of the Dual Materiality Analysis process, together with the methodology used, were presented to the Board of Directors, which validated the significant impacts, risks and opportunities identified.

In the future, if new significant elements are found for the conclusions of the dual materiality analysis, the Group undertakes to review the assessments and conclusions regarding the significant IROs.



CONSIDERATIONS ON SPECIFIC IROS RELATED TO ESRS TOPICS

In compliance with the reporting requirements of the IRO disclosures in ESRS E1, E2, E3, E5 and G1, the following considerations are reported, to be added to what has already been seen in the IRO methodology described above.



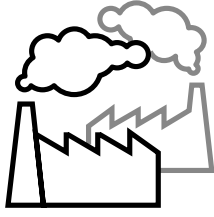
E1 – CLIMATE CHANGE

In assessing the impacts related to Climate Change, Crocco analysed the main sources of greenhouse gas emissions deriving from its activities, products and value chain, as well as the contributions to the decarbonisation objectives related to energy efficiency projects and the increased use of self-produced energy from photovoltaic systems.

As part of its risk and opportunity assessment, the Group identified significant transition risks and opportunities in relation to the growing demand from key customers for GHG emissions reductions.

The Group is committed to developing a resilience analysis of its activities in relation to the physical and transition risks related to climate change, based on climate scenarios.



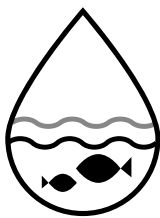


E2 – POLLUTION

All Group sites operate in compliance with the regulations in force in the countries in which they are located, adopting appropriate management and monitoring methods, in order to protect the workforce and the local environment. The impacts, risks and opportunities related to pollution were assessed by considering the scenario net of the mitigation and control measures currently in place, as required by ESRS standards.

In the process of identifying relevant impacts, risks and opportunities, the Group has examined all company activities, in line with the dual materiality analysis, and continues to monitor its operations to identify any new critical issues or emerging opportunities.

To date, no consultations with potentially affected local communities have been necessary. However, the Company remains committed to observing the evolution of the context and will evaluate, if appropriate, the involvement of relevant stakeholders in line with its management strategies.



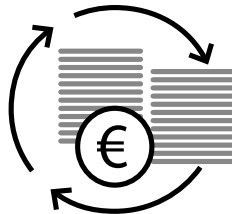
E3 – WATER AND MARINE RESOURCES

The process of identifying and assessing the impacts, risks and opportunities re-

lated to the issue of water use took into consideration the fact that no Group site is located in areas of high water stress. Mapping of sites and areas of water stress had already been carried out in the past, using the World Resource Institute tool, "Aqueduct Water Risk Atlas", in order to more effectively identify impacts, risks and opportunities.

To date, no consultations with potentially affected local communities have been necessary. However, the Company remains committed to observing the evolution of the context and will evaluate, if appropriate, the involvement of relevant stakeholders in line with its management strategies.

The topic of marine resources did not emerge as significant during the dual materiality analysis.

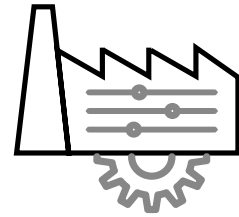


E5 – RESOURCE USE AND CIRCULAR ECONOMY

Crocco has examined the incoming and outgoing material flows to carry out an assessment process regarding the impacts, risks and opportunities related to the uses and types of resources used in its products and components. This element is already monitored from the point of view of life cycle analysis in the calculation of the product carbon footprint.

The Group actively monitors sites and activities on issues related to the circular economy, in order to identify any new impacts, risks and opportunities.

To date, no consultations with potentially affected local communities have been necessary. However, the Company remains committed to observing the evolution of the context and will evaluate, if appropriate, the involvement of relevant stakeholders in line with its management strategies.



G1 – BUSINESS CONDUCT

In the process of identifying significant impacts, risks and opportunities in relation to business conduct, the Group took into account several factors, including the location, activity, sector and structure of operations, both with regard to its direct activities and for the entire relevant value chain.

4. ENVIRONMENTAL INFORMATION

Taxonomy	38
4.1. E1 CLIMATE CHANGE	41
[E1-1] Transition plan for climate change mitigation	41
[E1-2] Policies relating to climate change mitigation and adaptation	41
[E1-3] Actions and resources in relation to climate change policies	42
[E1-4] Targets related to climate change mitigation and adaptation	44
[E1-5] Energy consumption and mix	45
[E1-6] Gross Scopes 1, 2, 3 and Total GHG emissions	46
[E1-7] GHG removals and GHG emission mitigation projects financed through carbon credits	49
4.2. E2 POLLUTION	50
[E2-1] Policies related to pollution	50
[E2-2] Actions and resources related to pollution	50
[E2-3] Targets related to pollution	51
[E2-4] Pollution of air, water and soil	51
4.3. E3 WATER	52
[E3-1] Policies related to water and marine resources	52
[E3-2] Actions and resources related to water and marine resources	52
[E3-3] Targets related to water and marine resources	53
[E3-4] Water discharges	53
4.4. - E5 RESOURCE USE AND CIRCULAR ECONOMY	54
[E5-1] Policies relating to resource use and the circular economy	54
[E5-2] Actions and resources related to resource use and the circular economy	54
[E5-3] Targets related to resource use and circular economy	55
[E5-4] Resource inflows	55
[E5-5] Resource outflows	56

TAXONOMY

In 2024, Crocco carried out a qualitative analysis of the alignment of its main economic activity, the production of plastic packaging, with the requirements of the European Taxonomy, introduced by Regulation 2020/852 to introduce criteria for qualifying economic activities as "eco-sustainable".

The requirements underpinning the classification of eco-sustainable economic activities according to the Taxonomy are:

- A substantial contribution to one of the six environmental objectives.
- Do No Significant Harm (DNSH) principle with respect to the other environmental objectives.
- Minimum standards of the guarantees envisaged by social legislation.

SUBSTANTIAL CONTRIBUTION

Crocco's economic activity contributes to Objective 4 of the EU Taxonomy, namely the "transition to a circular economy, with particular reference to waste reduction and recycling". In this area, the company meets three of the four criteria.

All our packaging is designed to be recyclable in practice and on a large scale, and it is made without the use of dyes, additives, or elements that could compromise recycling flows. In addition, the recyclability of our plastic

packaging materials exceeds the 35% minimum threshold set at the national level.

However, not all of our products meet the 35% post-consumer recycled material content by weight requirement. In addition, the production process uses inks for secondary processing that are classified as hazardous substances under the REACH Regulation. For this reason, the economic activity is not currently fully aligned with the criteria for a substantial contribution to the circular economy.

DNSH PRINCIPLE

We have examined the activity in relation to the requirements of the DNSH principle as defined in the Taxonomy, with reference to the following relevant environmental objectives:

- Climate change mitigation
- Climate change adaptation
- Pollution prevention and reduction
- Sustainable use and protection of water and marine resources

Climate change mitigation: the Product Carbon Footprint of packaging made from recycled raw materials is lower than that of equivalent products made from virgin fossil-based materials. The requirement is therefore met.

Climate change adaptation:

in our business risk assessment, we consider relevant climate events such as heavy rainfall, floods and fires, in line with the provisions of Appendix A of the Taxonomy. Other risks are not relevant to our operating context.

Pollution prevention and reduction:

the use of substances listed in Appendix C is regulated and monitored under the AIA, the limits of which are based on the Best Available Techniques (BAT) in force.

Sustainable use of water and marine resources:

although a formal assessment of the risks related to the environmental degradation of water has not been carried out, we have been monitoring water consumption and water stress in our Sustainability Reports for years.

The goal of **protecting and restoring biodiversity and ecosystems** is not applicable to our production context, and our activity is not subject to Environmental Impact Assessment. However, we are committed to minimising any potential impact on

ecosystems, including through compliance with the requirements of the **Integrated Environmental Authorisation (IEA)**.

MINIMUM SOCIAL STANDARDS

Compliance with social guarantee standards is ensured through the full application of Italian and European legislation on labour and human rights in

the conduct of our business, as well as the commitments undertaken with the Integrated Policy and the common benefit purposes established in the Benefit Company Articles of Association.

CONCLUSION AND KPIS

In conclusion, Crocco's main economic activity is not fully aligned with the Taxonomy. The methods for bridging

the gaps that currently exist will be assessed by the Management, which will determine the necessary actions and resources.

The KPIs required by Regulation 2020/852 (Turnover, CapEx and OpEx) are shown below.

Economic activity	Code	Turnover 2024 (min)	Share of turnover 2023	CRITERIA FOR SUBSTANTIAL CONTRIBUTION						CRITERIA FOR "NOT CAUSING SIGNIFICANT HARM"						Share of turnover aligned with Taxonomy as at 2023	Share of turnover aligned with Taxonomy as at 2022	Category (Enabling activity)	Category (transition activity)
				Climate change mitigation	Climate change adaptation	Resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity and ecosystems				
A. ACTIVITIES ELIGIBLE FOR THE TAXONOMY																			
A.1 ECO-SUSTAINABLE ACTIVITIES (ALIGNED WITH THE TAXONOMY)																			
Turnover of eco-sustainable activities (aligned with the taxonomy)		0	0%	0%	0%	0%	0%	0%	0%						0	0			
A.2 ACTIVITIES ELIGIBLE FOR THE TAXONOMY, BUT NOT ECO-SUSTAINABLE (ACTIVITIES NOT ALIGNED WITH THE TAXONOMY)																			
Manufacture of plastic packaging	22,22	123,3	100%							S	S	N		S	N.A.				
TOTAL (A.1)+(A.2)																			
B. ACTIVITIES NOT ELIGIBLE FOR TAXONOMY																			
Turnover of non-eligible activities		0	0%																
TOTAL (A)+(B)																			



				CRITERIA FOR SUBSTANTIAL CONTRIBUTION						CRITERIA FOR "NOT CAUSING SIGNIFICANT HARM"									
Economic activity	Code	CAPEX 2024 (min)	Share of CAPEX 2023	Climate change mitigation	Climate change adaptation	Resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity and ecosystems	CAPEX share aligned with Taxonomy as at 2023	CAPEX share aligned with Taxonomy as at 2022	Category (Enabling activity)	Category (transition activity)
A. ACTIVITIES ELIGIBLE FOR THE TAXONOMY																			
A.1 ECO-SUSTAINABLE ACTIVITIES (ALIGNED WITH THE TAXONOMY)																			
CAPEX of eco-sustainable activities (aligned with the taxonomy)		0	0%	0%	0%	0%	0%	0%	0%							0	0		
A.2 ACTIVITIES ELIGIBLE FOR THE TAXONOMY, BUT NOT ECO-SUSTAINABLE (ACTIVITIES NOT ALIGNED WITH THE TAXONOMY)																			
Manufacture of plastic packaging	22,22	50,6	100%							S	S	N		S	N.A.				
TOTAL (A.1)+(A.2)																			
B. ACTIVITIES NOT ELIGIBLE FOR TAXONOMY																			
CAPEX of non-eligible activities		0	0%																
TOTAL (A)+(B)																			

				CRITERIA FOR SUBSTANTIAL CONTRIBUTION						CRITERIA FOR "NOT CAUSING SIGNIFICANT HARM"									
Economic activity	Code	OPEX 2024 (mln)	Share of OPEX 2023	Climate change mitigation	Climate change adaptation	Resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity and ecosystems	Share of OPEX aligned with Taxonomy as at 2023	Share of OPEX aligned with Taxonomy as at 2022	Category (Enabling activity)	Category (transition activity)
A. ACTIVITIES ELIGIBLE FOR THE TAXONOMY																			
A.1 ECO-SUSTAINABLE ACTIVITIES (ALIGNED WITH THE TAXONOMY)																			
OPEX of eco-sustainable activities (aligned with the Taxonomy)		0	0%	0%	0%	0%	0%	0%	0%							0	0		
A.2 ACTIVITIES ELIGIBLE FOR THE TAXONOMY, BUT NOT ECO-SUSTAINABLE (ACTIVITIES NOT ALIGNED WITH THE TAXONOMY)																			
Manufacture of plastic packaging	22,22	2	100%							S	S	N		S	N.A.				
TOTAL (A.1)+(A.2)																			
B. ACTIVITIES NOT ELIGIBLE FOR TAXONOMY																			
OPEX of non-eligible activities		0	0%													0	0		
TOTAL (A)+(B)																			

4.1. E1 CLIMATE CHANGE



[E1-1]

TRANSITION PLAN FOR CLIMATE CHANGE MITIGATION

The Group has embarked on a path with the aim of aligning its corporate strategy with global commitments to decarbonisation, in line with the Paris Agreements. In fact, in 2024, Crocco S.p.A SB took a first practical step in this direction by officially joining the Science Based Targets initiative (SBTi), through the publication

of the Letter of Commitment. With this membership, the company has publicly committed to setting greenhouse gas (GHG) emission reduction targets in line with climate science, thereby actively contributing to limiting global warming to below 1.5 °C.

The next step, namely the definition of emission reduction targets, starting from the quantification of the GHG inventory, is still ongoing. This phase is supported by an internal technical team working together with external consultants, with the aim of presenting the objectives to SBTi for validation by 2025.

[E1-2]

POLICIES RELATING TO CLIMATE CHANGE MITIGATION AND ADAPTATION

Crocco's Integrated Policy (Environment, Energy, Quality, Health and Safety) reflects a deep and continuous commitment to environmental protection, including, among the key principles that guide the company's activities, the desire to systematically integrate sustainability into production processes, resource management and product design, in line with compliance with current legislation and internal guidelines.

The Policy Document was approved on 21 March 2023 by the Crocco Board of Directors and applies to the entire operation of Crocco S.p.A. The responsibility for its application lies with the company management and the revision of the Document is shared with internal stakeholders, starting with the HSE and Quality departments.

The Group promotes the involvement

of the entire value chain in its environmental policies, with a view to reducing environmental impacts, and of all the company's stakeholders, so that they can play an active part in achieving the objectives. The Code of Ethics, described in sections G1-1, reaffirms Crocco's commitment by requiring that "suppliers must comply with applicable environmental regulations and standards".

Crocco promotes initiatives and programmes aimed at increasing employee awareness of aspects related to the subject matter of the Policy, also providing for their consultation and involvement in defining and achieving environmental objectives. Training is provided on the principles and values contained in the Document to promote awareness and ensure that all personnel have a proper understanding of them.



In the context of climate change, a central element of the Policy is the promotion of the monitoring and calculation of the carbon footprint of products, in line with international standards and the expectations of customers and partners in the supply chain. The goal is to accurately measure the climate impact throughout the entire life cycle of the products, allowing us to understand where to act to create increasingly low-impact solu-

tions and encouraging informed business choices.

At the same time, the Policy adopts a proactive approach to improving energy efficiency. It commits the company to continuously optimising its processes and energy consumption through the adoption of innovative technologies, process automation and energy data analysis, in order to reduce energy con-

sumption, as well as contain energy expenditure.

In addition to the Integrated Policy, Crocco's commitment is also reaffirmed in the Benefit Company Articles of Association, which define the common benefit purpose of progressively evolving the company's operations towards the enhancement, production and use of energy from renewable or non-polluting sources.

[E1-3] ACTIONS AND RESOURCES IN RELATION TO CLIMATE CHANGE POLICIES

To contribute to the decarbonisation objectives established by the European Union and the relevant legislation, Crocco has adopted a series of initiatives over time that have contributed to reducing the organisation's climate footprint.

In 2024, the following actions, related to the decarbonisation lever of energy efficiency, were implemented:



➤ Installation of energy meters on the machines of plant C, in order to improve the efficiency of energy consumption in the production process, as has already happened in the past with the other Italian sites.

➤ Renewal of the Energy Management System certification, in accordance with ISO 50001, implemented in 2023.

➤ Three bubble extrusion plants were purchased and installed, replacing as many obsolete machines, with the aim of reducing energy consumption per unit of product manufactured.

PRODUCT CARBON FOOTPRINT

Since 2020, Crocco S.p.A. SB has adopted an advanced system for the quantification of the carbon footprint of its products, using the "Carbon Footprint Systematic Approach" model. This model was developed in accordance with the international standard ISO 14067:2018, which defines the requirements for quantifying and communicating the climate footprint of products (Carbon Footprint of product – CFP).

This model enables us to accurately calculate the greenhouse gas

(GHG) emissions associated with Crocco's products, starting from the actual data relating to the raw materials used and the energy and material consumption of the production processes. By applying LCA (Life Cycle Assessment) methodology, the model allows us to analyse the entire life cycle of the products, from cradle to grave, i.e. from raw materials to end of life, identifying the critical points and environmental hotspots, i.e. the phases of the production cycle with the greatest impact from the point of view of emissions.

Based on this analysis, Crocco can quantify the CO₂e emissions related

to each product and, consequently, define targeted strategies to mitigate the emissions associated with its products and processes.

Moreover, thanks to this methodological approach, Crocco is now able to provide its customers with accurate and verifiable information on the carbon footprint of the products they purchase. This transparency offers a competitive advantage and is a key element in strengthening trust relationships along the entire value chain, contributing to the development of a more sustainable and conscientious supply chain.

GREENSIDE

In 2018, Crocco signed a Voluntary Agreement with the Ministry of the Environment and Energy Security with the aim of reducing and neutralising GHG emissions. The agreement represents a clear formal commitment to an ecological transition driven by responsibility and transparency.

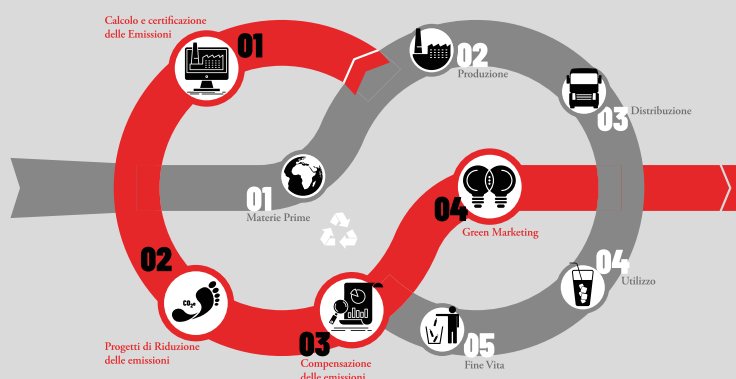
In line with this new vision, Greenside, the proprietary sustainable design model, was developed. This

innovative method combines technical expertise, a scientific approach and an environmental vision, created to produce flexible packaging aligned with the principles of the Circular Economy and decarbonisation.

Through Greenside, Crocco supports its customers in the design of packaging with low environmental impact, carefully analysing materials, production processes and performance throughout the entire product life cycle.

The model also allows the carbon

footprint of the packaging to be accurately calculated, enabling the areas with the greatest impact to be identified and design choices to be oriented towards more sustainable solutions. With a view to active collaboration, Crocco establishes a true green partnership with its partners, based on the sharing of environmental values and goals. The path undertaken also promotes eco-design and product innovation, supporting companies in the transition to circular, recyclable, compostable or recycled-content packaging.



ENERGY MANAGEMENT SYSTEM (ISO 50001)

Since 2023, an Energy Management System has been implemented for production plants in Italy, certified by an independent third party according to the international standard ISO 50001.

nal standard ISO 50001.

This has enabled us to organise an internal process management model aimed at monitoring consumption and defining activities aimed at energy efficiency and reducing energy use.



[E1-4] TARGETS RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION

The following table shows the targets set by Crocco in the context of climate change management, including targets on reducing energy consumption.

As already highlighted in the section E1-1 Transition Plan, the definition of reduction targets aligned with the Science-Based Target programme Initiative is ongoing.

TARGET AND UNIT OF MEASUREMENT	TARGET SCOPE	BASE YEAR BASE VALUE	TARGET / KPI	TARGET YEAR
Installation of photovoltaic system	Plant D	2024 N/A	Reduced use of energy from the grid	2025
Maintain the CPF Systematic Approach management system according to ISO 14067:2018	Group	2024 N/A	Obtaining Certification	2025
Calculate the organisation's GHG inventory according to ISO 14064-1 for the year 2024, including T&T and Crocco DE data	Group	2024 N/A	Obtaining Certification	2025
Develop a plan to replace the motors of obsolete extruders (IE1) with more efficient ones (IE3) in the three plants	Plants A, B and C	2024 N/A	Task completion	2025
Reduce emissions related to transport to Crocco DE, by increasing rail traffic	Group	2024 N/A	Increase in rail transport data compared to total shipments	2025
Install energy meters on the main electrical panels at Plant A	Plant A	2024 N/A	Task completion	2025
Reduction of the number of transformers in plant C to reorganise the use of the transformers in the main substation	Plant C	2024 N/A	Task completion	2025

[E1-5] ENERGY CONSUMPTION AND MIX

As a company classified as energy-intensive, the issue of energy consumption has been a central aspect in Crocco's strategic choices, such as investments in the implementation of an Energy Management System, the installation of solar panels on the roofs of plants A, B and C and the replacement of systems with more energy-efficient alternatives.

The Group monitors its energy consumption with reference to the main source categories and distinguishes between energy produced from renewable and non-renewable sources. Analysis of the energy mix provides an understanding of the current composition of the supply, making an evaluation of its evolution over time possible and allowing us to make certain strategic and investment choices to give substance to the commitments made.

In 2024, the electricity purchased from the grid with a Guarantee of Origin (GO) Certificate accounted for 84.6% of the Group's total consumption. For the remainder of its energy consumption, the Group used fuels divided between natural gas (12.4%) and petroleum products (0.07%), while the electricity produced by photovoltaic systems and used in the plants was 2.8% of energy needs. The share of energy we generate from renewable sources is expected to increase in the coming years in view of the targets set to increase production capacity through the installation of new solar power systems at other sites.

The following table shows the data relating to the Group's energy consumption.

MWh	2024
TOTAL ENERGY CONSUMPTION	44.224
Total energy consumption from fossil sources	5.516
Consumption of coal fuels and coal products	0
Consumption of crude oil fuels and petroleum products	0
Consumption of natural gas fuels	5.516
Consumption of fuels from other fossil sources	0
Total energy consumption from nuclear sources	0
Consumption of electricity, heat, steam or cooling from purchased or acquired fossil sources	0
Percentage of fossil sources	12,5%
Total energy consumption from renewable sources	38.708
Consumption of fuels from renewable sources	0
Consumption of electricity, heat, steam and cooling from purchased or acquired renewable sources	37.471
Consumption of self-generated renewable energy without resorting to fuels	1.237
Percentage of renewable sources	87,5%
Non-renewable energy generation	0
Renewable energy generation	1.237
Energy intensity of activities in sectors with a high climate impact	7,56

Table 1. Group energy consumption

The Group's net revenues in 2024 in activities in sectors with a high climate impact, as indicated in Annex 1 of Regulation (EC) No. 1893/2006, are 5,851,252

euros. The Group's energy intensity is 7.56 MWh/€.

[E1-6] GROSS SCOPES 1, 2, 3 AND TOTAL GHG EMISSIONS

Since 2021, Crocco has embarked on a journey to improve the understanding of the company's impact on climate change, through the development of an inventory of the organisation's GHG emissions, capable of providing an in-depth analysis of the emissions generated by company operations (Scope 1 and 2) and the value chain, i.e. indirect Scope 3 emissions.

Fully aware of the impacts and sources of GHG emissions, Crocco was able to identify and implement initiatives and actions aimed at reducing the emissions generated and start a process of defining objectives aligned with the international Science-Based Target programme, as reported in section E1-1.

GHGS INCLUDED IN THE INVENTORY

The GHGs included in the inventory quantification include a number of gases, including:

- Carbon dioxide (CO₂)
- Methane (CH₄)
- Nitrous oxide (N₂O)
- Hydrofluorocarbons (HFCs)
- Perfluorocarbons (PFCs)
- Sulphur hexafluoride (SF₆)
- Nitrogen trifluoride (NF₃)

Each of these gases has a different climate-altering power, Global Warming Potential (GWP), measured in tonnes of CO₂ equivalent (t CO₂e), which represents the amount of CO₂ alone that would have to be emitted into the atmosphere to obtain the same impact generated on the climate by a gas of a different nature.

The methodology used for the development of the GHG inventory is that of the international standard ISO 14064-1:2018, with 2023 as the base year. The GHG inventory is subject to verification by a third-party body, a choice that Crocco confirms each year in order to ensure the correctness and reliability of the quantification results.

It should be noted that the GHG inventory study for the year 2024 covered the Crocco S.p.A. – SB plants, supported by third-party verification, as well as the inventory of the two subsidiaries.

The aim is to start reporting GHG emissions at the group level and not as a single Crocco Spa entity.

CATEGORIES OF DIRECT AND INDIRECT EMISSIONS INCLUDED

The emissions identified by the ISO 14064-1:2018 standard are classified as direct and indirect.

The methodology adopted requires that direct emissions be reported in a mandatory manner, while, for indirect emissions, the company must only quantify the significant indirect emissions among those identified in the following five categories defined by the standard:

- Imported energy;
- Indirect emissions from transport;
- From products used by the organisation;
- From the use of the organisation's products;
- From other sources.

To identify the significant categories, a significance analysis was carried out, as required by the standard, which takes into account the parameters of Magnitude, Influence, Risk and Accountability.

The categories included in the inventory are shown below



DIRECT GHG EMISSIONS AND REMOVALS CATEGORY 1

- 1.1** Emissions from stationary combustion plants, and therefore emissions from the organisation's fuel consumption.
- 1.2** Emissions from the combustion of mobile installations, i.e. emissions from internal handling equipment and the company vehicle fleet.
- 1.4** Fugitive emissions related to the refrigerant charge of refrigeration units.



INDIRECT GHG EMISSIONS FROM IMPORTED ENERGY CATEGORY 2

- 2.1** Indirect emissions from the production and consumption of electricity imported from the grid.



INDIRECT GHG EMISSIONS FROM TRANSPORT CATEGORY 3

- 3.1** Emissions from upstream transport and distribution of goods, relating to the transport of procured raw materials/semi-finished products.

- 3.2** Emissions related to downstream transport and distribution of goods, i.e. related to the transport of the finished product to the end customer
- 3.3** Emissions from employees on their home-work commute, based on the vehicle they use.
- 3.4** Emissions from customer/visitor transport
- 3.5** Emissions from business travel



**INDIRECT GHG
EMISSIONS FROM
PRODUCTS USED BY
THE ORGANISATION**
CATEGORY 4

- 4.1** Emissions from goods purchased by the organisation, taking into account emissions related to the extraction and production of raw materials and semi-finished products, as well as the upstream phase for the production of fuels and electricity.
- 4.3** Emissions from waste disposal (liquid or solid).



**INDIRECT GHG
EMISSIONS FROM THE
USE OF THE
ORGANISATION'S
PRODUCTS CATEGORY 5**

- 5.3** Emissions from the end-of-life of the finished product sold

The following categories of indirect emissions were excluded as they are not currently present and/or were not significant in the sensitivity analysis:

- 1.3** Process emissions
- 1.5** Emissions from land use, not relevant because there have been no changes in land use in the last 20 years.
- 2.2** Emissions from imported energy production, excluding electricity; not relevant because the Company does not import energy.
- 4.2** Emissions from capital goods; not significant.
- 4.4** Emissions from the use of leased

equipment; not significant.

- 5.1** Emissions from the product use phase; not significant.
- 5.2** Emissions from downstream of leased assets; not significant.
- 5.4** Emissions from financial transactions; not significant.

CALCULATION METHODOLOGY

The calculation is carried out using the "IPCC 2021 GWP100 V1.03" assessment method, which uses an emission factor-based approach, where emissions are calculated by multiplying the activity data and the related emission factors calculated on the basis of the GWP (Global Warming Potential) of the IPCC Sixth Assessment Report (AR6). This method proposed by the IPCC (Intergovernmental Panel on Climate Change) is by far the most widely used and recognised by the international scientific community.

The emissions of each category are reported in tonnes of CO₂ equivalent (t



CO₂e) as indicated in the ISO reference standard.

For category 1 emissions (equivalent to scope 1), the SimaPro data conversion factors were used.

For category 2 emissions (equivalent to scope 2), in the specific case of indirect emissions related to electricity consumption (subcategory 2.1), the Electricity Maps emission factor for 2024 was used, in line with the FAQ on the website of the Carbon Footprint Italy (CFI) Programme Operator. It should be noted that in 2024 the company purchased electricity from the grid with a Guarantee of Origin (GO) Certificate and therefore the emission factor is zero for indirect emissions calculated with a market-based approach.

To calculate the indirect emissions of category 3-4-5 (equivalent to scope 3), the SimaPro 10.2 software application was used, and specifically the Ecoinvent 3.11 database.

PROCESSES INCLUDED AND DATA QUALITY

The calculation approach chosen for the quantification of Crocco's GHG emissions is that of "operational control", whereby all emissions directly and indirectly associated with the installations over which the organisation exercises operational control have been accounted for, including therefore up and down-stream processes (e.g. transport and suppliers).

It should be noted that for all process-

es under Crocco's control (e.g. finished product production, waste production, etc.), primary data were collected for all input and output data, such as fuel, energy and material consumption.

For processes not under the direct control of Crocco (e.g. production of raw materials, end of product life, etc.), secondary data from international databases, such as Ecoinvent, were used.

UNCERTAINTY ASSESSMENT

ISO 14064-1 requires that the uncertainty associated with quantitative approaches be assessed at the category level. See the previous paragraph for Crocco's use of primary and sec-

	RETROSPECTIVE		MILESTONES AND TARGET YEARS		
	BASE YEAR (2023)	2024	2025	2030	ANNUAL TARGET % / BASE YEAR
GHG EMISSIONS SCOPE 1					
Gross ghg emissions of scope 1	4.142	3.576	-	-	-
GHG EMISSIONS SCOPE 2					
Emissioni GHG lorde di Scopo 2 location-based	8.339	7.062	-	-	-
Gross ghg emissions of scope 2 location-based	16.410	0	-	-	-
SIGNIFICANT GHG EMISSIONS					
Gross indirect GHG emissions of Scope 3	154.394	153.634	-	-	-
Category 3	12.851	9.327	-	-	-
Category 4	131.125	132.410	-	-	-
Category 5	10.417	11.897	-	-	-
Category 6	-	-	-	-	-
TOTAL GHG EMISSIONS					
Total GHG emissions (location-based)	166.874	164.273	-	-	-
Total GHG emissions (market-based)	174.945	157.211	-	-	-

Table 2. Inventory of GHG emissions of Crocco S.p.A. - SB

ondary data.

A dual approach was used for the uncertainty assessment study, involving a quantitative-qualitative uncertainty analysis and a quantitative uncertainty analysis using the Monte Carlo method.

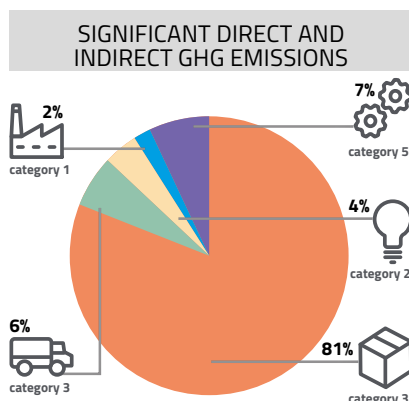
CROCCO'S GHG INVENTORY

Below is the GHG inventory of Crocco S.p.A. – SB, including plants A, B, C.

The Group's net revenues are 5,851,252 euros, therefore the emissions intensity, with a location-based approach, has a value of 28 tCO₂e/€, while with the market-based approach the intensity is 26.8 tCO₂e/€.

¹ The calculation considers the total value of the Group's GHG emissions, equal to 173,761 tCO₂e.

*the total value excludes data relating to intercompany exchanges.

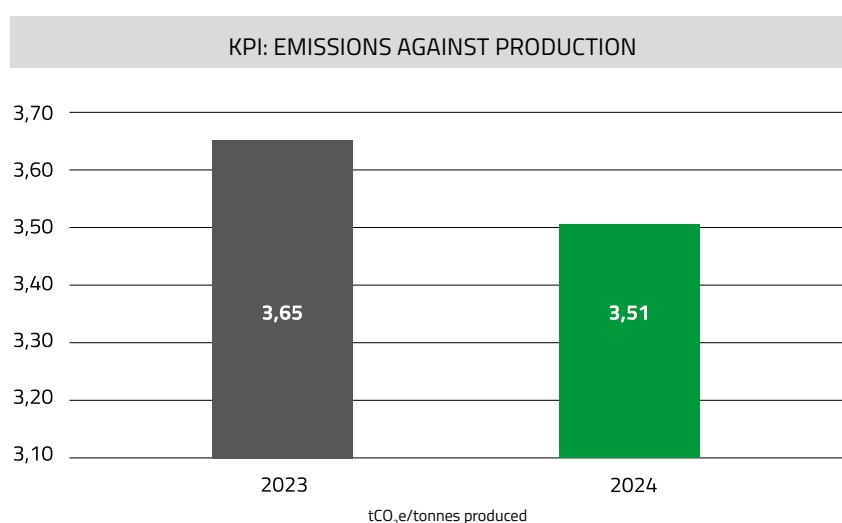


Graph 2. Breakdown of GHG emissions of Crocco S.p.A. -SB

TOTAL GHG EMISSIONS (LOCATION-BASED) CONTROLLED

T&T	5.480
Crocco Deutschland	11.166

Table 3.
Group GHG emissions inventory



Graph 3. Trend in the emissions/product ratio KPI performance indicator

[E1-7] GHG REMOVALS AND GHG EMISSION MITIGATION PROJECTS FINANCED THROUGH CARBON CREDITS

In 2024, Crocco voluntarily withdrew 123 carbon credits, corresponding to 123 tonnes of carbon dioxide equivalent (tCO₂e).

This initiative was undertaken at the request of a customer, in order to offset the climate-altering emissions associated with the use of heat-shrinkable

films containing recycled material supplied by Crocco.

The credits used for offsetting were certified according to internationally recognised standards and were purchased through the Verra Registry, one of the leading global platforms for the trading

and tracking of carbon credits. The generation of these credits is attributable to a voluntary renewable energy production project located in India, in particular a photovoltaic plant intended for the generation of low-emission electricity.

4.2. E2 POLLUTION



[E2-1] POLICIES RELATED TO POLLUTION

Crocco's Integrated Policy on the subject of pollution, described in general terms in section E1-2, is based on two essential pillars: legislative compliance with the environmental legislation in force and the prevention of pollution. On the one hand, therefore, the company undertakes to comply with all applicable environmental regulations,

keeping abreast of both national and international legislative and regulatory developments. At the same time, Crocco adopts a proactive approach aimed at preventing pollution, by implementing measures aimed at minimising the negative environmental impacts deriving from its activities.

Crocco's Integrated Management System ensures the systematic monitoring of environmental performance and the achievement of the improvement objectives set. It thereby strengthens its commitment to responsible and low environmental impact development.

[E2-2] ACTIONS AND RESOURCES RELATED TO POLLUTION

Crocco is implementing several tangible measures to help reduce environmental pollution at its plants.

WATER AND SOIL POLLUTION

Albeit a regulatory requirement, the installation of first and second rainwater collection tanks at Plant A is a significant activity, as it allows rainwater from the open areas to be intercepted and treated. This action stops the water from ending up directly in surface water bodies or being dispersed into the environment. This system also allows any microplastics present in the external surfaces to be filtered out. At the other two plants, water is collected through grids installed in

the manholes, which perform a similar function.

Pollution prevention is further supported by the availability of absorbent powder, both inside the facilities and in the external areas of the production site, which quickly contains any spills.

In addition, during 2024, the company eliminated PFAS from its films, helping to reduce the risk to people's health and the impact on the environment associated with the presence of these substances.

MICROPLASTICS

As part of its efforts to reduce the impact of microplastics, Crocco has cho-

sen to adhere to the guidelines of Operation Clean Sweep (OCS).

OCS is an international programme designed to prevent the dispersion of plastic granules, such as pellets, flakes and powders, into the environment during processing, transport and storage along the entire plastics value chain. The aim of the programme is to achieve zero dispersion of industrial plastic material through a structured approach collectively involving companies in the sector.

Adherence to OCS calls for the company's real commitment to implement targeted actions, including improving the organisation of workspaces to prevent and manage any spills, devel-

oping specific internal procedures and disseminating them with the aim of avoiding any spillages of plastic material. Crocco has also implemented training programmes to raise awareness among employees and assign clear responsibilities in the prevention, containment and management of any spills.

Regular internal audits are conducted to ensure the effectiveness of the measures adopted. The company also

ensures full compliance with current national and local legislation on the containment of plastic materials. An integral part of Crocco's commitment is also the involvement of its partners. In this regard, it promotes the dissemination of OCS principles throughout the supply chain. In this way, Crocco actively contributes to reducing the environmental impact of plastic and promotes responsible and sustainable resource management.

TRAINING FOR INCIDENT PREVENTION AND MANAGEMENT

Another area in which Crocco continuously invests is employee training: at least one hour of emergency plan training is provided each year, covering environmental risk scenarios such as accidental spills of chemicals, liquids or solids. This ongoing training helps to ensure a timely and effective response in the event of an incident.

[E2-3] TARGETS RELATED TO POLLUTION

Crocco has defined specific objectives for the reduction of pollution generated by its activities, in line with its environmental policy and with the principle of prevention enshrined in European legislation. The objectives set out in the table below are mainly aimed at keeping pollutant emissions under control.

TARGET AND UNIT OF MEASUREMENT	TARGET SCOPE	BASE YEAR BASE VALUE	TARGET KPI	TARGET YEAR
Maintenance of threshold values of the Integrated Environmental Authorisation	Group	2024 N/A	Values equal to the previous year or a 5% reduction	2025

[E2-4] POLLUTION OF AIR, WATER AND SOIL

AIR EMISSIONS

In 2024, there were no air emissions that exceeded the E-PRTR thresholds, established in Regulation (EC) No. 166/2006 of the European Parliament and of the Council (the so-called European Pollutant Release and Transfer Register).

nies draw up annually, which specifies the quantities and types of waste they have produced and/or managed during the previous year, provided the data on microplastics (plastic granules) recovered in the production plants. These microplastics are sent to a recovery and washing company, which treats them as real waste.

Some of the plastic granulate leached into the outdoor bays can no longer be captured: in these cases, it is flushed away by rainwater and trapped in the water butts (at Plant A), or in the man-hole traps (at Plants B and C).

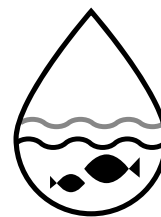
MICROPLASTICS

The MUD, the Single Environmental Declaration Form, a report that compa-

MICROPLASTICS		2024
Microplastics recovered from production processes		55.294 kg

Table 3. Quantity of microplastics recovered

4.3. E3 WATER



[E3-1]

POLICIES RELATED TO WATER AND MARINE RESOURCES

The issue of water management is covered in the Integrated Policy (described in general terms in section E1-2), which defines the group's strategic priorities for the responsible management of

company processes and activities, including the responsible management of water resources.

Crocco's commitment in the document is aimed at increasing the environmental

efficiency of its processes, with the aim of progressively reducing overall consumption, including water consumption.

[E3-2]

ACTIONS AND RESOURCES RELATED TO WATER AND MARINE RESOURCES

The Group has been committed to a conscious and responsible use of water resources for years, and has implemented practical measures to improve the efficiency of its use within its production plants. Water is not used directly in production processes, but exclusively for plant cooling. For this reason, the company has implemented a cooling water recirculation system, which reduces water withdrawals.

Depending on the plant, the water is drawn either from a well (as in the case of plant A) or from the water supply network (at the other production sites). In both cases, the reduction of water consumption is an objective explicitly included in the company's Environmental Policy and is pursued through targeted investments and efficient management practices.

Water usage is constantly monitored, both in terms of volumes withdrawn for industrial processes and in relation to water discharges. Both activities are carried out in full compliance with current legislation and the procedures provided for by the Environmental Management System. Every month, water meter readings are taken and the data collected is recorded in a dedicated form, a useful tool for monitoring the consumption trend promptly identifying any anomalies.

This monitoring activity allows us to maintain a high level of awareness of the volumes actually consumed. This facilitates informed decision-making consistent with the principle of efficiency and environmental sustainability that guides the entire company strategy.



[E3-3] TARGETS RELATED TO WATER AND MARINE RESOURCES

To translate its policy on the sustainable management of water and marine resources into concrete results, Crocco has defined a series of measurable environmental objectives, aimed at mini-

mitting negative impacts and enhancing the opportunities related to responsible water use.

Water-related targets are renewed yearly in the context of the Environmen-

tal Management System, providing KPI performance indicators useful for monitoring the Group's performance in this regard.

The targets are shown below.

TARGET AND UNIT OF MEASUREMENT	TARGET SCOPE	BASE YEAR BASE VALUE	TARGET / KPI	TARGET YEAR
Consumption of water resources for industrial use (m3/tonne produced)	Group	2024 N/A	Values equal to the previous year or a 5% reduction	2025
Consumption of water resources for industrial use (m3/m2 produced)	Group	2024 N/A	Values equal to the previous year or a 5% reduction	2025

[E3-4] WATER DISCHARGES



Below are the data relating to the volumes of water discharged (expressed in cubic metres) by the various operating units of the Group. The data was collected by monthly reading of the water meters installed at the plants, according to a standardised procedure defined within the company's Environmental Management System.

The information thus collected was duly recorded in special monitoring forms,

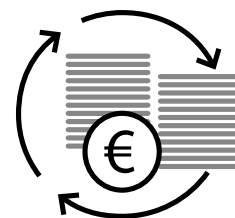
designed to ensure the traceability of the data and allow continuous monitoring of the trend in water consumption and discharges generated.

This activity is part of the environmental monitoring actions provided for by the Management System, with the aim of ensuring regulatory compliance and promoting the responsible use of water resources.

m ³	2024
Total water discharges	27.128
Water discharges in areas subject to water stress	0

Table 5. Group water discharges

4.4. - E5 RESOURCE USE AND CIRCULAR ECONOMY



[E5-1] POLICIES RELATING TO RESOURCE USE AND THE CIRCULAR ECONOMY

The commitment to improving the environmental performance of its production processes, formalised in the Integrated Policy (already described in general terms in section E1-2) also includes the reduction of raw material consumption and consequent reinforcing of circular economy practices in the manufacture of products. This is particularly important due to the types of raw materials, such as plastics, and the growing level of attention from the market and public

opinion regarding the impact of plastics on the environment and human health.

Furthermore, in Crocco's Benefit Corporation Articles of Association, the company has defined the implementation of the study and development of innovative products and packaging with low environmental impact, thanks to the search for increasingly circular and regenerative alternatives that are also capable of guaranteeing the safety of

packaged products as a common benefit to be pursued in relation to the issue of resources and the circular economy.

To meet this challenge, Crocco promotes the use of materials with a lower environmental impact, the integration of recycled content and the implementation of design solutions that favour packaging recyclability.

[E5-2] ACTIONS AND RESOURCES RELATED TO RESOURCE USE AND THE CIRCULAR ECONOMY

The commitment established by Crocco's Integrated Policy to reduce the use of virgin raw materials translates in practice into the commitment to progressively increase the use of recycled materials in our products.

This approach aims to promote a more circular and responsible economy, in line with the environmental sustainability objectives that the company has been pursuing for years.

Currently, the use of recycled material from mechanical recycling is possible in specific types of products, in particular on heat-shrinkable films and stretch hoods. In these areas, Crocco is able to produce films with recycled material

content ranging from 30% to 98%, while still guaranteeing technical and aesthetic performance comparable to that of traditional materials.

However, for some applications, such as the Aliprot line food film, current consumer safety legislation does not allow the use of materials derived from mechanical recycling.

In 2024, Crocco started the production of films containing material derived from chemical recycling. The move was aimed at overcoming this limitation and expanding the possibilities of using recycled material, even in more regulated sectors. This type of resin, obtained through ad-

vanced depolymerisation processes, is chemically identical to virgin raw material and can therefore also be used in sensitive applications such as food.

The entire process is managed in accordance with the international ISCC+ (International Sustainability & Carbon Certification) standard, which ensures the traceability of the raw material and the sustainability of the process along the entire value chain. This achievement represents a further step forward in Crocco's sustainability strategy, and means that the company is increasingly capable of combining technological innovation, environmental responsibility and regulatory compliance.

[E5-3] TARGETS RELATED TO RESOURCE USE AND CIRCULAR ECONOMY

In the context of the circular economy, the Group has set the compliance of its products with the new EU Regulation on packaging and packaging waste (PPWR) as its main objective. This Regulation establishes the obligation, starting from 2030, that all plastic products contain at least 35% recycled material. However, the exact method for calculating this percentage is not yet defined, i.e. whether it will be based on the recycled content within each product or on

the total recycled material purchased by the company. Specific implementing decrees are expected to clarify these aspects.

In response to these new regulations, formulations with post-consumer recycled material (PCR) content of up to 50% for heat-shrinkable films, 30% for stretch hoods, and up to 98% for other low-value-added shrink products have already been developed. At the moment,

PCR is not included in stretch films or films for food contact, in accordance with the regulatory restrictions in force.

In addition, the design and development of plastic film recipes with less thickness is a constant objective, in order to reduce the amount of packaging per packaged unit, and to improve the recyclability of our own products (single-material and/or single-component packaging).

[E5-4] RESOURCE INFLOWS

The calculation of the quantities of incoming materials is based on an analysis of material inputs, with data collected during the update process of the GHG emissions inventory. This provided an overview of the materials purchased for production, including classifications by type, supplier, origin, and quantity.

The inflow of resources shown in the following table includes all the goods purchased by the Group for production at its sites.

TYPE	UNIT OF MEASURE-MENT	QUANTITY 2024
Technical materials (polymers)	tonnes	57.841
Biological materials	tonnes	3.272
Reused or recycled secondary components, secondary intermediate products and materials used by the company for its products and services (including packaging).	tonnes	6.575
Materials total	tonnes	67.688

Table 6. Group inflows

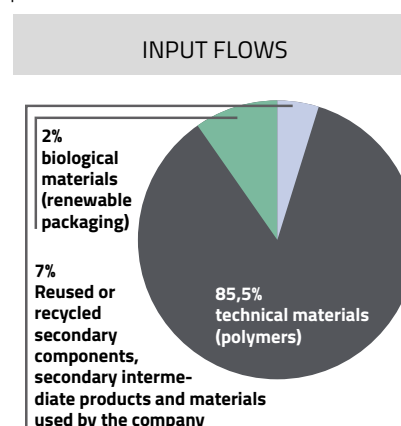
Technical materials are raw materials, such as plastic polymers.

The biological material only includes the packaging.

The category of secondary components, secondary intermediate products and secondary materials includes raw materials of secondary origin, obtained as a result of recovery and recycling processes. The estimate of recycled materials is derived from information received from

suppliers, which is based on their own assessments and any existing supporting certifications.

The percentage of secondary components, secondary intermediate products and secondary materials used for the manufacture of products is 9.7%, calculated on the basis of direct information received from suppliers.



Graph 4.
Breakdown of the Group's input flows

[E5-5] RESOURCE OUTFLOWS

The various production sites of the Group have implemented specific operating procedures to monitor the entire waste management cycle, from generation to final destination. This approach makes it possible to limit the environmental impacts associated with waste

production and to optimise operating costs, at the same time.

The data below concern the amount of waste produced and its final destination. A distinction is made between hazardous and non-hazardous waste. The calculation was made on the basis of the

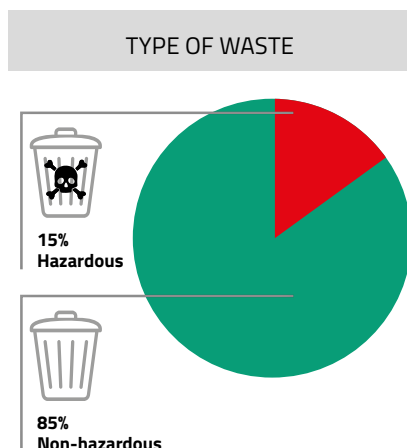
data collected through the procedures provided for by existing Environmental Management Systems, and the quantities declared in accordance with the environmental legislation in force in the respective countries.

The total amount of hazardous waste is 982 tonnes.

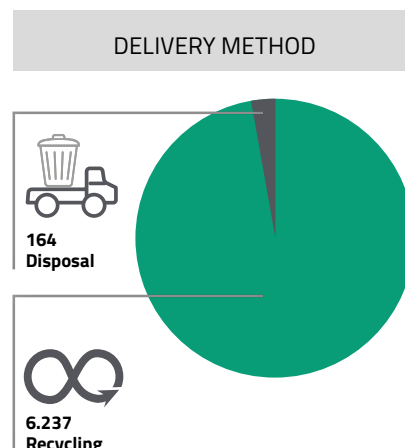
	TONNES	2024
	WASTE PRODUCED	6.401
	Total hazardous waste not destined for disposal	924
	Hazardous waste not destined for disposal as it is prepared for reuse	0
	Hazardous waste not destined for disposal as it is recycled	924
	Hazardous waste not destined for disposal as it is used in other recovery operations	0
	Total non-hazardous waste not destined for disposal	5.313
	Non-hazardous waste not destined for disposal as it is prepared for reuse	0
	Non-hazardous waste not destined for disposal as it is recycled	5.313
	Non-hazardous waste not destined for disposal as it is used in other recovery operations	0
	TOTAL WASTE NOT DESTINED FOR DISPOSAL	6.237
	Total hazardous waste sent for disposal	58
	Hazardous waste sent for disposal by incineration	0
	Hazardous waste sent for disposal by landfill	0
	Hazardous waste sent for disposal by other disposal operations	58
	Total non-hazardous waste sent for disposal	106
	Non-hazardous waste sent for disposal by incineration	0
	Non-hazardous waste sent for disposal by landfill	0
	Non-hazardous waste sent for disposal by other disposal operations	106
	TOTAL WASTE SENT FOR DISPOSAL	164
	Non-recycled waste	164
	Percentage of non-recycled waste	2,5%

Table 7. Waste produced and transferred by the Group

The main types of waste produced and managed by the Group's facilities primarily include plastic – which accounts for the majority of the material – along with iron and steel, empty packaging (including those that may contain hazardous substances), rags, paper, and cardboard. Waste management is carried out in compliance with the relevant EWC codes (European Waste Catalogue).



Graph 5.
Type of waste produced



Graph 6.
Methods of disposal of waste produced

PRODUCT CIRCULARITY FEATURES

Crocco's products are fully recyclable as they consist mainly of LDPE (low-density polyethylene), a material for which there are well-established collection and recycling channels both in Italy and in Europe. Some of the products are also formulated with anti-UV additives, which allow them to be used even in conditions of pro-

longed exposure to direct sunlight, thus ensuring greater durability and resistance.

However, it is important to emphasise that, given the specific nature of the products, not all the principles of the circular economy are applicable or feasible. This depends on the technical and functional features required of

flexible packaging, which often limit some reuse or advanced recycling options. Despite this, Crocco continues to invest in optimising the sustainability of its product life cycles and favours recyclable materials and efficient processes.

5. COMPANY INFORMATION

5.1. S1 OWN WORKFORCE.....	59
[S1-1] Policies related to own workforce	59
[S1-2] Processes for engaging with own workers and workers' representatives about impacts.....	60
[S1-3] Processes to remediate negative impacts and channels for own workers to raise concerns.....	60
[S1-4] Taking action on material impacts and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions and approaches	61
[S1-5] Targets related to managing material impacts, advancing positive impacts, as well as to risks and opportunities.....	63
[S1-6] Characteristics of the undertaking's employees	63
[S1-7] Characteristics of non-employee workers in the undertaking's own workforce	65
[S1-8] Collective bargaining coverage and social dialogue	65
[S1-9] Diversity metrics.....	66
[S1-10] Adequate wages.....	67
[S1-11] Social protection.....	67
[S1-12] Persons with disabilities	67
[S1-13] Training and skills development metrics.....	68
[S1-14] Health and safety metrics.....	68
[S1-15] Work-life balance metrics.....	69
[S1-17] Incidents, complaints and severe human rights impacts	69
5.2. S4 CONSUMERS AND END-USERS.....	70
[S4-1] Policies related to consumers and end-users.....	70
[S4-2] Processes for engaging with consumers and end-users about impacts.....	70
[S4-3] Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	70
[S4-4] Taking action on material impacts and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions and approaches	71
[S4-5] Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities.....	71

5.1. S1 OWN WORKFORCE

[S1-1] POLICIES RELATED TO OWN WORKFORCE

The Integrated Policy, whose general aspects have already been described in section E1-2, also extends to the promotion of a work environment based on the safe well-being of staff.

In particular, great importance is attached to employee motivation. This is achieved through an ongoing process of information, training, consultation and active involvement in defining and achieving company objectives.

In parallel, the Group is committed to preventing workplace injuries and occupational illnesses by fostering a culture of occupational health and safety throughout the organisation. This is achieved through training programmes and awareness-raising initiatives targeting all corporate levels, alongside the identification and monitoring of performance in risk assessment and management processes related to occupational health and safety (OHS). These efforts are supported by transparent communication of results

and the establishment of targeted objectives aimed at continuous improvement.

Alongside the Integrated Policy, the Group has adopted a Code of Ethics, already described in "G1-1 Policies on Corporate Culture and Business Conduct", which, in the social sphere, includes the following aspects also related to the issue of human rights:

- Forced labour
- Child labour
- Harassment
- Wages
- Working hours
- Non-discrimination
- Health, safety and sustainability
- Freedom of association and collective bargaining

Finally, the promotion of employee development and the creation of a work

environment that fosters well-being and inclusion is a common benefit objective established in the Benefit Company Bylaws, as stated below:

Recognise the value of human capital, by creating a working environment that promotes the wellbeing of every individual; putting in place welfare and training measures designed to build a corporate culture that meets the needs of the people within it.

Encourage an inclusive management style that recognises the value of diversity and promotes equal opportunities at all levels of the company by adopting the ethics of diversity and inclusion, starting with the principles of fighting prejudice and gender-related stereotypes.

[S1-2] PROCESSES FOR ENGAGING WITH OWN WORKERS AND WORKERS' REPRESENTATIVES ABOUT IMPACTS

Crocco's workers' representatives are periodically involved in discussions to understand needs and identify opportunities for improvement in the activities established to manage the impact on the workforce.

A meeting is held annually with the company management to discuss the general performance of the company and issues concerning the Crocco workforce.

The involvement of staff representatives in the field of occupational health and safety also takes place within the

Health and Safety Team, a working group that consists of the following roles:

- Functional delegate
- Health and Safety Officer (In Italy known as the RSPP – the Head of the Prevention and Protection Service)
- Four Workers' Safety Representatives, one for each plant
- Occupational health doctor
- Production Manager

The Prevention and Protection Service meets every four months to detect, monitor and manage non-conformities and accidents. In this regard, it implements appropriate corrective actions on the basis of internal procedures established within the Health and Safety Management System.

[S1-3] PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR OWN WORKERS TO RAISE CONCERNS

To facilitate communication and the reporting of issues or suggestions by employees, the Human Resources Department has implemented a suggestion box located on the company's work premises, where employees can anonymously submit written reports.

This tool allows them to raise concerns or propose ideas for improvement without fear of repercussions, while fostering a more transparent and collaborative work environment.



[S1-4]

TAKING ACTION ON MATERIAL IMPACTS AND APPROACHES TO MITIGATING MATERIAL RISKS AND PURSUING MATERIAL OPPORTUNITIES RELATED TO OWN WORKFORCE, AND EFFECTIVENESS OF THOSE ACTIONS AND APPROACHES

The effectiveness of the actions implemented to mitigate negative impacts is periodically monitored by the HSE and Human Resources Departments. In general, the Group is committed to ensuring that its practices and activities do not generate or contribute to significant negative impacts on staff.

The main actions for the management regarding negative impacts and the pursuit of positive impacts are described below.

WORKPLACE HEALTH AND SAFETY MANAGEMENT

The Health and Safety Management System is certified by an accredited external body and currently applies to plants A, B, and C. Plant D, which is currently excluded, will be included within the certified scope by 2026. This objective has already been set by the Group to further strengthen its commitment in this area.

Regulatory compliance, legal deadlines and the state of compliance are constantly monitored using RISOLVO internal management software. This is also used to track the provision of training for all company staff. This system allows effective and timely control and supports the organisation in maintaining the expected standards and proactively managing risks.

The Risk Assessment Document (DVR), drawn up in accordance with current

legislation, is a central tool for the protection of workers' health and safety. The document collects the results of the periodic assessments carried out on the risks identified in the different work environments, and specifies the necessary preventive and corrective measures. Every year, or in the event of significant changes in activities, the RAD is updated and reviewed during the Periodic Meeting.

It contains assessments of a wide range of risks, including:

- Risk of fires and explosions
- Risks related to machinery and explosive atmospheres
- Risks from work at height, and in biological, electrical and confined spaces
- Risks from noise, vibrations, chemical agents and electromagnetic fields
- Risks related to the manual handling of loads, the use of video terminals and work-related stress
- Specific risks for working mothers

Training is a fundamental pillar of the management system. Each new recruit is trained before starting work, following specific courses in line with the task to be performed. General and specific

training certificates are also verified and required. Workers are given the appropriate Personal Protective Equipment (PPE), based on the level of risk associated with the specific job.

COMBATING DISCRIMINATION, HARASSMENT AND HUMAN RIGHTS VIOLATIONS

Respect for human rights is a fundamental and non-negotiable principle, which guides internal policies and relations with the entire supply chain. The Group is committed to ensuring fair, safe and dignified working conditions for all people working within the organisation and in contexts related to its activities.

The Code of Ethics clearly states any form of forced labour, including the unjustified withholding of pay or any other form of direct or indirect coercion, is absolutely forbidden. Similarly, we have established a ban on child labour, specifying that, if local legislation does not provide for more restrictive limits, the minimum age for employment cannot be less than 15 years, nor can it concern school-age children.

The Group rejects all forms of discrimination and actively promotes an inclusive and respectful environment. All workers must be treated fairly, based on their skills and qualifications, regardless of skin colour, ethnic origin, nationality, social status, disability, sexual orientation, religious or political beliefs, gender

or age. This principle applies to all aspects of the employment relationship, including recruitment, promotion, training, remuneration, benefits, dismissal and termination of the contract, and also extends to partners and staff not directly employed by the company.

The Code of Conduct, referred to above, identifies as sanctionable conduct the use of labour under exploitative conditions, including through irregular intermediation practices, as well as the dissemination or promotion of racist or xenophobic content.

Through these policies and tools, the Group reinforces its commitment to fostering an ethical, inclusive and responsible workplace, consistent with universal human rights principles and aligned with leading international standards.

TRAINING AND SKILL DEVELOPMENT INITIATIVES

The Company's commitment to training is clearly reflected in key documents such as the Corporate Policies and the Code of Ethics, and stands as a fundamental pillar in ensuring the effective operation of the Management Systems in place.

Continuous investment in training is a strategic priority, essential for strengthening and constantly developing our people's knowledge and skills, with the goal of making learning a stable and structured process over time.

All employees are offered opportunities for refresher training, professional development and the acquisition of new skills, aligned with changes in the economic, technological and regulatory landscape. These initiatives are essential to effectively meet the challenges of ongoing transformations and to achieve the Company's objectives with strength and awareness. Moreover, fo-

cused training on environmental, safety and quality issues helps to significantly reduce the risk of negative events and impacts, fostering a safer, more responsible and efficient workplace.

The training offered to employees covers the following areas:

OCCUPATIONAL HEALTH AND SAFETY



ENVIRONMENT



QUALITY AND HYGIENE



PRODUCT SAFETY



TECHNICAL TRAINING



SOFT SKILLS



Continuous training is managed by the Human Resources team, which annually plans and develops training programmes based on a thorough analysis of skills, aiming to identify development needs and design improvement plans aligned with the organisation's real requirements. Specifically, the Human Resources Manager is responsible for providing

cross-functional training (including soft skills) and non-technical training. At the same time, the HSE Manager is responsible for training in the areas of health, safety, environment, and energy. Furthermore, the Quality Manager is responsible for training programmes relating to quality, hygiene, product safety and specific technical aspects.

For training metrics, see section S1-13.

WELFARE PLAN

In 2024, Crocco developed a new Welfare Plan that aims to improve people's quality of life and create a work environment that fosters personal and professional growth. With this plan, Crocco aims to reinforce the connection between the company and the community, while meeting the real needs of individuals, showing that business success and social responsibility can go hand in hand.

For staff with children, a bonus of 1,500 euros is payable for each birth, and five scholarships worth 1,500 euros are available for children enrolling in the first year of university, thus providing concrete help for access to higher education.

The Plan includes a life insurance policy for employees, providing financial support to their families in case of unforeseen events, offering an additional level of protection beyond legal requirements.

[S1-5] TARGETS RELATED TO MANAGING MATERIAL IMPACTS, ADVANCING POSITIVE IMPACTS, AS WELL AS TO RISKS AND OPPORTUNITIES

The company's 2025 targets in relation to managing negative impacts and enhancing positive impacts on Crocco's employees are shown below.

TARGET AND UNIT OF MEASUREMENT	TARGET SCOPE	BASE YEAR BASE VALUE	TARGET / KPI	TARGET YEAR
Soft skills training for key production staff (department managers, shift managers, deputy shift managers)	Group	2024 N/A	Task completion	2025
Improving fire-fighting equipment	Plants A, B and C	2024 N/A	Task completion	2025
Training applied to the prevention of accidents and occupational diseases	Group	2024 N/A	Provision of training activities	2025

[S1-6] CHARACTERISTICS OF THE UNDERTAKING'S EMPLOYEES

Quantitative data on the Group's employees has been drawn from the Human Resources management system ("Payroll Centre") for workforce monitoring purposes and is presented in terms of headcount. By entering the personal data of staff, it is possible to obtain data and statistics on the age, gender and turnover of the workforce.

The data refers to the Group's workforce as at 31 December 2024.

Below is an overall picture of the composition of the Group's workforce (understood as the sum of Crocco Spa, Crocco DE and T&T employees).

Women make up 16.5% of the Group's

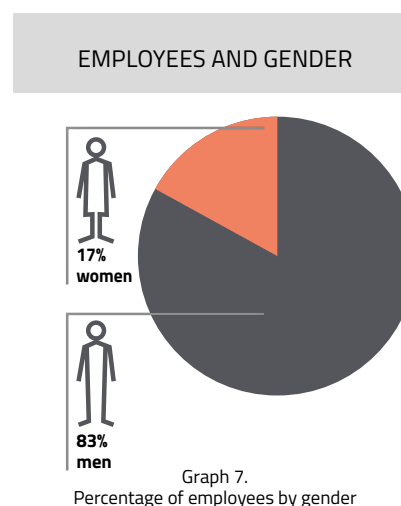
workforce, and the Company is actively working to increase this share to foster greater female participation in the workplace. To promote greater female representation in its workforce, Crocco has always aimed to fully uphold the principles of gender equality, fostering an inclusive workplace, as emphasised in its Articles of Association.

GENDER	2024
Women	47
Men	237
Other	-
Undisclosed	-
TOTAL	284

Table 8.
Number of employees by gender

COUNTRY	2024
Italy	254
Germany	30

Table 9. Breakdown of employees by country in which the Group operates



	WOMEN	MEN	OTHER	UNDISCLOSED	TOTAL
	2024	2024	2024	2024	2024
Number of employees	47	237	0	0	284
Number of permanent employees	46	224	0	0	270
Number of fixed-term employees	1	13	0	0	14
Number of employees with non-guaranteed hours	0	0	0	0	0
Number of full-time employees	35	236	0	0	271
Number of part-time employees	12	1	0	0	13

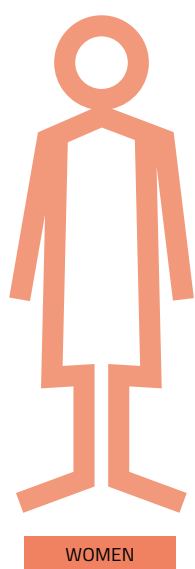
Table 10. Employees by contract type and gender

In order to ensure continuity of employment and the retention of skills developed by employees, the Group favours the use of permanent contracts, which cover 95% of workers. Specifically, this contract type is held by 97.8% of female employees and 94.5% of male employees. The rest of the workforce is employed on fixed-term contracts, mainly

comprising 93% men and 7% women.

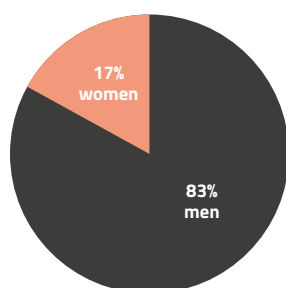
Looking at contract types by working hours, 75% of female employees work full-time, compared with 99% of male employees. Part-time work represents a substantial share of the female workforce, whereas it remains minimal among male employees.

In 2024, the company hired 31 new staff, with 24 leaving, resulting in an increase in the number of employees in the entire Group. Most of the hires and terminations were male employees (96%) and aged 30–50 (52%). Turnover in the reference period was 8%.



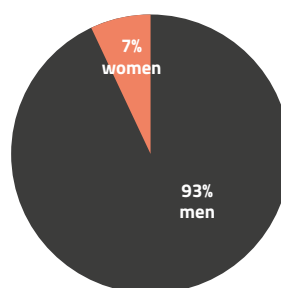
WOMEN

PERMANENT



Graph 8.
Percentage of employees with permanent contracts by gender

FIXED-TERM



Graph 9.
Percentage of employees with fixed-term contracts by gender

FULL-TIME

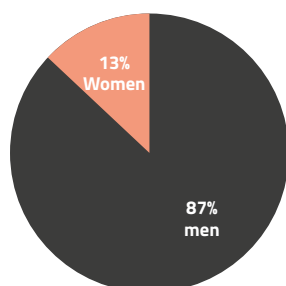
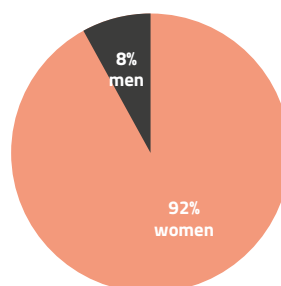
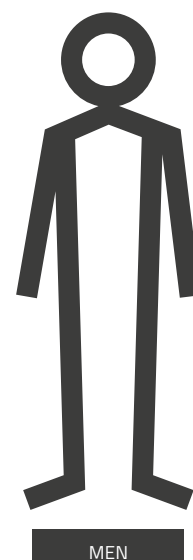


Grafico 10.
Percentage of employees with full-time contracts by gender

PART-TIME



Graph 11.
Percentage of employees with part-time contracts by gender



MEN

[S1-7] CHARACTERISTICS OF NON-EMPLOYEE WORKERS IN THE UNDERTAKING'S OWN WORKFORCE

To meet specific production needs, Crocco relies on the collaboration of external workers hired through temping agencies, in full compliance with current temporary employment legislation. These temporary collaborators are a key asset in maintaining smooth and efficient business operations, especially during peak periods.

GENDER	2024
Women	1
Men	8
Other	-
Undisclosed	-
TOTAL	9

Country	2024
 Italy	9
 Germany	0

At the end of the temporary contract, an assessment of the company's employment needs is carried out.

Following this assessment, the company may consider offering the worker a permanent position, providing

opportunities for professional growth and long-term employment.

The following provides information on the number and breakdown of Crocco's non-employee workers.

Table 11.
Non-employee workers by gender and country of employment

[S1-8] COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOGUE

In the Italian sites, 98.8% of the employees are covered by the "Rubber and Plastics National Collective Labour Agreement".

The remainder of the workforce (the three senior management members)

are subject to the Senior Management Contract, which excludes them from collective bargaining.

In Germany, in the absence of a corresponding National Collective Labour

Agreement, each employee is covered by an individually negotiated contract in accordance with German law.

	COVERAGE OF COLLECTIVE BARGAINING	SOCIAL DIALOGUE
COVERAGE RATE	EMPLOYEES (ONLY COUNTRIES WITH > 50 EMPLOYEES, REPRESENTING > 10% OF TOTAL WORKFORCE)	WORKPLACE REPRESENTATION - (ONLY COUNTRIES WITH > 50 EMPLOYEES, REPRESENTING > 10% OF TOTAL WORKFORCE)
0-19%		
20-39%		
40-59%		
60-79%		
80-100%	Italy	Italy

Table 12.
Coverage of collective bargaining and the number of workers with trade union representation in countries with more than 50 employees.

[S1-9] DIVERSITY METRICS

This section addresses workforce diversity: in line with disclosure S1-9, it provides an overview of age diversity across all employees and gender diversity among management. Please refer to section S1-12 for an overview of people with disabilities employed in the Group.

WORKFORCE BREAKDOWN BY AGE

Attracting people under 30 is a priority for the Group, which constantly carries out promotion and awareness-raising activities in schools and universities. In

2024, employees aged under 30 formed 10% of the total and continue to represent a minority of the company's workforce. The majority of employees are aged between 30 and 50 (47%), with those over 50 representing 43% of the workforce.

BREAKDOWN OF THE NUMBER OF MANAGERS BY GENDER

The Group manifests its commitment to equal opportunities by supporting and enhancing employees' career development, free from any distinction or

discrimination. Accordingly, every employee is supported in their professional and personal growth, including opportunities to take on managerial and leadership roles.

In 2024, the Group had 8 managers, of which 6 were men (75%) and 2 were women (25%). However, the intention is to contribute to achieving full gender equality, including in management roles, as also established in the Benefit Company Articles of Association of Crocco S.p.A.

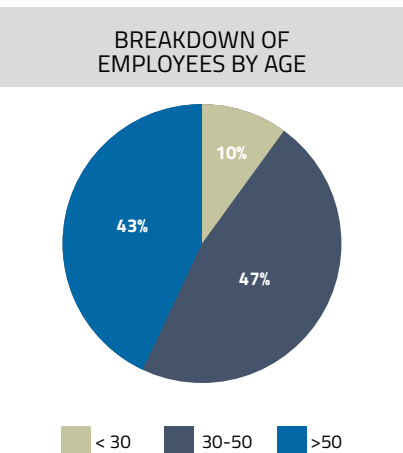
NUMBER OF EMPLOYEES	2024
Under 30	28
Between 30 and 50	133
Over 50	123

Table 13. Employees by age

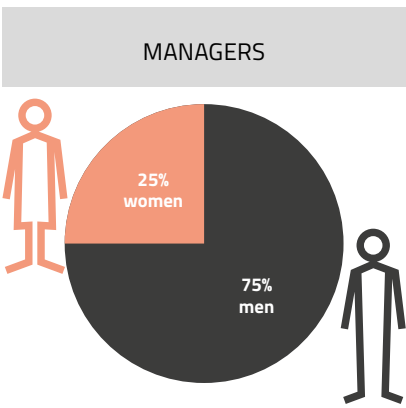


NUMBER OF EMPLOYEES AT TOP MANAGEMENT LEVEL	2024
Women	2
Men	6
Total	8

Table 14.
Number of managers by gender



Graph 12. Percentage of employees by age



Graph 13.
Percentage of managers by gender

[S1-10] ADEQUATE WAGES

All Crocco Group employees, at every location, are paid a fair salary, in accordance with local regulations (the Nation-

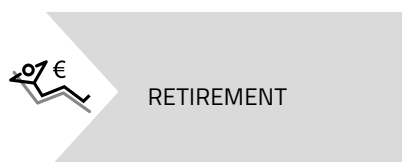
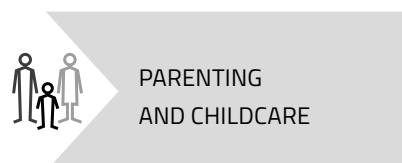
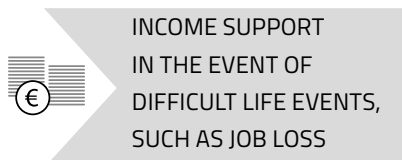
al Collective Labour Agreement in Italy and the statutory minimum wage in Germany).

[S1-11] SOCIAL PROTECTION

The Group guarantees that all employees benefit from a comprehensive social protection system, ensuring income continuity in the face of significant personal or professional life events.

This protection derives mainly from mandatory public schemes, current contracts and the legislation in force in the countries where Crocco operates.

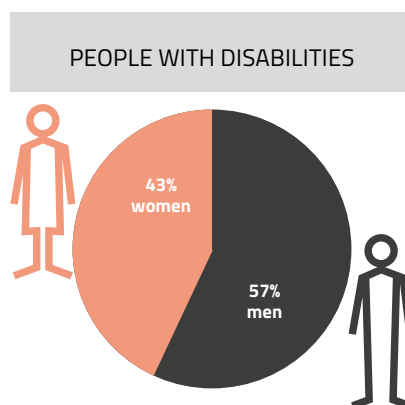
The coverage applies to all the main events listed in the standard:



[S1-12] PERSONS WITH DISABILITIES

Crocco promotes an inclusive and accessible work environment, in which people with disabilities can fully participate in professional life and actively contribute to the company's goals.

Regular monitoring of employees with disabilities helps assess the effectiveness of inclusion policies and plan targeted initiatives to improve accessibility, support, and equal opportunities.



Graph 14.
Percentage of people with disabilities by gender

NUMBER OF EMPLOYEES WITH DISABILITIES		2024
Women		6
Men		8
Total		14

Table 15.
Number of employees with disabilities by gender

[S1-13]

TRAINING AND SKILLS DEVELOPMENT METRICS

As noted in the relevant paragraph of Section S1-4, the Group considers employee training and skills development a key asset for addressing challenges and transformations, achieving goals, and reducing workplace risks.

Additionally, it is crucial to analyse and assess the effectiveness of each employee's training and professional development journey.

Below is an overview of the number of employees undergoing performance reviews and the average training hours.

EMPLOYEES WHO HAVE PARTICIPATED IN PERIODIC PERFORMANCE AND CAREER DEVELOPMENT REVIEWS	2024
Women	32
Men	173
Total	205
AVERAGE NUMBER OF TRAINING HOURS	2024
Women	25
Men	22

Table 16.
Number of employees subject to periodic performance reviews and average number of training hours by gender

[S1-14]

HEALTH AND SAFETY METRICS

The Group is proud to report that, for 2024, there were no serious workplace accidents, reflecting the effectiveness of implemented safety measures and the continuous commitment to a safe working environment.

For a description of the policies, methods of employee involvement and measures implemented in the field of occupational health and safety, please refer to sections S1-1, S1-2, S1-4.

EMPLOYEE WORK-RELATED INJURIES	2024
ACCIDENTS LOGGED	14
of which fatal	-
of which with serious consequences ²	-
EMPLOYEE ACCIDENT FREQUENCY RATES	2024
LTAR – LOST TIME ACCIDENT RATE ³	29,30
occupational accident death rate	-
workplace serious accident rate	-
EMPLOYEE INJURY SEVERITY RATE	2024
hours worked by employees	477.672
days of absence due to injury	181

Table 17. Data on workplace accidents

² "Injury with serious consequences" refers to injuries that have caused more than 40 days of absence.

³ The Lost Time Accident Rate is calculated using the ratio between the product of the number of accidents and the value 1,000,000 and the hours worked.

[S1-15] WORK-LIFE BALANCE METRICS

The Group fully respects employees' rights to family leave, whether for parenthood or for caring for family members, in line with the national laws of the countries where it operates.

This helps to promote a better work-life balance by allowing people to reconcile working life with family needs, thereby increasing well-being at work.

Moreover, as noted in paragraph S1-4, since 2024 Crocco has implemented a Welfare Plan with initiatives designed to support employees' needs related to parenthood.

In 2024, all employees who were entitled to family leave took it.

NUMBER OF EMPLOYEES ENTITLED TO FAMILY LEAVE ⁴	2024
Women	1
Men	8
Total	9
NUMBER OF EMPLOYEES WHO TOOK FAMILY LEAVE	2024
Women	1
Men	8
Total	9

Table 18.
Number of employees entitled to family leave and number of employees who took family leave

⁴ Family leave is defined as the following:

- Maternity leave
- Paternity leave
- Parental leave
- Leave for caregivers (e.g. in order to provide personal care or support to a family member or a person living in the same household who needs significant care or support due to a serious medical condition)

[S1-17] INCIDENTS, COMPLAINTS AND SEVERE HUMAN RIGHTS IMPACTS

There have been no reported complaints or incidents of human rights violations,

reflecting the Group's solid commitment to preventing such issues in the workplace

and the effectiveness of its implemented actions and organizational model.

5.2. S4 CONSUMERS AND END-USERS

[S4-1] POLICIES RELATED TO CONSUMERS AND END-USERS

Crocco has implemented a Policy on the quality and safety of food-contact packaging to ensure it delivers safe, legally compliant products to customers and consumers. The commitment is reflected in product quality and safety, continuous innovation, technological upgrades of production facilities, maintenance of work environments, and careful management of the environmental impact of processes and products.

The Policy for the quality and safety of packaging suitable for food contact was approved by the Crocco Board of Directors on 29 June 2017 and applies to the entire operation of Crocco S.p.A. – SB. The responsibility for its application lies with the company management and the revision of the Document is shared with internal stakeholders, starting with the Quality department.

External stakeholders are not involved in achieving the Policy's goals; however, employee awareness and training are crucial to ensure that everyone at Crocco fully understands the Policy and its aims.

[S4-2] PROCESSES FOR ENGAGING WITH CONSUMERS AND END-USERS ABOUT IMPACTS

At present, Crocco does not implement proactive processes to engage custom-

ers or consumers on the health and safety impacts of its products.

[S4-3] PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR CONSUMERS AND END-USERS TO RAISE CONCERNS

Customers can report product non-conformities via the complaint system. Crocco handles these reports with a

multidisciplinary team that investigates the cause of each issue and implements the necessary corrective actions within

both the Quality and Food Safety Systems.

[S4-4]

TAKING ACTION ON MATERIAL IMPACTS AND APPROACHES TO MITIGATING MATERIAL RISKS AND PURSUING MATERIAL OPPORTUNITIES RELATED TO OWN WORKFORCE, AND EFFECTIVENESS OF THOSE ACTIONS AND APPROACHES

To guarantee the safety of our products in the food sector, we have implemented and certified a voluntary system to prevent hygienic and sanitary risks and to monitor the production process of food-contact packaging, in line with the BRC IOP Standard.

The Management team reviews the system annually and undertakes the following actions to ensure its effectiveness, while ensuring clear communication across the company:

- Analysis and preparation of the necessary economic and human resources as required by the degree of complexity of the system
- Analysis of the root causes and pre-

vention of internal non-conformities, reports and complaints from customers

- Analysis of the market and customer needs for the research and development of new products that are safe and compliant with the necessary quality and legal requirements
- Promotion of a corporate culture based on the principles of quality assurance, health and safety, and legislative compliance through specific training and education of employees
- Continuous updating of technologies and procedures for product production and control

To assist Management in overseeing food safety, the HARA team was created to support the analysis of product-related risks and hazards

Finally, targeted overall and specific migration tests are conducted in an accredited laboratory, as required by Regulation (EU) No. 10/2011. These tests evaluate the potential transfer of substances from the plastic to food, ensuring that our films are safe and pose no health risks to consumers. Microbiological tests are also carried out on selected samples, along with specific analyses to check for ink set-off.

[S4-5]

TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ADVANCING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES

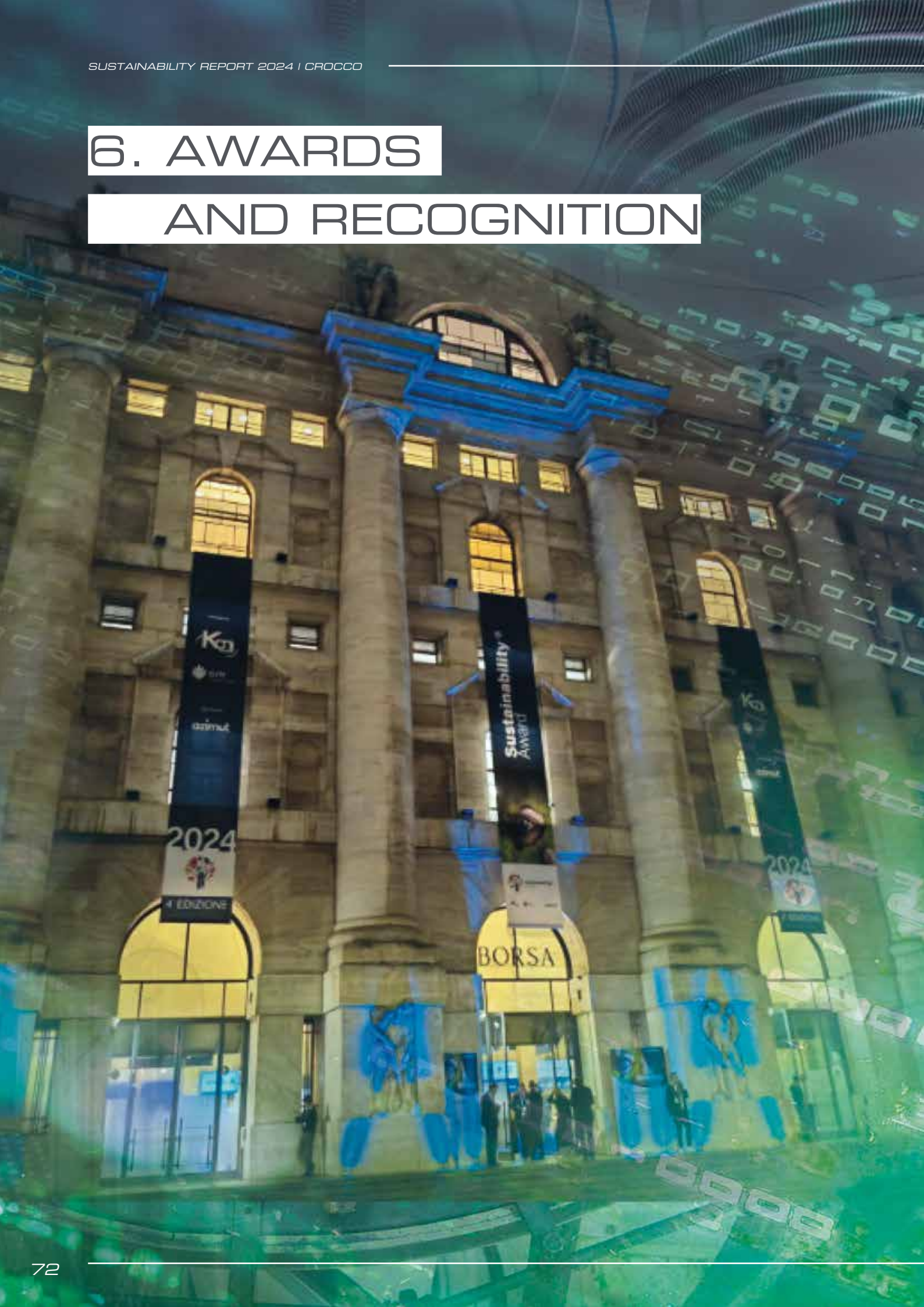
Crocco has developed a framework to set goals focused on minimising negative impacts, maximising positive effects, and managing risks and opportunities in its relationships with consumers and

end-users. These goals are part of the broader sustainability strategy and are periodically updated based on the evolution of the operational, regulatory and social context.

The following outlines the 2025 goals set by the Benefit Company regarding the management of impacts, risks, and opportunities connected to consumers and customers.

TARGET AND UNIT OF MEASUREMENT	TARGET SCOPE	BASE YEAR BASE VALUE	TARGET / KPI	TARGET YEAR
Setting the overall migration limit at least 50% below the threshold defined by current European legislation.	Group	2024 N/A	5 mg/dm ² of material in contact with food	2025

6. AWARDS AND RECOGNITION



In 2024, Crocco was again named by Kon Group and ELITE as one of **Italy's 100 most sustainable companies**.

At the fourth Sustainability Award, supported by Forbes as media partner, the two groups honoured the 100 Italian companies with the highest ESG ratings. The award ceremony was held at Palazzo Mezzanotte, the headquar-

ters of the Italian Stock Exchange.

The achievement is a testament to Crocco's ongoing commitment to sustainability.



Crocco is among the **1000 best-performing companies** in the province of Vicenza for 2024 and 100 best-performing companies in the Valle dell'Agno.

The distinction was awarded on the basis of a survey conducted by the ItalyPost Research Centre. This survey rec-

ognised the companies that, on average over the past three years, have strived to produce not only economic profit aimed at individual growth, but also determined growth and financial solidity conducive to reviving the local area and communities.



For the fourth year in a row, we received a mention in the **Compraverde Veneto Award**, the award given to the best green practices adopted at different levels for projects in line with the objectives set by the NRRP and in synergy with those of the 2030 Agenda.

This year, the recognition was awarded in the **“Green Revolution and Ecological**

Transition” category for “Large Enterprises”, citing Crocco’s dedication to environmental matters.

In 2023, Crocco became a Benefit Company, operating responsibly, sustainably, and transparently towards its people, communities, territory, and the environment.



In 2024, the company also took part in and supported **Radici Future 2030**, a festival focused on sustainability, circular economy, and business ethics, organised by Confindustria Vicenza. The event provided companies with the opportunity to showcase their most impactful projects in these fields.



COMMUNITY PROJECTS

In 2024, the following activities were organised with local schools:

Engagement with six second-year classes at Valdagno lower secondary school included classroom presentations on the importance of packaging in goods transportation, with a special emphasis on the food sector. Following this, the same classes toured the company's production facilities to see the manufacturing process up close and learn more about sustainable packaging practices

Engagement with a class from the Technical-Economics Studies Secondary School in Valdagno: company presentation focusing on the financial and sustainability reports, and a visit to the production sites to illustrate the sustainability practices adopted and the economic impact of Crocco's business.



OTHER ACTIVITIES

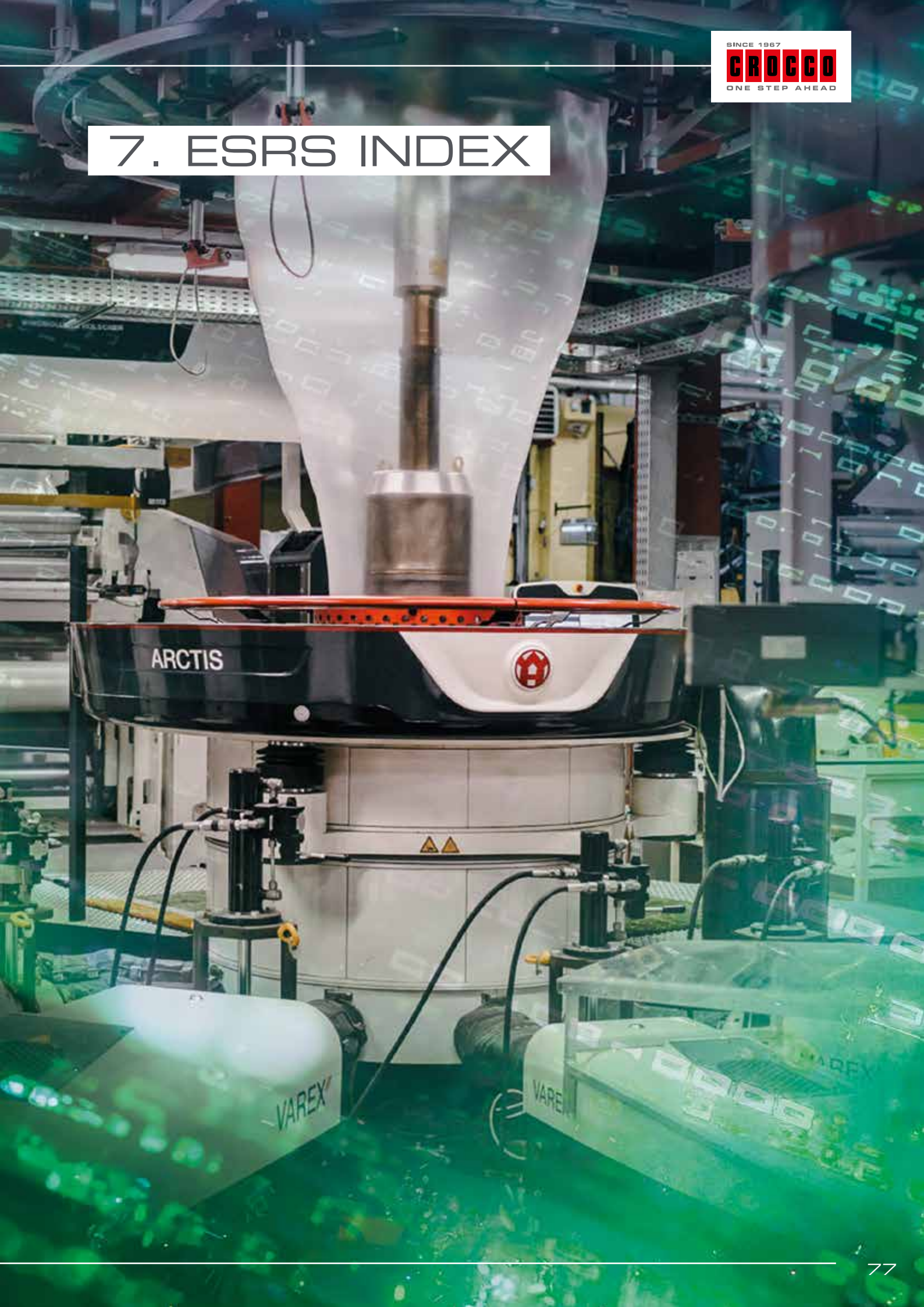
During 2024, a partnership was established with Unismart, a foundation of the University of Padua that promotes technology transfer and postgraduate education. This partnership reinforces Crocco's commitment to research and development by integrating new skills and academic resources of excellence. Through Unismart, Crocco will gain access to an extensive network of researchers and professionals across more than 32 departments and 150 laboratories at the University of Padua. We are currently involved in an experimental project, but we are still awaiting the results.

Crocco has also formed partnerships with Le Village by Credit Agricole, a start-up accelerator, and Assobenefit, the national association supporting and promoting the Benefit Company model.

In October 2024, Crocco sponsored the FESAV – Festival of Science of the Upper Vicenza area and, as part of the event, organised a meeting entitled "Plastics and technology". This involved three professors from the Department of Industrial Engineering of the University of Padua in the debate.



7. ESRS INDEX



[IRO-2] DISCLOSURE REQUIREMENTS IN ESRS COVERED BY THE UNDERTAKING'S SUSTAINABILITY STATEMENT

The information reported is detailed in the following table.

INFORMATION STATEMENT	DESCRIPTION OF THE INFORMATION STATEMENT	SOURCE AND PAGE
GENERAL INFORMATION		
ESRS 2 General Information	BP-1 – General criteria for drafting sustainability statements	24
	BP-2 – Information on specific circumstances	25
	GOV-1 – Role of the administrative, management and control bodies	14
	GOV 2 – Information provided to the company's administrative, management, and control bodies and sustainability issues addressed by them	15
	GOV-3 – Integration of sustainability-related performance in incentive schemes	15
	GOV-4 – Statement on due diligence	16
	GOV-5 – Risk management and internal controls over sustainability reporting	16
	SBM-1 – Strategy, business model and value chain	26
	SBM-2 – Interests and views of stakeholders	30
	SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	31
	IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities	34
	IRO-2 – Disclosure requirements in ESRS covered by the undertaking's sustainability statement	78

INFORMATION STATEMENT	DESCRIPTION OF THE INFORMATION STATEMENT	SOURCE AND PAGE
ENVIRONMENTAL INFORMATION STATEMENTS		
Taxonomy		38
ESRS E1 Climate change	ESRS 2 GOV-3 E1 – Integration of sustainability-related performance in incentive schemes	15
	ESRS 2 SBM-3 E1 – Material impacts, risks and opportunities and their interaction with strategy and business model	35
	ESRS 2 IRO-1 E1 – Description of the processes to identify and assess material impacts, risks and opportunities	35
	E1-1 – Transition plan for climate change mitigation	41
	E1-2 – Policies related to climate change mitigation and adaptation	41
	E1-3 – Actions and resources in relation to climate change policies	42
	E1-4 – Targets related to climate change mitigation and adaptation	44
	E1-5 – Energy consumption and mix	45
	E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions	46
	E1-7 – GHG removals and GHG mitigation projects financed through carbon credits	49
ESRS E2 Pollution	ESRS 2 IRO-1 E2 – Description of the processes to identify and assess material impacts, risks and opportunities	36
	E2-1 – Policies related to pollution	50
	E2-2 – Actions and resources related to pollution	50
	E2-3 – Targets related to pollution	51
	E2-4 – Pollution of air, water and soil	51
ESRS E3 Water and marine resources	ESRS 2 IRO-1 E3 — Description of the processes to identify and assess material impacts, risks and opportunities related to marine waters and resources	36
	E3-1 – Policies related to water and marine resources	52

INFORMATION STATEMENT	DESCRIPTION OF THE INFORMATION STATEMENT	SOURCE AND PAGE
ENVIRONMENTAL INFORMATION STATEMENTS		
ESRS E3 Water and marine resources	E3-2 – Actions and resources related to water and marine resources	52
	E3-3 – Targets related to water and marine resources	53
	E3-4 – Water discharges	53
ESRS E5 Resource use and circular economy	ESRS 2 IRO-1 E5— Description of the processes to identify and assess material impacts, risks and opportunities in relation to use of resources and circular economy	36
	E5-1 — Policies relating to the use of resources and the circular economy	54
	E5-2 — Actions and resources related to resource use and the circular economy	54
	E5-3 – Targets related to resource use and circular economy	55
	E5-4 – Resource inflows	55
	E5-5 – Resource outflows	56

INFORMATION STATEMENT	DESCRIPTION OF THE INFORMATION STATEMENT	SOURCE AND PAGE
COMPANY INFORMATION STATEMENTS		
ESRS S1 Own workforce	ESRS 2 SBM-2 S1 – Interests and views of stakeholders	30
	ESRS 2 SBM-3 S1 – Material impacts, risks and opportunities and their interaction with strategy and business model	33
	S1-1 – Policies related to own workforce	59
	S1-2– Processes for engaging with own workers and workers' representatives about impacts	60
	S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns	60
	S1-4– Taking action on material impacts and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions and approaches	61
	S1-5 – Targets related to managing material impacts, advancing positive impacts, as well as to risks and opportunities	63
	S1-6– Characteristics of the Undertaking's Employees	63

INFORMATION STATEMENT	DESCRIPTION OF THE INFORMATION STATEMENT	SOURCE AND PAGE
COMPANY INFORMATION STATEMENTS		
ESRS S1 Own workforce	S1-7– Characteristics of non-employee workers in the undertaking's own workforce	65
	S1-8– Collective bargaining coverage and social dialogue	65
	S1-9– Diversity metrics	66
	S1-10 – Adequate wages	67
	S1-11 – Social protection	67
	S1-12 - Persons with disabilities	67
	S1-13 – Training and skills development metrics	68
	S1-14 – Health and safety metrics	68
	ESRS S1-15 – Work-life balance metrics	69
ESRS S4 Consumers and end-users	S1-17 – Incidents, complaints and severe human rights impacts	69
	ESRS 2 SBM-2 S4 – Interests and views of stakeholders	30
	ESRS 2 SBM-3 S4 – Material impacts, risks and opportunities and their interaction with strategy and business model	33
	S4-1 – Policies related to consumers and end-users	70
	S4-2 Processes for engaging with consumers and end-users about impacts	70
	S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	70
	S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	71
	S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	71

INFORMATION STATEMENT	DESCRIPTION OF THE INFORMATION STATEMENT	SOURCE AND PAGE
GOVERNANCE INFORMATION STATEMENTS		
ESRS G1 Business conduct	ESRS 2 GOV-1 G1 – Role of the administrative, management and control bodies	14
	ESRS 2 IRO-1 G1 – Description of the processes to identify and assess material impacts, risks and opportunities	36
	G1-1 - Policies on corporate culture and business conduct	17
	G1-2 - Management of supplier relations	20
	G1-3– Prevention and detection of active and passive corruption	21
	G1-MDR-A Actions and resources related to business conduct	22
	G1-4 - Proven cases of active or passive corruption	22
	G1-6 – Payment practices	22

SINCE 1967

CROCCO

ONE STEP AHEAD

WWW.CROCCO.COM